

# dUX SOUP

WINTER 2008



"DUX" IS THE LATIN WORD FOR LEADER. DUX SOUP IS THE SEMI-REGULARLY PUBLISHED NEWSLETTER OF LEADERSHIP BUFFALO, INC.

## LEADERSHIP BUFFALO CELEBRATES 20 YEARS

On October 20, 2007, more than 150 graduates and friends of Leadership Buffalo gathered at the site of the first LB graduation to celebrate our 20th year. The Albright Knox Art Gallery provided the perfect backdrop for highlighting our new website, our alumni, and our featured speaker, Frances Hesselbein, Chairman of the Board of Governors of the *Leader to Leader Institute*.

Ms. Hesselbein shared with the audience that it is the, "leaders of the

future from Leadership Buffalo who will respond to the challenges and opportunities of our times by building the viable, relevant organization(s) of the future, wherever you are, wherever you go." To illustrate her beliefs, she then shared many of her insights and personal experiences regarding leadership and the competencies the leaders of the future will demand.

Ms. Hesselbein's enthusiasm and warmth encouraged many people to ask probing questions both from the floor and later at the All Class Reunion. Many took advantage of the opportunity to speak with her privately about her perspectives on leaders of the future.

Leadership Buffalo is grateful to Anthony Colucci, LB '92, and Debbie DiMatteo, LB '97, for co-chairing our year of events. Muriel Howard, LB '88, chaired our Fall Speaker event and we thank Bonnie Durand for assisting us in securing Ms. Hesselbein as our speaker. Many thanks to our All Class Reunion Planning Committee: Jill Sessa, RL '06; David Zapfel, LB '07; Amity Lippes, RL '06; Katie Hoffman, LB '01; Terry Kazmierczak, LB '92; and staff members LaToya Cunningham, Shelly Hiller, Sara Emhof, and Cyndi Horrigan, LB '99.

- LEADERSHIP ARTICLE CONTINUED ON PAGE 8

### THOUGHTS ON THE CHARACTER OF LEADERS:

Be careful of your thoughts,  
For your thoughts become your words;

Be careful of your words,  
For your words become your deeds;

Be careful of your deeds,  
For your deeds become your habits;

Be careful of your habits,  
For your habits become your character;

Be careful of your character,  
Because your character becomes your destiny.

*Author anonymous;  
shared by Frances Hesselbein.*



MORE THAN 150 LEADERSHIP BUFFALO GRADUATES AND FRIENDS GATHERED AT THE ALBRIGHT KNOX ART GALLERY IN OCTOBER TO CELEBRATE OUR 20TH YEAR.

LEFT TO RIGHT:  
LEADERSHIP BUFFALO BOARD  
PRESIDENT GRETCHEN FIERLE;  
FRANCES HESSELBEIN;  
AND LB EXECUTIVE DIRECTOR  
MARY JO HUNT.



