

SPRINGFIELD **Business** JOURNAL

July 2021



**Great House BBQ
expanding to downtown**

2021 Forty Under 40

PRST STD
U.S. POSTAGE
PAID
SPRINGFIELD, IL
PERMIT NO 209

SPRINGFIELD'S GROW OUR OWN

MINORITY PARTICIPATION PROGRAM

EMPOWERING THE YOUTH OF TODAY WITH THE PROMISE OF TOMORROW



The City of Springfield, Sangamon County and Hanson Professional Services Inc. are entering their seventh year of the Grow Our Own Minority Participation Program.

Through this program, the young talents of our city take part in great learning opportunities for brighter futures within our community.



Currently seeking student referrals

Visit www.growourown.net for details

Visit us at the **Tech Prairie STEAM Expo** at the **2021 Illinois State Fair!**
August 18-22 at the Orr Building

CEFCU® Business Loans

At CEFCU, we're committed to Central Illinois businesses and the strong values that have made us who we are. That's why we are proud to offer Business Loans with:

- **Local Decisions**
- **Local Ownership**
- **Local Service**

Plus, we have flexible financing options with great rates. Choose your local Credit Union for all your business financing needs. Call 217.546.2010 or visit cefcu.com/owner today.

CEFCU Not a bank. Better. ®

2424 W. Iles Avenue, Springfield (near White Oaks Mall)
2449 N. Dirksen Parkway, Springfield (near Lowe's)
1000 E. Lincolnshire Boulevard, Springfield (near Walmart)

cefcu.com



Federally Insured
by NCUA



Channel Your Passion to Our Patients

Join our nursing team today and see why Memorial means MORE.

Right now is the perfect time to bring your nursing talents to Memorial. There are multiple RN positions and shifts available across all of central Illinois, including Decatur, Jacksonville, Lincoln, Springfield and Taylorville. Enjoy competitive salaries, benefits, sign-on bonuses up to \$15,000 and a supportive team environment.

Get started now at

Jobs.ChooseMemorial.org/community

Memorial
HEALTH SYSTEM



Memorial is an equal opportunity employer.

In this issue:

SBJ articles

6



Q&A with Mike O'Shea
by Lana Shovlin

8



2021 Forty Under 40

34



Organizations benefit from increasing diversity
By Carey Smith

30 217 Buy Black Directory



Great House BBQ expanding to downtown

Opening second location, plus nightclub and event space

Cover photo by Norma Zuniga

Columns

44 Ask an attorney

By Sarah Delano Pavlik

50 Professional development

By Kristina Barbee

46 Medical news

54 Restaurant review

By Thomas C. Pavlik Jr.

48 Philanthropy

By Janet Seitz

52 Calendar

56 New businesses

You don't know what you don't know

I've loved reading and writing since I was a kid, so it really wasn't a stretch for me to decide to major in English when I went away to college. After I graduated and moved to Springfield, I started getting involved with a number of nonprofit organizations and decided to enroll in a master's program for nonprofit management at University of Illinois Springfield, once I learned a program like that even existed. Over the last 10 years, as I have become increasingly involved in my neighborhood's redevelopment efforts, I've jokingly told people that I should have majored in urban planning. I had never heard of such a thing until well after I graduated from college, but as it turns out, I find the field very interesting.

We asked this year's Forty Under 40 class to tell us how they chose their current profession, and many of them arrived at their career after originally planning to do something else. One woman said she thought she would be a teacher, but also loved art history, and it turns out that being a museum curator allowed her to pursue both passions. When we're in school, we often have no idea of the wide variety of career options available or how we might best utilize our talents.

This is the 25th anniversary of our annual Forty Under 40 program and the good news is that, for all the complaints we hear about young people not wanting to stick around, we never seem to run out of options. In fact, the number of nominations continues to increase year after year as the program becomes more widely known. However, I've had quite a few people tell me that the older they get, the fewer of the selectees they know, and I can relate. Hopefully our annual recognition of outstanding young professionals serves as a reminder that it can be a good idea to network outside your typical circles, as there are many people doing great work who you may not have met (pg. 8).

We also focus on family and minority-owned businesses in the July issue. For a number of years now we've included a list of Black-owned businesses. Last year, we partnered with the Springfield Black Chamber of Commerce to help us get the word out, and the list grew significantly. Now we have more information we can share with our readers.

Other companies are starting to think about how to broaden their reach as well, whether in hiring practices or their client base, and some are choosing to work with a diversity consultant to help with that (page 34). One organization told *SBJ*, "It was a case of learning what we didn't know and making things better, now that we know better."

With many industries experiencing staffing shortages, why wouldn't you want to widen the job search and attract more applicants? And almost every company would like to have more customers or clients, so wouldn't it be a good thing to figure out how to appeal to the greatest number of people? Yet some businesses resist working with a diversity consultant for fear that they will be scolded for doing things wrong, instead of hoping that they might learn something new.

You don't know what you don't know – but once you learn about it, there are suddenly a lot more possibilities.



Michelle Ownbey, publisher



Editor: Fletcher Farrar
fletcher@springfieldbusinessjournal.com

Publisher: Michelle Ownbey
michelle@springfieldbusinessjournal.com

Associate Publisher: James Bengfort
jbengfort@illinoistimes.com

Copy Editor: Stacie Lewis
stacie@springfieldbusinessjournal.com

Production Design: Brandon Turley
bturley@illinoistimes.com

Advertising:
Yolanda Bell
yolanda@springfieldbusinessjournal.com
217-679-7802

Beth Parkes-Irwin
beth@springfieldbusinessjournal.com
217-679-7803

Ron Young
ron@springfieldbusinessjournal.com
217-679-7807

Subscriptions:
springfieldbusinessjournal.com/subscribe
subs@springfieldbusinessjournal.com

July Contributors:

Kristina Barbee
Mary Hansen
Stacie Lewis
Thomas C. Pavlik
Sarah Delano Pavlik
Janet Seitz
Lana Shovlin
Carey Smith
Holly Whisler
Norma Zuniga

Address: P.O. Box 398, Springfield, IL 62705

Phone: 217-726-6600

Email: info@springfieldbusinessjournal.com

Facebook: facebook.com/SBJIllinois

Twitter: twitter.com/sbjmonthly

SPRINGFIELD BUSINESS JOURNAL is published monthly by Central Illinois Communications, P.O. Box 5256, Springfield, IL 62705. The contents of SPRINGFIELD BUSINESS JOURNAL are copyrighted, and material contained herein may not be copied or reproduced without permission of the publisher. Opinions expressed in SPRINGFIELD BUSINESS JOURNAL are those of their authors, and no information or opinions expressed in SPRINGFIELD BUSINESS JOURNAL represent an endorsement or solicitation for purchase or sale by SPRINGFIELD BUSINESS JOURNAL or its staff.

A man with glasses and a plaid shirt stands in front of a large window, smiling. His hands are clasped in front of him. The background shows a bright, modern interior with wooden frames.

Q & A with Mike O'Shea

By Lana Shovlin

O'Shea Builders was founded in 1900 by Mike O'Shea's great-grandfather, who had recently immigrated from Ireland. As a fourth-generation owner, Mike grew up in the family construction business and has held positions including truck driver, estimator, project manager and now company president. The business is still headquartered in Springfield but has grown to include satellite offices in Peoria, Champaign and Decatur.

Mike has been married to Beth for 29 years, and they have two grown children, Matt and Grace, as well as a six-month-old granddaughter, Haisley. He is an avid reader of leadership and Christian books and enjoys spending time with family.

O'Shea Builders is now a multigenerational business. How did it get started?

My great-grandfather came over from Ireland, and I think building was just a craft that he knew. I'm not sure that he had a passion to be a builder, really, but it was a way that he could support his family.

Did you ever meet your great-grandfather?

Unfortunately, he died in 1963, and I was born in 1965. My dad always had a very warm relationship with him, though, and to this day he will tell you that his grandfather was his best friend. In fact, when my dad was in kindergarten, he'd get dropped off at school but instead of going to class, he'd run out the back door and his grandfather would be there waiting for him. They would spend all day together, and I think the camaraderie between the two of them is a huge part of what made my dad want to continue on with the business.

Did you always want to be part of the family business?

When I was a little kid, there were two things in life that I wanted to be: one was working for O'Shea as a carpenter and the other was to play professional baseball for the St. Louis Cardinals. I think I was about 7 years old when I realized that I probably was not a candidate for professional baseball. After that realization, I never dreamed of doing anything else but working at O'Shea.

What did you do after high school?

I started at Lincoln Land Community College, but I was also working at the business, logging 40 hours a week, and wasn't actually making it to class on a regular basis. And by "regular," I mean that I was there the day they handed the syllabus out, but hadn't been back since. When my parents found out, they told me to withdraw from school so that I wouldn't destroy my GPA. They told me they would make a deal with me: If I would give school an honest chance, but still didn't feel like it was what I wanted, then I could make the decision to drop out.

That fall, I enrolled at SIU-Carbondale and studied construction management. I was getting a 4.0 GPA and having a pretty good time, but after a while I decided I'd had enough, packed up my stuff and came home. So there you have it – I'm a two-time college drop out. I don't say that because I'm proud of it, but I was so passionate about the business that school never spoke to me. People that know me will tell you I'm a lifelong learner, but the classroom was never where I found my fit.

What happened after you came home?

I worked on the trade side at O'Shea for about a year, but gradually started helping my dad in the office. I'm so grateful for that experience, because my parents depended on me and gave me an enormous amount of responsibility. We were a much smaller business then, and when I look back on the journey from where the O'Shea family

business was when I dropped out of school in 1986 to where it is today, I realize I've been on the ride of a lifetime. I could not have asked for a more gratifying career.

What do you like to do in your spare time?

I have a super cute, new granddaughter and my wife and I love spending time with her. Also, I love to cook. I have a friend who likes to cook, too, and every Saturday night we exchange text messages with photos of the menus we've cooked. We joke that we're going to retire and open a food truck, which sounds great until you're actually in a food truck and someone is barking at you about their food being made the wrong way.

What's your favorite thing to cook?

Pizza. I'm very passionate about it; I make my own dough and everything. This is not your run-of-the-mill pepperoni pizza, but more of an artisanal pizza. Tell me what foods you enjoy, and I'll build you a pizza around that.

What is one piece of advice you would give your younger self?

All you have to do to be successful is to hire people smarter than you, and if you're me, that's incredibly easy. In all seriousness, though, when I walk down the halls of the office, I'm in awe of how we were able to put together such a collection of high capacity, dedicated and intelligent people. When someone says that I'm successful, I'm quick to deflect from that by saying that what I am is a really good assembler of parts. All the brains come from other places.



(Right to left) John O'Shea with his sons Harold, Ralph and James. (Left) John O'Shea started the family construction business in 1900. He is pictured with two of his grandsons, David (also known as Bud) and Jim. Bud would eventually carry on the family business.

PHOTOS COURTESY MIKE O'SHEA

FORTY UNDER 40 2021

sponsored by



Mark Cortesi, Agent
State Farm



THE POWER OF A U OF I MBA

Elizabeth Bazan

Age: 38

Occupation: Assistant curator of education, Illinois State Museum

Email: ebazan1107@gmail.com

Education: Master of Learning and Visitor Studies in Museums and Galleries, University of Leicester

Family: Spouse Tom Bazan

Affiliations/community activities: Illinois Association of Museums board member, Kiwanis Club of Springfield-Downtown, Young Philanthropists, Knox College Alumni Council secretary, Cherry Hills Church member and volunteer.



What is your guiding principle in life? I don't know that I've had a principle, but I have had a guiding person. As a disciple of Jesus Christ, I am committed to studying the Bible and listening to the guiding influence of His spirit in my life, seeking to be more like Him – humble, honest and loving – in all that I do.

What led you to your current career? I have wanted to be a teacher since childhood. Then, in college I fell in love with art history. My art history professor suggested that museum education would naturally combine both interests. After graduation, I began in the formal classroom, but found that informal education better fits the way that I enjoy both teaching and learning.

What is your greatest hope for Springfield? Springfield is a place deeply connected to some parts of its past. I hope that it can become a place more connected to all parts of its history, embracing the stories of those who have not been heard before to become a place where every citizen feels a sense of belonging and ownership of their city.

What has been your greatest professional achievement to date? In 2019, I was selected to be part of the Transatlantic Seminar for Museum Curators and Educators on Museums as Spaces for Social Discourse and Learning organized by Fulbright Germany, the Leibniz Association and the Smithsonian Institution. The experience culminated in a guest-edited edition of the *Journal of Museum Education* in 2021 for which I co-authored an article entitled "Repatriation, Public Programming and the DEAI Toolkit." I continue to be excited about the work this group of international colleagues can accomplish.

Jennifer Bosaw

Age: 39

Occupation: Vice president of collections, Heartland Credit Union

Email: jenniferb@hcu.org

Education: Graduate of Pleasant Plains High School

Family: Spouse, Will, and children Kaydence and Alayna

Affiliations/community activities: Family advisory board member at HSHS St. John's Children's Hospital, Children's Miracle Network volunteer, United Way and Habitat for Humanity volunteer, assisting our daughters and neighborhood girls to organize a food drive and deliveries and as well as collecting items for the Ronald McDonald



House and delivering them. 2015 Heart of Gold Award recipient and 2019 Leadership Springfield graduate.

What led you to your current career? I have been with Heartland Credit Union for 18 years and knew as soon as I started working here that this is where I wanted to make my career. You could not ask for a better company for which to work. They genuinely care for their employees and are family-oriented. I would say helping members reach their financial goals has been one of the most rewarding features of my career.

What has been your greatest professional achievement to date? Being able to gain the knowledge, experience and growth that I have within the credit union. I have been in multiple roles while at Heartland including teller, teller supervisor, phone center/teller manager, member service officer, branch manager and now my most recent position as vice president of collections. Working in so many different areas within the credit union has not only helped me to learn the different aspects of each job, but has also helped me to build relationships with our members and understand the members' needs. I feel this has definitely assisted me in attempting to achieve our mission statement, "To improve members' lives."

How have the events of this year affected you? The events of the past year have shown me to truly be grateful for how blessed we are: to stop, slow down in life and take the time to soak in the important things, such as quality time with family. Seeing our community come together to get through this pandemic has been inspiring and only fuels the drive to continue to help others.

The *Springfield Business Journal* proudly features 40 leaders who are under the age of 40 in the Springfield and neighboring business communities. These individuals are selected based on their contributions to our local business community and the community in which they reside. They represent, in part, the future of business in our community and in central Illinois.

The selectees' career paths, educational background, and community affiliations are varied. They represent the best and brightest from a wide range of occupations. You can expect to hear more from and about these leaders in the years ahead. The program is able to continue due to the commitment of local businesses that realize the importance of acknowledging these up and coming business leaders and supporting community business programs.

Visit springfieldbusinessjournal.com to view selectees from previous years.

sponsored by



Mark Cortesi, Agent
State Farm



THE POWER OF A U OF I MBA



Erin Bromley

Age: 35

Occupation: System administrator, supply chain at Memorial Health System

Email: bromley.erin@mhsil.com

Education: Master of Science in health services administration, University of Evansville

Family: Spouse, Zach, and children Cal and Sloan

Affiliations/community activities: Hope Institute board member, Central Illinois Foodbank board member, Memorial United Way committee member, Springfield Christian School volunteer, 2011 Leadership Springfield graduate.

What is your guiding principle in life? "Whatever you are, be a good one." –Abraham Lincoln

What led you to your current career? I always knew I wanted to be in health care and have the opportunity to help people. I explored several professions within our industry and honed in on the business side, as it allowed me to utilize my skillset to improve health in our community.

What is your greatest hope for Springfield? I hope Springfield continues to build its reputation as a great place to live and raise a family. I hope we remain diligent about supporting local businesses and continue to welcome new businesses to our city.

What has been your greatest professional achievement to date? As Memorial Health System has grown over the years, I have had the opportunity to integrate our supply chain operations into a true system structure. I am fortunate to work with an unbelievably talented team to make this integration possible. This work includes contract consolidation, bundling capital equipment purchasing, integrating our staffing model and consolidating our information systems.

How have the events of this year affected you? We have all handled unbelievable challenges at home and at work during the COVID-19 pandemic. While this year has been challenging, it has also been extremely rewarding for me professionally and personally. It has been an incredible experience to see our health care community come together to protect and serve.



Melissa Coultas

Age: 36

Occupation: Chief of staff, Abraham Lincoln Presidential Library and Museum

Email: Melissa.coultas@illinois.gov

Education: Bachelor of Science in business administration, University of Illinois at Urbana-Champaign

Family: Spouse, John, and son Ollie

Affiliations/community activities: Springfield Road Runners and Illinois Women in Leadership.

What is your guiding principle in life? In all of your affairs, do the next right thing.

What is your greatest hope for Springfield? It is

important to consider that Springfield is home to some of the nation's most talented professionals in community planning and development. Our people are passionate and active on a vast spectrum of important issues. And, our city has some of the state's richest untapped community resources in talent and potential. However, Springfield suffers from a longstanding set of conflicts and divisions that stifle advancement. My greatest hope is to experience an expansion of unity and understanding among all communities in Springfield.

What would you like your life to look like in five years? 10? For my professional life, I would be grateful to continue to be of service to the people of Illinois. On a personal level, I look forward to being a parent and active community member.

What obstacles have you been able to overcome on your career path? I've faced numerous personal and professional challenges along the way, but I have been fortunate to have learned from others how important it is to recognize that I have character flaws that I can seek to change. Professionally, I've been questioned more than once whether my educational experience and credentials are appropriate qualifications for me to do the job. I've used these challenges to drive my work, rather than let it hold me back.

What has been your greatest professional achievement to date? Running the Abraham Lincoln Presidential Library and Museum, which is a state agency, that bears the name of our nation's greatest president, during a pandemic, while implementing a variety of changes to better serve the people of Illinois and the patrons from around the world who rely on the services our institution provides.



Gina Carnduff

Age: 38

Occupation: System director of infection control, Memorial Health System

Email: carnduff.gina@mhsil.com

Education: Master of Public Health, University of Illinois Springfield

Family: Spouse, Dominic, children Aiden and Ava, and two dogs, Franklin and Rosie

Affiliations/community activities: Volunteer at Little Flower Church and Ball-Chatham School.

What is your guiding principle in life? Whatever is worth doing, is worth doing well.

What led you to your current career? I have always had a passion to care for others, which led me to the nursing field, following in the footsteps of my mother. While caring for patients at the bedside, I discovered my passion for wanting to improve the quality of care that was being delivered to patients. I started my career in infection prevention in 2013 and learned it is an incredible field where there are many opportunities to problem solve and collaborate with other health care professionals to provide for the best patient outcomes.

What would you like your life to look like in five years? 10? I hope to be spending more time with family and friends and attending community events in a thriving, post-pandemic state.

What obstacles have you been able to overcome on your career path? Self-doubt. Throughout my career, I have learned setting and achieving realistic personal and professional goals was the key to building my confidence and strength as a leader.

What has been your greatest professional achievement to date? Having the opportunity to serve as the system director of infection control for Memorial Health System during a world-wide pandemic of a novel disease. I am proud of the countless hours and work that was done to protect patients, colleagues and the community during these scary and uncertain times.

How have the events of this year affected you? Being charged with the responsibility to assist in leading a pandemic response has been one of the most challenging, yet rewarding, times in my career and my lifetime. These events have made me stronger, wiser and, most of all, appreciative for my family, friends, health and community.



Cliff Bumgarner

Age: 35

Occupation: Partner at KEB

Email: cliffb@kebcpa.com

Education: Bachelor's degree in accounting, Millikin University

Family: Spouse, Emily, and children Ty and Elly

What is your guiding principle in life? Always do everything you ask of those you command. This guides me in my career and as a parent of two very observant kids.

What led you to your current career? When starting my career, the constant change and opportunity to work with a variety of businesses attracted me to public accounting. KEB's culture and an amazing group of peers and mentors has kept me here.

What is your greatest hope for Springfield? I hope Springfield continues to adapt and grow in order to attract young talent to Springfield to begin their careers and build the community.

How have the events of this year affected you? The past year has taught me not to take the little things for granted and to enjoy time spent with family and friends.

FORTY UNDER 40²⁰²¹



Denysa Crawford

Age: 33

Occupation: Human resources representative at the Executive Ethics Commission

Education: Master of Science in human resources management

Family: Spouse, Sean, and children Kynnedi, Emeri and Rudy

Affiliations/community activities: Cathedral of Praise Christian Center, Community Foundation for the Land of Lincoln's Young Philanthropists, Girl Scouts of Central Illinois board member, Rotary Club of Springfield, Society for Human Resource Management, Illinois

Women in Leadership, Southeast High School cheerleading volunteer.

