

Tribute!

30 YEAR
ANNIVERSARY

**eliminating racism
empowering women**

ywca

2007 **AWARDS CELEBRATION**

Presented by the YWCA West Central Michigan with Title Sponsor



agenda

November 7, 2007

Noon to 1:30 p.m.

DeVos Place

Welcome

Jessica Kurylowicz

Chairperson

Board of Directors

YWCA West Central Michigan

Michelle VanDyke

President/CEO

Fifth Third Bank Western Michigan

Kysha Frazier

Co-Chairperson

YWCA TRIBUTE! 2007 Steering Committee

Invocation

Grand Rapids Women's Chorus with Edie Evans Hyde

Luncheon

Awards Presentation

Kysha Frazier, *Co-Chairperson*

Jessica Murphy, *Co-Chairperson*

YWCA TRIBUTE! 2007 Steering Committee

Thank you for attending!

advocacy



DeDe Esque

*President and CEO
Nokomis Foundation
nominated by Twink Frey*

There are few places where DeDe Esque fears to tread and still fewer places where her efforts are not felt.

Tenacious in her commitment and graciously candid in her approach, DeDe is a tireless advocate for women, girls, and those surviving on the margins of our community. At the heart of her passion is a thirst for justice and equality, and absolute confidence in the knowledge that people working together can make a difference if they think and act strategically. Whether she is pounding the pavement to register voters in the broiling August sun, reading through stacks of countless funding proposals, or mentoring our next generation, DeDe sees her purpose as giving voice to those who are all too often unheard.

With DeDe, hope becomes reality. DeDe forges networks across seemingly disjointed communities, inspires others, and provides them with the practical skills and resources needed to take the steps required to make our community more inclusive, more just, and more supportive of women and girls.

As a Program Officer at the Nokomis Foundation, she has been instrumental in bringing progressive and diverse speakers to the community to heighten awareness of gender issues. She has helped numerous organizations navi-

gate the process to secure the resources they need to bring life to strategies that have lasting impact on women and girls in the areas of economic development, parity, sports equity, health, safety, and domestic violence.

DeDe's work with voter registration and electoral politics convinced her of the need for on-going, impartial analysis and education in order to consistently engage voters as more active participants in civic matters. After careful research, she decided that the League of Women Voters needed to be restored locally and immediately set about to make it happen. Under her leadership a team is ready to open the local chapter. DeDe is an organizer of the Coalition for Inclusion of Women in local politics, a member of the Women's Political Action Network and Progressive Women's Alliance whose Issues Committee she has co-chaired.

Her commitment to inclusiveness extends to issues of racial justice as well. DeDe's gift for bridge-building is recognized throughout our community. She is a sought-after group facilitator for the Institute for Healing Racism and the annual Summit on Racism, and a trainer of facilitators. As an organizer for the Racial Justice Youth Summit, she helped young people create a forum for themselves in order to address race and to move toward reconciliation.



Pearl Shangkuan

Chorus Master

Grand Rapids Symphony Orchestra

Professor of Music

Calvin College

nominated by Ruth Vis

Pearl Shangkuan has proven that music can transcend differences and open doors.

Since her arrival in Grand Rapids nine years ago, Pearl has reshaped and advanced three choirs—Grand Rapids Symphony Chorus, Calvin Alumni Choir, and Calvin Oratorio Society—and created the Calvin College Women's Chorale. As her nominator states, "What others have done to elevate ballet and baseball in Grand Rapids, Pearl has done for choral singing." Pearl's choirs are models of choral excellence and rightfully acclaimed locally, nationally, and internationally.

Pearl is credited with helping the Grand Rapids Symphony Chorus flourish and achieve new heights in musical skill and talent, garnering glowing reviews from critics and colleagues alike. Her work with the Calvin Alumni Choir has generated invitations to sing as part of the Gilmore Festival, with the Grand Rapids Symphony, and at state, regional and national conventions of professional music organizations.

While Pearl's talents are recognized beyond our community's borders, they are all the more appreciated by her local peers, audiences, and choir members. Adding to our area's already

rich artistic fabric, Pearl has brought internationally-known musicians, composers, and clinicians to Grand Rapids. She has commissioned works that are now performed and recorded across the nation. Pearl's efforts have created tremendous visibility for our community, strengthened our artistic reputation, and attracted key musical conventions to the area.

