



# CIVIC IMPACT

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The Hampton Roads Business Journal



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# MESSAGE

FROM SARAH JANE KIRKLAND  
PRESIDENT AND CEO | CIVIC LEADERSHIP INSTITUTE



I recently read an online article that began with the provocative headline, "Are these the worst days of our lives?" The article suggests that our innocent January aspirations for 2020 were quickly

overcome by the realities of a devastating pandemic, economic uncertainty, civil unrest, racial inequity, a polarized electorate, and extreme weather patterns. 2020 has no doubt been a challenging year. Lives have been lost and economic hardship continues to be a reality. These devastating times have also allowed us time for meaningful "recalibration." For instance, we've had a chance to re-connect with our families and prioritize what's truly important. Our country continues to confront its own past, its current systems, and its innate prejudices – a process that will hopefully lead to real change. Through the smoke of deadly wildfires and the gales of constant hurricanes, we're taking seriously the impacts and realities of climate change. And through all this, perhaps the most encouraging outcome of 2020 has been the unrelenting presence of genuine leadership.

One recurring lesson of history is that great leaders emerge from great challenge. With that in mind, there's no other organization I'd rather be part of moving forward than CIVIC Leadership Institute, and there's no other region I'd rather call home than Hampton Roads. This is our community and these are our challenges, and we are all in the proverbial "arena." CIVIC has engaged its leadership network to confront these challenges head-on. Through honest dialogue, respectful acknowledgement, and healthy debate, meaningful change and practical solutions can transpire. That mission, above all else, is the vital role of CIVIC Leadership Institute. Perhaps this galvanizing principle has never been more necessary than right now.

I do have one request: If you concur that global outcomes start with regional cooperation, please join us. If you believe that extraordinary results arise from local classrooms, boardrooms, and places of worship, please join us. If you agree that Hampton Roads is in a unique position to influence real change nationally, please join us. Let's all roll up our sleeves together. Great leaders emerge from great challenge. Our time is now.

## What is CIVIC?



In 1996, CIVIC Leadership Institute was founded by a small group of leaders from across the region. They joined together to explore the idea of creating programming for senior executives in the region looking to garner a better understanding of the intricacies that make up Hampton Roads.

These individuals were the ultimate servant leaders and connectors. They understood the importance of leadership, service, philanthropy, and volunteerism, but most importantly, they understood the power of connections.

The network of alumni has now grown to over 950 executives. The connections that are formed in CIVIC provide opportunities for a wide array of people from across the region to engage in thoughtful dialogue and participate in sessions led by our region's subject matter experts. Participants take a deep dive into some of our community's toughest issues.

Our region has tremendous resources, with each community having its own unique identity. Understanding that complexity, as well as the challenges and opportunities that face each locality, strengthens the very fabric of our community, and helps advance change to better the lives for the people in the 757.

Our region is also incredibly diverse. Diversity enriches our everyday lives, inspires creativity, and drives innovation. CIVIC participants explore ways the region can better embrace our diversity, while examining the impact that systemic racism has on our society. It is critical that we look at the role leaders play in building an equitable and inclusive community for all.

The impact of this global pandemic was unimaginable. It has exposed and emphasized the country's economic and health disparities that compromise our ability to make progress. As leaders, we are tasked with finding ways to not only recover from this crisis, but to rebuild and repair those systems that are fractured.

Programming focuses on the economy, the development of a robust talent pipeline to support our region's industry clusters, the education system, environmental issues, transportation, health and human services, and regional collaboration. Our participants take an introspective look at how their talents can best be utilized to support these initiatives.

If you are interested in finding out more about CIVIC Leadership Institute, please visit our website: [www.civichr.org](http://www.civichr.org)

## KIT CHOPE

CIVIC LEADERSHIP INSTITUTE BOARD CHAIR  
VICE PRESIDENT OF SUSTAINABILITY | PORT OF VIRGINIA



CIVIC Leadership Institute's motto is Regional Relationships, Regional Results. For more than 20 years, we've brought together influential and engaged leaders from across Hampton Roads in an unbiased, non-

political, and open exchange of ideas. Countless connections have been formed over those years which have brought positive changes to the social and economic landscape of our region and beyond. We've tackled the issues most important to our collective well-being including recent initiatives focused on coastal resilience, growth of regional broadband, hospitality career pathways, and the megaregion concept. Additionally, CIVIC alumni incorporate their experiences, knowledge, and relationships into their business and altruistic pursuits.

The events of 2020 have challenged CIVIC in many ways, not only in our approach to how we bring leaders together, but also in the focus of our programming. While we're all eager to escape the bonds of virtual meetings, we have embraced that technology and opened our discussions to include a diverse collection of speakers, partners,

and stakeholders in our events.

I can assure you that we have been directly engaged across the spectrum of the region's response, recovery, and reconstitution efforts associated with the unprecedented impacts of the COVID-19 pandemic. We welcomed the Class of 2021 into the Executive Program in September, and offered them insights and opportunities to become involved in the long overdue conversations on social equity and racial injustice.

I would rather be writing you today to share my personal congratulations to our Darden Awardees, but we were forced to make the tough decision to forego that superb event this year. We look forward to our next large event, the 2021 Founders' Luncheon scheduled for next May.

Whether you're a prospective class member, long-time sponsor, or interested supporter, I believe that an affiliation with the CIVIC Leadership Institute will greatly benefit you both personally and professionally. I invite you to reach out to me, our staff, members of the board of directors, and our more than 950 alumni to hear inspiring stories associated with our involvement with CIVIC. Come grow your relationship with the CIVIC Leadership Institute- we promise you'll see results. Opportunity awaits.



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# WHERE DO WE GO FROM HERE?