What obstacles have you been able to overcome on your career path? My greatest professional challenge was leaping into the world of human resources. These past few years required a consistent approach to nurturing my passions and investing in myself. To make sure I was heading in the right direction, I took stock of my personal and professional achievements. This allowed me to focus on my plan and how I would overcome the obstacles or challenges. I discovered through this process that it wasn't the skillsets required of most human resources professionals today that drove my success, but drive, dedication and a passion for human resources that ultimately got me here.

What do you wish your younger self had known when you started on this path? Be patient, listen and don't rush the process.

What has been your greatest professional achievement to date? I was asked to step into a role that had been neglected for years. I was tasked to lead a department through transitioning from new management and, unknown at the time, through the pandemic. As a new leader, this was a challenging task, but with a pandemic on the rise, the pressure was indescribable. It was important to me that I honored the legacy of the agency, while also preparing it for a new era of innovation and growth. To do so, I had to focus on observing and learning the details of the culture and agency that had been built over the years. Having a deep understanding of both, before making any major strategic changes, was critical to my success.



Nathan Davis

Age: 39

Occupation: Project engineer/project manager, Crawford, Murphy & Tilly, Inc.

Email: ndavis@cmtengr.com

Education: Bachelor of Science in civil engineering, Bradley University

Family: Spouse, Krista, and children Lilly, Emma and Millie

Affiliations/community activities: Springfield Citizens Club, Illinois Water Environment Association first vice president and committee member, Illinois Association of Wastewater Agencies and the Water

Environment Federation. I also participate in volunteer events through the United Way and regularly organize group participation for our company.

What led you to your current career? I knew growing up that I wanted to go into a STEM profession. I was already leaning towards civil engineering when I got a summer job at the Galesburg wastewater treatment plant while in high school. That led me to decide to go into civil engineering with a focus on environmental engineering. I got an internship with Crawford, Murphy & Tilly while in college and have been with them ever since.

What do you wish your younger self had known when you started on this path?

To get involved in more professional organizations while in college. I was involved in campus-based engineering organizations, but I was not really aware of some of the opportunities for students at the state and federal levels.

What has been your greatest professional achievement to date? A proud moment was seeing both treatment plants for the Sangamon County Water Reclamation District fill with water for the first time after working on the planning and design. I am also excited to be managing the design of a treatment plant upgrade for the Galesburg Sanitary District where I worked as summer help while in high school. It has been a great experience being able to go from working as summer help to now working to assist with a plant upgrade that will replace a 1930s facility with a new, modern treatment process that will serve the community for years after I retire.



Megan Crouch

Age: 33

Occupation: Physician liaison, Springfield Clinic

Email: megancrouch@gmail.com

Education: Bachelor of Science in marketing, Indiana University

Family: Spouse Jody, twins Connor and Claire, and baby number three due in December

Affiliations/community activities: Community Foundation for the Land of Lincoln's Young Philanthropists

What is your guiding principle in life? Do the

right thing, even when no one is watching.

What led you to your current career? While living in Texas, my three-month-old son had unexpected surgery on his trachea. Our experience at the hospital was incredible, given the circumstances, and made me realize I wanted to make a career shift and pursue health care.

What is your greatest hope for Springfield? My hope is that Springfield can continue to attract young families and businesses. I believe that organizations such as the Community Foundation for Land of Lincoln, with The Next 10 community visioning plan, and Illinois Local, with its mission to highlight local businesses, will be able to do just that.

What do you wish your younger self had known when you started on this path?

When I started in corporate sales, it was difficult to not compare my achievements to my peers. I wish I would have realized that personal satisfaction within your role is far more important.

How have the events of this year affected you? This past year has caused my family to reflect on what is most important to us, and having our children grow up with their extended family was a top priority. I grew up in central Illinois, and my family recently moved back to Chatham from Texas. I'm grateful to have been given the opportunity I have with Springfield Clinic, and my husband and kids agree that this is where we were meant to be.



Katharine Eastvold

Age: 39

Occupation: Policy adviser, Office of the Attorney General of Illinois

Email: keastvold@gmail.com

Education: Bachelor of Arts in politics, Princeton University. Pursuing a juris doctorate at Loyola University Chicago School of Law.

Family: Fiancé, Kenneth Lowe, and children Charles, Kristianna, Kate and Juliana

Affiliations/Community Activities: Springfield Families Helping Families, District 186 school meal delivery volunteer coordinator, Lincoln Memorial

Garden, serve as editor-in-chief for Vol. 53 of the *Loyola University Chicago Law Journal*.

What is your guiding principle in life? To use what I've been given in the service of others for whatever time I have and, as Dylan Thomas put it, to "rage, rage against the dying of the light."

What is your greatest hope for Springfield? I hope we realize that it is within our power to make this city a better place for all of us to live. Springfield has significant challenges and we shouldn't paper over the problems. I see them as a reason to stay and advocate for our neighbors, not to move away or check out. I want us to start seeing ourselves as a compassionate, creative, forward-looking community and then do whatever it takes to turn that vision true.

How have the events of this year affected you? This past year has demonstrated to me the power of an individual's decision to lift up others or to cause harm. I've watched generous people start asking what they can do to help and end up meeting overlooked needs while giving hope and inspiring others to follow suit. And, I've watched other people endanger their neighbors through their refusal to bear even the slightest personal inconvenience for anyone else's sake. This has been profoundly discouraging at times, but it has taught me to not hold back from doing good out of fear that it's not the right way or the right time. We should never doubt that our actions or inaction can save a life or cost one. The stakes are that big, and not just during a pandemic.

sponsored by



THE POWER OF A U OF I MBA

Congratulations

All of us at Memorial Health System are proud to contribute to the health of our community. And now, we're delighted **Erin Bromley** and **Gina Carnduff** are Forty Under 40 recipients. This achievement is a symbol of their dedication and commitment to our mission to improve the health of the people and communities we serve.



Erin Bromley, MS
System Administrator
Supply Chain
Memorial Health System



Gina Carnduff, MPH, BSN, RN
System Director
Infection Prevention
Memorial Health System




Congratulations Megan Crouch

SPRINGFIELD CLINIC PHYSICIAN LIAISON

on receiving recognition in the
SBJ Forty under 40.






ORTHOPEDIC
CENTER OF ILLINOIS

CONGRATULATIONS

Christopher
Graves, MD
Orthopedic Spine Surgeon

ON BEING NAMED ONE OF
SPRINGFIELD'S 40 UNDER 40!



Congratulati ons!



Cliff Bumgarner, CPA
Partner

Cliff provides audit, tax, and consulting services for financial institutions, construction contractors and other closely held businesses.

We are proud to have him on our team!



kebcpa.com

CONGRATULATIONS Erik Williams!

Erik has been with Springfield Electric since 2004, and has served customers in various roles, most recently in outside sales.

Springfield Electric is proud to congratulate Erik Williams and all of the Springfield Business Journal 2021 40 Under 40 Winners.

Springfield Electric Supply Co. opened in 1932 in Springfield, IL. Today, Springfield Electric serves 19 locations throughout 4 states.

www.springfielelectric.com





Jade Ebert
Age: 31
Occupation: Salon owner/stylist, The Hair Studio
Email: JadeDeanne67@yahoo.com
Education: Graduate of the University of Spa and Cosmetology Arts. Pursuing a liberal arts degree at Lincoln Land Community College.
Family: Fiancé, Jimmy, our children Cayden, Cameron, Christian and Clayton, my step-daughter Carissa, nephew, Treyton, and our dog Zeus.
Affiliations/community activities: Aiding local homeless shelters, Toys for Tots, Sojourn Shelter and Services, Ronald McDonald House and local food and coat drives.

What is your guiding principle in life? If it's to be, it's up to me!

What led you to your current career? A passion for all things beauty – hair, skin, makeup, nails. I have always loved being creative with hair, so I enrolled in cosmetology school when I was 19 years old.

What obstacles have you been able to overcome on your career path? I think the one that takes the cake would definitely be my first salon being driven into by a drunk driver, condemned, then torn down with everything inside. Starting completely over with nothing was definitely my biggest obstacle.

What do you wish your younger self had known when you started on this path? It's not cupcakes and rainbows! It's hard work, long days and a never-ending learning process. You will fail and fall, time and time again. How you recover is what makes the difference.

What has been your greatest professional achievement to date? My current expansion. My salon is now home to so many wonderful women entrepreneurs, and that alone is one of my greatest achievements – to build a beauty dream team while allowing them to be their own bosses and build their own businesses. It's wonderful.

How have the events of this year affected you? Learning to adapt as a business owner during a global pandemic was a learning experience for sure. Trying to continue services and keep the doors open with new guidelines on how to do so was very trying, but we made it through.



Colleen Flinn
Age: 34
Occupation: Owner, Nothing Fancy Supply Co.
Email: nothingfancysp@gmail.com
Education: Masters of Social Work, University of Illinois Urbana-Champaign
Family: Spouse, Tim, and children Cashin, Robyn and Leo
Affiliations/community activities: Vendor at the Old Capitol Farmers Market, mentor for aspiring business owners and small business advocate
What led you to your current career? I wanted to reduce the amount of waste leaving our home and going to the landfill. I couldn't find any beeswax food

wraps locally, so I made some, and the rest is history.

What would you like your life to look like in five years? 10? I would like to continue to expand Nothing Fancy Supply Co. to grow into other sustainable product options while providing prosperous opportunities for our employees.

What would you like to give back to your community? I hope to continue to educate customers about the difference they can make using reusable packaging rather than cling wrap or plastic zip bags. If they use the wraps and reduce their waste, then I have made a small contribution to saving our planet, one wrap at a time.

What obstacles have you been able to overcome on your career path? The obvious, such as teaching myself to make beeswax food wraps and improving the method over time, learning to be a business owner, how to employ and manage staff, marketing and social media – the list goes on. However, I am thankful for each obstacle because I have overcome it, learned from the experience and became a stronger version of myself.

What has been your greatest professional achievement to date? Nothing Fancy Supply Co. beeswax food wraps were featured in *Midwest Living Magazine*, which was extremely exciting for my business of just two years.

How have the events of this year affected you? Honestly, when the pandemic hit and the country went on lockdown, it provided me two opportunities – an opportunity to stop and evaluate my business, make changes and grow and an opportunity to spend quality time with my children and husband, time I will forever cherish.

Allow me to extend my heartfelt congratulations to all of the Springfield Business Journal's Forty Under 40 recipients for 2021.

Thank you for the leadership and contributions you have provided for our community.

I look forward to hearing about many more of your future successes.



Mark Cortesi, Agent
State Farm Insurance

Mark D. Cortesi, Agent

Office: 217.787.1727

www.growwithmark.com

924 Clock Tower Drive

Springfield, Illinois 62704





Chris Graves

Age: 38

Occupation: Adult and pediatric spine surgeon, Orthopedic Center of Illinois

Email: christopher-graves@orthocenter.net

Education: Doctor of Medicine, University of Illinois Chicago

Family: Spouse, Jennifer, and children Aubrey, Hannah, Eleanor and Penelope

Affiliations/community activities: Orthopedic Center of Illinois Foundation board member, SIU Spine Fellowship co-director, St. Agnes Church and School, volunteer wrestling coach at Sacred Heart-

Griffin, associate professor at SIU Orthopedic Surgery and Neurosurgery.

What is your guiding principle in life? To be "Worthy to Serve the Suffering," which is the motto of the Alpha Omega Alpha Honor Medical Society. I am humbled and grateful to have the opportunity to take care of people for a living.

What led you to your current career? Being an orthopedic surgeon is a great fit for me. I love meeting people and helping them improve their quality of life. I enjoy the challenge of diagnosing difficult spine problems and the intense, delicate nature of performing surgery around the spinal cord and nerves.

What is your greatest hope for Springfield? I hope we can continue to attract young professionals who are looking for a friendly, Midwestern city that is a great place to live and raise a family. I hope that our locally owned businesses and restaurants will continue to thrive and grow post pandemic and that we can serve as a model for successful cities in Illinois.

What do you wish your younger self had known when you started on this path? The grass isn't greener on the other side, it is greener where you water it.

What has been your greatest professional achievement to date? Becoming a board-certified orthopedic spine surgeon and a partner at the Orthopedic Center of Illinois.



Jessica Handy

Age: 39

Occupation: Government affairs director, Stand for Children Illinois

Email: jessica.handy@hotmail.com

Education: Master of Arts in history, University of Illinois Springfield

Family: Daughter, Natasha, and several current and former bonus kids

Affiliations/community activities: The Outlet, Faith Coalition for the Common Good, foster mom, affordable housing provider, occasional food artist

What led you to your current career path? Networking, my writing ability and privilege.

What is your greatest hope for Springfield? Springfield should transform its housing policies to maximize integration and end housing insecurity. Systemic inequities, which historically deprived Black families of access to loans and generational wealth through redlining, continue today through exclusionary zoning policies. Springfield lags in its commitment to housing-first models that immediately provide permanent supported housing, increasing the likelihood that individuals maintain jobs and complete support services.

What would you like to give back to your community? A kidney. Alas, I'm too fat to donate. But listen to Freakonomics podcast episode #209 and you, too, might want to donate a kidney. Also, I've been buying distressed properties to rent at cost. I'd like to transition my single-family homes into ethical rent-to-own contracts to help families become homeowners, and to expand into multi-family housing, prioritizing low barrier-to-entry efficiency units for individuals who cannot access housing assistance, but who nevertheless deserve the dignity of an affordable home.

What obstacles have you been able to overcome on your career path? Teenage parenthood. Without incredible family support, I couldn't have pursued my education and worked long hours as a legislative staffer early in my career. This identity-shaping experience led me to foster teen moms and their babies, and to value the autonomy of every woman to decide when to become a mom.

What has been your greatest professional accomplishment to date? After writing Stand for Children's 2016 report "An Education Funding No-Brainer," the legislature fixed a little-known inequity that siphoned federal funds away from low-income students and students with disabilities to pay down Illinois's massive pension debt, which was disproportionately created by wealthier school districts.



Lauren Groff

Age: 38

Occupation: Certified public accountant and director at Sikich LLP

Email: lauren.groff@sikich.com

Education: Master of Arts in accounting, University of Illinois Springfield

Family: Spouse, Keith, children Gavin and Clara and dog Lucy

Affiliations/community activities: Board member and treasurer of Looking for Lincoln, Christ the King School volunteer, member of the American Institute of Certified Public Accountants and member of the Illinois CPA Society.

What led you to your current career? I had always been interested in business and I took my first accounting course in high school and immediately knew this would be my career. I wanted to select a college major that had a defined career path upon graduation. I am not a risk-taker and wanted to know exactly what I would be doing after college, so accounting was a great fit for me.

What is your greatest hope for Springfield? I did not grow up here, but I have called Springfield home for 16 years, and I love this community. My hope is for continued investment in the community to make it better and that it remains a safe and desirable place for my kids to grow up.

What obstacles have you been able to overcome on your career path? The work/life balance. Having a demanding career along with raising two small children is a constant balance which I have yet to master, but I have found a way to make them both work.

What do you wish your younger self had known when you started on this path? I wish I would have known to believe in myself and have more confidence in my ability to succeed in the public accounting industry. In high school I desired to be successful in public accounting, but my younger self did not have the confidence to believe it was possible. I now know that working hard every day and having self-confidence will lead to success and achieving your career goals.



Kirsten Holler

Age: 39

Occupation: Vice president of retail, United Community Bank

Email: kholler@ucbbank.com

Education: Associate degree in business administration

Family: Partner, Matthew, and children Ian, Gracie, Lex and Fiona

Affiliations/community activities: Breast Cancer Awareness Month, annual Peacekeepers Ride, Toys for Tots

What is your guiding principle in life? Live life one day at a time because you are never promised tomorrow.

What led you to your current career? A happy accident. I was going to school for child development and needed a part-time job, so I applied for a teller spot. I enjoyed the challenges and opportunities, and never left. I have worked my way up to a branch manager and still continue to find my career rewarding.

What has been your greatest professional achievement to date? Being named *Illinois Times* Best of Springfield® Best Banker two years in a row and helping my customers on a daily basis. For me, winning the Best Banker award is not about the title itself, it is about knowing I earned the honor by making a difference for those I work with and work for every day – my colleagues and my customers.

How have the events of this year affected you? Although the year has been challenging in many respects, it has also made me stronger and more patient with not only other people, but myself as well. We all had to slow down, and this provided me an opportunity to take time for myself, something I have not always been good about doing. I am often focused on the needs of others, and in the isolation the pandemic forced upon us, I found an opportunity to reflect on my priorities and my well-being. This helped me realize that it's OK for us to cut some slack for ourselves and each other every once in a while.

sponsored by



CONGRATULATIONS to **Kirsten Holler!**



Kirsten Holler
VP Retail &
Branch Manager

*UCB congratulates
Kirsten and all the
40 Under Forty
recipients.*

*We are proud of
you Kirsten!*



217-529-3000

UCBbank.com



The Leader of Community Banking



Rachel King, CADC



Congrats Rachel!! Rachel is the Director of Clinical Outreach. She works to prevent the transmission of HIV and Hepatitis C by doing testing & outreach and providing harm reduction services throughout the region. We are SO PROUD to have you on our team!

217-528-5253

109 E. Lawrence Avenue

phoenixcenterspringfield.org



ACCOUNTING TECHNOLOGY ADVISORY

CONGRATULATIONS **LAUREN!**

Sikich LLP is excited to congratulate Lauren Groff on being selected for the 2021 Springfield Business Journal's 40 Under 40. To learn more about how Lauren and Sikich can assist your business, contact us today.



217.793.3363 SIKICH.COM



Jocelyn Holzmacher

Age: 35

Occupation: Marketing specialist at HSHS St. John's Hospital

Email: joce85@yahoo.com

Education: Bachelor of Art in graphic design, Robert Morris University

Family: Spouse, Rhett, and children Olivia, Payton, Cayden and Hadley

Affiliations/community activities: Kidzeum of Health and Science board member, member of Rochester Christian Church and children's ministry volunteer, FIRST Lego League coach and coach for multiple youth sports organizations.

What led you to your current career? Since I was a child, I have always had a love for art and creating art on the computer. I was introduced to the basics of graphic design in high school and knew it was what I wanted to study in college. I worked as a graphic designer for many years, was a creative director for seven years and recently decided to move into the health care sector doing marketing for HSHS.

What is your greatest hope for Springfield? Springfield is a vibrant, growing community with so much potential. It's a great place to live and raise a family. I hope Springfield continues to embrace the arts, support our cultural attractions and beautify spaces throughout the city.

What has been your greatest professional achievement to date? It was a slow and steady journey, but my greatest professional achievement was being a leader in building the creative agency at Systemax. When I joined Systemax, the creative department consisted of myself and one other graphic designer. After moving into the role of creative director, we grew the department to a team of nine creative and talented individuals – quadrupling the team and vastly expanding our service offerings in six years.

How have the events of this year affected you? The events of the past year have made me reevaluate my priorities in my personal and professional life. I was able to slow down a bit and reset my values and goals. Relationships and caring for others has become even more important to me. I have always found much joy in helping others, and I am excited to make this more of a focus in my new career opportunity.



Rusty Jones

Age: 39

Occupation: Chief strategy officer/co-founder hellowater

Email: rusty@hellowater.com

Education: Bachelor of Arts in political science, Maryville University

Family: Spouse, Ashley, and children Palmer and Beckett

What is your guiding principle in life? Go make a life. Not a living.

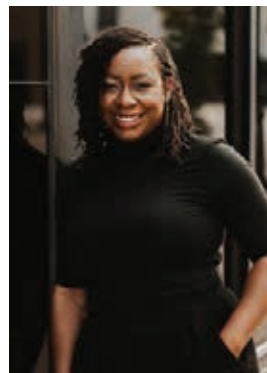
What led you to your current career? Soccer. I was given the opportunity to join the Nike Joga Bonita Play Beautiful World Cup Tour after playing college soccer at MacMurray College and Maryville University. It was this opportunity that opened my mind to a whole new world of marketing and creativity for brand building. From there, I was hooked on creating lasting consumer experiences for brands, until the day it was time to build my own brand. Enter hellowater.

What would you like to give back to your community? Professionally, I'd love to continue sharing new hellowater products with the community that have true efficacy on their health. Personally, I would love to continue giving back in any way I can. It takes a village to be successful.