In a field with few female directors, Pearl sees herself as an educator but equally so as a mentor to young women. She created the Calvin College Women's Chorale, an honors choir for women students who are affectionately known as "Pearl's Girls." The group has toured the East Coast, South Korea, China and Los Angeles where they were enthusiastically welcomed and their performances celebrated. Pearl also actively seeks out program music of women composers to give exposure to their work.

Pearl Shangkuan describes her work with music in this way, "When you program globally... I think it opens our minds and our hearts to all kinds of people. I include cultural pieces in my program not just so I can say, 'Hey, we have a multicultural repertoire', but so the choir members and listeners have the opportunity to understand the significance of people from every tribe, every language and every nation."

Pearl has served as president of the Michigan chapter of the American Choral Directors Association and is current president of its multi-state Central Division.

business, management, industry and labor



Nancy Hickey

*Senior Vice-President and Chief
Administrative Officer
Steelcase Inc.*

*nominated by Deb Bailey and
Faye Richardson*

Nancy Hickey has proven herself as a leader in the business community and a superior advocate for women.

Central to Nancy's success is her leadership style, described as one that excludes approachability and emphasizes her responsibility to helping others achieve. She has helped create a corporate vision that achieves bottom-line success, values female employees, emphasizes community involvement, and drives the social responsibility efforts for our area's second largest employer.

Nancy was the first and until recently, the only woman to sit on the Senior Executive Team at Steelcase Inc., a global leader in the office furniture industry. In a sector that has recently weathered some of the most heart-wrenching economic downturns ever experienced, Nancy helped chart a course that allowed the company to survive and once again thrive. She led the search team that brought a second woman to Steelcase's Senior Executive Team. By working tirelessly to provide access to development and training programs, she has increased the number of women promoted into leadership positions. Her work has resulted in Steelcase being one of the top two scorers for all public companies in the Michigan Women's Leadership Index.

Nancy's efforts and influence on behalf of women are felt in our broader community as well. She was instrumental in establishing the Grand Rapids' chapter of Inforum, an organization committed to strengthening the business environment in Michigan by creating opportunities for women to learn, lead and succeed. In its first year, Inforum attracted over 600 women business leaders, and continues to provide invaluable networking and educational opportunities for hundreds of local women.

To strengthen the position of women and people of color, and to bolster our community's overall well-being, Nancy has ensured that significant corporate resources have been strategically directed to organizations such as the YWCA, the Women's Resource Center, Hispanic Center, WMCAT, Grand Rapids Pre-College Engineering Program, Grand Valley State University, and Michigan Colleges Foundation... to name just a few.

With her support, the Steelcase Community Relations Team established "Friend InDeed", a program that allows employees to take time off from their jobs, with pay, to volunteer. In addition to currently serving on the board of directors for Fifth Third Bank-West Michigan and Meijer Inc., Nancy's own volunteer efforts include participation on the board of directors for St. Cecilia's Music Society and as Chair of the Go Red for Women event for the American Heart Association.

community service



Peggy Bishop

Partner

Beene Garter LLP

nominated by Robin Keith

There are few as committed to creating a community that values women and children as Peggy Bishop. To get us there, she devotes her professional skill and countless hours of personal time to ensure that the right people have the right information to make the right decisions for populations that are all too often overlooked.

Peggy's service to the YWCA began in the early 1980's when she served on the Finance, Nominating, and TRIBUTE! Steering Committees. She helped strengthen the organization's internal infrastructure and secured financial resources that supported the YWCA's services for victims of violence. She then joined the Board of Directors, first as Treasurer then as Board Chair. She helped lead the charge for changing the YWCA USA's national dues structure which had undermined the ability of many local associations to effectively serve women and children.

Peggy has served the Girl Scouts of Michigan Trails with equal passion. As Council President for five years, she led an organization that helps 12,000 girls build "confidence, courage, and character". Peggy's efforts resulted in a successful capital campaign to expand Camp Anna Behrens, allowing more girls to enjoy the experience of camp, particularly those who might not otherwise have had the opportunity.

As a 25-year member, Peggy inspired her peers in Quota International of Grand Rapids to raise \$40,000.00 to fund cochlear implants for two local children, and then brought the importance of cochlear implants to an international audience when she spoke at a Quota International Convention. Her work has resulted in greater awareness and funding for cochlear implants for children around the world.

Peggy has also served as Board Member and Treasurer for the Student Advancement Foundation and was instrumental in the Foundation's reorganization and successful completion of a \$1.7 million literacy campaign designed to restock every library in the Grand Rapids Public Schools. The result has impacted thousands of students who now have access to comparable learning resources as do students in more advantaged school districts.