**DR. KEVIN SWANN**  
PASTOR  
IVY BAPTIST CHURCH &  
CIVIC BOARD MEMBER

On May 25, 2020 our nation witnessed a most heinous crime. A Minneapolis police officer knelt on the neck of George Floyd for 8 minutes and 46 seconds. His life was taken from him even after he stated at least 20 times he couldn't breathe. Even after those who witnessed the event, implored the officer to stop. Even after the three other police officers stood by and watched. With the COVID-19 pandemic forcing our nation to "slow down," this incident quickly became a national story and subsequently the issues of race, racism, white supremacy, police brutality, Black Lives Matter and more came back to the forefront. But there was no escaping it this time; America had to address these issues whether it really wanted to or not.

Whenever there is a crisis of any kind, leadership becomes essential. Leaders are called to be the voice of reason and give direction during turbulent times. Leaders should show empathy to the concerns and give others an opportunity to share their views, even if

there are varying opinions. Sadly, the issues of our day are not new. Some of them were established in the founding of our nation. What can and should be different today is how leaders choose to address the challenges we face. If ever there was a time we needed bold, courageous leadership, it is now. We need leadership that is willing to seek to understand the issues, conclude what is truth and stand upon it, no matter how costly it may be. This type of leadership will be the difference between maintaining the status quo vs creating a different path, one that is more inclusive and tolerant of various viewpoints. This type of shift is not easy, but neither is great leadership. Just because someone is in a high-ranking position does not make them a great leader. Great leaders aren't focused on titles and status but instead are motivated by strong personal convictions, which include integrity, compassion and doing things the right way.

This is what I believe the CIVIC Leadership Institute is all about and why I believe its

work is so important. Because developing great leaders in every sector in Hampton Roads is important. The title of my article is "Where do we go from Here?" The answer to that question is as far as leadership is willing to go. So, I ask you, how far are you willing to go for social justice? How far are you willing to go to promote diversity and equity? How far are you willing to go to change the culture of your organization? How far are you willing to go to look deeply within yourself to see where your personal biases and blind spots may be? How far are you willing to go to stand for something that you truly believe in, even if it is unpopular?

The people in the organizations we lead are watching us. They are concerned, worried and fearful. We have a great opportunity to pause, reflect, listen and most of all take action in making our organizations the best versions of themselves.

That's what great leaders do....

*"Great leaders aren't focused on titles and status but instead are motivated by strong personal convictions, which include integrity, compassion and doing things the right way."*

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# COMMUNITY IMPACT INITIATIVES

Impact is defined as “The effect or influence of one person, thing, or action on another.” CIVIC Leadership Institute is far more than a network of remarkable leaders. It offers more than just a forum to discuss ideas and hear from experts. CIVIC provides the opportunity to engage, to participate, and to make an impact. Each year CIVIC class members select five, large-scale, regional initiatives in which to participate. These Community Impact Initiatives offer a tangible way for our leaders to

make a difference. “An incredible group of senior level professionals and executives, all working hand in hand with subject matter experts from the public and private sectors on a regional project.” TowneBank’s Executive Vice President of Commercial Banking, Chas Wright said of his experience. The CIVIC Class of 2020 spearheaded the following Community Impact Initiatives, for more details please visit <https://www.civichr.org/cii/>.

## CAMPUS 757

“Campus 757 is now a viable, new Hampton Roads initiative to retain college graduates in the region, as supported by the Hampton Roads Workforce Council and led by a new full-time program manager,” says Kurt Krause, President and CEO of Visit Norfolk. The goal of Campus 757 is to encourage college and university students to study, innovate, work, live and thrive in the 757 region. Having a strong developed pipeline in the region is the underlying support system for a strong, vibrant economy. “The Campus757 program was merely a concept when the CIVIC Class of 2020 project group agreed to work on this initiative. Over subsequent months, Campus757’s foundational building blocks of a business plan, budget, milestones, deliverables, and funding would all emerge; the CIVIC group were not by-standers learning about how this program was developed but rather were hands-on participants contributing invaluable to this end. Campus757 is now a viable, new Hampton Roads initiative to retain college graduates in the region, as supported by the Hampton Roads Workforce Council and led by a new full-time Program Manager. The benefits of the symbiotic relationship between CIVIC’s 2020 Community Impact Initiative and the formative stages of Campus757 are impressively tangible, and we at the HRWC and Campus757 remain humbly grateful to CIVIC for this opportunity”. Whitney C. Lester, Senior Director of Talent Development, Hampton Roads Workforce Council

## BROADBAND

This two-year project focuses on the new undersea fiberoptic cables landing in Virginia Beach and the potential for a “fiber ring” in our region. Participants researched and compiled a comprehensive inventory of internet services, data centers, exchanges and related broadband infrastructure from Hampton Roads to Richmond. This initiative is part of a larger analysis and plan to advance the interconnectedness and economic performance of the two regions. “The CIVIC Community Impact Initiative on Broadband actually extended over two class years and proved instrumental in forging the Region’s thinking about the synergistic potential of both the landing of the transatlantic undersea high speed cables and the linking of the world’s fastest cables to the largest global concentration of data centers present in central Virginia.” says Jim Spore, President & CEO of Reinvent Hampton Roads and a CIVIC Board Member.

## RESILIENCY ECOSYSTEM

How can Hampton Roads support the creation and success of a resiliency-focused ecosystem? How can this critical network become a long-standing, regional, economic driver? These are questions the contributing leadership team asked as they determined the scope of potential support for a resiliency industry, identified the pillars needed to foster this industry, and gained insight into ways the 757 can attract, grow and retain companies focused on resiliency solutions.



## HOSPITALITY SCHOOL

“Our team was tasked with establishing career pathways for TCC students pursuing hospitality careers,” said Kieran Poulos, CIVIC Class of 2020. “We are incredibly grateful to the many local industry executives who provided thoughtful insight and ideas. Our interviews led to the development of career pathway flowcharts demonstrating pay scales; pathways to advancement; and the roles of experience, certification, and education in hospitality careers. As our interviews progressed, our team was struck by the many challenges facing the hospitality industry, including a severe skilled workforce shortage. To help, we established the CIVIC Hospitality Scholarship, aimed at assisting TCC students pursuing careers in hospitality. I am excited to help administer our scholarship through The CROP Foundation in the upcoming years, and I am thrilled that our team’s efforts will provide continuing benefits to TCC and the hospitality industry in Hampton Roads”.

