



Highfields
Changing Lives,
Strengthening Communities

Mission

*To provide opportunities to children, youth and families
to become more responsible for their own lives and to
strengthen their relationships with others.*

Welcome to
Highfields
Board of Directors
Annual Meeting

Virtual Zoom Meeting
<https://us02web.zoom.us/join>
Meeting ID: 856 6243 9295

April 28, 2021
6:00 p.m. - 7:00 p.m.

Letter From Brian Philson President and CEO



Welcome everyone!

Last July, we met for the annual meeting “virtually” for the first time. We were a few months into the pandemic, and the catch phrase was “living in unprecedented times.”

Today, we are still living in some uncertain and unprecedented times. However, as the Highfields’ family gathers tonight, I want us to hold on to four things that we do know for certain.

1. The need for Highfields’ services is greater than ever. I shared early in the pandemic that we used the motto “Same Mission, Different Strategies” and the Highfields team has honored and lived up to that call. We continue to stabilize, strengthen and empower children and families in new and creative ways. We have delivered over 1,000,000 scheduled Zoom meeting minutes since the start of the pandemic to meet with clients, hold supervision meetings and collaborate across thirteen counties.

The emerging needs are centered on increased stress, trauma, and we are experiencing a mental health crisis that will rely on the services of Highfields.

2. Our donors, individuals, foundations and corporate partners continue to support our work. These Highfields heroes have answered the call to partner with us as we meet those enormous and emerging needs of our clients. I recall six straight Mondays when I opened my mail/email/text to receive an amazing donation... above and beyond their normal giving. I continue to be humbled by the community’s unflinching support and belief in our mission.
3. Highfields is stronger today than before the pandemic. One of our goals was to emerge on the other side of the pandemic in good form - if not better - than we were when we entered it. I continue to be encouraged as all projections indicate we will be financially strong, fully staffed, adequately resourced, and prepared to safely engage in resuming face-to-face client and family engagement.
4. Our business model is changing. All of our programs have had to adjust, be flexible and adapt to changing times, regulations and requirements. The result is that our business model is changing and will also need to transform. We are working diligently to do so, while preserving the integrity of our mission that is so very important to our work.

Tonight we will present two awards that recognize Highfields’ loyal supporters— the Robert L. Drake Citizenship Award and Highfields Partnership Award.

Stephen Zynda is receiving the Robert L. Drake Citizenship Award for his commitment to supporting Highfields’ Mindfulness and Meditation Program. Stephen is a long-time supporter of Highfields. His passion for mindfulness and meditation helped spark Highfields’ new program, teaching clients skills they can use to reduce stress,

anxiety and bring a positive focus to their lives. I know Judge Drake would be as honored as I am to award Stephen with the 2021 Robert L. Drake Citizenship Award.

The Partnership Award is awarded to the W.B. and Candace Thoman Foundation. The Thoman Foundation's commitment to supporting life-enhancing programs at Highfields has been significant in providing opportunities for youth, specifically in our residential program. The foundation has helped carry out the Arts and Technology Program for students who are struggling with many challenges. Highfields has truly appreciated our partnership with the Thoman Foundation, as we utilize the creative arts in the treatment of children and families.

We also have the great pleasure and honor of recognizing Tim Monroe as the 2021 recipient of the Carl J. Latona Distinguished Service Award. This award is given annually to a Highfields employee that exhibits the traits modeled by Carl: Integrity, Passion for Helping Others, Perseverance and an Uncompromising Commitment to Doing the Right Thing. Carl had this to say about Tim receiving this year's award, "Tim, not only have you witnessed and been a part of the mighty sea of change that marks Highfields' intended and unintended transitions, but you can rightly claim to be one of the "lighthouses" guiding the ship on this sea."

I also want to highlight the accomplishments of the Highfields leadership team, residential staff, and our board of directors.

The leadership team is a group of individuals that supervise teams throughout the organization. Over the past year they have stepped up in a manner that humbles me and makes me so very proud. They have done so with integrity, personal sacrifice, and "modeled the way" for our team of staff. In addition, they have committed an amazing amount of time and energy to engage in a Diversity, Equity and Inclusion Change Management Initiative that I believe will yield great results for Highfields and the children and families we serve.

I am proud and honored to serve for the Highfields Board of Directors. Since 1962, individuals on our board have demonstrated strong corporate and community partnerships that still exist today. These relationships have helped establish Highfields into the fabric of the mid-Michigan community. I am grateful for their continued strength and leadership.

As I look at 2021 and beyond, my vision for Highfields is filled with a continued promise and commitment to our community. We will remain vigilant, relevant, and engaged in the crucial topics and conversations needed to make this community a better place.