What do you wish your younger self had known when you started on this path? Surround yourself with people who are smarter than you. Be the vision, but build the team faster.

What has been your greatest professional achievement to date? Seeing hellowater on the shelves at Target was a fun day!

How have the events of this year affected you? 2020 impacted us all, but on a positive note, it made kids in the workplace a new normal. My boys made many Zoom appearances in which I started introducing them as our chief flavor officers.



Colleen Ikerionwu

Age: 38

Occupation: Owner of First Impressions Daycare

Email: ikefamilyinc@gmail.com

Education: Bachelor of Arts in criminal justice, University of Illinois Springfield,

Family: Spouse, Jon, and children Zyon, Tina, Jakobi, Rowan and Jaxson

Affiliations/community activities: Springfield Jaycees, Special Olympics

What is your guiding principle in life? My guiding principle is to help others. I try to find opportunities in my life where I can be of service and uplift and encourage those around me.

What led you to your current career? I initially started my career as a police officer, followed by a position as a truancy caseworker. I purchased the daycare because I saw a need to connect and have an influence on children and families during early childhood development in hopes of improving their lives by giving them a good start.

What is your greatest hope for Springfield? My greatest hope for Springfield is that we can have more tolerance for each other. As a former police officer and current business owner and mother, I would like to continue to see opportunities for togetherness and unity in the Springfield area.

What would you like to give back to your community? I would like to give my community a safe place for children to grow, learn and play. I have a huge heart for children and want to provide them with as many opportunities for success as I can. It is also important for me to provide a place of employment where my staff feels valued, appreciated and respected.

How have the events of this year affected you? Everything that has occurred with the pandemic has brought me closer to family and friends and has shown me the value of persistence and determination. I had to look for guidance on something that was ever-changing while trying to keep my staff employed and reassure my daycare families.



Damien Kaplan

Age: 35

Occupation: Director of music activities at Sacred Heart-Griffin High School

Email: DamieDrum@aol.com

Education: Bachelor of Fine Arts in music education, Illinois State University

Family: Spouse, Morgan, and sons Sawyer and Palmer

Affiliations/community activities: Director/arranger of The Lincoln Troubadours, half of Dual Piano with Mark Gifford, music director for multiple musical shows at The Muni, Hoogland Center for the Arts, Springfield Theatre Centre

What is your guiding principle in life? I have two – Rather than think 'what if,' think 'next time' and create your own opportunities, because no one lives your life except you.

What led you to your current career? Music has always been in my family, so it was a perfect fit for me. I started on drums, then piano took over, then singing became a passion. When the time came for a career path, music education was the perfect fit. I had always enjoyed teaching others how to make music as a soloist and in group settings. I started with instrumental music and ended up doing choral music as my path changed during my teaching career.

What is your greatest hope for Springfield? My greatest hope is that Springfield keeps expanding opportunities for the arts to grow, especially in its schools. More than ever, students need access to the fine arts, and it's our job to expose them to the joys of all things artistic.

What would you like to give back to your community? I want to give back to my community by starting a community choir in Springfield and surrounding areas (Chatham, Rochester, Williamsville, etc.). We have a community band, a community orchestra and a community jazz band in this town, so I think it is time to start a community choir.

What has been your greatest professional achievement to date? Taking my choir students to perform at Carnegie Hall three times since 2013. I have been fortunate enough to have amazing students at Springfield High School and Sacred Heart-Griffin High School; we were able to perform at such a grand venue in New York City – SHS in 2013 and 2017, and SHG in 2019.

sponsored by



THE POWER OF A U OF I MBA



Tara Kessler

Age: 39

Occupation: Program director, Enterprise Resource Planning, Illinois Department of Innovation and Technology
Email: tara.patton@hotmail.com

Education: Bachelor of Arts in accountancy, University of Illinois at Springfield

Family: Spouse, Michael, and children Sophia, Eve, Stella and Theo

Affiliations/community activities: Illinois CPA Society

What led you to your current career? Circumstance. While in college, I was pregnant with my first child and I needed to choose a field of study that I knew I could

get a job in, so I went with accounting. I was lucky enough to get an internship with Sikich and worked primarily on the audits of state agencies. When one of those agencies needed a new financial reporting manager, I joined them. My goal was to not only understand the deficiencies, but actually help to rectify them. This goal was amplified by the start of the State of Illinois' ERP program as my services were loaned to the program and I soon joined the team to keep the momentum of growth going.

What would you like to give back to your community? I have volunteered with the United Way and, along with many of our nonprofit clients at Sikich, I learned of so many worthy causes in town. Two of my girls are in Girl Scouts, so we enjoy being active in the community – singing at nursing homes, cleaning up parks, donating cookies and learning about new opportunities. I also volunteered as treasurer for our homeowners' association, which is a great way to get to know neighbors.

How have the events of this year affected you? Getting to witness my children learning first-hand has been incredible! It is tough to have a kid running around while I am on video meetings or phone calls, but luckily my cohorts are great sports about it. I've definitely gained a lot of patience this year and enjoyed the simple life more. It was very difficult to not be able to spend time with my parents prior to vaccinations being available, and I certainly learned to appreciate the time I have with them more.



Cayla Keyes

Age: 39

Occupation: Vice president and branch manager, INB, N.A.

Email: ckeyes@inb.com

Education: Bachelor of Science in business administration/management, Robert Morris University. Pursuing a Graduate School of Banking degree, University of Wisconsin – Madison

Family: Spouse, Brett, and children Jordan, Brayden and Greyson

Affiliations/community activities: Pleasant Plains Community School District #8 board member and

secretary, West Side Christian Church volunteer, 2015 Leadership Springfield graduate.

What is your guiding principle in life? Surround yourself with great people. Whether personally or professionally, surround yourself with people that enable you to every day be better, more knowledgeable and to make a difference.

What led you to your current career? The desire to help others and give advice led me to my current career.

What would you like your life to look like in five years? 10? In five years, I hope to see my two older sons successful in life and be attending my youngest son's sporting events and celebrating his milestones. In 10 years, I hope to be spending time with my husband and enjoying traveling (without kids!)

What would you like to give back to your community? I enjoy my responsibility as a school board member and being a voice of our community to help guide our school district in a fiscally and socially responsible way.

What has been your greatest professional achievement to date? My greatest professional achievement to date is watching those that I have mentored move into bigger roles and progress in their own careers.



Congratulations

INB's Cayla Keyes shines when working with customers, helping put them on the road to a better financial life. But she also serves as a bank leader and mentor. INB President and CEO Sarah Phalen says, "Cayla keeps all of us focused on what the future holds for banking and has helped develop objectives and strategies to accomplish this vision."

Cayla is a Leadership Springfield graduate and Pleasant Plains School Board member. She expects to complete the Graduate School of Banking at the University of Wisconsin-Madison next year.

Congratulations to our colleague, mentor, boss and mom, Cayla Keyes.

inb.com
Member FDIC

Cayla Keyes, Vice President
South Sixth St. Branch Manager
NMLS #662877

FORTY UNDER 40



Rachel King

Age: 32

Occupation: Director of clinical outreach, Phoenix Center

Email: rachelking.phoenix@comcast.net

Education: Attended Eastern Illinois University

Family: Fiancé, Bryan Johnson, daughter, Lilly Rose, and a rescue dog named Bronze. I'm the oldest of five siblings from a blended family.

Affiliations/community activities: Advocate for housing first for our unhoused population and for folks with substance use disorders and mental health issues.

What is your guiding principle in life? My guiding principle in life is to meet people where they are at.

What obstacles have you overcome on your career path? For many years, I was unable to obtain or retain employment due to my alcohol and drug addiction. During my use, harm reduction kept me alive, and the love and support of my family allowed me to seek treatment when needed. I have the gift of my recovery today, which has allowed me to overcome the barriers of addiction. Overcoming addiction and working each day on my recovery has blessed me with the career and life I have today.

What do you wish your younger self had known when you started on this path? That my past would be my greatest asset to helping others.

What has been your greatest professional achievement? My greatest professional achievement has been becoming a certified alcohol and drug counselor.

How have the events of this year affected you? COVID-19 really made a lot of folks isolate. I have learned that, in my recovery, connection to others is very important. During that time, I started to do outreach to Tent City and provide emotional support and harm reduction services. Being of service to others is a humbling and rewarding experience. Getting to know the folks at Tent City inspired hope in them, and me. It is so important to elevate the voices of marginalized people in our community. The pandemic made me realize that no matter what happens, life goes on, and the people that struggle the most can sometimes be placed on the back burner. Getting to know these people and grow relationships with them were some of the best things I've ever experienced.



Ryan Leake

Age: 33

Occupation: Owner, Little Lincoln's Toy Shop

Email: info@littlelincolnstoy.com

Education: Bachelor of Science in business and marketing, Franklin University, Columbus, Ohio

Family: Spouse, Tony, two dogs and several nieces and nephews

Affiliations/community activities: Local First Springfield, Greater Springfield Chamber of Commerce, American Specialty Toy Retailers Association, The Good Toy Group

What is your guiding principle in life? The only way to do great work is to love what you do.

What led you to your current career? I have always wanted to start my own business. The idea of opening a toy store started in the fourth grade when my mother and I drafted a business plan. I got the opportunity to work in specialty retail management while completing my degree and gained the foundation to venture out on my own. It took 20 years and lots of hard work, but I finally got the chance to make my dream a reality.

What has been your greatest professional achievement to date? The opportunity to open my own business. Every day that I get to turn on the open sign, I get the chance to fulfill a lifelong dream.

What do you wish your younger self had known when you started on this path?

I would encourage my younger self to practice good time management skills and techniques. Time is one of the most important assets I have, and managing it properly can make a huge impact on the results I am seeking.

How have the events of this year affected you? The past year has been a rollercoaster for me and my business. It has given me an opportunity to step back and reflect on what is really important. We have had to adapt quickly, and we hope the changes we have made put us in a stronger position than we were before the pandemic.



Erin Kleinlein

Age: 28

Occupation: COO and project manager, Turner Painting & Construction

Email: ekleinlein.tpc@gmail.com

Education: Bachelor of Science in business administration, University of South Carolina

Family: Parents Mark and Ellen Kleinlein, siblings Casandra Turner and Scott Kleinlein, and nine nieces and nephews

Affiliations/community activities: Jubilee Habitat for Humanity vice president and family

selection chair, Jacksonville Kiwanis Club board member, Western Illinois Youth Camp board member, Jacksonville Area Baseball coordinator, Jacksonville Young Professionals Network, Jacksonville Holiday Committee, Our Savior School speech coach

What is your guiding principle in life? Impact others in a positive way, no matter how small. We are all in this life together and can't do it without each other.

What led you to your current career? I previously worked in the nonprofit sector, which I very much enjoyed. Currently, I am beyond blessed to work within a family business owned by my brother-in-law. My family members are avid supporters of my community involvement and I am thankful they provide me the time and space to continue pursuing my passions.

What would you like your life to look like in five years? 10? In five, 10 or even 50 years, I hope to still feel a connection to my community and feel passionate about serving and growing in that community.

What would you like to give back to your community? I would like to support the youth of our community to help them continue to learn and grow, as I continue to do so as well.



Essence D. Lee

Age: 37

Occupation: Owner and therapist at Essential Clinical Counseling Services, LLC and extra-help counselor at University of Illinois Springfield

Email: essence@essentialccs.net

Education: Master of Arts in human development counseling, University of Illinois Springfield

Family: Spouse, Corley, children Kashay and Zion and a furbaby, Louis Maximus Lee

Affiliations/community activities: University of Illinois Springfield, American Mental Health Counseling Association, Illinois Counseling Association, co-owner of Lee Sports

Academy and ATC Athletics.

What led you to your current career? My love for the mind and psychology is what originally sparked my interest in counseling. Over time, my natural connection to others and the desire to be a help to those in need grew as I advanced in my education.

What is your greatest hope for Springfield? My hope for Springfield is inclusion, equality, support and community education in a wide range of areas, especially in regards to mental health. Our community, like many others, fights with misperceptions and stigmas surrounding mental health. I hope that, as a community, we can work on breaking the stigma, allowing support and more resources to bring wellness and healing to our families, friends, children and neighbors.

What obstacles have you been able to overcome in your career path? One of the obstacles I encountered was my own personal thoughts of defeat. When you are in school you have all these ideas about how you are going to change the world. Once you start in your career path, and especially depending on the environment in which you work, you come to the harsh reality that life has a way of teaching you lessons for which not even school could prepare you. Working in the mental health field, whether it was in the corrections system or in private practice, I have had to learn that the road to success and wellness is not all roses and rainbows. Hardships and some losses are often necessary elements of one's success. Changing my outlook helped me gain the motivation I needed to overcome my insecurities.

sponsored by





Emily Lewis

Age: 27

Occupation: Entrepreneur

Email: threetwigsbakery@gmail.com

Education: Graduate of Athens High School

Family: Spouse Timothy, daughter Esther and baby number two is due later this year

Affiliations/Community Activities: Illinois Local, Springfield Chamber of Commerce, Chatham Chamber of Commerce

What led you to your current career? In high school I worked for a small bakery and catering business that was in Elkhart, Illinois. They closed in

2012, right after I graduated. My whole high school career, I planned on going to school to become a doctor. I just really wanted to help people. While in my first year of college, my then-boyfriend (now husband) and I decided it would be fun to participate in our local farmers market. We enjoyed learning to bake from scratch together and I wanted to continue to do so, but I wanted to share my love of pastry with others. After the market season, I felt at a crossroads with my future plans. Like I said, I wanted to help people. I spoke with my mother and she told me that no matter what career path I chose in life, I could always make it about helping people. What better way to spread joy than through great food?

What would you like to give back to your community? I truly love central Illinois, and in particular, Springfield. It brings us so much joy to be able to use our three businesses' platforms to help so many nonprofits in our area, and I want to continue to do that. I also want to start planning events that aren't just for the places with which we already work, but for those in our community in general. Everyone goes through tough times, especially like this past year, so we want to plan free, year-round events that families can attend. I want us to keep growing so we can keep giving back in more ways than just one. I also really enjoy creating places in which everyone feels welcome and can hang out for as long as they want.



Mike McGraw

Age: 37

Occupation: President and owner of McGraw Enterprises, Inc.

Email: mmcgraw0730@gmail.com

Education: Bachelor of Art in business administration, Illinois Wesleyan University

Family: Spouse Juliana, children Mason, Eli, and Connor, father Rick, mother Dona, sisters Christa and Jenna, and brother-in-law Rich Beyers

Affiliations/Community: Secretary of the Ronald McDonald House Charities of Central Illinois board of directors, Springfield First United Methodist Church.

What is your greatest hope for Springfield? Our family has been blessed to be a part of such an amazing community with so many wonderful people. Springfield may not be known on the world stage, but it is a giant in terms of heart. My wish would be for people not familiar with the Springfield community to know and understand the love, support and sense of family it has, and the amazing people and businesses here.

What led you to your current career? My father and mother. My father started as a crew member for McDonald's and worked his way up to become an owner/operator. He and my mother ran the business together with our McFamily. As I grew older, my parents were adamant that my sisters and I went and worked elsewhere before coming into the family business, if we chose to. After watching my dad and mom for so many years, I recognized the challenges and adversity they faced running a business and raising a family, but more importantly, the joy it brought them working with so many people and having an impact in the community and so many lives. Another big reason for coming to this career was our family. We have a very close family, and I liked the idea of being able to work together every day.

How have the events of this year affected you? Like everyone, this past year has been extremely challenging. Obviously, the number-one item was working to keep our team and our customers safe and healthy during a pandemic, as well as managing the many changes and shutdowns that we all faced. I am so proud of our team and how we worked through those challenges together.

CONGRATULATIONS

Mike McGraw!





McGraw Family Companies

Litchfield • Springfield • Williamsville

TOP LAWYERS

SPRINGFIELD AREA

BASED UPON A SURVEY OF THEIR PEERS



These **LEADING LAWYERS** have been recommended by their peers to be among the **TOP LAWYERS** in Illinois.

Matthew J. Cate	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Comm Lit; Creditor's Rights; Real Estate: Comm; RE: Residential
Randy S. Paswater	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Creditor's Rights; Elder; Family
Bernard G. Segatto III	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Close/Private Held; Comm Lit; Land Use/Zoning; Real Estate: Comm
Randall W. Segatto	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Close/Private Held; Elder; Real Estate: Commercial
R. Kurt Wilke	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Civil Appellate; Close/Private Held; Real Estate: Commercial
Barry Hines	Barry Hines — Attorney at Law	217.698.8444	Agriculture; Real Estate: Commercial; Trust/Will/Estate
Michael Glenn Barton	Bellatti Barton Cochran & White LLC	217.793.9300	AG; Close/Private Held; Real Estate: Comm; Tax: Indiv; Trust/Will/Estate
Mark S. Cochran	Bellatti Barton Cochran & White LLC	217.793.9300	AG; Environmental; Public Utilities;; Real Estate: Comm
Andrew G. White	Bellatti Barton Cochran & White LLC	217.793.9300	Agriculture; Trust/Will/Estate
Claire A. Manning	Brown Hay & Stephens LLP	217.544.8491	Employment: Management; Environmental; Gov/Muni/Lobby/Admin
Amy K. Schmidt	Brown Hay & Stephens LLP	217.544.8491	Family
Robert A. Stuart Jr.	Brown Hay & Stephens LLP	217.544.8491	Association & Non-Profit; Trust/Will/Estate
Joseph N. Rucpich	Cassiday Schade LLP	217.993.5644	Civil Rights/Constitutional; Med-Mal Defense; PI Defense: General
Sarah Delano Pavlik	Delano Law Offices LLC	217.544.2703	Trust/Will/Estate
Thomas Chester Pavlik Jr.	Delano Law Offices LLC	217.544.2703	Close/Private Held; Comm Lit; Creditor's Rights; Real Estate: Comm
Carl R. Draper	FeldmanWasser	217.544.3403	Civil Rights/Constitutional; Employ: Employee; False Claims Act/Whistle Blow
Howard W. Feldman	FeldmanWasser	217.544.3403	Construction; Family; ADR: Family
Kelli Ellen Gordon	FeldmanWasser	217.544.3403	Family
Roger L. Rutherford	FeldmanWasser	217.544.3403	Gov/Muni/Lobby/Admin; Trust/Will/Estate
Stuart H. Shiffman	FeldmanWasser	217.544.3403	Civil Appellate; Criminal Appellate; Crim Defense: Felon/Misd
Stanley N. Wasser	FeldmanWasser	217.544.3403	Construction
James R. Enlow	Gates Wise Schlosser & Goebel	217.522.9010	Bankruptcy: Individual; Bankrupt/Workout: Comm; Comm Lit; Land Use/Zoning
Gordon W. Gates	Gates Wise Schlosser & Goebel	217.522.9010	Bankrupt/WO: Comm; Close/Private Held; Comm Lit; Land Use; Real Estate: Comm
Todd M. Goebel	Gates Wise Schlosser & Goebel	217.522.9010	Criminal Defense: DUI; Crim Defense: Felon/Misd
Frederick J. Schlosser	Gates Wise Schlosser & Goebel	217.522.9010	Criminal Defense: DUI; Crim Defense: Felon/Misd
Bradley B. Wilson	Gates Wise Schlosser & Goebel	217.522.9010	Civil Rights/Constitutional; Employment: Employee
D. Peter Wise	Gates Wise Schlosser & Goebel	217.522.9010	Criminal Defense: DUI; Crim Defense: Felon/Misd; Criminal Defense: White Collar
Herman G. Bodewes	Giffin Winning Cohen & Bodewes PC	217.525.1571	Association/Non-Profit; Close/Private Held; Gov/Muni/Lobby; Trust/Will/Estate
Creighton R. Castle	Giffin Winning Cohen & Bodewes PC	217.525.1571	Close/Private Held; Real Estate: Commercial; Tax: Business; Trust/Will/Estate
John M. Gabala Jr.	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Comm Lit; Copyright/Trademark; PI Defense: General
David A. Herman	Giffin Winning Cohen & Bodewes PC	217.525.1571	Comm Lit; Election/Political/Campaign; Gov/Muni/Lobby; Trust/Will/Estate
R. Mark Mifflin	Giffin Winning Cohen & Bodewes PC	217.525.1571	Commercial Litigation; Gov/Muni/Lobby/Admin
Christopher E. Sherer	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civ Appell; Elect/Political/Campaign; Family; Gov/Muni/Lobby; Trust/Will/Estate
Matthew R. Trapp	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Commercial Litigation; Gov/Muni/Lobby/Admin
Thomas G. Hamill	Harrison & Held LLP	217.546.6940	Trust/Will/Estate
Adrian E. Harless	Heyl Royster Voelker & Allen PC	217.522.8822	Health; Med-Mal Defense; PI Defense: General
Michael T. Kokal	Heyl Royster Voelker & Allen PC	217.522.8822	Commercial Litigation; Copyright & Trademark; Patent
John O. Langfelder	Heyl Royster Voelker & Allen PC	217.522.8822	PI Defense: General; Toxic Torts Defense; Workers' Compensation Defense
Deanna Seward Mool	Heyl Royster Voelker & Allen PC	217.522.8822	Gov/Muni/Lobby/Admin; Health
Theresa M. Powell	Heyl Royster Voelker & Allen PC	217.522.8822	Employment: Management; Med-Mal Defense; Prof'l Malpractice Defense
Gary S. Schwab	Heyl Royster Voelker & Allen PC	217.522.8822	Personal Injury Defense: General; Prof'l Malpractice Defense
Daniel R. Simmons	Heyl Royster Voelker & Allen PC	217.522.8822	Personal Injury Defense: General; Workers' Compensation Defense
Larry A. Apfelbaum	Kanoski Bresney	217.523.7742	Workers' Compensation
Todd A. Bresney	Kanoski Bresney	217.523.7742	Personal Injury: General
Charles N. Edmiston II	Kanoski Bresney	217.523.7742	Workers' Compensation
William J. Harrington	Kanoski Bresney	217.523.7742	Personal Injury: General
Kathy A. Olivero	Kanoski Bresney	217.523.7742	Workers' Compensation
John J. Waldman	Kanoski Bresney	217.523.7742	Workers' Compensation