## MEGA-REGION

Creating a mega-region to market the combined Hampton Roads and Richmond regions continues to be a key focus to increase the economic successes of the two urban anchors. Research indicates that by 2040, the combined regions will account for 40% of Virginia’s population. Contributors to this initiative produced a detailed case study and research based on the analysis of other mega-regions and best practices.





**KENNETH B. BARNES**  
*Director of Learning and Development  
 Ferguson Enterprises*

Brad is an experienced sales and talent development leader. He has led various size organizations and businesses throughout his career and at Ferguson Enterprises he is responsible for the learning and development strategy.

Brad is also a Professor at the University of North Carolina, where he leads courses for MBA students on Sales and Leadership.

He earned a BA and a MED from the University of Virginia, an MBA from the University of Florida and completed Executive Education at Harvard University. He is a native of Yorktown, Virginia, where he lives with his family and is active in the community.



**ROBERT W. BODVAKE**  
*Vice President & General Manager  
 Fairlead Integrated*

Robert joined Fairlead in October 2016, leading the division responsible for government and commercial vessel repair. Previously, he served 26 years as a U.S. Naval Officer. His first command was a destroyer homeported in Washington state, and a destroyer squadron of eight ships located in Norfolk. He is a graduate of National Defense University, The Eisenhower School, Washington D.C. (MS, National Resource Strategy) and Norwich University, Northfield, VT (BS, Earth Science).



**DERBY D. BRACKETT**  
*CEO  
 Virginia Beach SPCA*

Derby is the CEO of the Virginia Beach SPCA. Derby's long time professional experience is based in servant leadership, project management, strategic planning, communications, and advocacy. She has worked in various leadership roles with Ukrop's Supermarkets, a family owned grocery in Richmond and served as VP of Marketing and Communications at Goodwill of Central and Coastal Virginia. Derby's background in category management and business analytics combined with her creative marketing passion bring a unique combination of talents. Her focus is firmly on strategic visioning, solutions grounded business, values based leadership, and impact in the community.



**ANGELA K. BYRUM**  
*CIO  
 Navy Region Mid-Atlantic*

Angela Byrum is the Chief Information Officer for the Commander, Navy Region Mid-Atlantic providing IT strategy, oversight, policy and guidance to 14 Navy Installations positioned along the MidAtlantic and NorthEastern coast, Indiana and Illinois. Throughout her 30 year career, Ms. Byrum has held key IT leadership positions providing network and systems engineering/design, information assurance, Portfolio Management, and budget planning to several commands including the Joint Staff, US Joint Forces Command, Naval Security Group, and Fleet Information Warfare Center. A native of Virginia Beach, she graduated from Old Dominion University with a Bachelor of Science in Business Administration with dual concentrations in Management Information Systems (MIS) and Finance.



**TERRY F. BYRUM**  
*Chief Scientist  
 Spectrum Comm Inc.*

Frank Byrum is the Chief Scientist at Spectrum Comm Inc focused on innovation in AI/ML/DL, cybersecurity, data sciences, and the Internet of Things. He joined Spectrum in 2014 and brings more than 35 years' experience including nearly two decades of senior executive and C-level experience concentrating on a variety of technologies including concept data mining, data fusion, software and product development, video analysis & metadata capture/dissemination, wireless and wired intelligent networks, Internet scale network architectures, and various security technologies. He has unique specialties in technology transfer & licensing, technology incubation, ideation, and M&A. He is a Graduate of ODU in Computer Science with BS/MS.



**KIRKPATRICK S. CONLEY**  
**MHA, FACHE**  
*President & Administrator  
 Sentara CarePlex Hospital*

Kirkpatrick "Kapua" Conley, MHA, FACHE, is the President of Sentara CarePlex Hospital, a 244-bed hospital serving the Lower Peninsula. Kapua joined Sentara in April 2018 and brings years of experience to his new role.

Prior to joining Sentara, he was the Chief Operations Officer of Tri-City Medical Center in San Diego, CA. Prior to joining Tri-City Medical Center, Kapua served as the CEO for two different Community Health Systems affiliated hospitals, and with University of Texas MD Anderson Cancer Center, as the Administrator for a large and comprehensive Multidisciplinary Ambulatory Cancer Center, where he also previously served as the Administrative Fellow.



**DR. MARCIA CONSTON**  
*President  
 Tidewater Community College*

Dr. Marcia Conston, the sixth president of Tidewater Community College, started her tenure on Jan. 6, 2020. She brings a wealth of experience to TCC and the Hampton Roads community after spending nearly three decades in executive-level higher education positions and serving on multiple committees and boards. As a vice president at multi-campus Central Piedmont Community College, she provided strategic leadership in a variety of areas, including enrollment management. Her expertise includes a visionary approach to fundraising, building collaborative relationships within diverse communities and a deep-rooted commitment to equity, access and student success. Dr. Conston earned her Ph.D. in higher education administration from The University of Southern Mississippi. She holds master's and bachelor's degrees from Jackson State University and a Master of Divinity from Hood Theological Seminary. In addition to authoring two books, Dr. Conston is an avid runner who enjoys competing in marathons.



**DARIUS K. DAVENPORT, SR.**  
*Partner  
 Crenshaw, Ware & Martin, PLLC*

Darius is a partner with the law firm of Crenshaw, Ware & Martin. He leads the Cybersecurity and Data Privacy and Government and Public Sector practice groups. His counsel to businesses and municipalities spans a myriad of issues from technology to complex litigation in state and federal courts. He is a former law school administrator and U.S. Army JAG attorney. In addition to his law practice, Darius' commitment to the community is reflected through his service as a board member for the Foodbank of Southeastern Virginia, the City of Suffolk Wetlands Board, Community Action Coalition of Virginia, and the Hampton Roads Chamber of Commerce Norfolk Division Board.



**CAPT. DAVID S. DEES**

*Executive Officer  
Naval Station Norfolk*

Captain Dees is a 1997 graduate of the United States Naval Academy with a BSME, a 2005 graduate of the Georgia Institute of Technology with a MSME, and a 2008 graduate of the United States Naval War College with a MA in National Security and Strategies Studies.