Beyond her personal volunteer commitments, Peggy has excelled professionally in the still male-dominated accounting field. As Beene Garter's first female partner, she chairs their Non-profit Industry Team and has become an invaluable resource to the non-profit sector. Understanding that the well-being of the non-profit sector in great measure determines the well-being of the for-profit sector, Peggy has dedicated her professional career to helping her non-profit clients create efficient infrastructures that strengthen their capacity to serve those who turn to them.

professions



Laura Knapp

Deputy Fire Chief

Grand Rapids Fire Department

nominated by Rhonda Rupp

In a profession that is physically dangerous, emotionally taxing, and steeped in fraternal solidarity, Laura Knapp has excelled where few others have.

After graduating with top academic honors and holding an undergraduate degree in Business Administration, Laura's nominator recalls that it was when someone suggested that she consider applying to the Grand Rapids Fire Department that she found her true passion. From a class of just three female firefighters in 1984, Laura has worked her way up. Today as Deputy Fire Chief, she is GRFD's highest-ranking female. Along the way she has made life safer for our community, strengthened the Fire Department's outreach, gained the respect and trust of her peers, and earned the admiration of the young women following in her footsteps.

Laura's current assignment includes responsibility for GRFD's Fire Prevention Division. Since assuming that role three years ago, her efforts are credited with making more gains and keeping Grand Rapids' citizens safer than at any time in the history of the department. With her team and in collaboration with the American Red Cross, Laura developed "Saving Lives At the Sound" which is a program that dedicates firefighters and volunteers to door-to-door canvassing in lower

income neighborhoods to install free, working smoke detectors in homes. Laura secured funding to implement critical bi-lingual fire-safety awareness campaigns throughout the Grand Rapids metropolitan area. She led the effort to update the city's fire code, created a mobile office for fire inspectors allowing them to reach more buildings, and began the city's first public and private school inspections.

In a time when funding is extremely limited, Laura authored and implemented a cost-recovery fee program which assesses charges for repeated false alarms and other non-essential calls. The result has increased revenue for a vital city service, lowered false alarms and related expenses, decreased the number of fires, and most importantly, increased the public's safety.

Laura's leadership style is marked by intelligence, perseverance, a commitment to excellence, and most notably, building relationships based on integrity and respect. As an example, in partnership with Battalion Chief Salatka, the two have developed a process that effectively connects front line firefighters and captains in order to resolve conflicts, improve employee relations, and strengthen their organization's overall well-being.

In these ways, and so many others, Laura has quietly and humbly made us all safer and built a door for women where none existed before.

sports, fitness and wellness



**Mary Kay Kempker-VanDriel,
Ed.D, RN**

*Director, Healthier Communities
Spectrum Health*

*nominated by
Reverend Dr. B. Margaret Voss*

Mary Kay Kempker-VanDriel was the epitome of nursing long before her formal education and training began.

As a tutor at a local elementary school more than 15 years ago, Mary Kay discovered that head lice and immunization compliance were common health issues that kept children out of school and impacted their academic performance. This led her to work with the school district and other organizations to develop a model on-site health program at the school. The program has since expanded to 31 schools and reaches nearly 16,000 students today.

In her role as Director of Spectrum Health's Healthier Communities program, Mary Kay stewards a budget of \$6 million dollars, oversees services that reach over 110,000 people annually, and has established effective models of community outreach. Through Healthier Communities Mary Kay has succeeded in providing families, who are most in need, with improved health care access, prevention education, and chronic disease management. In short, families have a "medical home" and a primary care physician who can better coordinate ongoing care and achieve better outcomes – compared to making episodic visits to an emergency department.

Known for a positive attitude, also appropriately described as "contagious", Mary Kay combines her caring and passion with a strategic, intelligent approach to delivering medical services. Mary Kay tediously tracks performance, documents outcomes and analyzes results to determine effectiveness and to identify the best way to allocate scarce human and monetary resources for programs. The result is that the most vulnerable are able to access critical medical care before it is too late and overall health care expenses are reduced.

Mary Kay is equally adept at establishing collaborations and partnerships with other organizations. In doing so, she has guided the development of faith and neighborhood-based programs that make access to services available in comfortable, familiar places where people live and worship. These collaborations make services more accessible and increase the likelihood that individuals will seek the care they need.

