

# STEP IT UP!

Join the **ENTREPRENEURS** shaping the Future of

# PHILADELPHIA

U.S. SMALL  
BUSINESS  
ADMINISTRATION  
EASTERN  
PENNSYLVANIA  
DISTRICT OFFICE

2017

EMERGING  
LEADERS  
GRADUATION

OCTOBER 11<sup>TH</sup>

2 P.M.



*U.S. Small Business Administration*



# AGENDA

## **2:00 Networking**

## **2:15 Welcome and Opening Remarks**

Jennifer Tilden, Lead Business Opportunity Specialist,  
Emerging Leaders Project Officer, SBA Eastern Pennsylvania District

## **2:25 Successful Businesses = Successful Communities**

Antonio (Tony) Leta, Director, SBA Eastern Pennsylvania District

## **2:35 Importance of Small Businesses**

Sherwood Robbins, Managing Director, Seedcopa  
(South Eastern Economic Development Company of Pennsylvania)

## **2:45 Emerging Leaders Class Speaker**

Introduction by Hugh Connelly, Emerging Leaders Instructor

## **3:00 Introduction of Emerging Leaders Graduates, Graduation Ceremony and Photos**

Hugh Connelly, Philadelphia Emerging Leaders Instructor  
Antonio (Tony) Leta, Director, SBA Eastern Pennsylvania District  
Jennifer Tilden, Lead Business Opportunity Specialist,  
Emerging Leaders Project Officer, SBA Eastern Pennsylvania District

*Ceremony Concludes*

# emerging leaders

## PHILADELPHIA

U.S. Small Business Administration

In 2008, Philadelphia joined with a group of select major cities across the country to participate in the U.S. Small Business Administration's "Emerging Leaders" training initiative that immerses owners of promising inner city businesses in a condensed, MBA-like curriculum designed to stimulate urban economies by helping their most promising businesses grow.

Through the Emerging Leaders program, entrepreneurs participate in an intensive and comprehensive training program focused on developing business growth strategies and attracting capital to fuel that growth. Participants also work with experienced mentors, attend workshops, and develop connections with banks and the private equity community.

"The Emerging Leaders program has a proven track record of helping small businesses in underserved communities," said Antonio (Tony) Leta, Director of SBA's Eastern Pennsylvania District, administering the program in Philadelphia. "Graduates of the program have increased revenue, created jobs and helped drive economic growth in their communities. This year's classwork builds on this success and helps provide access to the resources and skills to succeed."

"Since the program's Philadelphia launch in 2008, the program has been going strong. The rising stars who

## SBA'S EMERGING LEADERS PROGRAM HELPS PHILADELPHIA'S SMALL BUSINESSES STEP IT UP!

have participated in years past came into this training with their businesses poised on the brink of real growth," Leta said. "There seems to be no limit to what they can accomplish with the tools and relationships they take from the program."

The program's cutting-edge formal curriculum and diversity of industry continues to provide a unique educational experience. Each Emerging Leaders class has attended sessions focusing on growth goals, marketing, sales, financials, government contracting and accessing capital.

Through this coursework, participants work with area lenders and government procurement experts, draft growth plans for their own businesses, and develop connections with a new network of resources.

### Emerging Leaders Class of 2017

**Beacon Auto & Truck  
Collision Center and  
ABC Emergency Rental  
Company**

**Comfort Keepers**

**D. Gillette Industrial  
Services, Inc.**

**G. Adams Construction  
Group, LLC**

**Industrial Resolution**

**The United Solutions  
Group, Inc.**

*"Philadelphia's Emerging Leaders program has a proven track record of helping small businesses in underserved communities," said Tony Leta, Director, SBA Eastern Pennsylvania District.*

*"Graduates of the program have increased revenue, created jobs and helped drive economic growth in their communities. This year's classwork builds on this success and helps provide access to the resources and skills to succeed."*

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## PHILADELPHIA

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Philadelphia and mentor for Drexel University's Close School of Entrepreneurship. As President of Univest Capital, Inc., he is responsible for the small business equipment finance company he and his partner started in 2006 for Univest Bank and Trust. Univest Capital is a national equipment finance company that helps equipment manufacturers, dealers and distributors increase sales with Univest's FAST (Financing As a Sales Tool) System. The company has grown *de novo* and through acquisitions. Both a commercial and municipal lessor, Univest Capital has carved out a niche for itself in each of these sizeable markets. Connelly started in the financial services industry in 1989, as a specialized lender at CoreStates Bank (now Wells Fargo) in Philadelphia. His corporate banking experience includes leading multi-bank credit facilities, international finance, asset securitization, venture capital and investment banking. He is a frequent volunteer in the microfinance sector and has received a Professional Certificate in Microfinance from the University of Rome. In 2014, he worked on a team that helped an Angolan Bank develop a small business lending strategy and then coordinated a U.S. study tour for the bank's executives. In 2013, he published his first book, titled "401K Tune-Up," a how-to investment management system for 401K participants. He holds a Bachelor's degree from Temple University and a Master of Science in Finance-Bank Management from Drexel University and holds both the Chartered Financial Analyst (CFA) and Certified Fund Specialist (CFS) professional designations.