I want to thank each of you for your personal and professional contributions of time and resources to support our work. Thank You!

May you enjoy your evening, be inspired and find some joy in knowing that you help make a difference through your commitment to Highfields.

A handwritten signature in black ink, appearing to be the name 'B. ...' with a stylized flourish at the end.

Annual Meeting Agenda

Welcome Guests

Chairperson Call to Order and Approval of 2020 Annual Meeting Minutes — Brandie Ekren

President's Report — Brian Philson

Presentation of Board of Directors Awards — Brian Philson

Claudia Remenar—3 years
James Woodfork Jr.—3 years
Jeff Hertrich—6 years
Chivon Kloepfer—6 years
Lizzie Mills—6 years
Tom Reder—6 years

Brandie Ekren - Chairperson Award 2020-2021

Introduction of Directors and Officers — Brandie Ekren

Directors Renewed to Second Term

◆ Anne Brown ◆ Nannette Norwood

Officers for 2021-2022

Chairperson—Erika Fussman
Chairperson-elect—Anne Brown
Past Chairperson—Brandie Ekren
Treasurer—Carol Giacoletto
Secretary—Sam Davis
Program—Becky Bednarski and Fran Loose, Co-Chairs
Fund Development—Anne Brown and Mark DeLuca, Co-Chairs
Finance and Personnel—Carol Giacoletto and Peter Tratt, Co-Chairs
Building and Sites—Mike Sheets

Directors Beginning First Term

◆ Dr. Carol Beals ◆ Robert Saxton
◆ Chad Karsten ◆ Elisabeth Yeider
◆ Kiyerra Lake

Approval of Directors and Officers — Brandie Ekren

New Business — Brandie Ekren and Erika Fussman

Authorization to sign accounts and contracts - action item

Authorization to sign and endorse checks - action item

Final Comments and Handing of the Gavel

New Chairperson Remarks

Introduction of Trustees of Endowment — Brian Philson

Rich Martin, Chair, Trustee

Carol Giacoletto, Treasurer, Trustee

Carrie Freeman, Board Liaison, Trustee

Nakia Barr, Trustee

Kira Carter-Robertson, Trustee

Ken Frankland, Trustee

Nicole Powers-Heinig, Trustee

**Endowment Report, Awards and
Aldinger Scholarships — Brian Philson**

Endowment Report

Aldinger Scholarship Winners Presentation

Lillian Bieszke, Aaron Brown, Taneekia Donnelly,

Monique Jackman, Anamile Morejon-Quesada,

Jorge Morejon, Danielle Shortsle, Emily Thompson,

Randi Tollison, Evelyn Trumpey, Marissa Vanwormer,

Sarah Williams

Highfields Awards — Brian Philson

Carl J. Latona Distinguished Service Award

Tim Monroe

Robert L. Drake Citizenship Award

Stephen Zynda

Highfields Partnership Award

W.B. and Candace Thoman Foundation

Final Comments — Erika Fussman

Adjourn

ANNUAL MEETING MINUTES 2019-2020—Held via Zoom

CALL TO ORDER

Brandie Ekren called the Annual meeting of the Highfields Board of Directors to order at 6:35 p.m.

A welcome was extended to all of our special guests. The Board Emeritus' that attended were recognized. Jo Hacker, who passed away this past year, was remembered. Lisa Drake was recognized as Judge Drake's great-niece.

The Board Emeritus present or not present were named and honored.

Hon. Robert L. Drake (deceased)

Derwood L. Boyd (deceased)

Frank L. Guerriero (deceased)

Jo Hacker (deceased)

Harold E. Hicks (deceased)

Dr. Olivia Letts – Recognized

Mary McCarthy (deceased)

Shirley Richards (deceased)

Grant A. Santimore (deceased)

Malcolm M. Williams (deceased)

Duane R. Vernon - Recognized

APPROVAL OF MINUTES

It was moved by Mable Martin-Scott and seconded by Sam Davis to approve the April, 2019 Annual Meeting minutes. Motion carried unanimously.

PRESIDENT'S REPORT/COMMENTS

Thank you and recognition to:

Dart Foundation - Dart Family Treatment and Education Center

Capital Region Community Foundation – Capacity Building grant for technology.

Many donations have been sent in from various donors in the past months for COVID relief. In mid-March we moved our staff to a work from home modality under the new motto of “Same Mission, Different Strategies.”

We closed campus allowing essential personnel only and closed all community services offices. We began operating under the following:

1. Take care of yourself
2. Take care of your loved ones
3. Do the work of Highfields as you are able.

We were able to access to the Payroll Protection Loan and we are fully staffed today.

