

emerging leaders

PHILADELPHIA

U.S. Small Business Administration

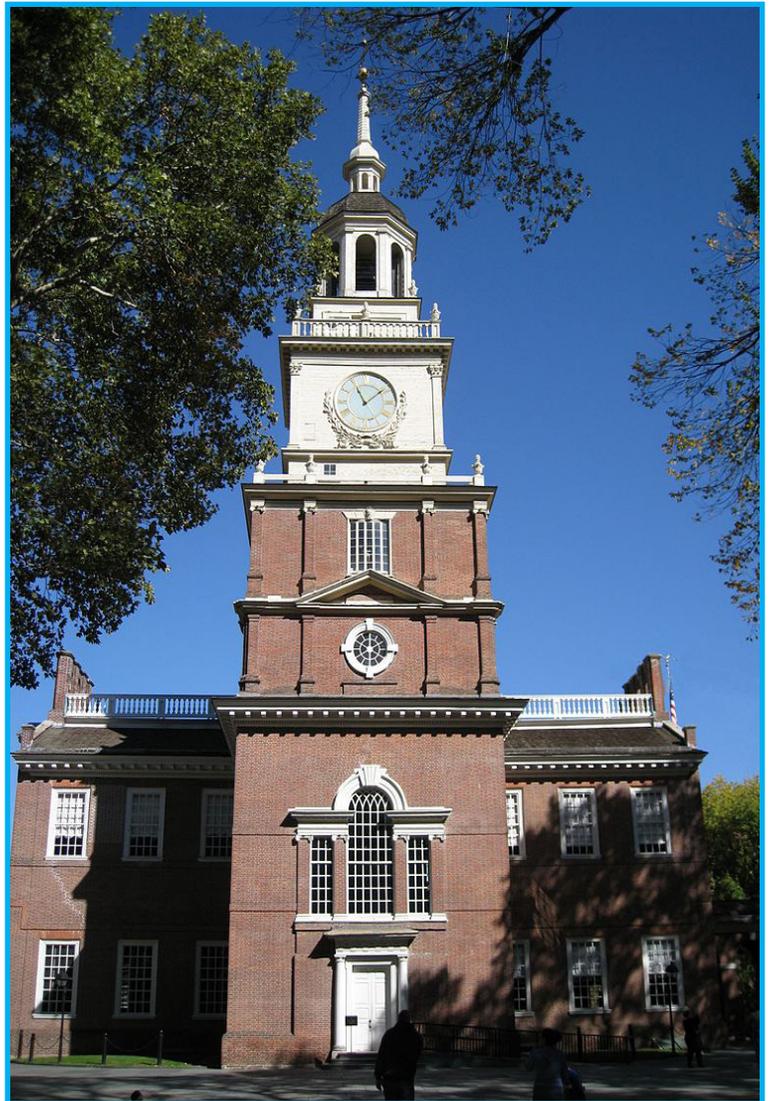


U.S. Small Business
Administration

2018

EMERGING LEADERS GRADUATION

OCTOBER 10TH
NOON-1:30 P.M.



U.S. SMALL BUSINESS ADMINISTRATION
EASTERN PENNSYLVANIA DISTRICT OFFICE

AGENDA

Noon Networking

12:15 Welcome and Opening Remarks

Michael Kane, Deputy Director, SBA Eastern Pennsylvania District

12:30 Emerging Leaders Class Speaker

Introduction by Hugh Connelly, Emerging Leaders Instructor

Monica Gould, Emerging Leaders Class Speaker

12:40 Introduction of Emerging Leaders Graduates, Graduation Ceremony and Photos

Michael Kane, Deputy Director, SBA Eastern Pennsylvania District

Hugh Connelly, Philadelphia Emerging Leaders Instructor

Kimberly Stout, SBA Philadelphia Emerging Leaders Project Manager

1:30 Ceremony Concludes

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In 2008, Philadelphia joined with a group of 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.

Each class participates in intensive, comprehensive training to develop business growth strategies and attract capital to fuel 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 Michael Kane, Deputy Director, SBA Eastern Pennsylvania District. "Program graduates have increased revenue, created jobs and helped drive economic growth in their communities. The program's classwork helps participants build more tools for success and provide access to the resources and skills to succeed."