## INSTRUCTOR

**Hugh W. Connelly** is the Interise instructor for the Philadelphia Emerging Leaders Program. He is an adjunct faculty professor of finance and business at Strayer University in



*Hugh W. Connelly*

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## PHILADELPHIA

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Georgia District Office. Jennifer has been with the federal government for more than ten years. Prior to joining the SBA team, she worked within the Technology Procurement team of the Army Contracting Command, Aberdeen Proving Ground, MD. She previously served as the Deputy Small Business and Native American Program Manager for the Army Corps of Engineers, Middle East District. During her first federal appointment, she served as an Administrative Contracting Officer for USAEUR, administering a \$235M logistics contract on Camp Bondsteel, Kosovo and throughout the Balkans region. Before joining the Federal Government, Jennifer served as Staff Attorney for the Ho-Chunk Tribal Nation of Wisconsin and as a Legal Intern to the late Senator Arlen Specter (D-Pa.).

## PROJECT MANAGER

**Jennifer Tilden**, Lead Business Opportunity Specialist, Program Manager, Emerging Leaders, 2016 rejoined the Eastern Pennsylvania District Office from the Georgia District Office.



*Jennifer L. Tilden*

# emerging leaders

## PHILADELPHIA

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## GRADUATE



*Ian Bongaardt*

**Ian Bongaardt** is a co-owner of Comfort Keepers, the leading in-home care services for seniors in the Delaware Valley.

While he was growing up in Springfield, Pa., he helped to take care of his aging grandparents.

During this time, he grew to understand and appreciate the needs of older adults and realized how assisting with daily tasks could make a tremendous difference in the life of a senior.

Bongaardt then saw the opportunity to continue to aid families who were similar to his own.

Families who were living with or taking care of a sick or elderly loved one who needed someone like Ian to come into their home and help with basic everyday tasks such taking the senior grocery shopping or to a doctor's appointment, helping an older adult make a cup of coffee, get the mail or just visit and talk about old times.

In the Emerging Leaders program, he is looking to grow as a business leader so that he can take his business to the next level and into the next generation. He wants to be able to create a big vision and understand what steps he needs to take to put that vision into action.

Bongaardt is also involved in the soccer referee community in eastern Pennsylvania. He has refereed professional soccer matches as a U.S. Soccer National Referee and NCAA Division 3 National Final as a NISOA National Referee.

He is currently an instructor and assessor for the Eastern Pennsylvania Soccer Association helping to train the next group of high-level officials.

When he is not working professionally, Ian enjoys spending time with his extremely supportive wife and two fun-loving, active children, Ella and Colby.

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## PHILADELPHIA

*U.S. Small Business Administration*

**Dorothea (Dee) Gillette-Spencer** is the founder of D. Gillette Industrial Services, located in Bangor, Pa. and with a second space in Moorestown, N.J. She has more than 30 years experience in manufacturing and professional engineering services.

Some of her customers include Mars, Inc., Mondelez, Kraft Foods, NAVAIR, the U.S. Army, the National Parks Service and many more. DGI has a fully-executed BOA with NAVAIR and is manufacturing critical assets for the Department of Defense.

Gillette-Spencer and her team are now working to lead the industry in 3-D manufacturing of prototypes and obsolete parts. Her core capabilities are in the 332710 NAICS (North American Industrial Classification System).

She has saved millions of dollars for her commercial customers using her Existing Equipment Life Management System.® She has expanded her core business to include environmental engineering and consulting services.

Over the past 30 years, she has studied professional leadership, finance, and construction management at Rutgers school of business, (SKANSKA Building blocks) and Lehigh University. She is a Six Sigma greenbelt and LEAN management professional. Dee is active in fundraising with the United Way, American Red Cross, Salvation Army, and local charities as well as participating in NORWESCAP training for women in transition. She is a 35-year member of the Order of the Eastern Star.

Through the Emerging Leaders program, she hopes to better define her goals and the ways that will best help meet those goals. She believes the financial section of the class has helped her improve on past calculations and is already having an impact on meeting her goals. Her company has recently been certified as an 8(a)/WOSB. Please visit the DGI site at [www.gdindustrialservices.com](http://www.gdindustrialservices.com) to learn more and for contact information, core capabilities and case studies.