Stephen Scott Morrill	Morrill & Fiedler LLC	217.789.5411	Gov/Muni/Lobby/Admin
James E. Neville	Neville Richards & Wuller LLC	618.277.0900	Med-Mal Def; PI Def: General; Product Liab Def; Transportation Def; Tox Tort Def
Timothy S. Richards	Neville Richards & Wuller LLC	618.277.0900	Med-Mal Defense; PI Defense: General; Products Liability Def; Toxic Torts Def
Cheryl S. Neal	PNC Wealth Management/Estate Settlement	217.753.7130	Trust/Will/Estate
James A. Borland	Quinn Johnston	217.753.1133	Personal Injury Defense: General; Products Liability Defense
Matthew J. Maddox	Quinn Johnston	217.753.1133	Med-Mal Defense; PI Defense: General; Prof'l Malpractice Defense
Betsy A. Wirth	Quinn Johnston	217.753.1133	Family; Med-Mal Defense; PI Defense: General
David R. Reid	Reid Law Office LLC	217.546.1001	Close/Private Held; Tax: Business; Tax: Individual; Trust/Will/Estate
Gregory A. Scott	Scott & Scott PC	217.753.8200	Adoption/Reproductive Tech; Family Appellate; Family; Trust/Will/Estate
Jared M. Scott	Scott & Scott PC	217.753.8200	Family; Personal Injury: General
R. Stephen Scott	Scott & Scott PC	217.753.8200	Bankrupt/WO: Comm; Close/Private Held; Tax: Business; Tax: Indiv; Trust/Will/Est
Michael M. Durr	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	Real Estate: Assoc/Condo; Real Estate: Comm; Real Estate: Residential
Gregory P. Sgro	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	Land Use/Zoning/Condemnation; Real Estate: Commercial; Workers' Comp
Timothy M. Shay	Shay and Associates	217.523.5900	Personal Injury: General; PI: Professional Malpractice; Workers' Compensation
Michelle L. Blackburn	Sorling Northrup	217.544.1144	Family; Trust/Will/Estate
Michael C. Connolly	Sorling Northrup	217.544.1144	Close/Private Held; Real Estate: Comm; RE: Tax; Tax: Business; Trust/Will/Estate
E. Zachary Dinardo	Sorling Northrup	217.544.1144	Close/Private Held; Health
James G. Fahey	Sorling Northrup	217.544.1144	Civil Appellate; Employment: Management; PI Defense: General
C. Clark Germann	Sorling Northrup	217.544.1144	Close/Private Held; Mineral/Natural Resource; Real Estate: Comm
Stephen F. Hedinger	Sorling Northrup	217.544.1144	Animal; Environmental; Mineral & Natural Resource
Michael G. Horstman Jr.	Sorling Northrup	217.544.1144	Assoc/Non-Profit; Close/Private Held; Real Estate: Comm; RE: Resident; Tax: Indiv
Alan J. Jedlicka	Sorling Northrup	217.544.1144	Employee Benefits; Gov/Muni/Lobby/Admin; Tax: Business
Brian D. Jones	Sorling Northrup	217.544.1144	Banking; Close/Private Held; Employee Benefits; Real Estate: Comm
John A. Kauerauf	Sorling Northrup	217.544.1144	Close/Private Held; Employment: Management
Kirk W. Laudeman	Sorling Northrup	217.544.1144	Med-Mal Defense; PI Def: General; Prof'l Malpractice Def; Transportation Def
James M. Morphew	Sorling Northrup	217.544.1144	Election, Political & Campaign; Gov/Muni/Lobby/Admin
Lisa A. Petrilli	Sorling Northrup	217.544.1144	Comm Lit; Gov/Muni/Lobby/Admin; Land Use/Zoning; Real Estate: Comm
David A. Rolf	Sorling Northrup	217.544.1144	AG; Comm Lit; Land Use/Zoning; PI Def: General; Real Estate: Comm
Peggy J. Ryan	Sorling Northrup	217.544.1144	Family
John R. Simpson	Sorling Northrup	217.544.1144	Tax: Individual; Trust/Will/Estate
Stephen A. Tagge	Sorling Northrup	217.544.1144	Banking; Close/Private Held; ADR: Comm Lit; Real Estate: Comm; Tax: Business
Randall A. Wolter	Wolter Beeman Lynch & Londrigan LLP	217.753.4220	Personal Injury: General; PI: Professional Malpractice; Workers' Compensation

These EMERGING LAWYERS have been identified by their peers to be among the TOP LAWYERS in Illinois who are age 40 or younger OR who have been admitted to the practice of law for 10 or fewer years.

Brittany Kink Toigo	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Family
Ashley D. Davis	FeldmanWasser	217.544.3403	Civil Rights/Constitutional; Family
Samantha A. Bobor	Giffin Winning Cohen & Bodewes PC	217.525.1571	Employment: Management; Gov/Muni/Lobby/Admin; Labor: Mgmt; School
Jason E. Brokaw	Giffin Winning Cohen & Bodewes PC	217.525.1571	Gov/Muni/Lobby/Admin
J. Tyler Robinson	Heyl Royster Voelker & Allen PC	217.522.8822	False Claims Act/Whistle Blower; Health; Med-Mal Defense
Gina Couri-Cyphers	Kanoski Bresney	217.523.7742	Personal Injury: General
Jason T.H. Germeraad	Scott & Scott PC	217.753.8200	Bankruptcy: Individual; Commercial Litigation; Foreclosure Defense
Pamela E. Hart	Scott & Scott PC	217.753.8200	Bankrupt/Workout: Comm; Elder; Family; RE: Residential; Trust/Will/Estate
Benjamin M. Sgro	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	PI: General; Real Estate: Comm; Real Estate: Residential; Workers' Comp
Gregory E. Moredock	Sorling Northrup	217.544.1144	Commercial Litigation; Gov/Muni/Lobby/Admin
Joshua J. Watson	Sorling Northrup	217.544.1144	Family
Matthew A. Brewer	Stephen P. Kelly, Attorney at Law	217.544.8000	Workers' Compensation

Leading LawyersSM
Find a better lawyer, fasterSM

emerging lawyersSM
on a fast track to the topSM

A lawyer CANNOT buy the distinction of Leading or Emerging Lawyer. The distinction was earned by being among those lawyers most often recommended by their peers. For a full description of our research process, a complete list of all Leading or Emerging Lawyers, and to view profiles of the lawyers listed on this page, go to

www.LeadingLawyers.com

A Division of Law Bulletin Media—est. 1854



Ty Milner

Age: 34

Occupation: Dentist/owner, Milner Dentistry, LLC

Email: tydmilner@gmail.com

Education: Doctor of Dental Medicine, Southern Illinois University School of Dental Medicine

Family: Spouse, Kasey, and children Karsyn, Keagan and Griffin

Affiliations/community activities: American Dental Association, Illinois State Dental Society, G.V. Black District Dental Society board member, Mission of Mercy volunteer, Greater Springfield Chamber of Commerce, Springfield Young Philanthropists.

What is your guiding principle in life? Treat others how you want to be treated.

What would you like to give back to your community? I'd like to continue to provide high-quality oral health care and education to Springfield and the surrounding communities, as well as positively change the way people perceive a dental appointment for generations to come.

What do you wish your younger self had known when you started on this path? You can only control what you can control. As with any journey, there will be bumps in the road and many obstacles to overcome. Keep your head down, work hard and try not to sweat the small stuff.

What has been your greatest professional achievement to date? I was able to build my dream dental office during 2020 which has allowed our practice to thrive and our patients to enjoy a new dental experience.

How have the events of this year affected you? The events of the past year have affected all of us in a tremendous way. I am thankful for the health and safety of my family and friends, and I empathize with those who have been negatively affected. Our practice was shut down for two months in 2020, and that time allowed me to take a step back and enjoy the little things in life. I was able to spend a lot of quality time with my young family and reassess the vision for our practice.



Lauren Nevius

Age: 34

Occupation: Vice president of sales, Resource One/agileResource

Email: lneviu@resourceoneoffice.com

Education: Bachelor of Science in politics and government, Illinois State University

Family: Spouse Ryan, Layla the English Bulldog, June Carter Cash the Pudelpointer, and Olive and Martini the alley cats

Affiliations/community activities: Chair/co-host Downtown Springfield, Inc. annual dinner and fundraiser, International Interior Design Association Central Illinois City Center board member.

What is your guiding principle in life? Stop doubting yourself. Work hard and make it happen! When your head hits the pillow tonight, remind yourself that you've done a good job. Be patient with yourself, and remember that big things are achieved not all at once, but one day at a time.

What led you to your current career? I grew up seeing the furniture business, and I always felt that sales and design were a natural fit for me. Our mom, Cindy, with help from our dad, Larry, started this company 33 years ago while she was a mother of three, and she has since built quite the legacy in Springfield. When I was asked to join almost 10 years ago, it happened to be the right fit and now that I've a the taste of the furniture Kool-Aid, I can never (and don't want to) go back.

What is your greatest hope for Springfield? We are passionate about downtown Springfield and would love to see our current neighbors thrive. We think it's the best kind of community, where it almost feels like a neighborhood where we all help each other out when we can. It has been so wonderful seeing it bounce back after the pandemic, and I hope that means we will welcome many more new neighbors soon.

What would you like to give back to your community? Downtown Springfield is like a neighborhood. I want this city to become a destination for a diverse population and continue to grow and evolve.

How have the events of this year affected you? 2020 was a reminder to keep things in perspective, appreciate what you have and remember that abundance is a mindset.



Seth Morrison

Age: 33

Occupation: Real estate investor and president of Morrison Property Management

Email: Springfieldrentalsllc@gmail.com

Education: Bachelor of Arts in economics and history from SIU Carbondale

Family: Spouse, Kayla, children Adalyn and Leela, and one mystery child on the way

Affiliations/community activities: Big Brothers Big Sisters, the community garden at Southeast High School

What is your guiding principle in life? To treat everyone I encounter with respect. Every single person in this

world deserves to be treated with dignity and respect, no matter who they are or from where they came.

What would I like to give back to my community? My goal is to provide nice, clean and affordable housing to people that live in the downtown area. It's not my intention to become rich on crazy high rent prices, but to build a solid community in the downtown area that will thrive for years to come. If you concentrate a large number of cool people in one area, good things will inevitably start to happen.

What is your greatest hope for Springfield? Currently, I am super excited about the Third Street rail relocation project. It seems as though in the next five years the Third Street rail corridor will be replaced with a nice bike path that will be a conduit for people to travel to the downtown area and invigorate the businesses there. My role will be to provide housing for people in that general vicinity so they can live close to where they eat, drink and shop.

What has been your greatest professional achievement? The thing I am most proud of is transforming the neighborhood in which we operate, which is just south of downtown, into a vibrant community. I'm also very proud of the team that helps me day in and day out - Kayla Morrison, Mary Morrison and Steve Morrison, Greg Harvey, Troy Moore and Bill Mort. I could not do it without them.



Sarah Sevenser

Age: 36

Occupation: Guidance dean, Lincoln Magnet School, Springfield School District 186

Email: sarahsevs@sps186.org

Education: Master of Education in educational psychology, University of Illinois Urbana-Champaign

Family: Spouse, Sam, stepchildren Alayna and Adam and children Amelia and Archer

Affiliations/community activities: Christ the King Parish, Lindsay Elementary PTO, United Way of Central Illinois.

What led you to your current career? I love teaching

and taught in District 186 for 11 years. I felt a call toward administration and hoped to impact students and teachers on a greater scale than I could in my classroom. I love District 186 for its size, diversity and the opportunities it provides for all of its students and teachers. I am proud to send our children to its schools and that my husband and I are servants to public education within this system.

What obstacles have you been able to overcome on your career path? One challenge that I continue to face is balancing family and career, and I know I am not unique in this. I am proud that my children are witnessing their mother as a strong working woman, and I am proud of my husband for taking the lead with the children, especially during this year while they were at home for a majority of the time. A challenge I feel that has been difficult to overcome is the desire to continually work on my own education. I love school, learning and being a student, so I am always thinking about or working on the next degree or certification. Who knows? Maybe someday a PhD!

What has been your greatest professional achievement to date? I am beyond proud of what we have been able to accomplish through all of the changes and uncertainty of this year. The pandemic has had such an impact on education, but we have made it through and learned so much. Our future as a district, and in education as a whole, is very bright as we continue to adapt to the effects of the pandemic and hopefully elevate the profession of education in the process.

sponsored by





KNOB HILL

LANDSCAPE COMPANY

NOW INCLUDING IN-GROUND POOL DESIGN AND INSTALLATION



A VISIONARY APPROACH TO OUTDOOR DESIGN.

www.knobhilllandscape.com | 217-314-9435



As one of America's leading providers
of recycling and waste services,

Republic Services® delivers simple and reliable solutions
for your **construction project**. With our nationwide
presence, a wide range of resources and
single point of contact, we offer:

- A 99.9% pick-up reliability rate
- Solutions to help you achieve your sustainability goals
- Online account management through the MY Resource™ app

Please call Jeff Holt today at
217-377-0173



We'll handle it from here.®

CONGRATULATIONS

TY MILNER

on being named one of
Springfield's Business Journal's

FORTY UNDER 40 2021



MILNER
DENTISTRY



Erin Sommer

Age: 37

Occupation: Talent acquisition and marketing manager, Express Employment Professionals

Email: erin.sommer@expresspros.com

Education: Bachelor of Science in health studies, Eastern Illinois University

Family: Child Hadley Sommer-Watts, dad Ron Sommer and siblings Tiffany Rhodes and Tim, Tanner and Samantha Sommer

Affiliations/community activities: United Way volunteer, former Sangamon CEO mentor, Greater Springfield Chamber of Commerce, Springfield Park District Youth Work Program volunteer, Central Illinois Food Bank volunteer, EIU

Alumni Association.

What led you to your current career? I started out in retail management and wanted to transition into a professional leadership role. I came to Express to see if they could help me with my next career move, which led to me being hired on to their internal team.

What would you like to give back to your community? I would like to set an example for future leaders in our community. I would like to provide them with mentorship and guidance through the experiences I have lived through and be a sounding board for the issues they are experiencing in their lives today. I want them to know they have a support system within the Springfield business community.

What obstacles have you been able to overcome on your career path? Making assumptions about what I can achieve is an obstacle I have worked hard to overcome. I have learned that by working hard and doing the right thing, there are endless possibilities to showcase your skills and talents. As I have gained maturity, I have become more confident in knowing that there is always a next step or opportunity for growth within my career path.

What has been your greatest professional achievement to date? I'm most proud of starting the talent acquisition unit that I continue to manage. At the time, only two other Express offices in the country were experimenting with similar ideas and methods. I jumped in to help build it from the ground up, completely changing our process for receiving applicants. Through the wisdom I gained along the way, mistakes that I made and successes my team and I celebrated, we are now a model for other Express offices internationally. Franchisees and leaders come to us to help them get started and implement this unit in their offices.

Solution PRINTING

We'd like to congratulate
our very own

Greg Shelton
on being named to the
Springfield Business Journal's



FORTY UNDER 40 2021

217.529.9700
www.SolutionPrint.com
3155 S. 11th Street
Springfield, IL



Greg Shelton

Age: 35

Occupation: Vice president, Solution Printing

Email: greg@solutionprint.com

Education: Bachelor of Arts in business administration, Benedictine University

Family: Parents Steve and Debbie Shelton, and Hudson, a Bernese Mountain dog

What is your guiding principle in life? Always be kind and help others. If you have the power to help or make someone smile, do it.

What led you to your current career? My entire life, my father has been in the printing industry. I can remember as a child always wanting to go to work with him, run up and down the aisles of printing presses, jump around on the pallets of paper and talk the ears off his employees. In 2008, my father became very ill, and I moved back to Springfield to help him with his printing business. From day one until now, my passion for the printing industry has grown, and I enjoy every minute of it.

What obstacles have you been able to overcome on your career path? Rejection is never easy, and no matter how accustomed to it I have become, it doesn't get any easier. But rejection is something I face all the time in sales. I know that if I don't face the possibility of rejection, then I also won't open myself to the chance of learning new things and growing. Overcoming obstacles is required for constant growth and reaching new levels in life. If you want massive success, then you need to expose yourself to the potential for massive rejection.

What do you wish your younger self had known when you started on this path? I wish I would have listened more. Of course, everyone at a younger age feels they know everything and are always correct. If I would have taken in the knowledge of others, I would not have had to learn everything the absolute hardest way.

What would you like your life to look like in five years? Happily married, starting a family and enjoying life. I look forward to continuing my growth and involvement in the Springfield community.

FORTY UNDER 40



Callan Stapleton

Age: 39

Occupation: President, Illinois Bankers Education Services, Inc.

Email: cstapleton@ilbanker.com

Education: Master of Business Administration, University of Illinois Springfield

Family: Spouse, Jessica, and children Hagen and Lillian

Affiliations/community activities: T-ball coach for my kid's team, member of the Illinois Society of Association Executives/Association Forum.

What led you to your current career? I have always had a passion for helping people and a love of finance.

My initial goal was to be a debt counselor because I dislike seeing people struggle financially by spending money on nonessential items. I started in banking in April 2001 and was able to assist people in reaching their financial goals. In 2005, I transitioned into correspondent banking, which allowed me to provide products, services and other resources tailored to supporting the banking industry and assisting in making banks stronger. This led me to joining the association in January 2015 so that I could continue in that proactive role. Banks are an essential backbone of our community and economy.

What has been your greatest professional achievement to date? Most recently it would be studying for and achieving the Certified Association Executive (CAE) designation during the peak of the pandemic. I was also able to lead the initiative to develop an Illinois Bankers Scholarship Fund in 2019, and in the last two years we have been able to award 11, \$1,000 scholarships to aspiring bankers throughout the state.

What do you wish your younger self had known when you started on this path? Don't go through school or life to just to get through. You will never want to stop learning to become a better person.

What would you like your life to look like in five years? Ten? Honestly, besides getting older, I cannot imagine it looking much different, everything changes and at the same time stays the same.



Shreepada Tripathy

Age: 35

Occupation: Pediatric hospitalist attending, assistant professor of clinical pediatrics

Email: stripath20@gmail.com

Education: Doctor of Medicine, Marshall University School of Medicine, Huntington, West Virginia; Master of Business Administration, Southern Illinois University School of Business, Carbondale

Family: Spouse, Kelly, parents Rasika and Prabasini Tripathy and dog Serena

Affiliations/community activities: Friend In Deed, University of Illinois Urbana-Champaign medicine interest group, Southern Illinois University pediatric

interest group, St. John's Hospital Foundation, Hands on Healthcare, American Business Club.