"Since its 2008 Philadelphia launch, the program has been going strong. The rising stars who have participated each year come into this training with their businesses poised on the brink of real growth," Kane said. "There seems

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

to be no limit to what they can accomplish with the skills and relationships they build in the program."

The program's formal curriculum and diversity of industry continues to provide a unique educational experience. Each Emerging Leaders class attends 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 2018

BWA architecture + planning

Creekside Digital

In-Phase Technologies

Marco Motors, Inc.

Northeast Products and

Services, Inc.

Paul Mitchell

The School Delaware

Philadelphia Kids Club, Inc.

Piping Supplies, Inc.

Precis Commissioning, Inc.

Stable 12 Brewing Company

Strategic Consulting Partners

Stratus Building Solutions

of Philadelphia

Sure-BioChem

Laboratories, LLC

Synergy Integration

TBJ Gourmet

Viridbio Solutions

"The Emerging Leaders program has a proven track record of helping small businesses in underserved communities," said Michael Kane, Deputy Director, SBA Eastern Pennsylvania District.

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mentor at Drexel University's Close School of Entrepreneurship, he founded small business equipment finance company Univest Capital, Inc. in 2006. He led the development of a business banking group at Univest Bank in 2015 and introduced new technologies to speed the lending process and drive down origination costs. While running cash management at Univest, he expanded the bank's international payments with a SWIFT code and additional deposit-gathering products. A frequent volunteer in the micro-finance sector, he 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 coordinated a U. S. study tour for the bank's executives. In 2018, he facilitated a U.S. study tour for Mongolia's Golomt Bank, whose executives wanted to see how Connelly integrated technology into the business banking workflows to streamline and automate the lending process. He started in the financial services industry 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 holds a bachelor's degree from Temple University, a Master of Science in Finance-Bank Management from Drexel University, as well as the Chartered Financial Analyst (CFA) and Certified Treasury Professional (CTP) professional designations. He retired from Univest to pursue his volunteer and technology interests. Current projects include angel investing, The DealX, Community Capital and The Oasis Business Network. Follow him on Twitter @growthologist, or www.growthologist.me.

INSTRUCTOR

Hugh W. Connelly, Inter-ise instructor for the Philadelphia Emerging Leaders Program, is a lifelong believer in the power of small business. A Start-Up



Hugh Connelly

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District in October 2013. Stout is responsible for promoting the SBA's lending programs and maintaining a network of collaborative partners to assist, promote and protect small businesses. Prior to joining the SBA team, Stout worked as a Business Development Director for Community Action Development Corporation of Allentown. She trained and mentored small business owners and aspiring entrepreneurs on how to start and operate a small business, focusing on the areas of business planning, marketing and financial assistance. Stout gained her small business experience while owning and operating a restaurant in Shippensburg, PA. Stout earned her bachelor's degree in Geography/Regional Development and a master's degree in Organizational Development and Leadership from Shippensburg University of Pennsylvania.

PROJECT MANAGER

Kimberly Stout, Economic Development & Lender Relations Specialist, joined the U.S. Small Business Administration Eastern Pennsylvania



Kimberly Stout

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school with the Paul Mitchell Hair Brand Company. Carter says her venture into the business was not a traditional one, since she graduated from Ohio State University with a Bachelor of Science in Pharmacy. Following years of working in different areas of pharmacy, she decided to venture into her passion for the beauty industry and realize her desire to become an entrepreneur. After opening its doors in November 2006, Carter now has more than eleven years experience in her field and remains as committed as ever to her school being the perfect place for students to grow as artists and launch their dream career in the beauty industry. Carter says she was excited to be accepted into the Emerging Leaders program. She is looking forward to applying the program's lessons to help her learn how to become a more successful businesswoman mastering all the aspects that go into learning to build a tangible growth plan. She is also interested in growing her circle of influence by networking with as many business people as possible.

GRADUATE

Trina Carter is co-owner, with her husband, of Paul Mitchell The School Delaware, located in Newark, DE, a franchise cosmetology



Trina Carter

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than 12 years in the commercial green janitorial services industry. She takes pride in providing the best professional services, is committed to the highest quality standards, and is driven by doing the right thing for customers, employees, and franchisees. Coleman decided to start a business in 2006 with John, her husband of 30 years. An entrepreneurship professional with a Bachelor of Science in Accounting and Management Information Systems from Penn State University, she began her career at IBM in 1984. She says she feels fortunate to be in the Emerging Leaders program and hopes to create a business growth plan that provides business opportunities to new franchisees, helping them pursue the American dream of owning their own business. She would also like to establish new long-term business relationships with customers who see the benefit of Stratus' green cleaning services. Coleman says her four children are her greatest accomplishment and that the hardest thing she's ever done was successfully battling breast cancer in 2017. She's happy to say she is almost back to her old self and looking forward to pursuing life to the fullest.