Last year we recognized the retirement of Bev McGill as Fund Development Director and the resignation of Chris Robinson as Residential Director. We introduced Chris Jurasek as the Interim Residential Director and Laura Jurasek as the Acting Fund Development Director. Chris and Laura have both done a fantastic job in taking on their new roles and responsibilities, especially during the pandemic.

Highfields is working to improve our cultural competency and the board will be able to engage in the Strategic Planning process that will begin in August. We will be including Diversity, Equity and Inclusion as part of our new Five-Year plan.,

Our Strengthening Families Breakfast is coming up in October and we hope to be able to meet in person with a virtual option.

PRESENTATION OF BOARD OF DIRECTORS AWARDS

Three Year Awards

John Evans

Andy Kurncz

Six Year Awards

Tanda Reynolds

Karen Johns

Mark Kellogg – Gave comments and thank you to Highfields.

Brian thanked each board member for their service to Highfields. He invited them to still remain connected to Highfields.

Chairperson Award

Jeff Hertrich – Spoke highly of Highfields and their work during the good times and the not so good times, and gave advice to incoming board members to get involved.

Brandie thanked Jeff for his help in the transition as board chair.

Brian Philson thanked Jeff Hertrich for his year of service as board chairperson.

INTRODUCTION OF OFFICERS AND DIRECTORS

Renewed for second term:

Rebecca Bednarski

Sam Davis

Brandie Ekren

Erika Fussman

Tim Johnson

Matt Nowak

Mike Sheets

Peter Tratt

It was voted at the July 8, 2020 board meeting to accept the renewal of the presented board members for a second term on the Highfields Board of Directors. It passed Unanimous.

Election of Officers and Committee Chairpersons

Chairperson – Brandie Ekren

Chairperson-elect – Erika Fussman

Past Chairperson – Jeff Hertrich

Treasurer – Carol Giacoletto

Secretary – Sam Davis

Programs Committee – Becky Bednarski, Chairperson

Fund Development Committee – Erika Fussman and Anne Brown, co-Chairpersons

Finance and Personnel Committee – Carol Giacoletto and Peter Tratt, co-Chairpersons

Building and Sites Committee – Tom Reder, Chairperson

The Nominating Committee approved the slate of officers.

It was voted at the July 8, 2020 board meeting to accept the election of officers as presented for the Highfields Board of Directors. It passed Unanimous.

Election for first term:

Brian Gallagher

Josh Jelenek

Gerald Sambaer

Kevin Shaw

It was voted at the July 8, 2020 board meeting to accept the presented prospective board members for their first term on the Highfields Board of Directors. It passed Unanimous.

TRUSTEES OF ENDOWMENT

Appointment of Trustees

Ken Frankland, Trustee

Rich Martin, Trustee, Chair

Carol Giacoletto, Trustee, Treasurer

Carrie Freeman, Trustee, Board Liason

Nakia Barr, Trustee, Community Member

Mike Zamiara, Trustee, Community Member

It was voted to accept the appointment of the presented trustees for the Highfields Board of Directors Endowment Committee. It passed Unanimous.

ENDOWMENT REPORT AND ALDINGER SCHOLARSHIPS

This past year the Endowment Committee has worked diligently to provide fiscal responsibility to the Highfields Endowment Fund and to award scholarships from the Aldinger Scholarship Fund.

The committee met twice in 2020 via Zoom. At the January, 2020 meeting the committee approved disbursements from The Bradford Fund for \$37,300 and the Unrestricted Fund for \$17,818.46.

The Endowment Fund (all funds) is currently at \$1,009,535 as of December 31, 2019.

At the March, 2020 meeting, the committee met via Zoom and recommended the award of 17 Aldinger Scholarships totaling \$16,798 to the following individuals: Shane Adams, Jaylah Ash-Shakoor, Aaron Brown, Ella Brown, Brandy Coates, Denise Dornbush, Aliyah Henderson, Sam Hopkins, Jenny Lam, Jorge Morejon, Emily Owen, Logan Patterson, Abigail Tiffany, Evelyn Trumpey, Darci Van-Wormer, Trevor Willard, and Sarah Williams.

A video presentation was shown of all the recipients.

AWARDS

Carl J. Latona Distinguished Service Award

Brian Philson recognized Ken Carpenter.

Robert L Drake Citizenship Award

Brian Philson recognized Sam Davis for the Robert L. Drake Citizenship Award. Sam gave this thanks and a few brief comments.

Highfields Partnership Award

The Highfields Partnership Award is being given to The James and Kimberly Currie Foundation. A video was shown from James and Kimberly accepting the award.

FINAL COMMENTS

Brandie Ekren gave the closing remarks. She thanked the Board of Directors and Brian for the opportunity to serve as Chairperson.