Dees' operational duties include VAW-123, VAW-117, USS DWIGHT D. EISENHOWER and command of VAW-124.

Ashore, he served at VAW-120, JFCOM, the JOINT STAFF, and as the head of CAEWWS at the Naval Aviation Warfighting Development Center.

Captain Dees assumed his current duties as the Executive Officer at Naval Station Norfolk in March 2020.



**SUSANNA A. DELLINGER**

*Financial Advisor, Director  
Waypoint Advisors, A Cary Street  
Partners Company*

Susanna Dellinger manages the business and operations of Waypoint Advisors, a boutique wealth management firm, located in Virginia Beach, that assists high net worth individuals and families navigate a course to reach their financial goals. In addition, she manages client relationships, specializing in advising families on their philanthropy. Susanna serves on the board of directors of Virginia Beach Vision, the Camp Foundation, and the Hampton Roads Gift Planning Council. She was named by Inside Business to the Hampton Roads "Top Forty Under 40" list in 2011 and is a graduate of Wake Forest University.



**MEKBIB L. GEMEDA**

*Vice President  
of Diversity & Inclusion  
Eastern Virginia Medical School*

Mekbib Gemeda serves in his role at Eastern Virginia Medical School (EVMS) to lead efforts in advancing health equity and enhancing diversity in the healthcare workforce.

Prior to joining EVMS, Mekbib served as the Assistant Dean for Diversity Affairs and Community Health and founding Director of the Center for the Health of the African Diaspora at New York University School of Medicine.

Mekbib's efforts to advance equity nationally include serving on the steering committee of the Group on Diversity and Inclusion of the Association of American Medical Colleges. He is the inaugural chair of the Health Professions Chapter of the National Association of Diversity Officers in Higher Education. He also serves on the State Board of the Virginia Center for Inclusive Communities and as treasurer on the Board of commissioners of the Norfolk Airport Authority.



**DR. JANE ELYCE F. GLASGOW**

*Executive Director, Minus 9 to 5  
Eastern Virginia Medical School*

Dr. Jane Elyce Glasgow is the Executive Director of Minus 9 to 5 and Assistant Professor of Pediatrics. She holds both a Doctorate of Philosophy and Master of Science degree in education from Old Dominion University with a concentration in early childhood and a Bachelor of Science degree in elementary and special education from Longwood University. Her research and work focus on parental engagement and building on family's strengths to empower them as their child's first teacher, especially for those dealing with the daily challenges of poverty, racism and social discrimination.

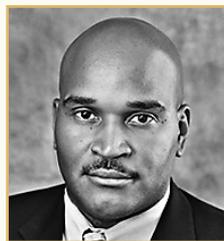


**MEREDITH S. GRAY**

*Director of Communications  
Chrysler Museum of Art*

Meredith Gray is the Director of Communications for Chrysler Museum of Art. She has been part of the Museum leadership since 2017 and oversees marketing, digital engagement, public relations, graphic design, community engagement and government relations. She is experienced in strategic planning, and developing and executing 360 marketing campaigns and change management.

Previously, she served as the Marketing Manager for start-up Welligent, a software developer serving healthcare providers nationwide. She worked in marketing for a Global 500 international shipping company, Maersk Line, Limited and has also held roles in business media and publishing. She is a Hampton Roads native and holds a Bachelor of Arts degree from Virginia Commonwealth University.



**OWEN D. GRIFFIN**

*Managing Partner & CFO  
Northfield Medical Manufacturing*

Owen Griffin currently serves as the Managing Partner and CFO of Norfolk-based Northfield Medical Manufacturing, LLC. Northfield is an FDA manufacturer of a suite of infection control products including custom medical procedure trays, body fluid response kits and medical waste solidifier. Prior to Northfield, Owen spent 15 years working with Landmark Communications, helping to launch and grow new businesses. Owen served as the CEO of one of Landmark's portfolio companies. Owen is a former public accounting CPA and earned an MBA, an MS in Tax Accounting and a BS in Accounting from the University of Virginia.



**STEPHEN C. GRIFFIN**

*Vice President, Accounting  
Port of Virginia*

Stephen Griffin is originally from the New York and relocated to Chesapeake 25 years ago seeking a better quality of life experience for his family. They found this in the Hampton Roads area. He is the Vice President of Accounting at the Virginia Port Authority (VPA) where he oversee all accounting operations. Before joining VPA in 2018, Stephen served as Interim CFO for Lombart Instruments, a private equity portfolio company, Corporate Controller for CMA-CGM Americas, a maritime shipping company and CFO for Lindab, Inc., the US subsidiary of a Swedish owned manufacturer.

He has a bachelor's degree in accounting from Fordham University and a master's degree in business administration from the College of William & Mary.



**RICHARD E. GROOVER, CPA**

*Shareholder  
Wall, Einhorn & Chernitzer, P.C.*

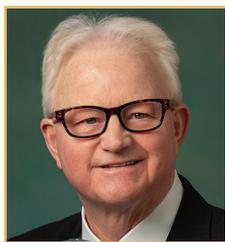
Richard E. Groover, CPA — Leader of the Audit and Accounting Department and a Partner at Wall, Einhorn & Chernitzer, P.C. located in Norfolk, VA. Richard is a native of Hampton Roads and received both a bachelor's and a master's in accounting from Old Dominion University. Richard recently served as the Chair of the Virginia Society of CPAs and has at various times been an adjunct instructor at ODU and a member of the Governing Council of the American Institute of CPAs. He is actively involved in the United Way of South Hampton Roads and serves various other local and regional not for profits in volunteer and advisory capacities. His clients consist of closely held businesses in a wide range of industries.