GRADUATE

Bonnie Coleman, co-owner and specialist in master franchising at Stratus Building Solutions of Philadelphia, has more



Bonnie Coleman

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initially specialized in digitizing microfilm and now offers a suite of services converting any still image format to digital images. DaShiell has 25 years of experience in solutions-oriented product management, production and operations management, specializing in image digitization. Her lifelong passion for photography started at age 13, when she received her first hand-me-down 35mm film camera. Merging traditional photography and digital imaging skills led her to 16 years in the cultural heritage industry, where she focused on preservation and accessibility for clients including the Library of Congress, the Smithsonian Institution, and large college and university library collections. DaShiell joined the Emerging Leaders program with high expectations. Creekside Digital is experiencing rapid growth and she hopes to gain knowledge in human resources to develop her recruiting, training and retention skills.

GRADUATE

Joan DaShiell is partner and director of digital imaging at Creekside Digital. Founded in 2006 by her partner, Jim Studnicki, the firm



Joan DaShiell

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capitalizing on her experience with the systems she now commissions. As president and founder, responsible for the operation of PrecisCx, she oversees diverse projects in pharmaceutical/biotech, research and development, healthcare, university, and commercial industries. Her experience building teams with owners, design professionals and contractors enables her to consider all stakeholder concerns throughout project delivery. Dedicated to a culture of inclusion, collaboration and support, the highest standards of excellence are defined by their work. The firm is a WBENC-certified Women's Business Enterprise and third-party-certified Woman-Owned Small Business. She began designing mechanical and plumbing systems and providing on-site commissioning, before joining Precis Engineering, Inc. as their first employee. Quickly advancing, she became a principal of the company, supporting its growth as a dynamic, boutique-style engineering firm, then seized the opportunity to launch her own firm focused on commissioning and qualification services. A licensed Professional Engineer in PA, DE, MD, NJ, VA, & NC and Certified Commissioning Authority, she is OSHA 30 trained and sits on the National Capital Chapter of BCxA board as Secretary. She holds a bachelor's and master's degree in Architectural Engineering from Penn State, serves on WBEC-PA-DE-sNJ committees which awarded her the 2017 Shining Star award.

GRADUATE

Kari Donovan launched Precis Commissioning, Inc. (PrecisCx) in 2014 as a natural extension of her work as a mechanical engineer,



Kari Donovan

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and nonprofit clients to provide strategic planning, organizational development, operations consulting, leadership development and training services. She has 30 years of senior leadership experience, extensive expertise in business, leadership, financial management and strategic planning for multimillion-dollar operations. Her global consulting firm has grown more than 800%, prompting her to open an Arlington, VA office. SCP currently supports high-profile federal government clients including U.S. Army and Navy, Defense Logistics Agency, General Services Administration, and Department of Homeland Security. SCP is an SBA 8(a) Business Development Program participant and SBA's Eastern Pennsylvania 2018 Woman-Owned Business of the Year. She has a bachelor's degree from Dickinson College and a MBA from American University. She has been named one of the Pennsylvania "Best 50 Women in Business" and central Pennsylvania "Women of Influence." A professional member and sought-after motivational speaker of the National Speakers Association on leadership and empowerment of women. She and her husband are proud of their daughters, who both work for the firm and are currently pursuing post-graduate degrees.

GRADUATE

Monica Gould is President and founder of Strategic Consulting Partners (SCP). Founded 23 years ago, SCP works with corporate, government



Monica Gould

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a proven business management track record and more than 17 years of experience driving sales growth in the commercial banking and financial services sector. Prior to co-founding SBL, Heigler was vice president within the business banking group for several of the nation's top commercial bank organizations. His experience provided the opportunity to gain the expertise to analyze an organization's critical business requirements, identify deficiencies and opportunities, develop innovative solutions to enhance competitiveness, increase revenues and improve organization service offerings. He has been responsible for managing the turnaround of dozens of businesses into multi-million dollar companies. He serves as chair for Borough of Lawnside Planning board and on the Camden Catholic High School board of advisors. He advises and volunteers at several nonprofit organizations focused on youth mentorship and financial literacy, and coaches track and field for his son's school. Heigler earned a BS in Business Management at Delaware State University and an MBA from Wilmington University.