## GRADUATE



*Dorothea (Dee)  
Gillette-Spencer*

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## PHILADELPHIA

*U.S. Small Business Administration*

**Selina Kedziora** is the founder, president and CEO of G. Adams Construction Group, LLC. Selina is able to build relationships, trust, and rapport with almost anyone, and then she is able to broker relationships and connections to create partnerships and alliances that motivate forward momentum to 'get things done.' Her sincere passion is for delivering value and benefits to her clients.

Kedziora's valuable experience lead to the founding of G. Adams Construction Group, LLC in 2009, built on a reputation for restoration and renovation as a full-service general construction company with an expanded service base. A certified Woman-Owned Small Business, SBA 8(a) firm, Women Business Enterprise and Minority

Business Enterprise, the firm's client list consists of the General Services Administration, U.S. District Courts, U.S. Marshall Service, Department of Homeland Security, Department of the Air Force, Department of the Navy, SBA and Pennsylvania National Guard. In 2014 Kedziora led the firm to sales growth of 700% and has topped the highly sought after \$1 million gross sales mark in 2015. The firm was awarded a Multiple Award Task Order Contract (MATOC) for maintenance, repair, construction, and design build services in support of Tobyhanna Army Depot. With recent sales growth of 400%, the firm continues to handle its growth well. In the Emerging Leaders program, she hopes to gain critical insight into her business' financials and how to scale her business.

Growing up, Kedziora spent much of her time in the Philadelphia area and obtained her Bachelor's degree in Political Science from Temple University. She has always felt that it was her duty to help and assist the community in which she was raised and to ensure that there was constant progress being made. One way to do this was starting a business that would upgrade her community and help current residents. In 2009, she became a qualified developer through various governmental programs including the Neighborhood Stabilization Program (NSP), which was created by the Department of Housing & Urban Development to assist in the housing foreclosure crisis.

## GRADUATE



*Selina Kedziora*

# emerging leaders

## PHILADELPHIA

U.S. Small Business Administration

## GRADUATE



*John Perozzi, Jr.*

**John Perozzi, Jr.** is the President and owner of Beacon Auto & Truck Collision and ABC Emergency Rental Company.

Beacon is a 66-year-old business located in Pennsauken, New Jersey.

Beacon repairs all forms of vehicles from cars to fire equipment.

ABC Emergency Leasing a four-year-old company that rents emergency apparatus vehicles to fire departments when they lose their vehicle to an accident, maintenance or refabrication.

Perozzi is a strong proponent of learning: in 1984 he graduated with a Bachelor's degree in Microbiology from Wake Forest University and in 2014 he also participated in the Goldman Sach's 10,000 Small Business program.

He is now in the process of exploring and moving forward toward expanding his education and earning his PhD. in entrepreneurship.

Perozzi expects that the Emerging Leaders program will help him create a document to help move his businesses forward on an economical and structural level in the greater Philadelphia and South Jersey area.

He joined the Emerging Leaders program to be involved in, encourage, and facilitate a CEO network with access to people who will help him and vice versa.

Perozzi says he has enjoyed learning through the peer-to-peer education process.

He has also learned that when you put together motivated people, being taught by motivated people, amazing things can happen for all involved.

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## GRADUATE

**Sri Vadi** is the founder and Managing Director of The United Solutions Group, Inc. (USG).

Vadi is the central strategist behind the company's vision. He brings over 20 years of IT-related experience both as a consultant and as a general manager.

Vadi was USG's principle founder in 2002 and has lead the team in providing consulting strategy and advice to companies nationwide by building personalized software solutions for clients.

He started his career working as an IT consultant for large Fortune 500 companies. It was in these positions that Vadi gained first-hand experience working at sites alongside teams of software consultants.

In 2002, he started his own consulting company where his vision is to provide technology expertise to clients who want to see their goals executed in a cost-effective manner. Over the years, with Vadi's leadership and direction, USG won several state and local government multi-year IT contract awards.

By joining/participating in the Emerging Leaders program, he hopes to continue his personal and professional development with better understanding who he is as a leader and how to explore his leadership style to his true potential. Vadi says he would love helping his business to thrive even more and to drive growth and prosperity to his area for many people and future generations.

Vadi was recognized as one of the Philadelphia Business Journal's 2016 Minority Business Leaders for his hard work, leadership, and commitment to providing quality IT solutions to clients throughout his career. He attended Oklahoma City University for his M.S. in Computer Science and is now a graduate of U.S. Small Business Administration's Emerging Leaders Program.