What has been your greatest professional achievement to date? Educating and mentoring residents about how to be a pediatrician. In 2018, I was named Pediatric Teacher of the Year, which is an award that is voted on by the pediatric residency class. I work with amazing pediatricians that I look up to every day. I did not expect to win the award, and was very humbled by it.

How have the events of this year affected you? As COVID-19 started, being a frontline worker was scary as we were learning about the virus on the fly as well as adapting to the guidance from the state and federal governments. I like to think the entire staff at the hospital weathered this storm together and am happy to see things starting to return to normal. As well, it was hard not seeing my parents for over a year, but I was lucky enough to see them a few months ago. But for all of the negatives, there were some positives. My wife and I were supposed to get married when the pandemic first hit. But due to the events of the pandemic, we went from planning a large wedding that was supposed to happen in a hotel ballroom to hosting nine people in our living room. While it was not what we were expecting, it was something that we will always remember.



Michael Thomas

Age: 35

Occupation: Business relationship manager, Express Employment Professionals

Email: Michael.Thomas@expresspros.com

Education: Studied accounting at Lakeland College

Family: Spouse, Rachel Lauer-Thomas, and children Ethan, Jolee and Adalynn

Affiliations/community activities: Board member with Central Illinois Customer Service Association, The Salvation Army, ambassador for Safe Families for Children, The Outlet, United Way loaned executive, new member coordinator for Central Illinois Christian Business Network.

What is your guiding principle in life? Matthew 6:33

What is your greatest hope for Springfield? My greatest hope for Springfield is that we can have more unity and help streamline resources for those who need them most. We have many great organizations, but lack collaboration in many cases. The only way for Springfield to get better is for more people to work together.

What do you wish your younger self had known when you started on this path? To listen more.

What has been your greatest professional achievement to date? Achieving Top 50 Sales Rep for Express Employment Professionals, which has over 840 offices around the world.

How have the events of this year affected you? This past year has allowed me to better appreciate the relationships I have, both professionally and personally.



Monique Wantland

Age: 38

Occupation: Owner, Duct Dusters and senior public service administrator, Illinois Environmental Protection Agency

Email: DuctDusters@comcast.net

Education: Attended Lincoln Land Community College

Family: Spouse, Jeff, children Kerrin, Skyler and Christian and dogs Ginger and Baxter

Affiliations/community activities: Member of the National Association of State Procurement Officials (NASPO) and the Illinois Association of Public Procurement Officials.

What is your guiding principle in life? Challenge the process, enable people to act and encourage the heart.

What led you to your current career? As my husband and I drove by the Illinois State Capitol shortly after moving to Springfield in 2003, I knew that was where I belonged. I have been serving the State of Illinois for almost 17 years now. My journey to Duct Dusters, LLC was driven by our family needs. Our daughter developed severe allergies at a young age. In seeking a holistic solution, our home air quality became a priority. In combination with that, my husband, who had a background in HVAC, noticed the demand for quality air duct cleaning services. Duct Dusters LLC was established in 2018 and is a woman and minority-owned small business.

What is your greatest hope for Springfield? It is my hope that Springfield maintains its historic charm and continues to encourage the success of small businesses. As a small business owner, I have been amazed by the collaboration and support of other local businesses. By supporting each other, we support family, tradition and a better community.

What obstacles have you been able to overcome on your career path? My family and I quickly learned that when pursuing the path to success, there is little room for self-doubt. Duct Dusters has been our family's greatest accomplishment. A lot of sacrifice happens when creating a legacy. However, all the obstacles have taught us that we are more powerful together than we will ever be apart.



Monique Williams

Age: 35

Occupation: Program student adviser, University of Illinois Chicago College of Nursing

Email: mwill8@uic.edu

Education: Bachelor of Science in political science, University of Illinois Springfield. Pursuing a Master of Science in public health, University of Illinois Springfield.

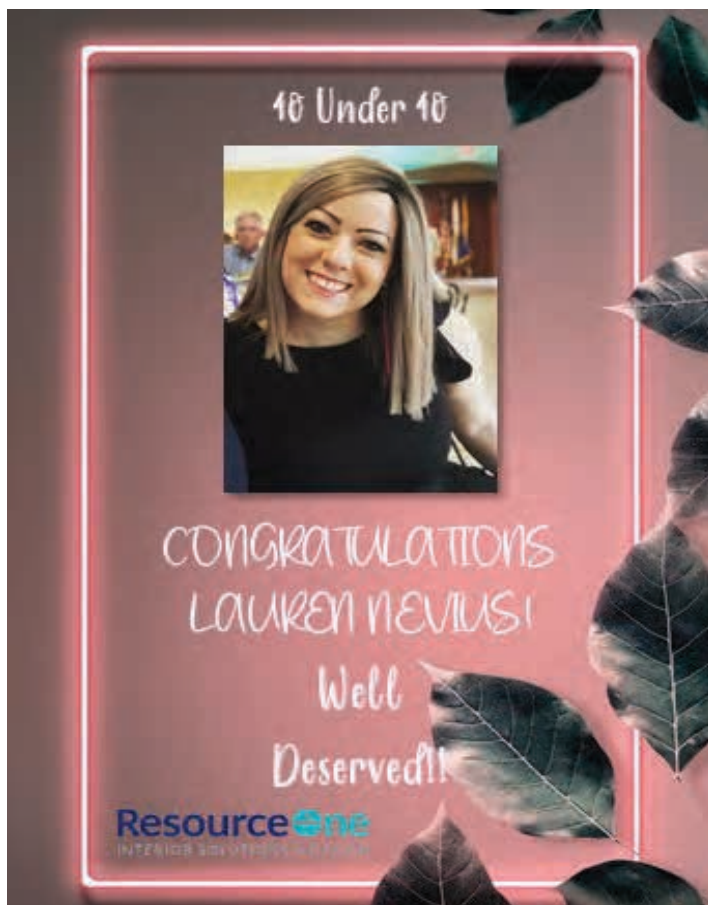
Family: Parents Rory and Linda Williams and siblings Angela Williams and James Williams

Affiliations/community activities: Rotary International Springfield Downtown, Rotary Youth Exchange Program, National Coalition Builders Institute.

What would you like your life to look like in five years? 10? I envision myself working on another graduate degree as I believe in being a lifelong learner, an example set by one of my mentors, Dr. Janice Paron, who was once my elementary and high school principal. Throughout my adolescence, she was the first woman with whom I interacted who held a terminal degree. Her leadership and spiritual qualities have had an impact on shaping my future. In addition, I plan to turn my hobby of handmade jewelry into a business. In the next 10 years, I see myself having a doctoral degree while still working in higher education to serve and represent first-generation college students, promoting community health initiatives.

What would you like to give back to your community? As an African American woman and a first-generation college graduate, I would like to give back to my community the opportunity of equal access to education through community relations, advocacy and equitable public health projects.

What has been your greatest professional achievement to date? Being the founding program adviser for UIC College of Nursing at the Springfield regional campus. I started in this position in June 2015 when UIS and Memorial Health System worked with UIC CON to establish a new location to educate and provide BSN, AGMS and DNP programs in central Illinois to nurses. Through this role, I was a recruiter for undergraduate and graduate programs. In addition, I was an academic adviser for regional undergraduate students while assisting faculty members with student support services. Through this position, I was able to connect with hundreds of students and health agencies over the last six years and establish relationships with several other central Illinois colleges.



Erik Williams

Age: 35

Occupation: Account Manager at Springfield Electric Supply Co.

Email: ewilliamsconserve@gmail.com

Education: Attended Lincoln Land Community College

Family: Spouse, Haley Williams, and children Kamya, Erik and Quincy

Affiliations/community activities: - United Way volunteer, youth mentor and advocate for DCFS adolescents, NAED CEP Certified Electrical Professional, NAED EPEC Bronze, Silver and Gold Graduate, Springfield Electric Circle of Excellence Award recipient.

What do you wish your younger self had known when you started on this path? In order to achieve my goals, I needed to be more assertive. I needed to not fear the unknown and take risks head-on.

What is your guiding principle in life? To make my mother proud. Also, to give my children early in life all the tools I received late in life.

What led you to your current career? I started at Springfield Electric Supply Co. right out of high school when I was 18. I worked hard and was able to work my way up the ladder. Account manager is a job that I have always seen myself doing. I'm thankful to the Schnirring family for guidance and the way they have treated me and my family like their family in the 17 years I've been there.

What would you like your life to look like in five years? 10? I would like to continue to build on what I have done in the electrical wholesale supply industry and continue to build an empire to leave for my children.

How have the events of this year affected you? In the realm of being an account manager, the pandemic has taught me resiliency and self-determination in order to continue to achieve my goals.

FORTY UNDER 40



Congratulations to this year's **Forty under 40!**

Bank local. Securing your financial future.

securitybk.com | 217-789-3500 | support@securitybk.com

A photograph of a woman in a polka-dot top and dark pants walking up a set of stone steps on a university campus. In the background, a man in a suit is also on the steps, and another person is walking down them. The building has large stone columns.

Join **UIS, the No. 1 public regional university in Illinois:**

- No application fee
- Flexible scheduling
- Collaborative opportunities with Innovate Springfield

New one-year, online master's programs launching this fall:

- MBA
- Finance
- Human Resource Management
- Healthcare Informatics
- Cyber Security Management

UNIVERSITY OF
ILLINOIS
SPRINGFIELD

UIS College of Business and Management

Learn more: cbm@uis.edu

uis.edu/cbm



Great House BBQ expanding to downtown

Opening second location, plus nightclub and event space

By Michelle Ownbey

Great House BBQ, 4233 W. Wabash, opened in October 2019 in the former Tasty City Seafood & Trio space that went dark after less than a year in business. Not only has Great House BBQ already outlasted its predecessor, the restaurant is now planning a major expansion with a second location downtown, plus two other new business ventures.

Renatta Frazier owns the business along with three of her four children: Kurtis Mitchell, Dianna Mitchell and Benjamin "Shug" Frazier. Another son, Kourtney Mitchell, is a silent partner. "All of us have our own talents and skill sets," said Frazier.

The family has decided to open a second Great House BBQ location downtown, plus a nightclub and special event space. The restaurant will be located at 11 W. Old State Capitol Plaza, which most recently housed The Incubator, a café, bar and co-working space that closed during the pandemic.

"The space is really ready to go, we're just going to add our signature colors and do some cosmetic work," said Frazier, who is hoping to be open no later than Aug. 1.

Frazier is also leasing the adjacent space at 9 W. Old State Capitol Plaza, which formerly housed The Remedy Bar & Drinkery, and plans to open a bar and nightclub called The Cave. "We already have an established liquor license, and we've talked to the alderman for the area, so that's all in the works," she said.

In addition, Frazier said the small space in between the two buildings will become a special event venue known as Jerry's Place. "Our vision is live music, karaoke, comedy nights, spoken word, paint nights, anything like that," she said. "It will be a more intimate setting."

With so much in the works, Frazier said they are planning to bring quite a few new employees on board. "We're going to schedule a hiring event with interviews on the spot," she said. "We're looking for chefs, servers, bartenders, dish washers, cashiers and more."

The business has come a long way since January of this year, when a customer created a GoFundMe campaign to help Frazier



Dianna Mitchell, Renatta Frazier and Kurtis Mitchell. PHOTO BY NORMA ZUNIGA

come up with the approximately \$7,000 needed to cover back rent and utilities and keep the doors open. The pandemic began just a few months after Great House BBQ initially opened, and the location did not have an option for outdoor seating. The business did not receive federal funding through PPP, but despite the financial struggles, Great House BBQ provided free meals to students while schools were

closed in spring 2020.

The GoFundMe effort, which Frazier described as "really a blessing," raised nearly \$6,000. "Someone once told me, 'When you are a success, it's because a lot of people want you to be,'" she said. "We live by that. There have been a lot of people in our corner praying, supporting, wishing us well. They've put their money where their mouth is, and they're a huge part of our success." **SBJ**

Downtown Springfield Inc's

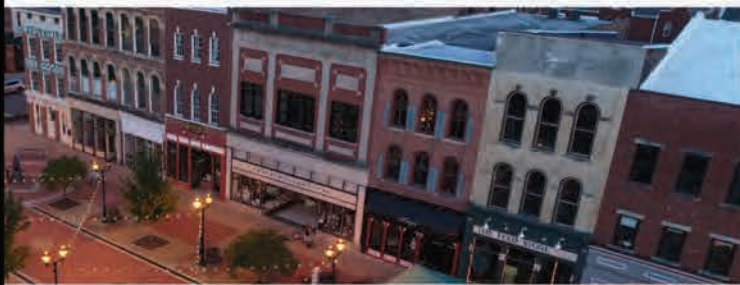
MOMENTUM

on main street

IS BACK

with a new season of educational and networking events to attract the next generation of investors, developers & entrepreneurs to the heart of our city

YOU'RE INVITED: HOW TO ADD UPPER STORY RESIDENTIAL UNITS TO DOWNTOWN SPRINGFIELD



**MONDAY, JULY 19
TUESDAY, JULY 20**

MERCHANT HOUSE | URBAN EVENT SPACE

Learn how to convert upper story spaces in downtown Springfield into income-producing apartments.



register here



National Trust for Historic Preservation
Save the past. Enrich the future.



LOOK FOR FUTURE 2021 EVENTS ON THESE TOPICS:

***HOW AN ARTS & ENTERTAINMENT DISTRICT CONTRIBUTES TO A CITY'S ECONOMIC VITALITY**

***START-UP BUSINESS RESOURCES**

***TAPPING INTO LOCAL INVESTMENT GROUPS**

***AVOIDING RED TAPE IN THE PERMITTING PROCESS**



@downtownspringfieldinc



@downtownspi_inc



www.downtownspringfield.org

Click on Programs/Momentum on Main

217 BUY BLACK DIRECTORY

#Supportyourlocalartist

Online
Alyssa Farmer
Arts
217-971-8519

A.LoreNails

3455 Smythberry Lane
Anthony Pettit
Health and Beauty
217-414-9680

Ace of Fadez Barbershop

210 W. Laurel St.
David Lott
Barbershop
217-361-4237

Adams Heating & Cooling

1017 S. 25th St.
Roy L. Adams
HVAC
217-503-6800

Agape Love Spa and Salon by Laurie

Private appointments only
Laurie Grady
Health and Beauty
217-725-6785

All In One Laundry Center & Services

801 South Grand Ave. East
Pamela Frazier
Laundry Services
217-544-5058

All In One On-Site Wash & Detail

Mobile
Pamela Frazier
Car Detailing
866-567-0491

All Star Kutz

2504 S. MacArthur Blvd.
Audrey Austin
Barbershop
217-698-5889

Anchors Away Seafood

513 E. Capitol Ave.
Jeff Moore
Restaurant
217-679-0166

A'Shay Kreations, LLC

Online
Shayla Whitfield
Retail
217-553-4721

Auburn Heating & Air Conditioning

15511 Kennedy Road, Auburn
Shane Woods
HVAC
217-303-3407

The Beauty Cave and Spa

2205 Wabash Ave., Suite 104
Shatonya Adams
Health and Beauty
217-679-7544

Beverly Christian Real Estate

1701 S. College St.
Beverly Christian
Real Estate
217-523-5555

Bill McGee

State Farm Insurance
201 North Grand Ave. West
Bill McGee
Insurance
217-522-7090

Bless'It Beauty Salon

1007 W. Edwards St.
Veris Van
Beauty Salon
217-553-1438

Boyd's New Generation Restaurant and Catering

1831 South Grand Ave. East
Tammy Calloway
Restaurant and Catering
217-544-9866

Butterfly's Beautiful Bling

Online
Sonya Williams
Retail
217-553-1971

CakeWorld Boutique

1426 Taylor Ave.
Patience (Patty) Cake
Retail

Capital City Teamwork

Online
Renaldo (Bo) Clemons
Sports and Recreation
217-572-3954

Ciara's Kitchen

Online
Ciara Brooks
Catering
217-498-3656

Clay's Popeye's BBQ

1121 South Grand Ave. East
Dee Clay and Mary Clay
Restaurant and Catering
217-522-0386

Cool J's Apparel

1422 Sangamon Ave.
Toni Hopkins
Retail
217-652-8774

Corporate KIN

15 S. Old State Capitol Plaza
Raychel McBride
Diversity Consulting
217-691-3925

Corrine's Closet, LLC

223 S. Sixth St.
Corrine Campbell
Retail
217-210-2060

Creme De La Clem Fitness

4345 Camp Butler Road
Clemence Ahiable
Fitness
314-502-9151

Curvy Closet

2501 Wabash Ave.
Online
Tia Mahr
Retail
217-553-6120

Davis Mechanical, Inc.

1800 Taylor Ave.
Joe Davis
Sprinklers
217-753-3140

Deo Gratias Food Market

2920 Constitution Drive
Retail
217-725-2075

Diversity Agreements Procurement Co.

501 Kenyon Drive
Veronica Williams
Business Consulting
217-698-2707

Duct Dusters, LLC

Mobile
Monique and Jeff Wantland
Air duct cleaning
217-290-2970

D's Auto Imports

240 N. Dirksen Parkway
Connie Woods
Auto Sales
217-753-1100

Environ Pest Elimination, Inc.

1720 E. Spruce St.
James Forney
Pest Control
217-523-9280

Essential Clinical Counseling Services, LLC

2141 W. White Oaks Drive, Suite B
Essence Lee
Counseling
217-670-2754

"We have all been part of the COVID struggle, faced many challenges together, and now look forward to a brighter future in Downtown Springfield."

As a result of COVID, organizations are moving to "right-size" their space needs.

Let us provide the right space for your organization.

Leasing opportunities starting at just \$335/Month

Myers Commercial Real Estate, Inc.

Property management in Springfield since 1886...

Stephen D. Myers | Designated Managing Broker/LLC Member

1 West Old State Capitol Plaza | Springfield, IL 62701

Phone: (217)747-0019 Fax: (217)747-0026 | www.myerscommercialre.com



Honest dependable service since 1981

☞
DON'T WORRY
WE'RE HERE!
☞



Your premium provider of a complete line of office products, including copiers, scanners, printers, shredders, and multi-function devices.

www.tomdaybusinessmachine.com | 217-529-8282

217 BUY BLACK DIRECTORY

Extreme Air Gymnastics Academy

6200 S. Second St.
Tammy Lackford
Sports and Recreation
217-816-5343

Faine's Auto Sales

1601 S. Dirksen Parkway
Reco Faine
Auto Sales
217-679-8714

First Impressions Daycare Center

1145 S. College St.
Colleen Ikerionwu
Child Care
217-525-6075

Fredia Hawthorne State Farm Insurance

2901 Stanton Ave.
Fredia Hawthorne
Insurance
217-529-4935

Genesis Barbershop

1327 E. Cook St.
Don Pettford
Barbershop
217-523-5053

Girlz Deizgn by Nancy

Online
Nancy D. Collins
Retail
217-836-0853

Glaze Nail Salon

917 Clocktower Dr., Suite 250
Jaleesa Davis
Health and Beauty
217-741-7312

Goodenuf2

Online
Herman Senor II
Marketing
217-891-3861

Grand Barber and Beauty Salon

217 North Grand Ave. West
Beauty Salon
217-503-3275

Greathouse BBQ

4233 Wabash Ave.
Kurtis Mitchell
Dianna Mitchell
Restaurant
217-572-1744

HairStyLynn

431 S. Paul St.
Lynnette Clemons
Health and Beauty
217-816-4622

HISO Music

1401 S. Fifth St.
Ayo Abitogun
Entertainment
413-342-0065

Holly Rose Skin Care

2309 W. White Oaks Drive
Holly Walls
Health and Beauty
217-220-8144

Honeichayil Salon

305 S. Fourth St.
Heidi Dillon
Beauty Salon
217-801-5277

Honey's Comb

2110 North Grand Ave.
Tami Klein
Barbershop/Beauty Salon
217-843-1492

Hushaba

Online
Shawn Brooks, Florine Brooks
Retail
217-220-4095

IC BBQ

2415 N. Dirksen Parkway
Jason Shields
Mario Canon
Restaurant
217-679-6633

Illini Construction and Waterproofing, LLC

2712 Holmes Ave.
Lorenzo Loudon
Maintenance
217-241-9913

Imperial Credit Union

1130 S. 16th St.
Banking
217-481-6381

iVision

2800 S. Walnut St.
Mobile
De'Aris Logan
Photography
217-816-1887

Jammie's Full Service Detailing

Mobile
Jammie Adams
Auto Detailing
217-652-6852

Jazz'd Up

2501 Wabash Ave.
Precious Cannon
Retail
217-553-7731

Jerk Shop Go

213 S. Fifth St.
2501 Wabash Ave.
Kadejia Berkley
Restaurant
312-401-8783

John Heard

101 Venus Villa
John Heard
Concrete Construction
217-638-2207

JQ Quality Detail and Hand Car Wash

115 W. Ash St.
Jacob Whitfield
Auto Detailing
217-553-7893

Just As You Are Ministries

3613 Carnoustie Drive
Patricia Dulin
Coaching
217-971-7389

Kapital Sound

P. O. Box 9341, 62791
Betsy Habtes, band manager
Entertainment
978-572-2634

Kathyy's Kitchen

Online
Kathyy Battee-Freeman
Retail
224-513-9515

Kings Deluxe Mobile Car Wash

Mobile
Anthony Carson
Auto Detailing
217-670-5169

L & M Gymnastics

2717 S. 11th St.
Leroy McDaniels
Sports and Recreation
217-753-2613

Lathan Harris, Inc.