GRADUATE

Rafiq Heigler, COO/ CFO of Sure-BioChem Laboratories, LLC (SBL) is responsible for all of the company's business operations and finances. He has



Rafiq Heigler

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Sharon Hershman is owner of Philadelphia Kids Club, which provides preschool, after school, swim lessons, day and summer camps and is open year-round during snow days and most school holidays. Housed inside the historic 12th Street Gym, Philadelphia Kids Club is branded as “Kids On 12th,” as it’s most widely known. Hershman majored in Education of Young Exceptional Children at the University of Delaware and had early work experiences with autistic children, community mental health, and the developmentally disabled. Her children are both academically gifted, but she struggled to find a suitable daycare setting for her son who was placed in three different preschools in search of the right fit for his learning style and personality. She deeply believed a better program should exist for children like her son and noticed other parents felt the same, so she created a place for kids like him. Hershman founded her business on the values of education, diversity and acceptance, creating a place where kids would achieve academic success while being allowed to run, grow, develop and build lasting relationships, regardless of their abilities. Kids On 12th has grown each year through word of mouth and parent-to-parent communication. Hershman’s grass-roots idea, with the help of the company’s 15 dedicated employees who have an unparalleled average tenure of seven years, has grown to become a community of over 200 families per year.



Sharon Hershman

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David Maris is owner and vice president of Marco Motors. A second-generation family-owned automotive repair business started 38 years ago, Maris and brother Christopher purchased the business from their parents. Originally a Volvo specialty repair shop that still specializes in Volvo repairs, the business has grown to become a Certified Bosch Auto repair center and a Hunter Alignment Center. Expanding to service all makes and models, the company has the tools, equipment, training and experience to be the gold standard in their industry. The firm employs Automotive Service of Excellence (ASE) master technicians and belongs to several automotive industry groups to stay in touch with other industry professionals and help maintain employee education and training. Maris helped establish the Lower Providence Business Association for small businesses to have a voice in township government, which won the Perkiomen Valley Chamber of Commerce’s Emerging Business of the Year award. He feels it is important to give back to the community and volunteers with veterans’ groups and as an ambassador for Perkiomen Valley and Norristown Chamber of Commerce and was recognized as Chamber Member of the Year. Maris says he feels honored to be in the Emerging Leaders program and is excited to be on this journey.

GRADUATE



David Maris

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include offices in Philadelphia, Bethesda, MD and La Jolla, CA and is an SBA 8(a) Business Development Program participant. Offering national reach with local attention, the firm provides clients with a strategic approach to proven, cost-effective solutions. The full-service advisory and consulting firm is focused on governance risk and compliance, internal audit support, audit readiness support and remediation, financial management support, information technology support, business process improvement, supply chain and logistics management and fraud risk and vulnerability solutions. A Governance Risks and Compliance professional with more than 20 years of combined industry and advisory experience collaborating with clients, Ngah's firm provides expertise, applicable best-practices and benchmarks in the context of client operations to enable clients to make critical business decisions. His advisory and industry employment financial services experience includes Prudential, Morgan Stanley, ING Direct, Bank of New York Mellon and his manufacturing experience includes SL Power & Electronics, SL MTI, TeleFlex and aerospace and defense company Herley Industries.

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began his career as a chef and entrepreneur with a small catering operation. He became business savvy and within six years had opened two restaurants. In 2013 he co-founded TBJ Gourmet with his partner Bruce Kramer. The firm's goal is to use Oraschewsky's years of restaurant experience to create ingredients that help both home and professional chefs create the perfect bites which make memorable meals. Oraschewsky took the company's first product line national when he appeared on QVC less than a year after founding the company with the firm's flagship bacon jam (a spreadable bacon). He has continued to develop the brand, which is now in over 5,000 retail locations and restaurants spread across the U.S., Canada and the Caribbean. He also uses his passion for the culinary arts to help limit food waste, partnering TBJ Gourmet with Philabundance's Abundantly Good Line to "UpCycle & Uplift" the community, by taking a bite out of the millions of tons of perfectly good food being discarded each year. He is the winner of the Fancy Food Association's 2017 Front Burner competition and the SCORE 2017 Small Business Award.