*Sri Vadi*

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## PHILADELPHIA

*U.S. Small Business Administration*

**Joel Walker** is the owner and CEO of Industrial Resolution, a technology services consulting company proudly based in downtown Lancaster, Pa. He is the enthusiasm and heart behind the firm, which injects fresh, creative technology solutions into every one of their projects, serving clients with the passion and tenacity of a start-up partner. His pride of ownership for each project makes the firm stand out. Walker's ability to envision "what could be" for his client helps his team to engineer the solutions they build. The firm's team-based approach to architecting solutions pushes the envelope of what clients expect from IT consultants and service contractors - and helped put Walker's face on the cover of *FIG Magazine's* 2013 Innovation Issue. Walker began his technology career as a business developer for AMQ Software and quickly became the go-to man for the company's clients, moving from salesman to account manager to marketing director, then operations director and ultimately CEO.

In 2010, he guided AMQ's custom services branch through a business model overhaul and re-brand, emerging as Industrial Resolution, which he later purchased in 2013. Under his leadership, the firm has proudly named the U.S. Golf Association, IMG, Children's Hospital of Philadelphia, City of Lancaster, Pavone Advertising and Amodei Logistics among their influential clients. Walker is proud to have served all the firm's many clients, big or small, all over the world. On the Lancaster Chamber of Commerce Board of Directors, Walker is helping the chamber transition to a non-member based community prosperity model so other entrepreneurs may take advantage of Lancaster's thriving business opportunities. In 2017, he helped create and launch a two-year Associate's degree program for web and software development at Thaddeus Stevens College of Technology. Above all, Walker is most proud of his family and prioritizes being an attentive parent. His wife is the strong grounding his creative spark needs to run his business responsibly and his children are his motivation for the firm to succeed and he is eternally grateful for their influence on his life. Walker entered the Emerging Leaders hoping to advance his personal professional development and sharpen his business acumen. He feels it's been a success.

## GRADUATE



*Joel Walker*

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The Eastern Pennsylvania District Office congratulates all current and previous graduates and would like to thank the following guest experts during this year's Emerging Leaders program:

**Sherwood Robbins, Managing Director, Seedcopa**  
*(South Eastern Economic Development Company of Pennsylvania)*

**Chad Shank, Vice President, Business Banking**  
*M&T Bank*

**George Tapia, Business Opportunity Specialist**  
*U.S. Small Business Administration Eastern Pennsylvania District*

**Lara Zelnio, Senior Director**  
*The United Solutions Group*



The U.S. Small Business Administration (SBA) was created in 1953 as an independent agency of the federal government to aid, counsel, assist and protect the interests of small business concerns. We recognize that small business is critical to our economic recovery and strength, to building America's future, and to helping the United States compete in today's global marketplace. Although SBA has grown and evolved in the years since it was established the bottom line mission remains the same. The SBA helps Americans start, build and grow businesses.

## EMERGING LEADERS: TAKING THE INITIATIVE

The Emerging Leaders Initiative is an intensive executive-level educational series to accelerate the growth of high-potential small businesses in America's underserved communities. Developed by the U.S. Small Business Administration, and drawing on the experiences of advisors and business leaders in your community, this comprehensive curriculum provides the tools to catapult your company to the next level and help it emerge as a force in your community.

## QUALIFYING FOR EMERGING LEADERS TRAINING

The Emerging Leaders advanced training series is open to small business owners and executives that:

- Have annual revenues of at least \$400,000.
- Have been in business for at least 3 years.
- At least one employee other than the owner.
- Are located in the underserved communities.

This training is not recommended for startups; it's geared towards growing businesses that are ready to Step It Up!

## TARGETING YOUR BUSINESS FOR EXPANSION

Emerging Leaders training is specifically designed to stimulate and support the expansion of your business. The curriculum delivers advanced training and provides strategies to help you access new avenues of capital. It offers practical tools to pursue new paths for business development. It surrounds you with a network of government resources and local business leaders prepared to invest time and energy in your business.

Visit the SBA website: [www.sba.gov/emergingleaders](http://www.sba.gov/emergingleaders) and find everything you need to **Step it UP!**

## A ROBUST NETWORK OF SUPPORT

The local SBA District Office has forged a coalition of key business leaders, government organizations and professional business associations. These individuals and organizations are sponsoring the Emerging Leaders Initiative to encourage the success of its participants.

## SMALL BUSINESS—THE ENGINE OF GROWTH AND JOB CREATION

Government statistics confirm that small businesses in underserved communities are the roaring engines of sustained economic growth and job creation. Small businesses in underserved communities added close to three times as many jobs to their local economies as large companies over the last decade.

The U.S. Small Business Administration launched Emerging Leaders to tap this proven capacity for stimulating jobs and growth in America's underserved communities. Each year, at least 400 businesses across the nation are expected to participate in the Emerging Leaders training.

## THE COST OF EMERGING LEADERS **FREE!**

The only costs are **your time and commitment** to complete the curriculum. All other costs are assumed by the U.S. Small Business Administration and local partners.

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