**WILLIAM L. HOLT**

*Partner  
Kaufman & Canoles, PC*

Will is a partner at Kaufman & Canoles where his practice focuses on real estate, business consulting, estate planning and administration, and eminent domain. Will's clients range from individuals and family businesses to large corporations and municipalities. Will received his Business Finance degree from CNU and law degree from William & Mary. Will is married to his high school sweetheart, Meredith, and they have four-year old twin girls, Ellie & Asher Grace. After starting their careers in Newport News for over a decade, Will & Meredith have recently moved "back home" to Southampton County where they look forward to raising their family.



**THOMAS L. HOTCHKISS**

*Chief Credit Officer  
Old Point National Bank*

Thomas L. "Tom" Hotchkiss has been a banking professional for 44 years. He is currently the Chief Credit Officer of Old Point National Bank in Hampton. He has taught credit-related courses in the Specialty Lending School of the Federal Reserve Bank. He is a past founding director of Business Workout Counsel, and as a volunteer, Tom served as the President of the National Kidney Foundation of Virginia, where he served the board for 10+ years. He is a graduate of the E. Claiborne Robins School of Business at the University of Richmond. Tom lives in Richmond with his wife of 39 years, Catherine, and has one daughter, Taylor.



**STEPHEN P. HUBER**

*Controller  
Birdsong Peanuts*

A native of the region, Paul was born and raised in Suffolk. He earned his masters and undergraduate degrees from Virginia Polytechnic Institute and State University. Paul started his career as a CPA in public practice in Virginia Beach as a staff accountant for Cherry Bekaert. Paul ultimately made Partner in the audit and consulting practice. After 8 years in public accounting, Paul came home to his native Suffolk as Controller for Birdsong Peanuts. He serves as controller with financial responsibilities overseeing the department including financial reporting, taxation, forecasting and strategic planning. He is a current board member for the American Peanut Shellers Association and the Virginia Tech Accounting Department Advisory Board. When he is not at the office, Paul enjoys spending time and traveling with his fiancé Lynda and two sons George (12) and Henry (10).



**KEVIN M. HUGHES**

*Director of Economic Development  
City of Suffolk*

Kevin Hughes was named the Director of the Suffolk Department of Economic Development February 12, 2010. Hughes first joined the Suffolk team in 2005 as a Senior Business Development Manager, and has assisted over 500 projects totaling over \$1,000,000,000 in capital investment and over 7,000 new jobs in the City of Suffolk. Hughes received his Bachelor of Arts Degree from James Madison University, and completed the Economic Development Institute at the University of Oklahoma. Hughes was named as a national recipient of the economic development industry's "40 under 40" award. As an active community member he provides service to: Hampton Roads Alliance, Paul D. Camp Community College Workforce Development Advisory Board, Hampton Roads Chamber Suffolk Board, Catholic High School Advisory Board, Suffolk Parks and Recreation, and Suffolk Youth Athletic Association Soccer.

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**MIKE J. JAKUBOWSKI**

*EVP Commercial Lending  
TowneBank*

Mike Jakubowski is an Executive Vice President at TowneBank. He is based out of the Norfolk Commercial Office and is in charge of managing an extensive loan and deposit portfolio. He has been with the TowneBank family for 12 years and has over 18 years of industry experience.

Mike is graduate of James Madison University with a double B.B.A. in Finance and International Business. He is a graduate of the Hampton Roads LEAD program and is a Certified Treasury Professional (CTP).

Active in the community, Jakubowski is a basketball coach for Great Neck Athletic Association and a soccer coach for Virginia Rush Soccer. He sits on multiple board of directors, including the Hansen Family Foundation as well as Old Dominion University's Center for Global Health. He is a past member of Virginia Supportive Housing, Norfolk NATO Festival and Tidewater Community College's Educational Foundation Board. Mike resides in Virginia Beach with his wife, Colleen, and their three kids, Andy, Josephine and Zofia.



**MORGAN B. JONES**

*Director, Shore Integrated Requirements  
Navy Region Mid-Atlantic*

In July 2018, Mr. Morgan Jones reported as the Director, Integrated Shore Requirements at Navy Region Mid-Atlantic having previously served as the Executive Director for Navy Region Singapore. Prior to civil service, he served on active duty as a Navy Officer in aviation's Intelligence, Surveillance and Reconnaissance Force. Mr. Jones worked or lived in locations from Europe to the Middle East, South America, South and Southeast Asia. He is a decorated combat veteran and holds a Master's degree in Strategic Studies and an MBA. Mr. Jones is married to Tina and they have three adult children.



**CAPT. RICHELLE L. KAY-MARRINER, (USN RET.)**  
*Community Volunteer*

Richelle “Shelley” Kay-Marriner, a native of Buffalo, New York. She earned her undergraduate degree in Nursing from Niagara University and master’s degree in Nursing from the University of North Carolina. During her distinguished naval career, she has held numerous executive leadership positions including Officer in Charge, Naval Branch Health Clinic Mid-South, Millington, Tennessee; Director for Healthcare Business, Okinawa Japan; Officer in Charge, Branch Clinic Naval Station Norfolk Triad and, Director for Population Health, Navy and Marine Corps Public Health Center.

She serves on the Executive Board of the YWCA-SHR, is a graduate of LEAD Hampton Roads, a member of the American College of Healthcare Executives and Military Officers Association of America. She has received numerous accolade and awards for her contributions to the United States Navy and the community. She is married to Dr. Melvin O. Marriner and is a bonus mom to four sons and bonus grandmother to two grandchildren.



**ROGER O. KELLY**  
*Director of Contracts  
Newport News Shipbuilding*

Roger Kelly is the Director of Contracts for Newport News Shipbuilding (NNS). He has worked at Newport News Shipbuilding since graduating college in 1998, starting his career as a Nuclear Engineer. Upon finishing graduate school with an MBA from Old Dominion University, Roger transitioned into the business side of Newport News and is in charge of negotiating all submarine contracts for the Company. Outside of work, he enjoys spending time with his two daughters (ages 9 and 11).