ADJOURN

The meeting was adjourned at 7:28 p.m.

The next meeting will be April 28, 2021

NEW HIGHFIELDS BOARD MEMBERS 2021-2022



Carol Beals, M.D., lives on an 80-acre farm in Grand Ledge, Michigan. She recently retired from a private practice in rheumatology at Beals Institute, Lansing Michigan. She specialized in arthritis, osteoporosis, and auto-immune diseases. She has written and published several medical articles, has given lectures in seven foreign countries, and in several states in the United States.

She has served on several medical boards, the Lansing Symphony Board, and presently on the Broad Museum Board. Her joys in life are her two children, five stepchildren, and eighteen grandchildren. Music, gardening, sports, art, and travel enrich her life. Her moto is “Never, Never, Never Give Up.”



Chad Karsten is an associate attorney at Fahey Schultz Burzych Rhodes PLC (FSBR) in Okemos. Chad practices in FSBR’s Labor & Employment practice group. His practice centers on the representation of local governments and private businesses in every aspect of employee relations. His work runs the entire gamut from hiring and employment policy drafting to termination and defense of employment claims in the courts or in front of administrative agencies.

Chad received his law degree from Michigan State University College of Law, graduating *summa cum laude* in 2019. While in law school, Chad was an Articles Editor of the *Michigan State Law Review* and competed as part of the School’s nationally-recognized moot court program. He received his Bachelors in Political Science from Grand Valley State University in 2015, graduating *magna cum laude*. Chad is a member of the State Bar of Michigan, as well as the Ingham County Bar Association and serves as the co-chair of the Ingham County Bar Association’s Labor and Employment Section.

Chad and his fiancée Brooklyn live with their two dogs, Bodhi and Peach, in Mason. Chad spends his free time trying to keep up with his dogs, happily cheering for his MSU Spartan sports teams, and hopelessly cheering for the Detroit Lions.



Kiyerra Lake is a Michigan native and currently works at WLNS 6 News in Lansing. She is an anchor for 6 News this Morning. She started this role at the beginning of 2021. Before that, she worked as a reporter and weekend anchor for WLNS. Kiyerra spends her time at WLNS sharing stories and the latest news happening around mid-Michigan and keeping people updated about what's happening in their state, nation, and across the world.

Before landing back in Lansing, she worked for two years in West Lafayette, Indiana at WLFI News 18 as a reporter. That was her first job after graduating from Michigan State University in East Lansing with a degree in broadcast journalism.

When Kiyerra is not at work, she is usually at home with her boyfriend Jordan and hound dog Dani. She enjoys spending time with her family and friends as much as she can and getting to meet new people.



Robert Saxton has been with the Accident Fund since 2006, and currently serves as the organization's director of Facilities, Security and Real Estate, overseeing nine company locations across the country. Among his many responsibilities, he finds a collaborative way — along with his dedicated team — to ensure physical space is operating optimally and teammates can do their jobs safely.

Prior to his current role, Robert has held a variety of operations, IT and project management positions in the 25 years he's been in the insurance industry — including serving as the project manager for AF Group's conversion of the former Board of Water & Light Power Station into the organization's national headquarters in 2011.

He holds a bachelor's degree in Finance, as well as his project management professional (PMP) certification, and has been a past participant in Leadership Lansing through the Lansing Chamber of Commerce.

Robert and his wife Michele have been married for 25 years and take an active role in their two teenagers' activities. Until recently this included Robert coaching his son's lacrosse team. He's a music lover who dabbles in guitar for personal enjoyment, outdoor cycling, and enjoys cooking for his family.



Elisabeth Yeider grew up in Onondaga with her mom, brother, and sister. She moved to Leslie about 14 years ago to raise her family. Beth is married with 3 kids, 2 dogs, and 2 cats. Her husband works for the City of Mason, her son is in his sophomore year at MSU, and her daughter is in her freshman year at Great Lakes Christian College. She also has a son in Kindergarten at Woodworth Elementary in Leslie.

Beth loves to go camping during the summer and Lake Michigan is her favorite place to be when vacationing. She also enjoys getting out and walking/biking trails in the area with her family.

Beth started with Independent Bank when she graduated High School and was there for a year. She left and had her two older kids and has been back for 17 years now.

NEW ENDOWMENT COMMITTEE MEMBERS



Nicole Powers-Heinig is a native Michigander. She lived in sunny Southern California for 22 years, then made her way back to our beautiful state in 2011.

Nicole is a Registered General Securities Representative for a local Brokerage/Investment Firm, with a background in Insurance, and Creative and Technical Writing.

Nicole's hobbies include drumming, singing, camping and cooking. she has done volunteer work for two local charities, and continues to feel passionately about helping her community.