*President* **Gretchen Fierle, LB '02**  
Independent Health

*President-Elect*

**Francisco Vasquez, LB '04**  
People Inc.

*Secretary* **Stephanie Barber, LB '88**  
United Way of Buffalo &  
Erie County

*Treasurer* **Allen "Pete" Grum, LB '02**  
Rand Capital Corporation

*Treasurer-Elect*

**Anthony Mrozik, Fr., LB '07**  
Gateway-Longview, Inc.

*Vice President – Strategic Plan*

**Aimee Gomlak, LB '01**  
Catholic Health System

*Vice President – Marketing & Development*

**Jennifer Parker, LB '03**  
Black Capital Network LLC

*Vice President – Programs*

**Joseph Abdallah, LB '02**  
GNFC-Boy Scouts of America

*Vice Presidents – Member Activities*

**Kathy Egan, LB '05**  
Snyder Corporation

*Members*

**Stuart Angert, LB '02**

**David Borden, RL '04**  
HSBC Technology & Services

**Donna DeCarolis, LB '95**  
National Fuel Gas Company

**Brad Dossinger, LB '03**  
M&T Bank

**Michael Keating, LB '98**  
Wegmans Food Markets

**Charles Maclay, LB '95**  
next Point LLC

**Oswaldo Mestre, LB '97**  
City of Buffalo-Division of  
Citizens Services

**Ann Monroe**  
Community Health Foundation  
of WNY and CNY

**Stephen O'Neill, LB '05**  
Damon & Morey LLP

**John Schmidt, LB '02**  
Phillips Lytle LLP

**Thomas Van Nortwick, LB '92**  
NYS Division of Housing &  
Community Renewal

**Terry Zelasko, RL '07**  
Praxair, Inc.

## THE LATEST ON LEADERSHIP BUFFALO



Dear Members of  
Leadership Buffalo,

As we move into the  
New Year, there is  
significant news to  
share with you. A  
letter was sent to our  
membership on

January 16 to formally announce the resignation of Mary Jo Hunt as executive director of Leadership Buffalo, effective March 31. Mary Jo has graciously offered to commit time to support Cyndi Horrigan, who will act as interim executive director until a new executive director is on board. We wish to thank Cyndi for stepping up to this leadership position and express our gratitude to Mary Jo for her work and extraordinary dedication. She has created a solid foundation upon which to build and we are indebted to her for her talent, time, and commitment.

### POSITIONING LEADERSHIP BUFFALO

LB is also currently underway with a brand positioning assessment to evaluate our relevancy in an ever-changing market. This research is the first of its kind in LB history and the outcomes will serve to build our organization to meet the future needs of our community. Your participation is critical to our success and we thank you for stepping up to the plate when called upon.

Since the brand positioning assessment will not be completed and presented until March, we will not begin a formal

search until then because the information we glean from this work will help guide us in identifying the right candidate to lead our organization. In the meantime, the board is developing a process and search committee as well as selecting a search firm to assist us.

### A BRAND NEW BOARD OF DIRECTORS

Lastly, a new board of directors is in place for 2008 and is comprised of dynamic, engaged, and thoughtful leaders who will help steer our future course. To ensure its effectiveness, the board has recently approved a new governance model that clearly defines the board's role as well as the executive director's. Many thanks are extended to both Francisco Vasquez, our president-elect who led this effort, and to the members of the governance committee for their contribution.

We look forward to seeing you on May 1 at the annual Values Awards Luncheon where four outstanding leaders will be recognized. It is also a great opportunity to network and reconnect with fellow alumni. The luncheon was sold out last year so please mark your calendars and make your reservations early.

Wishing you a healthy and successful  
New Year.

Sincerely,  
*Gretchen*

Gretchen Fierle, President  
Board of Directors



11:30 RECEPTION & LUNCHEON  
THURSDAY, MAY 1, 2008  
HYATT REGENCY BUFFALO

Lavera Johnson, LB '02, co-chair ♦ Stuart Angert, LB '02, co-chair

## A NEW YEAR, A NEW CLASS & A NEW WEBSITE



Dear Leadership Buffalo Members,

The 2008 program year is off to a rousing start. Our opening retreats for Class Experience and Rising Leaders

provided everyone with the opportunity to learn more about Leadership Buffalo, community leadership, and each other. Our "Speed Introductions" ensured we all met at least four other people, while the "Name Game" challenged all of our memories.

Please be sure to read the reflections provided by class members on page 4 and 5 of Dux Soup and visit the website at [www.leadershipbuffalo.org](http://www.leadershipbuffalo.org) for a complete roster of 2008 class member participants.

### DETAILS OF LB'S NEW SITE

November saw the launch of a new website. The site includes a Members Only section that will be available only to active (dues paying) members and is password protected. All active members received a temporary password in November. In February, we will again reset who the active members are with access to the Members Only section. Members can update their own database profile in this area and view all other active members' profiles.

In addition, this is where LB Connect is located. Thanks to funding from the John R. Oishei Foundation in 2007, Leadership Buffalo created a web-based program to link our graduates to community organizations in search of qualified board members and volunteers.