700 Livingston St.
Dr. Gina Lathan
Evaluation, Training and
Project Management
217-207-3133

Legal Shield Independent Associate

P. O. Box 6596, 62708
Larry Hemingway Sr.
Legal
217-553-9582

Luxe Floral

3901 Wood Duck Dr., Suite C
Lisa Gaines
Florist
217-341-4955

Major League Barbers & Beauty Studio

905 S. Ninth St.
Fontaine Krushall
Barbershop/Beauty Salon
217-679-5063

**Marscia Anderson
Keller Williams Realty**

3171 Robbins Road
Marscia Anderson
Real Estate
217-820-8235

Mi-T-Clean Cars

322 W. Mason St.
Jermain Jefferson Sr.
Auto Detailing
217-691-7335

**MJ's Fish and Chicken
Express**

716 E. Enos Ave.
Jerome Taylor
Restaurant
217-572-0257

Ms. D's Kitchen

1031 S. 11th St.
Ms. D
Restaurant
217-528-2903

Ms. Tara Talks

Online
Tara Allbritton
Motivational Speaker
217-299-3629

Next Level Mastery Center

1011 W. Edwards St.
Veris Van
Education Services
217-299-8127

**Nickey's Southern Style
Kitchen**

330 South Grand Ave. East
Nickey Alexander

Audrey Austin
Restaurant
217-546-0954

Pittman's Popcorn Shop

1500 Wabash Ave.
Michael Pittman
Retail
217-717-1114

PT's BBQ

1301 S. Martin Luther King Jr.
Drive
Perry Hines
Restaurant
217-620-1013

PURE NEWS USA

1701 S. College St.
T.C. Christian Jr.
Newspaper
217-971-3333

Revive Wellness and

Massage Spa
1039 Wabash Ave., Suite 206
Chiffonia White
Health and Beauty
217-572-1631

Route History Museum

737 E. Cook St.
Kenneth Grundy
Museum
217-503-4129

**Ruby's Funeral Services &
Chapel**

1520 E. Washington St.
Ruby Davis
Funeral Home
217-679-6658

S and K Jewels

Online
Kemisha Hollingsworth
Sharenda Hollingsworth
Retail
217-801-0633

She Got The Nerve

Online
Tara Allbritton
Consulting
217-299-3629

Solid Ground Solutions, Inc.

1153 W. Governor St.
William Bishop IV
Construction
217-553-1081

Soul Shack

Ashley Ward
2800 S. Walnut
Catering
217-691-1795

Spa NYNE

2501 Wabash
Tia Mahr
Health and Beauty
217-553-6120

Sweetbodycrush

Online
Nessa Miller
Health and Beauty
217-816-4810

Sylvan Learning Center

2747 S. Sixth St.
Kylie Dunn
Education Services
217-689-2137

Synergetic Solutions, Inc.

dba Your Corner Office
427 E. Monroe St., Suite 302
Melissa Hamilton
Business Consulting
217-679-4653

Terry's Men's World

3049 S. Dirksen Parkway
Terry Lawrence
Retail
217-529-2230

**The Academic
Consulting Agency**

1648 N. Schrader Ave.
Kazim Abbot
Education Services
318-809-6029

The Beauty Cave and Spa

2205 Wabash Ave., Suite 104
Shatonya Adams
Health and Beauty
217-679-7544

The Key

2208 E. Kansas St.
John Crisp
Arts

The Zodiac Customs

3504 Persimmon Drive
Dwight Bolden II
Retail
217-652-3078

Together Wee Grow Daycare

1100 S. 16th St.
Telisa Richards
Child Care
217-816-3255

Tokyo Mini Mart-N-Wheels

Mobile
Reginald Weatherspoon
Delivery Service
309-989-2738

Tutus by Tia

Online
Tia Mahr
Retail
217-638-8989

Twinkies Rainbow Palace

4109 Marie Drive
Margaret Watson
Child Care
217-721-3869

**Upgrade Repair and Remodel-
ing**

2721 Catherine Lane
Jaunice Walker
Remodeling
217-741-6220

**Walker Funeral Home Service
& Chapel, Inc.**

2300 E. Cook St.
Thomas Walker
Funeral Home
217-753-3783

Unique Bar & Grill

1231 E. Cook St.
April Joiner
Restaurant
217-753-4101

Organizations benefit from increasing diversity

Consultants can offer a starting point for improvement

By Carey Smith

"It was a case of learning what we didn't know and making things better, now that we know better. We approached it with a sense of what can we learn about ourselves and our community? For us, it was a positive experience," explains Natalie Beck, president of the Community Foundation of Macon County, of the organization's decision to hire a diversity consultant.

"There are legacies in racism that predate us," Beck continues. "Racism is creating and contributing to problems in society. We have to find a way to get involved to make a difference. A consultant allows us to see it. You're so ingrained in a system you can't see. It's not intentional."

Melissa Hamilton, a diversity consultant and president of Springfield-based Synergetic Solutions, says the best place for an organization to start is with self-evaluation: "What does the organization look like and what do they want it to look like?"

Hamilton notes that she begins with analysis and research. If she finds inequity, she moves on to interviewing, looking at all aspects of the hiring process. The most important thing she stresses is that business be willing to ask questions and listen to the answers. "Allow yourself to be vulnerable in the process. You have to be open to being able to receive that information that you don't know, and not be afraid."

Raychel McBride, CEO of another diversity consulting business, Corporate Kin, says she typically begins with an organization's handbook and policies. "Why are your policies what they are? I look at employee data, review everything, analyze things and come up with a plan. Then it's conversations to keep things going," she said. McBride stresses that a diversity plan can look different for everyone, as organizations are starting at different places, and looking to attract a variety of diverse employees in regards to race, gender, sexual orientation, ability and military service.

As the acting executive director of the Illinois State Board of Elections, Bernadette Matthews says her agency's demographics were already on par with state agency standards. "However, our board is always looking to do better and to enhance diversity in the agency. That's the genesis to consult with a diversity

consultant."

Matthews states that the process began with sending requested documents to McBride for analyzing. After a few follow-up conversations, McBride presented a two-year plan with recommendations in regards to hiring. "She also analyzed the agency's structure and provided recommendations on how we can better advance diversity and inclusion with current staff, as well as seeking new hires," said Matthews.

These recommendations included broadening job descriptions, where to post jobs and organizations to reach out to when there is a vacancy. All of these, according to Matthews, "make inroads to increase the diversity of the applicant pool."

Matthews states she appreciated that most of the work with McBride was done via demographics information and other documents. "There might be a misperception that you're going to engage in a lot of interviews, but it wasn't that type of process. It lends an ease to the process that people might not be aware of."

Beck states that the issue with organizations or boards having members that all look like each other and live in the same neighbor-

hoods is, "When we're the same, there's no new thinking. It's a tough thing to say maybe our organization needs to add diversity, but it would be a challenge to say it doesn't need to be looked at regularly." The end goal, she states, is a better community.

McBride expanded on this. "This work is impacting all of us. Businesses should really think about it as they think about the rest of their business. Think about how your customers evolve, how your employees evolve and also think about diversity and how that impacts your work force. That should be part of your business plan. If there's not any diversity/inclusion/equity language in a business plan, I would question that."

For organizations which may hesitate to take on an in-depth self-reflection on diversity, Hamilton reiterates, "There are a ton of resources out there. If it's uncomfortable, it's OK. There's no malicious intent behind it, and you're coming from a good place to make change." **SBJ**

Carey Smith is appreciative of businesses who desire to make better workplaces for all people, including those with invisible disabilities.



Photo By Norma Zuniga

SPRINGFIELD **Business** JOURNAL

Show your clients you support local business

SUBSCRIBE TO SBJ TODAY!

12 MONTHS FOR ONLY \$35

Print Copy • Digital Edition • Book of Lists

SPRINGFIELD **Business** JOURNAL

July 2021



**Great House BBQ
expanding to downtown**

2021 Forty Under 40

**SUBSCRIBE ONLINE AT:
springfieldbusinessjournal.com/subscribe**



Students from the Southtown Construction Training Program completed a training session with the Local 137 Plumbers, Steamfitters & HVACR as part of their curriculum to learn the various trades. PHOTO COURTESY CALVIN PITTS

Building a better future

Southtown Construction provides job training and life skills

By Holly Whisler

"I am the youngest of 10 kids. We grew up in the projects of Springfield. My father was killed when I was teenager, and my mom raised us on public assistance and what she earned from her job as a waitress," said Calvin Pitts succinctly. He doesn't say this as an excuse or a statement to evoke sympathy or pity. Pitts clearly describes where he came from in order to establish perspective, credibility and the reasons for doing the work that he holds near and dear to his heart.

Pitts says he learned how to make choices

by observing the choices made by others. After losing a cousin to the violence of the streets, he vowed to help others see that better choices were possible. He felt that even if he made only one life better, it would be worth the effort.

Pitts began his career as an electrician apprentice in 1999, but saw that even the hardest working apprentice was not guaranteed a job. Pitts said, "I saw the disparity, and I began to think of possible investments I could make that would help me

survive if I were ever laid off."

Once he became a journeyman electrician and his pay increased, he purchased his first investment property. As Pitts was working on his property, he would hire guys from the neighborhood to work alongside the professionals. "I could see they were learning," he said, and this revelation was the inspiration behind the creation of Southtown Construction Training Program, a formal job training program where he serves as CEO and instructor.

Pitts partners with the Springfield Urban League, Ameren Illinois, Christian Ministry Network, the City of Springfield and other local organizations to teach underserved or underemployed men and women the basics of the building trades, along with the necessary soft skills to earn gainful employment.

In 2017, he purchased a building at 1122 South Grand East to hold classes and provide hands-on training before taking students to work on offsite projects. Pitts teaches official trades curricula along with other essentials such as how to read a tape measure, recognizing tools and knowing how to do basic math. Most recently he started teaching the Building Trades' Multi-Craft Core Curriculum (MC3) which is a comprehensive pre-apprenticeship training curriculum.

Soon, 20 students will get the opportunity to utilize their newly acquired skills as the City of Springfield has approved Pitts' training program to rehab houses that were scheduled to be demolished.

Bobby Sawyer, a soon-to-be graduate, said he has learned so much in the program and knows this knowledge will open doors

for him. Sawyer said, "Calvin taught us to be well-rounded," noting that he was only interested in concrete work until he was able to learn about other trades. Sawyer said, "Once Calvin started teaching electricity, plumbing and carpentry, I became interested because I understood. Wiring seemed complicated, but he taught it in such a way that I was able to understand and learn."

In terms of being well-rounded, learning the trades is only part of the deal. Many students come to the program without knowing how to present themselves in a professional situation. Sawyer said they learned interview skills and how to create a resume. "I feel confident I have what I need to get started," said Sawyer. He also understands that what he accomplishes from here is completely up to him.

Lucas Jackson, a fellow student in the same class, said the program "means more to me than I can explain. I have gained knowledge, and that gives me power. The opportunities are endless. Calvin is a good instructor and a great man. He takes the time to make sure you understand." Jackson is participating in an Ameren Illinois energy efficiency internship.

According to Jackson, the students also work on their attitudes. He said, "The thing that's going to set you apart is your ability to control your behavior. You're bound to have a bad day, but you need to show up and manage your attitude. Having a positive attitude shows unity." Pitts emphasizes to his students that life is about the choices we make.

At least 100 students have graduated from Pitts' program over the years. As for the future, he sees the need for a larger training center, and he would like to create partnerships state-wide so this type of training and development can take place in other cities.

"I would like to involve retirees or people who have a heart to give back," he said. "I've worked with guys when they get out of prison and watched them grow into productive, tax paying citizens."

Pitts says he begins his day with prayer and believes, "We need to share the gifts that God gave us. This program is a gift. And money can't buy the bear hug you get from a man you've trained and his entire life has changed course because of it." **SBJ**

CLEANING GENERAL JANITORIAL SERVICES INC.

Services Provided

- ◆ **Commercial Cleaning**
- ◆ **Carpet Cleaning**
- ◆ **Stripping & Waxing**
- ◆ **Tile and Grout Cleaning**

Call us to see how we can serve you today.

217-502-4108





E.L. Pruitt Co.

50 Years of excellence and expertise in HVAC, plumbing and piping systems for commercial, industrial and institutional clients plus service and maintenance.

Mechanical Contractors

***Fifty years of quality work and dependable service.
That's E.L. Pruitt Co.***



Memorial Medical Center (Various Locations)



Concordia Village (Springfield)



Harvest Market (Springfield)



LRS (Springfield)



YMCA (Springfield)



University of Illinois (Springfield)

E.L. Pruitt Co. Proud to serve central Illinois since 1971.

Plumbing. Heating. Air Conditioning. Sheet Metal. Service & Maintenance.



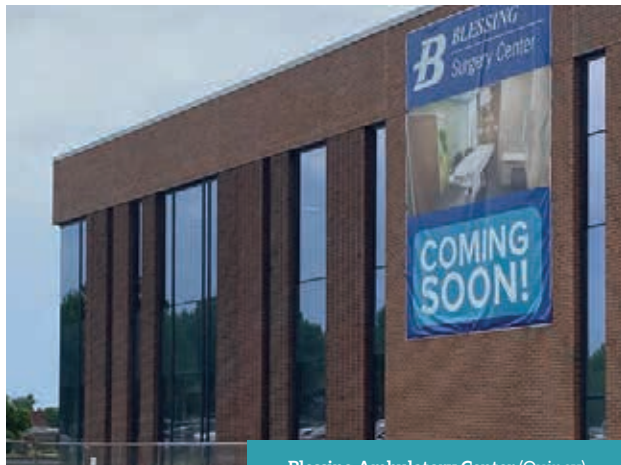
HSHS/ St. John's Hospital (Springfield)



Millikin University (Decatur)



Lincoln Land Community College (Springfield)



Blessing Ambulatory Center (Quincy)



West Side Christian Church (Springfield)



Springfield Clinic (Various Locations)

COMMERCIAL ● INDUSTRIAL ● INSTITUTIONAL

Phone: (217) 789-0966 Fax: (217) 789-2694
3090 Colt Road PO Box 3306 Springfield, IL 62708

Phone: (217) 422-9590 Fax: (217) 422-9565
121 South Webster Decatur, IL 62563

www.elpruitt.com

Chamber Job Fair

**Tuesday, August 3, 2021
4:00 to 6:00 p.m.**

**Crowne Plaza Springfield Convention Center
3000 S. Dirksen Pkwy., Springfield, IL**



Title Sponsor



**Employer Booths
Available!**

Chamber members:

\$150 thru July 13

\$175 after July 13

Non-Members: \$300

Register at www.gscc.org!

Questions? Call (217) 525-1173 x-203

The Greater Springfield Chamber Job Fair is sponsored by:
Express Employment Professionals, Capitol Radio Group, Crowne Plaza Springfield Convention Center, Illinois Times, Land of Lincoln Workforce Alliance at Illinois workNet Center, Mid-West Family Springfield, Neuhoof Media Springfield, and the Springfield Business Journal.



WE'RE HERE FOR YOU

For all your financial needs in life, we can help.

**Free Checking
Auto Loans
Business Loans**

**Credit Cards
Financial Counseling
Mortgages**



Conrado Guemes
Branch Manager
217-615-3511
cguemes@llcu.org



**llcu.org | 844.222.7788
300 S. Grand Ave. W. | Springfield, IL**

\$20 Million Paid to People Just Like You in the Past Few Years!

We Buy Many Vintage Collectibles

- ✓ Rare Coins ✓ Paper Money ✓ Diamonds ✓ Watches ✓ Sterling
- ✓ Gold & Silver Jewelry ✓ Costume Jewelry ✓ Turquoise ✓ Vintage Sports, Vintage Toys
- ✓ Native American Items ✓ Civil War, Military & Political Items

We can come to you or you can come to US!

**DECATUR COIN
AND JEWELRY**

**50 Years in the Same Location
Family Owned**

Open Mon-Fri
Weekends by appointment

WE OFFER Competitive Buy/Sell Prices on
American Eagle, Gold & Silver Bullion Coins, 999 Silver Rounds & Bars
and other Gold & Silver Products.
Don't Buy or Sell Until You Get Our Offer!

217-423-0041 • 217-899-4346

ETHICS • KNOWLEDGE • COLLECTORS • NUMISMATISTS

DecaturCoinandJewelry.com | 104 N. Main St • Decatur, IL



THRIVE IN SPI

877 square miles of
POSSIBILITY

877 square miles is a lot to take in. Look in any direction. No matter where you turn, one thing is certain. Possibility is all around us.

We're charting a new course for a better tomorrow. Driven by the momentum of knowing we can "Thrive in SPI" today.



**Springfield Sangamon
Growth Alliance**

Springfield, Illinois | 217.679.3500
www.ThriveInSPI.org

FAMILY BUSINESS



Come In
WE'RE
OPEN

WOMEN OWNED

RICHARDS & STEHMAN
Custom Products
Monday - Friday
10:30 - 4:30

Rubber Stamps, Engraved Signs, Name Badges and Embossing Seals

Coming in August... Special Section to Springfield Business Journal

TECHNOLOGY

THE LISTS:

- TECHNOLOGY
- SECURITY

Advertising deadline:

Space reservation July 16

Production deadline July 21

To reserve advertising space
contact us today!

 **Business**

217-726-6600

info@springfieldbusinessjournal.com

FREE CAREER TRAINING



*Changing
lives.
Building
futures.*

www.llcc.edu/open-door-wei

OPEN DOOR

WEI

WORKFORCE
EQUITY
INITIATIVE

Lincoln Land Community College

Free tuition and fees

Books and materials

A stipend

Transportation assistance

Child care assistance

Tutoring

Essential and employability
skills training

Job placements



Left to right: Chris Davis,
Cindy Davis, Lauren Nevius

By Holly Whisler

Springfield is home to numerous family-owned businesses where multiple generations are working together to ensure the longevity of the company. Resource One, Pro Com Services of Illinois and The Rug Rack are just a few family-owned businesses that seem to know the formula for success.

Cindy Davis, founder and president/CEO of Resource One, 321 E Adams St. began the office furniture dealership in 1987 when her kids were age 7, 5 and 1. Davis did not intend to build a family-owned business, but fast forward a few decades and she was joined by daughter Lauren Nevius, and son Chris Davis, both of whom

refer to their mother as Cindy during work hours.

Connie Matrisch, president and CEO of Pro Com Services of Illinois, 3301 Constitution Drive, a full-service collection agency, said her son, Ryan Matrisch, worked for the company while attending school. Although he expressed an interest in joining the business, he did not do so until he had gained experience in a variety of other settings, finally joining his mother's business in 2016. Ryan said of his previous employer, "I was working in a family-owned business and I was not part of the family, but I saw the value of making a family business thrive."

Matt Wacaser grew up watching his father, Dane Wacaser, make a living as an entrepreneur. He said he never felt an expectation to join his father in business, so he followed his desire to become a teacher. Coincidentally, when he finished his degree, his dad needed a manager and bookkeeper at the store he owned, and Matt decided to fill that need. He and his father have now been working together for the last 20 years. Currently, the two share equal ownership in The Rug Rack, 2222 S. Sixth St.

Although Dane claims to have the most fun he's ever had running a business



Matt and Dane Wacaser. PHOTOS BY STACIE LEWIS

and he "looks forward to coming to work every day," not all families would be happy working together. However, it is evident that these particular families share some common practices that set the stage for success.