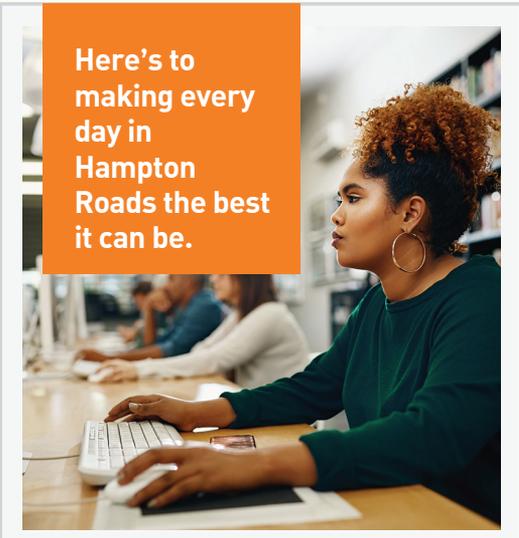
**CHRISTOPHER D. LAGOW**  
*EVP, General Counsel  
PRA Group, Inc.*

Chris Lagow serves as general counsel and is responsible for the company’s global legal and regulatory functions. He was named to his current position in January 2016 after serving as PRA Group’s deputy general counsel since 2011. Lagow has been practicing law for 20 years and joined PRA in 2006 after working in private practice for law firms in New York and Virginia. He earned a B.A. degree from James Madison University and a J.D. from Roger Williams University School of Law.



**JALANA L. MCCASLAND**  
*VP, Physician Practice Management  
CHKD*

Jalana McCasland oversees the operations for Children’s Medical Group (CMG), Children’s Surgical Specialty Group (CSSG) and Children’s Specialty Group (CSG) practice management at CHKD. She has over 20 years health care experience with the majority of it in the ambulatory setting, including practice management, call centers, telemedicine, managed care contracting and physician and regional outreach. Prior to joining CHKD, McCasland spent almost a decade at VCU Health System where she was the VP for Ambulatory Operations and the Executive Director for Regional Outreach. She also spent four years at UVA Health System overseeing their clinic operations and ten years in Texas at the University Health Science Center in Tyler. Jalana received her bachelor’s degree from the University of Texas at Dallas, a MPA from the University of Texas at Tyler and Master’s of Arts in Education and Human Development from George Washington University. She currently serves on Virginia Beach Social Services Advisory Board and is a Fellow in the American College of Healthcare Executives.



Here’s to making every day in Hampton Roads the best it can be.

PNC is proud to support the CIVIC Leadership Institute. Thank you for engaging our region’s leaders in improving life in Hampton Roads.



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**CHARLES H. MIXER, II**  
*CIO  
The Franklin Johnston Group*

Charles Mixer has been with The Franklin Johnston Group since 2013 and has over 15 years’ experience in both the Multifamily industry and IT sector. Since joining the company, his roles include Director and Vice President of Information Technology. In his current role as CIO, he oversees the company’s technology systems, including hardware and software systems used by the company. Charles employs an innovative and insightful approach to the management and support of these systems and combines his understanding of technology with a keen business acumen to maximize productivity, reliability, and security. Charles is on the YMCA Mount Trashmore Board, is a Hampton Roads Chamber Trustee Member and served on the Regional Broadband Subcommittee for VOLUNTEER Hampton Roads. He graduated from Old Dominion University with a Bachelor of Science in Business Administration, Information Technology, and Network Engineering.



**DR. KATERINA OSKARSSON**  
*Chief Strategy Officer  
RISE*

Katerina is Chief Strategy Officer of RISE, a non-profit that accelerates innovation and business growth around solutions to coastal communities’ resilience challenges. Previously, she was Deputy Chief Resilience Officer at the City of Norfolk where she worked on the development and implementation of the City’s Resilience Strategy and the winning proposal of \$120 million from the HUD’s National Disaster Resilience Competition. She has also worked as Analyst at NATO and as Adjunct Assistant Professor at Old Dominion University. Her work has been published by the Stanford University Press, NATO, and a range of policy and academic journals. Katerina earned B.A., M.A. and Ph.D. from Old Dominion University.



**TARA C. RAMSEY**  
CEO  
Instant Systems Inc.

Tara Ramsey is a CEO who works tirelessly to create BEST OUTCOMES for all her stakeholders. She currently runs Instant Systems, a Norfolk based biotech engineering and manufacturing firm, specializing in packaging and delivery systems for the Cell Therapy, Regenerative Medicine, and Tissue Banking industries. She adores Norfolk, the city she has called home since she was five. Tara is a passionate supporter of the economic growth of Tidewater, often occupied with bringing more biotech companies to Hampton Roads. On the weekends you will find her enjoying the best of the 757, kayaking with her family on the Chesapeake Bay.



**AARON R. ROUSE**  
City Councilman  
City of Virginia Beach

Aaron Rouse was born in Norfolk and raised in Virginia Beach. He graduated with a degree in Sociology from Virginia Tech. Rouse was drafted by the Green Bay Packers in the 2007 NFL Draft and also played for the New York Giants and Arizona Cardinals. After retiring from the NFL, Rouse returned to Virginia Beach to begin his career in public service. He served as a coach and mentor before founding Rouse's House. On November 6, 2018 Rouse was elected to Virginia Beach City Council. In 2019, Rouse was named the only city liaison for the first ever Something In The Water Music Festival. Rouse is passionate about the potential growth of Virginia Beach into a strong economic, travel and entertainment location with support to the residents and tourists. His mission is to provide, protect and produce greatness for the great city of Virginia Beach, VA.



**GARY RYAN**  
Executive Director  
Virginia Museum of Contemporary Art

Born and raised in Norfolk, VA, Gary returned home in 2019 to become Executive Director of the Virginia Museum of Contemporary Art and brought with her more than twenty years of leadership experience in both the for profit and not for profit sectors. Gary came to Virginia MOCA from the Katonah Museum of Art in Katonah, NY where she was Interim Executive Director as well as Director of Development. Prior arts experience includes leading business development at the Brooklyn Academy of Music and strategic initiatives at the Metropolitan Opera in New York City. Ryan came to the arts after many years at Time Inc. where she led business development for People and Real Simple in print, online and via licensing. She began her post-MBA career in brand management at Unilever. Ms. Ryan holds an MBA from the J.L. Kellogg School of Business at Northwestern University, a BA from Dartmouth College, and graduated from the Norfolk Academy. She has traveled extensively in South America, is an avid swimmer and the proud mother of Isabel Laterzo.