### HOW "LB CONNECT" WORKS

Community organizations submit requests to LB Connect, which then searches our database of enrolled

members to identify those who meet the needs of the organizations. Leadership Buffalo staff will then contact the LB member to determine if they are interested in the organization and then notify the organization of the member's interest and contact information. The community organization can then contact the LB member directly.

**Active members are encouraged to click on the LB Connect Box and complete the participation form as soon as possible.** You can update the form as your availability and interests change. Our community organizations are already enrolling in order to find those qualified board members our community so urgently needs!

### ANNUAL VALUES AWARDS LUNCHEON

Planning for the Fifth Annual Values Awards Luncheon, under the leadership of Stuart Angert, LB '02, and Lavera Johnson, LB '02, is well underway. If you are interested in being a Gold or Silver sponsor of the Values Awards Luncheon, please be sure to contact the Leadership Buffalo office at 849-2626 as soon as possible.

### A WARM GOODBYE

Finally, LB would like to extend our best wishes to LaToya Cunningham in her new position as Professional Trainee with the Greater Niagara Frontier Council Boy Scouts of America. LaToya was a welcome addition to the Leadership Buffalo family in her role as Development Associate. We know the Boy Scouts will benefit greatly from her skills and enthusiasm.

Thanks for reading to the end.

Warmly,  
*Mary Jo*

Mary Jo Hunt, Executive Director  
Leadership Buffalo

## LEADERSHIP BUFFALO 2008 CLASS CHAIRS

- Class of 1988* Robert Murphy, D'Youville College  
*Class of 1989* Kate Bukowski, M&T Bank  
*Class of 1990* Susan Bring Tobe  
Judi Spear, The Spear Group, Inc.  
*Class of 1991* Gayle Barton, United Way of Buffalo & Erie County  
*Class of 1992* Tom VanNortwick, NYS Division of Housing and Community Renewal  
*Class of 1993* Anthony Latona, Jaeckle Fleischmann & Mugel LLP  
*Class of 1994* Amy Stromberg, Jewish Community Center of Greater Buffalo, Inc.  
Tom Giles, Citizens Bank  
*Class of 1995* Barbara Miller-Williams, Erie County Legislator  
*Class of 1996* Bruce Boissonnault, Niagara Health Quality Coalition  
*Class of 1997* Courtney Walsh, University at Buffalo  
*Class of 1998* Jeff McArthur, HSBC Bank USA  
*Class of 1999* Francesca Mesiah, Kaleida Health  
*Class of 2000* Max E. Donatelli, Jr., Baker Victory Services  
*Class of 2001* Katie Hoffman, Headway of WNY, Inc.  
Maura Cohen, RMC Marketing Services  
*Class of 2002* Joseph Abdallah, GNFC-Boy Scouts of America  
Tammy Laughlin, Fiserv Fulfillment Services  
*Class of 2003* Joost Vles, Moog, Inc.  
*Class of 2004* Kathleen Christy, The BISON Scholarship Fund  
*Class of 2005* EJ Flammer, digital@batesjackson llc  
Ruth Keating, Niagara Frontier Transportation Authority  
*Class of 2006* Anthony Billoni  
Todd Bushway, Colucci & Gallaher, PC  
*Class of 2007* Holly Bowser, Catholic Health System  
Steven Harvey, Every Person Influences Children, Inc.  
*Class of 2008* Margaret Brechtel, Rand Capital Corp.  
Mark Mortenson, Buffalo Museum of Science  
*Rising Leaders 2004*  
Janet Cummins, People Inc.  
*Rising Leaders 2005*  
Mawusi Watson, City of Buffalo  
Mohammed Mere, Lockport Memorial Hospital  
*Rising Leaders 2005 B*  
Jennifer Gorczynski, Manning & Napier Information Services  
*Rising Leaders 2006*  
Amity Lippes, Upstate New York Transplant Services  
*Rising Leaders 2007*  
Daniel Weinrieb, SourceOne Professionals  
*Rising Leaders 2008*  
Shawn Patterson, Greatbatch, Inc.  
Jennifer Yungbluth, HSBC Bank, N.A.