First, all family members made an intentional decision to work together. Nobody was expected to join the family business, nor was anyone given a handout. In fact, Lauren Nevius admits she was nervous stepping into a high-pressure sales position that was 100 percent commission based, but mostly she felt pressure to prove herself. Nevius said she did not want anyone to think she had been given a job because her mother owned the company.

Most agree to keep business and family

separate. Connie Matrisch said once on a family vacation she received a call from the office, and as she began discussing the issue with Ryan, they were quickly reminded by her husband and Ryan's wife that there's no room for business on a family vacation.

Dane Wacaser's philosophy is a bit different. He explained, "We don't separate business and family, it's part of the deal. Matt has a young family, and it's to be expected that he'll need to leave work to take care of family, and when he leaves, I'll take care of business." Matt and Dane agree on that matter and it works for them.

Being open to change and always learning are vital to growth, especially when bringing a younger generation into the business. According to Connie Matrisch and Cindy Davis, the younger generation is more tech savvy, they work at a quicker pace and they communicate differently, all of which makes them the perfect people to be connecting to the next generation of consumers.

All agree that nothing would work without respect. Respect is a necessity when nurturing relationships, creating a dynamic business and cultivating a healthy workplace. Cindy Davis said, "We respect each other, and we don't step over the line of where professional ends and family begins." Chris Davis emphasized the importance of respecting the skillset of each staff person and "allowing them to perform the duties they do best."

Chris Davis and Ryan Matrisch both agreed that the wisdom of the elder generation should never be discounted, and when you are unsure about a situation you should go to them and ask, "What would you do in this situation?" Ryan added, "I

value my mother's experience tremendously."

Matt Wacaser said, "I looked to my dad for direction in the beginning, but now we fit well together and we make a good team."

Respect is also to be extended to the client base. Pro Com Services of Illinois begins each staff meeting with the Pro Com pledge that expressly states the dignity each person deserves. It reminds them that they are held to high ethical standards and their work is to be carried out with the utmost professionalism. Dane Wacaser summed up his company's philosophy by saying, "We live and work by the Golden Rule."

Handling conflict in any context is never easy, but might be even more challenging in a family-owned business. Handling conflict might mean you have to table a discussion until the next management meeting, or manage the tone of your voice so that it does not sound like you are aggravated by a family member, or even be aware of your body language, as Cindy Davis said her children pointed out to her.

Nevius and Chris Davis use the shorthand "TNT" to remind each other to "try not to take it personally." Matt Wacaser said that he and his father "are both easy to get along with when we have a difference of opinion – we just have a debate, not an argument. I'm respectful, and we discuss the matter until we come up with best solution."

Overall, each family recognizes they have something unique, as well as a shared vision of wanting to see the next generation flourish. **SBJ**

Holly Whisler is a freelance writer who lives in Springfield.

Ask an attorney: Keys to successful succession planning

By Sarah Delano Pavlik

Every business needs a succession plan. If you are a business owner, you will cease to own and control your business at some point, due to death, disability, sale, gift or liability reasons. If you plan in advance, you may be able to control whether or not your departure is successful.

Your succession plan may be for your benefit (When can I sell this business to maximize my retirement?), for the benefit of your family (How can I pass this business to my family in the best way?), for the benefit of your employees (I want them to be able to carry on the business after I am gone), for some combination of these or for some other reason.

Why is a plan important? Statistics show that approximately 30% of all family-owned businesses survive into the second generation, 12% into the third generation and 3% into the fourth-generation and beyond. This result is universal, as seen in proverbs from many countries – “Shirt sleeves to shirt sleeves in three generations” (America), “Wealth does not survive three generations” (China), “The third generation ruins the house” (Japan) and “The father buys, the son builds, the grandchild sells and his son begs” (Scotland).

One reason businesses don’t survive is that there is no succession plan in place at the founder’s death, leading to a void in leadership, family fighting, lack of financing or other critical problems. Succession planning is often not started or completed because of the emotional issues involved. The business and the owner often seem like one, and the owner may refuse to relinquish any control. If

the owner fails to properly train a successor, the business may flounder.

So how do you begin succession planning? The criteria will vary based on the circumstances of the business and the owner, but fundamental questions are:

- When do I intend to leave the business?
- Who should control the business after me?
- Who should own the business after me?
- How should the successor owners acquire their interest? For no cost by gift or under my will, or by sale?
- If a sale, how will the price be determined?
- Will the purchase price be all at once or over time?
- Will the buyer be able to afford the purchase price?
- Who should not own the business? The black sheep child? Anyone who is not a member of the family?

Each of these questions should be answered under three scenarios – retirement, death and disability of the owner.

The owner must discuss the plan with the intended new owners. For example, does the owner’s son really want to run the business after dad? Do the children need money more than shares in a closely held business, meaning they will look to sell as soon as dad is gone? Would the children love to run the business, but they aren’t capable – maybe just for now, or maybe always?

Once the owner has considered these factors, whether or not he has been able to

make any decisions, he should consult with his advisers – legal, accounting and financial. They can help the owner realize his goals in the most efficient manner while raising issues the owner may not have considered.

Once the owner makes decisions and signs the necessary documents, succession planning is not over. According to a study by Roy Williams and Vic Preisser, 70% of estate plans fail to successfully transition wealth. People generally assume this is because of estate taxes, economic conditions, bad advice or something similar. In contrast, Williams and Preisser concluded that 60% of the failures were due to issues with trust and communication and 25% were due to lack of preparedness of heirs. If a succession plan is to be successful, it requires participation, monitoring and adjusting by all interested parties.

Succession planning may seem like something that can wait, but waiting too long could jeopardize your financial future and that of your family. **SBJ**



Sarah Delano Pavlik is an attorney with Delano Law Offices in Springfield.

This article is for informational and educational purposes only and does not constitute legal advice.

Send your legal questions to tpavlik@delanolaw.com for possible inclusion in a future column.

MAYFLOWER.
217-546-1711 • 1-800-225-3597
Underfanger Moving & Storage

Tom & Karen Paisley,
Owner/Operators

Let Our
Expertise And
Experience
Help Plan The
BEST Move
For You

ICC No. MC-2934 ILL CC 2934-MC

It's hard to get noticed. We can help.

commercials | testimonials
product demos | music videos | training videos

Crowdson Creative
Video Production
for businesses and non-profits
217.299.8801
www.CrowdsonCreative.com



LIVE UNITED 365 BUSINESS CIRCLE

Local businesses a part of Live United 365 Business Circle, are making an impact in our community and are helping United Way of Central Illinois improve the quality of life in Sangamon and Menard Counties. Our entire community benefits when children succeed in school, families are stable and our community has access to the resources needed for stronger healthy lives. Your gift to United Way may qualify you for membership in the Live United Business Circle for employers with 100 or fewer employees.

Thank you to our current Live United 365 Business Circle Members!

SAPPHIRE LEVEL-(\$100-\$364)	EMERALD LEVEL-(\$365-\$999)	DIAMOND LEVEL-(\$1000+)
<ul style="list-style-type: none"> Amico Fence Co. Dan's Chimney Sweep Estes, Bridgewater & Ogden First Bankers Trust Company Harvatin Law Offices Knight's Action Park, Inc. Ryan Electrical Solutions Sheehan & Sheehan, Lawyers, P.C. Turasky Meats/Y-T Parking Company Way Law Offices, LLC Wilson Park Funeral Home 	<ul style="list-style-type: none"> Andrews Engineering Brown, Hay & Stephens, LLP Charles W. Adams and Company Fry-Williamson Press, Inc. Grab-a-Java, Inc. Jim Wilson Interiors Inc. Sikich LLP S & K Buck GMC, Inc. TROXELL 	<ul style="list-style-type: none"> Anderson Electric Butler Funeral Homes and Cremation Tribute Center Davis Financial Express Employment Professionals Flat Branch Home Loans Friendly Chevrolet Hanson Information Systems Heartland Credit Union Hickory Point Bank Hinshaw KEB Illinois Automobile Dealer's Association Illinois Education Association M.J. Kellner Co. Inc. Roland Machinery Security Bank Wolter, Beeman, Lynch & Londrigan Zara's Collision Center

365 LIVE UNITED **United Way**  **United Way of Central Illinois**

By being part of Live United 365 Business Circle, your business can make an impact in people's lives. Join Today!
www.springfieldunitedway.org/LIVEUNITED365

LOCALLY OWNED & OPERATED




Phone Systems
Security Systems
Structured Cabling
Managed Services
Hosted Solutions
Commercial WiFi
SIP Trunks



NEC
VIVOTEK
ADTRAN

AmeriCALL COMMUNICATIONS

217-522-2255 • www.AmeriCALLinc.com
 447 North Walnut Street • Springfield, IL 62702

Hillier Records Management

For organized data management storage.



Hillier Records Management

The Hillier Advantage Includes:

Secure Off-Site Records Storage | Computerized Tracking System
 Daily Magnetic Media Exchange | Retrieval & Re-file
 Climate Controlled Facility | Regular - Rush Emergency Services
 24 Hour Service | Pick-up & Delivery

2728 S. 110th Street • Springfield, IL 62761
 A Division of Hillier Storage & Moving Co.
 S.L. C.E. 4285 MCGR

217-525-8550

Friendly, Trusted Lenders

Committed to the success of your business.



We're with you!

MARINE BANK
 217.726.0660 • ibankmarine.com

MEMBER FDIC

Memorial Medical Center Foundation awards more than \$600,000 in grants

Memorial Medical Center Foundation will provide more than \$600,000 in grants to fund health-related projects in the community. Grant recipients of the 30 projects, which received awards ranging from more than \$2,100 to nearly \$78,000, include SIU School of Medicine, YMCA of Springfield, University of Illinois at Springfield, Illinois College, Compass for Kids, Girls on the Run of Central Illinois and Mini O'Beirne Crisis Nursery. Grants have also been awarded to multiple projects within Memorial Health System.

"We are so excited to support these worthy causes," Melissa Hansen Schmadeke, executive director of the Memorial Medical Center Foundation, said. "In addition to promoting the health of our community, these funds also

enable the purchase of lifesaving equipment and educational materials. Thank you to all the donors who make these grants possible year after year."

Since 1984, the foundation has distributed more than \$10 million in health-related grants. For more information about the foundation or its grant program, visit MemorialMedicalFoundation.com.

The foundation board of directors' executive officers are Rob Pietroburgo, Henry Dale Smith Jr., G. Virginia Conlee, Susan Gleason, Kaite Keim and Charles D. Callahan. Other board members are Brady Bird, J. Martin Green, Jennifer Isringhausen, Kirsten Kienzler, Cherrilyn Mayfield, J. William Roberts, Paul Staab III, Dr. Wendi Wills El-Amin, Valera Yazell and Monica M. Zanetti.



Melissa Hansen Schmadeke, executive director of the Memorial Medical Center Foundation. PHOTO COURTESY OF MEMORIAL MEDICAL CENTER

Jamie Stout starts new position at Springfield Clinic

Jamie Stout has been hired as the operations strategic manager for Springfield Clinic. She started her new position on June 7.

"In general, Springfield Clinic is really growing very rapidly," said Stout, noting that she was hired for a newly created position in the business and operations department. "My role is to streamline processes for operational growth, now and into the future."

Stout was most recently director of membership and annual giving for the Abraham Lincoln Presidential Library Foundation, a position she held for nearly four years. She has also worked for Lincoln Land Community College and Girls Scouts of Central Illinois.

"I've always worked for mission-based organizations," said Stout. "When people think of me, I really want them to think of my passion for the local community. Springfield Clinic seemed like a natural fit. I'm a life-long learner, and really interested in joining a team thinking in new and progressive ways."

Stout holds a master's degree in public administration from University of Illinois Springfield. She currently serves as president of Local First and is a board member for the Springfield Public School District 186 Foundation and the Springfield and Central Illinois African American History Museum.





Show your clients you support local business

SUBSCRIBE TO SBJ TODAY!

12 MONTHS FOR ONLY \$35

Print Copy • Digital Edition • Book of Lists



SUBSCRIBE ONLINE AT:

springfieldbusinessjournal.com

Professional Women's Calendar of Events
You play a key role and we thank you for your contributions to our community.

Women Entrepreneurs of Central Illinois (WE-CI)

Women Entrepreneurs of Central Illinois is taking a summer break from regular programming. Instead, members and guests are invited to a cocktail hour and networking on Wednesday, July 14 at VELE, 3241 W. Iles Ave., from 5:30-7:30 p.m. Get to know one another in a fun and supportive environment. There is no registration fee for this event. Food and beverages will be available for purchase.

WE-CI is an association of women business owners and entrepreneurs that promotes economic development, empower women to lead and drive business culture in their organizations and build strategic affiliations. Through monthly business meetings with engaging speakers, WE-CI educates women on topics relevant to today's business climate.



To have your event added to the Women's Calendar of Events, please email your information to info@springfieldbusinessjournal.com

FDIC

**6,700 SF FLEX BUILDING
ZERO LOT LINE**

\$595,000 / \$4,000 / MO

**FLEX BUILDING • OPEN SHOWROOM & WAREHOUSE
TWO OVERHEAD DOORS • ENTERPRISE ZONE**

FOR SALE/LEASE

6,700 SF ZONING: S-2

**4330 Wabash Ave,
Springfield, IL 62711**



Blake Pryor

📞 217-725-9518

✉ bpryor@cbcdr.com

CBCDR.COM

Networking Services. Sized for you.

THREAT PREVENTION • SECURE VPN ACCESS • PERFORMANCE BOOST

*Contact Sheila Feipel at 217.544.3100 today to schedule
your complimentary network analysis.*



**SWITCHES
ROUTERS
FIREWALLS
CLOUD**

IT Networking | Communications | Security | Life Safety | Infrastructure

www.heart.net

1.217.544.3100

The family that gives together

By Janet Seitz

Dot Foods, the nation's largest food service redistribution company, has come a long way since founder Robert Tracy made his first deliveries out of the back of the family station wagon six decades ago. It has also navigated its share of charitable journeys.

Since 1960, the business has expanded along with the Robert and Dorothy Tracy family. Their 12 children helped grow the business by cleaning the office, working in the warehouse or garage as youngsters and taking on far more significant roles as adults. The drive to connect, build valuable partnerships and uphold social responsibility became integral to the business and to the family.

As a company, Dot Foods has impacted numerous towns and cities across the country through its distribution centers and corporate offices, plus charitable efforts such as fundraising events, employee volunteerism and grant approval in each area.

Additionally, the Tracy Family Foundation, incorporated in 1997 by the Robert and Dorothy Tracy family, is growing a legacy of generosity. Its mission is to "advance innovative, collaborative and sustainable change in communities and cultivate a philanthropic spirit in all generations of the Robert and Dorothy Tracy family," according to Jean (Tracy) Buckley, who has served as president of the foundation since it began. "My entire experience with the foundation has been memorable. It's never felt like a job to me, but rather, a passion."

The 24 members of the second generation of the Tracy family created the foundation as a way to share their many blessings and as a tribute to their parents, Robert and Dorothy Tracy. The third and fourth generations of the Tracy family continue to carry on the legacy.

"This may sound corny, but I am driven to make the world a better place," said Buckley. "Through the example of mom and dad, my siblings and I grew up with the mindset of 'to whom much is given, much is expected.' We observed mom and dad actively working to make Brown County, where Dot Foods is based, the best it could be. We observed their give-back, can-do spirit. That same spirit has stuck with all of us," she said, noting that her parents were active participants in the community.

Robert Tracy died in 2006, followed by Dorothy in 2020. Wanda Tracy, married to old-



Three generations of the Tracy family are now actively involved in administering the Tracy Family Foundation, with a fourth generation being prepared for future service. PHOTO COURTESY TRACY FAMILY FOUNDATION

est son, Don, part of the second generation, said, "It has been very rewarding teaching our children and grandchildren about philanthropy and giving back. TFF is very instrumental in doing this. We have a Next Generation board of directors and grant program, and almost all age-appropriate family members are involved in some capacity."

The TFF's focus areas are Brown County, education, youth, families and mental health. Wanda Tracy serves on the TFF board and the mental health committee. "It is always a challenge to decide on grants with competing requests, but it is also very rewarding. Obviously, we want to make the greatest impact, and there are so many great causes out there."

TFF, funded by Dot Foods, has awarded 5,000 grants for more than \$41 million dollars to organizations serving their communities. In early 2020 and again in 2021, TFF provided special COVID-19 response funding to meet the needs of organizations most impacted by the pandemic. In Springfield, that included a \$25,000 grant to the Boys and Girls Clubs of Central Illinois in March of this year.

Other area past grant recipients include Sacred Heart Griffin High School, St. Patrick's School, Blessed Sacrament School, Girls on the Run of Central Illinois, Hoogland Center for the Arts, Helping Hands of Springfield, Compass for Kids, YMCA of Springfield, Catholic Charities, Diocese of Springfield, Central Illinois Foodbank, Community Foundation for the Land of Lincoln and United Way of Central


Illinois.

Tracy said the foundation has encouraged family members to get involved and to also be philanthropic with their own resources. In addition, family members can personally support their communities through a matching grant program.

Outside the 60-mile radius of Mt. Sterling, a Tracy family member must issue an invitation to an organization to apply for a grant. Family members over the age of 30 have the opportunity to invite one nonprofit to apply for a grant each year.

"We get many thank-you letters from individuals and organizations letting us know that we are making a difference in the lives of many, and we hope to continue this mission for generations to come," said Tracy.

Buckley added that one of the greatest rewards, of which there are many, includes family engagement, such as "observing the 125 Tracy family members across three generations actively engaged in their communities and around the world giving of their time, talent and resources. It's the ripple effect that started with mom and dad," she said. "They would be thrilled. The philanthropic spirit is alive and well in family members."

For more information, visit www.tracyfoundation.org. 

Janet Seitz is a local communications professional, writer and artist. To share your story, contact her at janetseitz1@gmail.com.

COMING IN DECEMBER

The most important media buy of the year!



BOOK OF LISTS

Space reservation Nov. 12

Production deadline Nov. 17

To reserve advertising space
contact us today!

217-726-6600

info@springfieldbusinessjournal.com

Springfield Business Journal

www.SpringfieldBusinessJournal.com

Changing employee needs go deeper than just working from home

By Kristina Barbee

In any community, it is impossible to miss the plethora of 'Now Hiring' signs hanging on businesses' doors. The impact of last year has been felt deeply by companies of all sizes, and with the shift in priority and power for job seekers, organizations are left to compete with one another for talent instead of having the upper hand.

After the expansion of unemployment benefits to help displaced individuals survive the pandemic and many organizations permanently switching to hybrid or fully remote business models, some workers finally saw how underappreciated, and often underpaid, they were. Now, leadership at organizations of all sizes are faced with no other option than to do what many have failed to do for years – prioritize employee benefits and provided better compensation.

Employee needs run deeper than the desire to work from their desks at home in sweatpants or have Fridays off during the summer. For many, health has become an even bigger priority than in years past.

Integrating balance and wellness into project planning and day-to-day structure is something many employees have desired from their leadership for a long time now. This can look like designating certain days as meeting-free to allow employees to catch up on tasks and providing wellness breaks during the work week for staff to hit pause

and focus on their mental or physical well-being.

Aside from day-to-day changes to prioritize wellness, employees are also asking for additional health benefits, such



as more generous paid parental leave, more affordable and extensive health insurance options and child care cost reimbursement or paid-for child care.

When the costs of going to work, such as paying for child care, transportation and other expenses, far outweigh the paycheck, we cannot blame employees for turning down lackluster pay and instead opting for becoming a single-income household or taking advantage of unemployment benefits. While it is understandable that small businesses or businesses just starting out may struggle to provide competitive pay, for more seasoned and larger organizations, the arguments against increasing pay are quickly falling onto deaf ears.

While it has become evident that flexible work hours and a hybrid work model are becoming the new workplace norm, employee needs run much deeper. In many industries, the days of competing for a company's attention are long gone and have been replaced with companies fighting for talent. 'Adapt or die' is a phrase well-known by business leaders, and many are finally learning that in order to adapt, they must prioritize their employees' needs over everything else. **SBJ**



Kristina Barbee is a local IT professional, nonprofit board member and freelance writer.



That's ~~Un~~obtainable.

We specialize in making the unobtainable, **OBTAINABLE!**

We're here to listen and deliver financial solutions that are focused on your goals.

Call today and let's talk.



David Kromphardt
Business Banker
(855) 211-0840 BankPBT.com

Peoples Bank & Trust
We Put People First.™

Greg Curl
Business Banker
(866) 720-8653

Member  **FDIC**

SOLUTION PRINTING

We hope your 4th of July is a Bang!