GRADUATE

Jonathan Ngah is principal/owner of Synergy Integration Advisors. From its beginning as a one-person operation, his firm has grown to in-



Jonathan Ngah

GRADUATE

Michael Oraschewsky is co-founder and CEO of TBJ Gourmet. He began bussing tables at 14 and has been in the food business ever since. After college, he



Michael Oraschewsky

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ical communications and information technology. Prior to Viridbio, he served as global head of NTE and Clinical Pharmacology Medical Writing at Teva Pharmaceuticals and was the founder, president and CEO of Virid Biosciences and a team leader at Innopharma (now part of Pfizer). He has taught Immunology, Microbiology and Infectious Diseases at Harvard Medical School, and Medical Microbiology at the University of Massachusetts and Fairleigh Dickinson University. With experience in regulatory medical writing, scientific communications, molecular diagnostics and drug development, Soni's work has been published in nine peer-reviewed journals and presented at 12 national/international conferences. He has led global teams for development of global medical affairs plans and clinical development plans, and has submitted more than 20 New Drug Applications and Biologics License Applications and 25 Investigational New Drugs. He has authored two book chapters, is named on eight patents and has supported clinical documents of more than 100 studies across 25 different programs in different therapeutic areas. He completed his doctoral degree from the Institute of Microbial Technology, Chandigarh, India, followed by postdoctoral research in Cell and Molecular Biology at Harvard Medical School.

GRADUATE

Vishal Soni, PhD, is principal and CEO of Viridbio Solutions, a service-providing company focused on medical writing, med-



Vishal Soni

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dock systems. In 2006, Tihansky decided it was time to diversify and seek additional business opportunities. While looking for docks for himself he recognized a demand for dock products and BoardSafe Docks was born. Holding an Associate's Degree in Mechanical Drafting from Lincoln Technical Institute, he first worked as a draftsman at an engineering firm with pencil and paper at a drafting table; his responsibilities quickly grew to include estimating and project management. Deciding to go into business for himself, he set out on his own as a building contractor, where he enjoyed working for clients to design and build projects for 20 years. While selling other company's products, he realized clients were looking for more than what manufacturers were supplying. His ability to design, engineer and build products proved invaluable as he designed and built his own line of aluminum docks. Initially subcontracting production, in 2013 he opened the company's 12,000 sq. ft. manufacturing plant. Tihansky says he has been fortunate to employ incredible workers who enabled the business to grow and succeed.

Scott Tihansky, owner of Northeast Products and Services, Inc. delivers high quality floating docks, gangways, piers, pedestrian bridges and adaptive

GRADUATE



Scott Tihansky

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leagues from Lockheed-Martin. Twigg spearheads the company's business development initiatives to generate revenue through customer relationship-building, customer support and retention. He also develops strategic partnerships, works with a network of technical representative sales channels to generate new business, and creates sales and marketing initiatives to capture interest in the firm's products and services. He leverages trade shows to maximize the company's exposure to new customers and markets, authors editorial content for print and web media, and follows up with existing customers to assess satisfaction and secure new business. Previously, Twigg worked for 12 years at RCA/GE/Martin/Lockheed-Martin Astro Space in varied roles from test engineering to production management. Prior to joining RCA, he worked as a technician for a small business in Philadelphia repairing test equipment for Bell Telephone Company. He earned an electrical engineering degree from Temple University and attended GE Manufacturing Management School in the 1980s under the leadership of Jack Welch.

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primarily manufactured high pressure pipe flanges. Over time, the firm diversified into specialty manufactured products for the nuclear power industry, and specialty material and specially-designed piping products for the U.S. Navy. Above and beyond making the correct product for customers, the firm offers more than 50 years of expertise, history and knowledge. Walker estimates the firm has produced hundreds of thousands of different varieties of flanges. Originally, his father took his teenage sons to work – they loved the hard, dirty work and driving the fork lifts. His father handled larger sales accounts and ran the business with his partner; when the partnership ended, his parents started the business he now runs. Walker went to college to study engineering but now thinks a business degree might have been more practical, which lead him to Emerging Leaders. Before returning to lead the family firm, he opened a successful brewpub in Colorado. After he and his partners sold the business, Walker and his sisters learned their parents were closing the family business. Instead, he moved back to Pennsylvania and his parents retired, allowing Walker and two longtime employees to buy the business. The firm is now positioned to grow into the great American manufacturing company it once was – and will be again.