**MELINDA F. SMITH, CFP**  
Wealth Management  
Senior Advisor PNC

As a Certified Financial Advisor and Wealth Advisor in the Hampton Roads/Greater Washington markets Melinda provides customized lending, deposit and cash flow analysis services to the Ultra Affluent. Melinda's specialty is maximizing the value of debt tailored to high net worth clients and their families. Melinda works closely with a team of experts in investment management, estate and trust planning to help clients achieve their financial objectives. Melinda has 15 years of Financial Services experience and prior to joining the PNC Wealth Management team she was a Relationship Manager in the Commercial Lending Space.

Melinda is a graduate of the University of Missouri and the mother to three teenage daughters. Melinda spends her free time with her family, in the community, at the gym, or boating.



**DR. CULLEN B. STRAWN**  
Executive Director for the Arts  
Old Dominion University

Dr. Cullen Strawn holds an undergraduate degree in the arts from the University of North Carolina at Greensboro as well as masters and doctoral degrees in folklore, ethnomusicology, and African Studies from Indiana University, Bloomington. He has won fellowships and grants including the Fulbright-IIIE, Fulbright-Hays, and Foreign Language and Area Studies for ethnographic field research on expressive cultures in West Africa and the United States. Cullen has consulted for major arts and educational organizations including the Smithsonian Institution, Carnegie Hall, and the National Endowment for the Arts. At Old Dominion University, he oversees public initiatives spanning arts and humanities.



**GLENN A. THOMPSON**  
Vice President  
Business Development  
W.M. Jordan Company, Inc.

A graduate of Virginia Military Institute with a Bachelor of Science in Mechanical Engineering, Glenn has over three decades of experience in construction, two of them with W. M. Jordan Company. Glenn began his career in project management before transitioning into business development where he now leads the marketing and business development team's efforts throughout Virginia and the Carolinas. Collaboration is at the heart of any successful business, and Glenn continues to work tirelessly to promote collaboration across our entire industry in his leadership role with W. M. Jordan Company. He and his wife Alyse reside in the historic Church Hill neighborhood of Richmond Virginia.



**EILEEN A. VARNSON**  
Vice President  
Marketing & Communication  
Riverside Health System

Eileen Varnson is Vice President, Marketing and Communications. In this role, she oversees strategic development for marketing and public relations, digital, social media, media relations, internal communications, publications and external relations.

Eileen brings over 25 years of progressively responsible leadership experience in marketing, innovation and consumer engagement. Eileen came to Riverside Health System from Cox Media Group in Atlanta. There she was the Director of Digital Strategy for Cox Health Marketing, a center of excellence in marketing for healthcare providers and health systems. Prior to that, Eileen served as Senior Director of Client Services at WebMD. In that role, Eileen managed the consumer book of work for the United States and the United Kingdom, including top healthcare accounts such as Cancer Treatment Centers of America, Kindred Healthcare, Walgreens, Reckitt Benckiser, Pfizer, Johnson & Johnson and AbbVie.



**RYAN M. WITHERS**  
Partner  
KPMG LLP

Ryan is a partner in KPMG's Norfolk Audit practice. He has extensive experience with public company integrated audits. After completing a three-year rotation in KPMG's Department of Professional Practice in New York, he now serves as an area practice leader for audit quality support for both technical accounting and auditing matters. Ryan is a Performance Management Leader and is involved in campus recruiting at the University of Virginia, his alma mater. He has been a speaker at various events, including multiple accounting and financial reporting updates to clients and targets.



**CAPT. MICHAEL L. WITHERSPOON**  
*Commanding Officer*  
*Joint Base Little Creek-Fort Story*

CAPT Michael Witherspoon is from Tuscaloosa, AL. He earned his Bachelors of Science degree in Systems Engineering from Norfolk State University and a Master's Degree in National Security and Strategy from the U.S. Naval War College.

He served as Executive Officer of the USS GRAVELY; tours in and merger of Maritime Expeditionary Security Squadron FOUR, Coastal Riverine Squadron FOUR Maritime Expeditionary Security Squadron TWO, Coastal Riverine Squadron TWO and Commanding Officer of Coastal Riverine Squadron TWO. He deployed in support of wartime and contingency operations.

Ashore assignments include Operational Test Director at Commander, Operational Test and Evaluations Force, Officer-in-Charge Coastal Riverine Group TWO Training and Evaluation Unit, and Future Plans in Military Sealift Command.

CAPT Witherspoon became Base Commander in June 2020 for Joint Expeditionary Base Little Creek-Fort Story. Personal awards include the Navy Meritorious Service Medal; Navy Commendation Medal; Army Commendation Medal; and Navy Achievement Medal.



**KRISTINE A. WORRELL**  
*Editor-in-Chief*  
*Virginia Media*

Kris Worrell is editor-in-chief of Virginia Media, which includes the Virginian-Pilot, Daily Press, Virginia Gazette, Tidewater Review and Style Weekly in Richmond. A native of Virginia, Kris graduated from Kempsville High School and the University of Virginia before getting her first job in journalism at the Virginian-Pilot in 1987.

Since then, she has led newsrooms in Texas, New York and New Jersey, and worked as a reporter in Atlanta, North Carolina and Virginia. She has a master's degree in journalism from Syracuse University. Kris moved back to Virginia Beach in 2019 with her husband, Dan, and two teenagers.



**MARY BETH E. WUSK**  
*NASA Engineering and*  
*Safety Center Chief Engineer*  
*NASA Langley Research Center*

Mary Beth Wusk has worked at NASA Langley Research Center for over 30 years developing complex technologies on research aircraft, suborbital launch vehicles, low earth orbit satellites and systems targeting the Moon and beyond. She currently serves as NASA Langley's Chief Engineer at the NASA Engineering and Safety Center preparing for the Artemis mission to launch the first women and next man to the moon by 2024.