217.529.9700
WWW.SOLUTIONPRINT.COM
 3135 SOUTH 14TH
 SPRINGFIELD, IL



BG
BROADWAY GRAHAM
 ——— wealth partners ———



JOINING TOGETHER IS JUST THE BEGINNING.
BGWEALTHPARTNERS.COM

An independent financial advisory firm committed to providing financial solutions with the freedom to find customized strategies that match your goals.

Securities offered through LPL Financial, Member FINRA/SIPC. Investment advice offered through PAG, a registered investment advisor.
 PAG and Broadway Graham Wealth Partners are separate entities from LPL Financial.

Calendar

JULY 2021



Ribbon Cutting

Tue., July 6, 12-12:30pm. With the Greater Springfield Chamber of Commerce to celebrate the remodeled location. Upper Limits, 1205 S. Second St., 217-679-4315. upperlim-itsinc.com.

Memorial Health Championship

Thu.-Sun., July 15-18. The Championship generates over \$5 million in economic impact and over 2,000 hotel nights annually. Presented by LRS. Panther Creek Country Club, 3000 Panther Creek Drive. 217-416-1535. memorialhealthchampionship.com.

Diversity and Inclusion Training: How to create a comfortable work environment

Thu., July 15, 1-4pm. The overall goal of diversity training is to help create a work environment in which people of all backgrounds can feel comfortable and collaborate effectively. \$259 for members; \$309 for non-members. Continuing education offered. Illinois Chamber of Commerce, 215 E. Adams. 217-522-5512. ilchamber.org.

Corporate Cup Challenge Golf Outing

Thu.-Fri., July 22-23, 11am. Hosted by the Greater Springfield Chamber of Commerce. Each day the shotgun start will begin at 12:00 noon. The Corporate Cup Challenge Golf Outing features Springfield-area businesses competing against one another in a shotgun, scramble format. The outing provides a fun-filled opportunity to entertain clients and network with other business leaders. Includes lunch and 19th hole reception. Piper Glen Golf Club, 7112 Piper Glen Drive. 217-525-1173. gssc.org.

The Illinois Biometric Information Privacy Act and its pitfalls

Thu., July 22, 1-2pm. Webinar hosted by the Illinois Chamber of Commerce. A look at the legal and practical challenges that employers face under BIPA, and a discussion of what the legal and/or legislative solutions might be to those challenges. \$114 for members; \$143 for non-members. 217-522-5512. ilchamber.org.

Charity Golf Classic

Sat., July 24, 8am-5pm. Hosted by the Business Men in Christ. Shotgun start at 8 a.m. \$80 fee includes 18 holes and cart, three beverages, breakfast and lunch and a charity donation. Edgewood Golf Club. 16497 Kennedy Road, Auburn. 217-438-3221.

Business After Hours

Thu., July 29, 4:30-6:30pm. Business After Hours provides a casual atmosphere at a member host business conducive to making connections that matter. Come check out this month's event and network with other Chamber members. Illinois Educators Credit Union, 3101 Montvale Drive. iecumember.org. 217-528-2642.

The Chamber Job Fair

Tue., Aug. 6, 4-6pm. Hosted by the Greater Springfield Chamber of Commerce. Email kcordery@gssc.org for booth information. Crowne Plaza Springfield Convention Center, 3000 S. Dirksen Parkway. 217-525-1173. gssc.org.

Visit springfieldbusinessjournal.com to add your event to the monthly calendar.

Food and Drink | For advertising information call 217-726-6600



**PICK UP & DELIVERY
AVAILABLE AT ANY OF
OUR 5 LOCATIONS**

1013 Wabash Ave - 787-5544
2114 N. Grand E. - 523-5544
3219 Lake Plaza Dr. - 529-3600
1233 Toronto Road - 585-0323
2701 W. Lawrence - 787-3355

antonios-pizza.com

Locally Owned

Pick up • Delivery
Indoor Dining

217-492-8800
661 W. Stanford • Spfld

Hours: Monday-Thurs 11-8 • Fri-Sat 11-9

**Authentic
Mexican Cuisine**

1101 Wabash Ave.
(217) 679-0879

**Free guacamole or queso and chips
with purchase of two dinner menu entrees**

BUSINESS IN THE 217

TELL YOUR TALE • BUSINESSINTHE217.COM • SHARE YOUR STORY

TAQUERIA EL POLLO

By Thomas C. Pavlik Jr.

Located in the former Mr. Eggroll space on West Jefferson, Taqueria El Pollo opened its doors a week before COVID first reared its ugly head. Although its timing was less than impeccable, it's created a menu packed with bold flavors and dishes not seen at some of its peers. We're glad it survived the pandemic and deem it a welcome addition to Springfield's south of the border restaurants.

Although El Pollo advertises that it's open at 7 a.m., my guest and I arrived for lunch at 11 a.m. (OK, we were very hungry) and entered, only to be greeted by who we assumed to be the owner's darling daughter, who clearly found at least one of us to be a bit sketchy. But the "open" sign was quickly turned on for us and the wait staff appeared. We did linger a bit, and El Pollo was pretty much filled by the time we left a little before 12:30 – which is not surprising, as I've been hearing good things

about the place.

At first blush, it's an odd place for a Mexican restaurant – you can see the faded Mr. Eggroll sign out front and Asian accents still exist. This is not the kind of place you go for ambiance. But if the food is good, who cares about ambiance, right?

El Pollo has a dedicated lunch menu with

reasonably priced offerings, together with an expansive menu that includes all the usual suspects and some fun surprises. Two items stood out. The first was the Volcan Molcajete (\$14.99) – a volcanic rock bowl filled with chicken, steak, shrimp, chorizo, vegetables, ranchero sauce, rice, beans and a salad. The



second was the Mojarra Frita (\$11.99) – a whole fried fish (head on) served with rice, lettuce, avocado, onions and tomato. The picture of the dish on El Pollo's Facebook page is what sold me on the restaurant in the first place – that and all of the gorgeous pictures of grilled chicken (pollo in Spanish means chicken).

As I mentioned, my guest and I arrived quite hungry. We decided to start with the shrimp ceviche tostada (\$3.99) and the pozole soup (\$10.99). Pozole is a wonderful soup made with pork and hominy that's served with sides of lettuce, avocado, radishes, onion and lime. My guest is a pozole fan, and although this was not his all-time favorite, it was pretty close. We both thought there was a little too much corn, but with the addition of raw onion and a blast of lime, the flavors really popped.

So, too, with the ceviche – which came with an impressive amount of avocado. It had just the right combination of acid, spice and texture. My guest was not necessarily a ceviche fan, but he conceded it was a tasty dish. I value his opinion, so I was pleased that he liked both of our starter dishes.

For me, salsa is the one thing that can make

or break a Mexican restaurant. Even if the food is good, a weak salsa game is enough to drive me away. El Pollo's salsa was spot on – made fresh on premises and with the right ratio of cilantro, onion, acid and tomato. We also were fond of their hot salsa, which had a very strong pepper flavor. It was good on its own, but also when mixed with the regular salsa. We saw a salsa verde, but never got around to trying it – maybe next time.

For our main dishes, we went with the lunch enchilada verdes (\$8.99) and the carnitas (\$12.99).

The enchiladas were covered in a zesty green sauce and came with rice and beans. The chicken was moist and flavorful and the tortilla tasted like it was made on the premises. The portion was appropriate for lunch and the price. The accompanying rice and beans were nothing special, but short of risotto or really excellent Asian fried rice, it's hard to make these two items a star.

The carnitas (basically braised pork) were excellent. It's usually my go-to dish, so I was pleased to be able to grab a few pieces from my guest's serving dish. It was spot on. The meat

was tender from hours of braising, but still had the crusty exterior from the high-heat finish. The peppers, tomatoes and onion had a nice char but were not an overcooked, soggy mess. It's the dish I'll order on my next visit.

Service was a bit slow and it was clear that El Pollo was understaffed. But that's a post-COVID problem for many restaurants, and something we're sure that El Pollo will solve once things get back to normal. That being said, the staff (who we presume were the owners) could not have been nicer. We truly felt welcomed, even if the youngest staff member found us sketchy.

We're glad Taqueria El Pollo had the legs to withstand COVID, and we look forward to exploring its menu in the future. With a few more staff, we hope that it will have some longevity. **SBJ**

Address: 635 West Jefferson St., Springfield
Phone: 217-753-9083
Website: <https://www.facebook.com/ElPollo217>
Hours: Monday – Friday, 7 a.m.–9 p.m.,
Saturday and Sunday, 11 a.m.–9 p.m.

New businesses

Sangamon County New Business Registrations, May 16 – June 15, 2021

Anders Lawn Services, 3420 Moorgate Drive. 553-8718. Jamie Anders.

Pow'r-Clean, 4101 S. Third St. 836-9460. Michael Aden.

MTK Coins, 3309 Robbins Road. 204-5565. Mark A. Petroski.

Patriot Home Mortgage, 901 S. Second St., Suite 201. 435-319-8610. InCorp Services, Inc.

3B, 1521 W. Enos Ave. 206-5200. Britnie L. Shepard.

King's Child Construction, 2056 N. 20th St. 414-2196. Casey W. Connor.

Fab-U&Us, 927 N. Third St. 309-501-1344. Natalie N. Hunter.

Fannin and Associates, 3400 Ginger Creek Drive. 720-3450. Michael L. Fannin.

Giving Life Hair and Beauty, 2140 S. 14th St. 572-4168. Lachae K. Brown.

Wild Rose Baker, 17 Bittersweet, Chatham. 503-997-9831. Ellen Tadros.

ZVA, 602 E. Walnut St., Suite D, Chatham. 860-9545. JZZ Holdings, LLC.

Chatara Moore's Cleaning Service, 1207 E. Jackson St. 361-7313. Chatara Moore.

The Ace of Fadez, 210 W. Laurel Street. 618-780-9373. David M. Lott.

The Tasty Barrel, 715 N. Seventh St., Riverton. 816-3846. Kelsey Starkey.

Auris', 1115 E. Ash St. 441-4080. NTIP, LLC.

Daretobedifferent1821, LLC, 1405 Stevenson Drive. 299-0310. Shantel R. Brown.

Powell's Szpp, 243 S. Durkin Drive, Apt. 23. 773-733-1818. Victor A. Powell Jr.

CME Lending Group, LLC, 711 Plaza Drive, Chesterton, IN. 888-435-7070. James Metcalf.

Apricot Lane Boutique is returning with new ownership, location

Apricot Lane Boutique is returning to Springfield, but with a new owner and a different location.

Nicole Cravens said she used to shop at the previous location in The Gables, so when she and her husband decided to open a boutique, she was already familiar with the concept. Country Visions, Inc., the parent company based out of California, offers its franchisees the opportunity to customize their stores and select unique merchandise. "Each one is different, so we may have different products

than another store," said Cravens. "I liked what the company stood for, and we really clicked with them."

Cravens is a registered nurse and her husband, Patrick, is a farmer. The couple live in Sherman, and Cravens said that owning a boutique is "always something I've been interested in."

The first Apricot Lane Boutique in Springfield was owned by Amy Robbins and Laura Davis, who opened a store in The Gables in 2009. Cravens

is leasing space at 3278 W. Iles in the West Iles Business Center and currently in the process of remodeling the 1,650 square feet of space that was previously occupied by Primo Designs.

She is in the process of conducting interviews for an assistant store manager and said, "We will be bringing more staff on board, starting with an assistant manager, to have her help find the rest of our people."

A grand opening is planned for Aug. 12.

Marketplace | For advertising information call 217-726-6600




Designer Landscapes
Putting the great in the great outdoors

4110 Morrisonville Avenue
Farmersville, IL
217.227.3256
designer-landscapes.com

Complete Landscape & Lawn Care Provider

- Landscape Design & Installation
- Patios & Walkways
- Retaining Walls
- Water Features
- Concrete Edging
- And More!



Clinical Counseling and Consulting, Ltd

Leslie Jack Fyans Jr. PhD
Clinical Psychologist

ClinicalCounselingAndConsultingLtd.com
3001 Spring Mill Dr. • Springfield • 793-8900



Ron Furman & Sons PAVING
RESIDENTIAL COMMERCIAL

Parking Lots • Driveways • Seal Coating
Oil & Chip • Concrete • Recycled Asphalt

217-528-9407

3600 North Dirksen Pkwy • Springfield, IL • ronfurmanpaving@hotmail.com



FIDELIS PEST SOLUTIONS, LLC.

Brett Lovelace

fidelispest@yahoo.com (217) 306-4793

VETERAN OWNED AND OPERATED

NAI Central Illinois
COMMERCIAL REAL ESTATE SERVICES, WORLDWIDE

John Lovelass
Managing Broker

O 309 454 4100
C 309 350 9326

2309 E Empire Street Ste. 600
Bloomington, Illinois 61704

See Website for Regional Listings: naicentralillinois.com



BENJAMIN F. EDWARDS & CO.
INVESTMENTS for GENERATIONS

David L. Brumme
Financial Advisor
Vice President - Investments

3038 Spring Mill
Springfield, IL 62704
Phone 217-441-8490
Toll Free 833-441-8490
Fax 217-441-8491

Member SIPC david.brumme@benjaminfedwards.com



HAVING A BALL PRODUCTIONS

Event planning and rental
50 is the new 500
We are here to help.

www.havingaball.com | 217-528-3227

Morgan Stanley

Michael Witsman ChFC CFP®
Financial Advisor
3201 White Oaks Drive
Springfield, IL, 62704
1 217 547-2911
michael.witsman@morganstanley.com
CA Insurance Lic. # 0M11871
NMLS# 1828659

Wealth Management
Retirement Planning
College Savings Plans

© 2019 Morgan Stanley Smith Barney LLC. Member SIPC.
BC008 CRC 2639077 08/19


ILLINOIS PAVING

ASPHALT AND PAVING EXPERTS

DRIVEWAY PROBLEMS?


CALL COUSIN BILL! 217-710-2860

WWW.ILPaving.COM | 1337 WABASH AVE, SPRINGFIELD, IL 62704



BEDROCK MATERIALS
YOUR LANDSCAPING HEADQUARTERS!

217 . 525. 3466(DINO)
3600 N. DIRKSEN PARKWAY
BEDROCKMATERIALSINC.COM



Home of the Mammoth Scoop
Equals one cubic yard!

DStewart Incorporated Publishing Company, 2434 S. 14th St. 652-0996. Dyvon Dwayne Stewart.

Bat Ya' Eyes, 1117 S. 13th St. 931-2046. Ebony Patricia Wilson.

Knuwave Barber and Beauty Spa, 2501 Wabash Ave. 850-2255. John Lavelle Crafton Jr.

Simple Vends, 4021 Yucan Drive, Apt. 2B. 416-5884. Tyler Plowman.

Thomas Cici Ministries, 2600 W. Lawrence Ave. 572-1301. Thomas J. Cici Jr.

AW Engineering and Consulting, 1071 J. David Jones Parkway. 553-1324. Andrew Robert Wiersma.

Midwest Fence, 2357 S. Eighth St. 685-8982. Christopher Brown.

Sugar T's BBQ and Soul Food, 2132 Stonehenge. 761-6166. Tanyawai Rice.

The Hispanic Women of Springfield, 1275 Wabash Ave. 679-1434. Maria Crain, Ana Manriquez.

The Joyful Mama, 7135 Old Jacksonville Road. 621-4167. Elizabeth Oswald.

Fly Life Forever, 820 N. Seventh St. 685-8599. Raven S. Ahmen, Leron I. Harris.

Nance Consulting, 644 Deerfield Road, Chatham. 697-7984. Richard Nance.

Martha Daniels Design Studio, 2204 W. Laurel St. 220-2781. Martha Elena Daniels.

Fowler Home Improvement, 23735 Wagon Wheel Circle, Athens. 414-4981. Michael Fowler.

Rose Aesthetics & Wellness Clinic, 3300 Robbins Road. 971-3269. Corinne R. Jahns.

Smashtag, 2526 S. Seventh St. 371-7478. Dane Aaron Vincent.

Unique's Bar & Grill, 1231 E. Cook St. 753-4101, April Joiner, Debra Pool.

MC Handyman Services, 1125 N. 14th St. 717-0421. Mathew Lofland.

Décor Consultant, 2801 Montaluma Drive. 305-0473. Jacqueline Penn.

Easy Peasy Adventures, 6 Longview Drive. 553-8025. Marc Camp, Beth Melton.

Shatonya Adams is expanding her salon business

After four years in business, Shatonya Adams is ready to expand her salon to a larger location with additional services.

"I started Tink's Beauty Bar in 2017, but things have gotten bigger," she said. After working on her own for the past several years, Adams says she wants to bring others on board to create a full-service beauty salon.

Her business was already located on

Wabash Avenue, but she's now moved down the street to a larger space at 2205 W. Wabash, Suite 104. The space was previously occupied by a hair salon, so not much remodeling was required.

The Beauty Cave & Spa, as she's calling the new business, will offer facials, make up, lashes, extensions, full body waxing and hair care.

"I'm looking for people to come in and work with me as a team," Adams said. "I'm still hoping to hire a couple hair stylists, an esthetician, nail tech and massage therapist."

Adams is currently serving her existing book of business, but said the salon will not take on new clients until after the grand opening on Saturday, July 24. After that, the salon will take walk-ins as well as appointments.

3 BIG WINDOW REPLACEMENT MYTHS

When it comes to window replacement, there are too many myths floating around and not nearly enough facts.

X Myth #1:
"Vinyl windows
are the best solution."

Fibrex® composite material is two times stronger than vinyl and makes for **stunningly beautiful windows** with a durable finish that, unlike vinyl, won't peel, crack or fade.



X Myth #2:
"Window replacement
is difficult."

It depends on who you call. Renewal by Andersen is the full service window replacement division of 116-year-old Andersen Corporation, the **most trusted family of window brands in America.**

X Myth #3:
"All warranties
are the same."

As both the manufacturer and installer of your windows, Renewal by Andersen gives you both product and labor coverage.² As a homeowner, you get absolute peace of mind.

Offer ends
Sept. 30

BUY ONE, GET ONE
40% off
WINDOWS & PATIO DOORS¹

MINIMUM PURCHASE OF 4

Plus

NO Money Down
NO Interest
NO Monthly Payments
for 1 year²

MINIMUM PURCHASE OF 4 - INTEREST ACCRUES FROM THE PURCHASE DATE BUT IS WAIVED IF PAID IN FULL WITHIN 12 MONTHS



**RENEWAL
by ANDERSEN**

FULL-SERVICE WINDOW & DOOR REPLACEMENT

THE FULL-SERVICE
REPLACEMENT DIVISION OF



Installation
always
included

CALL BY SEPTEMBER 30

844-659-1165

DETAILS OF OFFER: Offer expires 9/30/2021. Not valid with other offers on your purchase. Buy one (1) window or patio door, get one (1) window or patio door 40% off when you purchase four (4) or more windows or patio doors between 9/1/2021 and 9/30/2021. 40% off windows and patio doors only. Not valid on equal or lower cost window or patio door in the offer. Subject to credit approval. Interest is billed during the promotional period, but all interest is waived if the purchase amount is paid before the expiration of the promotional period. Financing by GreenSky® consumer loan program is provided by federally insured, licensed and state chartered financial institutions without regard to age, race, color, religion, national origin, gender, or familial status. Savings comparison based on purchase of a single unit at list price. Available at participating locations and offer applies throughout the service area. See your local Renewal by Andersen location for details. (1) Owner must be available upon request. Does Renewal by Andersen locations are independently owned and operated. (2) See Renewal by Andersen® Products and Installation Transferable Limited Warranty for details. ©2021 U.S. Homeowner Brand Study of the Renewal by Andersen brand versus competitive brands. "Renewal by Andersen" and all other marks where deemed pre-authorized trademarks of Andersen Corporation. © 2021 Andersen Corporation. All rights reserved. Andersen

Count on Us... Just like Always!

When the pandemic brought our world to a standstill, **your bankers at United Community Bank kept moving forward.** While others remained closed, it was important for us to be there for you, just like always.



Kirsten Holler with
Mary & Ronald Barrow



Jake Saladino & Will Hoecker

No matter what life brings your way, **you can count on UCB** to be here for you, your family, your business, and our community.

Together, we are a
STRONG, UNITED COMMUNITY.



UNITED COMMUNITY BANK
The Leader of Community Banking

Ranked Amongst the State's Top
Pandemic Responders!
-Illinois Banker, May/June 2021

UCBbank.com

NMLS#
571147



Member
FDIC