GRADUATE

Robert (Bob) Twigg is vice-president of business development for In-Phase Technologies, the firm he co-founded in 1994 with two col-



Robert (Bob) Twigg

GRADUATE

Joseph (Joe) Walker, owner of Piping Supplies, Inc. is a self-described "pipe flange fanatic." Started by his father, the commercial pipe fittings company



Joseph (Joe) Walker

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something they all love: beer. Quickly outgrowing the kitchen they started in, they commandeered a vacant barn at the family horse farm Wolf grew up on and began brewing. Whether growing their own hops, updating their infrastructure, or testing new recipes, there is always something new for the company. Wolf grew up on his family farm, Saddlebrook Equestrian Center in Skippack, PA. He attended Penn State and received a degree in Hotel, Restaurant, and Institutional Management. After graduation, Wolf went home and quickly developed a passion for brewing beer that evolved into Stable 12 Brewing Company. Focused on being a place where customers can stop in and enjoy a tasty pint, grab a flight, pick up some merchandise and even fill a growler to go in the newly-opened taproom. Ensuring that the location has plenty of parking right outside, it's just steps away from all of the great spots on Bridge Street in downtown Phoenixville. Rick – as he's known to most of the regulars – looks forward to brewing beer with longtime friends and bringing some awesome local brews to Phoenixville and beyond.

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60 years of experience as architects and builders. The award-winning firm serves clients with a range of project types: affordable housing, non-profit, higher-education, institutional, sustainable design and historic preservation. From renovation and restoration projects to new construction, clients value the firm's enthusiasm, superior service, technical knowledge, design ability, and capacity to take on projects of varying sizes. Believing good design comes from a team process, even their broadly-publicized "hallmark" projects involved active participation with owners and end-users. Poised for even further success, Zimmerman and Winston believe the growth of their reputation is a direct consequence of their concern for providing conscientious service to clients. A registered architect in four states, Zimmerman's expertise was honed through years of experience as a builder and trained architect. He previously ran his own construction company and taught at Philadelphia University. He resides in the Mt. Airy neighborhood of Philadelphia and is involved in historic preservation and local zoning issues. The firm is a proud member of the Community Design Collaborative's Volunteer Hall of Fame.

GRADUATE

Richard (Rick) Wolf is president/CEO of Stable 12 Brewing Company. The company began with three best friends who chose a hobby focused on



Richard (Rick) Wolf

GRADUATE

Morris Zimmerman is principal of BWA architecture + planning. Together with fellow principal Richard Winston, the firm has more than



Morris Zimmerman

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

Lenin Agudo, Widener University SBDC

Kersy Azocar, Finanta

Rosita Carosella, Defense Logistics Agency

Lucy Cortez, Community First Fund

Jackie DeSimone, General Services Administration

Joseph N. Gaudio, Belfint, Lyons & Shuman

Peter Hornberger, Widener University SBDC

Pat Kratz, U.S. Small Business Administration

Raymond Porter, General Services Administration

Mark Rentschler, Kutztown University SBDC

Sherwood Robbins, Seedcopa

Chad Shank, M&T Bank

George Tapia, U.S. Small Business Administration

Bruce Thomas, Detweiler Hershey

Nate Weaver, Detweiler Hershey



Congratulations Emerging Leaders Class of 2018!

Trina Carter, *Paul Mitchell The School Delaware*

Bonnie Coleman, *Stratus Building Solutions of Philadelphia*

Joan DaShiell, *Creekside Digital*

Kari Donovan, *Precis Commissioning, Inc.*

Monica Gould, *Strategic Consulting Partners*

Rafiq Heigler, *Sure-BioChem Laboratories, LLC*

Sharon Hershman, *Philadelphia Kids Club, Inc.*

David Maris, *Marco Motors, Inc.*

Jonathan Ngah, *Synergy Integration*

Michael Oraschewsky, *TBJ Gourmet*

Vishal Soni, *Viridbio Solutions*

Scott Tihansky, *Northeast Products and Services, Inc.*

Bob Twiggs, *In-Phase Technologies*

Joe Walker, *Piping Supplies, Inc.*

Rick Wolf, *Stable 12 Brewing Company*

Morris Zimmerman, *BWA architecture + planning*