She is dedicated to the development of the next generation through STEM programs and was also selected as a "Women of NASA" representing a vibrant community of dedicated women employees who play a vital role in NASA's mission.

## CIVIC *Leadership* INSTITUTE

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## CIVIC *Scholars*

When asked about his experience in the 2020 CIVIC Scholars class, ODU Senior Aric Justice did not hesitate to share his enthusiasm. "CIVIC Scholars has been the defining experience in my college career and has left me feeling more connected to my community than ever before." Each year, CIVIC welcomes a new class of high performing students from Old Dominion University and Tidewater Community College to provide leadership training, professional development, community engagement opportunities and mentorship. CIVIC offers these students the knowledge, tools, and connections to step into leadership roles earlier in their careers.

The program has a four-year rotating curriculum that helps students continue to grow with timely and topical programming. Freshman and sophomore students participate in community volunteer efforts, while juniors are connected with a mentor in their field of interest. CIVIC's senior students join the Senior Board, providing an opportunity to help

design future programming. "We're so very proud of this terrific program," said Megan Shuford, CIVIC Scholars Program Associate. "It gives these students a chance to connect with this community and get practical, real-world experience before graduation."

The CIVIC Scholars Program is a partnership with Old Dominion University and has been responsible for scores of talented students finding career paths in Hampton Roads. The program launched in 2013 and focuses on developing a spirit of professionalism and civic engagement. Students learn how to interview, network, write resumes and cover letters, and develop presentation skills.

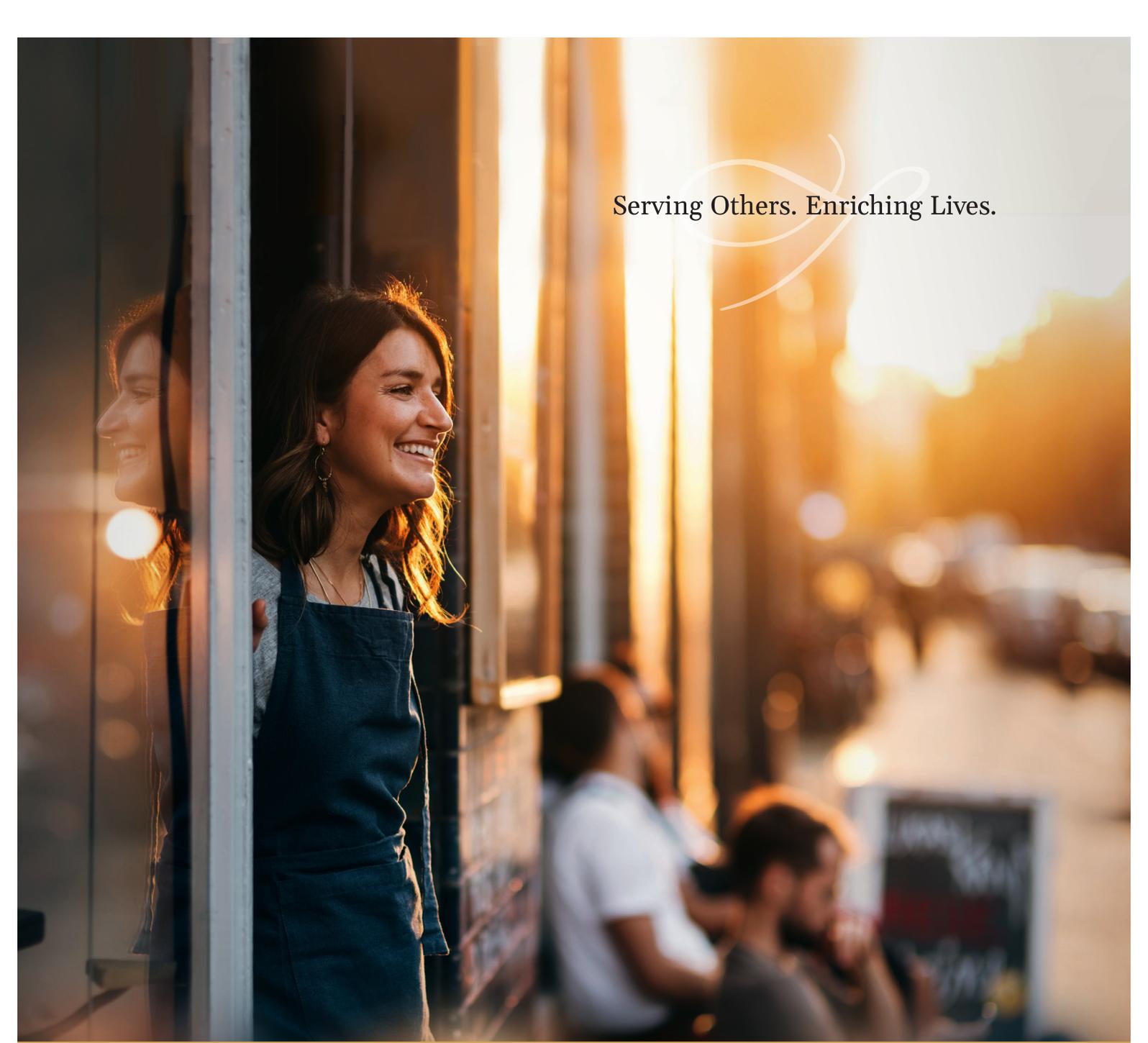


“The ODU Civic Scholars program, which Old Dominion and the CIVIC Leadership Institute jointly launched in 2013, yields multiple advantages for both our students and the community. From their own testimonials, participants report a multitude of benefits, including the development of interpersonal, communication and leadership skills and the ability to make contacts with top business and community leaders. In turn, the program

strengthens their connections to and interest in Hampton Roads, which gains further rewards from their continued involvement after they graduate.”



– *President*  
**John R. Broderick,**  
*Old Dominion University*



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TowneBank is proud of our community. And we're committed to doing all we can to make it stronger... now and in the future.