Understanding that cultural competency is central to providing quality health care, Mary Kay actively recruits to her staff nurses who represent the communities being served. She has participated in efforts to attract people of color to the nursing field and encourages her staff to seek out formal and informal opportunities to expand their knowledge in order to best serve their patients.

Mary Kay is a 2005 inductee into the Robert Wood Johnson Nurse Executive Fellowship.

professions



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judy lloyd leadership award

presented by the ywca board of directors



Judy Lloyd

September 18, 1945 to June 1, 2005

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

-John Quincy Adams

It was this way with Judy Lloyd as well. Her kindness and extraordinary grasp of the issues facing our community, inspired countless numbers to follow Judy's lead. She was a role model for us all; the most graceful and respected of leaders. Judy led in a quiet, unassuming way – connecting individuals and organizations to the benefit of those most in need. She was a cheerleader and a touchstone, knowing who to bring to the table to get a job done and then devoting herself wholeheartedly to the tasks needed to get there. She touched hearts and strengthened our community at the same time. Judy's passing was met with an outpouring of generosity in her memory which the YWCA has housed at the Grand Rapids Community Foundation and directed to long-term support of our services to create a community supportive of women and their families.

Within the YWCA, Judy's two-decades of influence was immeasurable. She participated on the TRIBUTE! Steering and Selection Committees. She helped establish and grow the YWCA's Circle of Women Celebration exponentially. Judy was a mem-

ber of our Finance Committee, helping manage finite resources to effectively address the seemingly infinite challenges facing women and girls. She led the YWCA's Board of Directors during some of the organization's most historic moments and helped to lay the foundation for fundamental change in the national YWCA. And through each moment, with each task, Judy offered those she worked with warm words of encouragement and the practical hands-on help to succeed beyond expectations.

With a corps of volunteers who resemble Judy's dedication and quiet leadership, the YWCA has worked hard over the last century to create an environment that allows women and girls to thrive and lead. The TRIBUTE! Student Award is an extension of that. We honor those young women who, while still in high school, have already shown themselves to be gifted, competent models for us all. The connection between these young women and Judy is natural and apparent. It is most appropriate that the Student Leadership Award should bear her name.

Inspired by Judy's life and work, the YWCA Board of Directors chose to establish the Student Leadership Award in her honor. It is designed to offer practical help to TRIBUTE! student honorees as they work to fulfill their dreams. It is in this way that we recognize Judy and commit ourselves to a future motivated by her values and example.

student honoree

and recipient of the judy lloyd leadership award



Aqueelah Seifullah

Student

City High School

nominated by Catherine Behrendt

Aqueelah Seifullah comes from a family of activists and high-achievers, yet she has carved a path all her own with interests that span academics, music, athletics, religion and advocacy.

A top-notch student carrying a 4.0 GPA, Aqueelah has been fluent in Spanish since the second grade. She was recently recognized as a Wade H. McCree, Jr. Incentive Scholarship Program Scholar by Grand Valley State University.

Understanding that her gifts should be used to help others, she has mentored Spanish-only speaking elementary students in reading through the "Help One Student to Succeed" program. She has volunteered over 80 hours at Campfire USA's Loop Summer Program tutoring elementary and middle school children. Aqueelah has also worked for two years as a mentor for children at the Bridge Mentoring Program offered through the Methodist Community Churches.

While her academic achievements are numerous and noteworthy, Aqueelah is an accomplished musician on the flute, saxophone, and piano as well. She has been recognized by the Michigan School Bank & Orchestra Association Music Festival and was awarded

a scholarship to attend the Calvin College Knollcrest Music Camp. Beyond this, Aqueelah has earned her varsity letter in tennis and played softball, basketball, and run track. She is a student government officer, senior class activities director, and a member of Delta Gems which is designed to provide young girls with the knowledge and skills to become successful individuals in their schools and communities.

Aqueelah found her voice early on as an advocate for inclusiveness and diversity. As one of a few Muslim students in our community, she has read the Quran no less than 7 times and is well-versed in Christian and Islamic doctrines. Her perspective and experiences have helped her understand the value of efforts to educate and bridge differences. She has been welcomed into numerous forums that have provided her with opportunities to do so. Aqueelah serves on the Grand Rapids Community Foundation - Youth Grant Committee, was a Teen Ambassador at the Grand Rapids Teen Summit 2005, and has served as a student intern in State Representative Robert Dean's office.

As she prepares for her next steps in life, Aqueelah is looking with interest at the medical field and has worked as a Student Intern for Spectrum Health and trained under a Registered Nurse and Pharmacist.