Leadership Buffalo, Inc.  
237 Main Street, Suite 1500  
Buffalo, New York 14203-2720  
Phone: (716) 849-2626  
Fax: (716) 843-8683  
E-mail: [lb@leadershipbuffalo.org](mailto:lb@leadershipbuffalo.org)  
Web: [www.leadershipbuffalo.org](http://www.leadershipbuffalo.org)

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## LB CLASS OF 2008 RETREAT “RAP”

Lyrics by Robert Granfield  
*(Recite to a rap beat)*

We are the class of 008 and we're  
gonna move from good to great.

We've got Bill and John and Joan and  
Jerilyn, Sam-Teresa-Brian and  
Jacqueline.

We've got Vicky, Nicole and Tyra (not

Banks), Kathleen, Mike, Linda and  
Frank.

We've got Gordon and Scott, Mary and  
Mary, Mark and Margaret who aren't  
contrary.

We've got Donna and Bob, Brendan  
and Sue, Adam, Maureen and Anna too.

Donald, Dawn, Dave, and Doug, and  
we can assure you that they're  
no slugs.

We've got Sheila, Deborah,  
Erin and Blythe, we've got all  
kinds of people from all walks  
of life.

We've got Robin and Janice and  
Tim-o-thy, Jon and Cindy and  
An-tho-ny.

Cynthia, Erica, Maria times 2,  
Grant, and Leslie to name a few.

We've got Joe, Eileen, Mike,  
Bill and Ken, and now that you  
know them let's do it all again.

How do we know so well these  
names, 'cause we're all adept at  
playing the game.

Now Mary Jo Hunt's the leader  
of the pack, she's  
pretty darn astute  
and sharp as a  
tack.

No powerpoint  
for her but we  
won't tell, though  
someone, I think's  
gonna steal that  
bell.

We had knives on  
the table and  
knives on the  
floor, we had Joe  
and his group  
breakin' down the  
door.

We had recipes, lost ears, and other  
skits galore, we even had Tyra on the  
floor.

We have Ds, and Is, Ss and Cs, there  
are so many traits but we have all of  
these.

It doesn't really matter 'cause we're all  
ok, though sometimes we need to put  
our Ds away.

We picked up the ball as per  
instructions and we even had speed  
introductions.

We had fires and fun at Beaver Hollow  
and several more days that are to  
follow.

We partied and partied in the  
conference den and some of us stayed  
'til 2 a.m.

We've got your service, diversity,  
inclusiveness and change, though it  
doesn't really matter how they're  
arranged.

We won't lead Buffalo to the sewer,  
cause we're all prepared to be a real  
steward.

Now this is the theme of this little ditty,  
to make a real difference in this city.

We are the class of 008 and we all want  
to set you straight.

We all have the right disposition  
though sometimes it feels like an  
imposition.

But I have to tell you and it's a fact that  
we all want to have an impact.

Now it will be hard but there's nothing  
to fear 'cause we're in it together all  
this year.

Just remember our mission and I  
submit, that even a caveman can do it.



LB CLASS RETREAT 2008 PROVIDED EVERYONE WITH THE OPPORTUNITY TO LEARN MORE ABOUT LEADERSHIP BUFFALO, COMMUNITY LEADERSHIP, AND EACH OTHER.

## RISING LEADERS BEGIN THEIR JOURNEY

The opening retreat for the 2008 LB Rising Leaders was a great success. Beginning with the highly anticipated “Name Game” and ending with a memorable roadmap of favorite experiences, the 2008 RL Class was officially united with one another.

The two-day meeting was characterized by numerous activities designed to foster team and network building, explore and promote fundamental organization values, understand the issues and opportunities facing the WNY region, and further develop leadership skills. Stories about “*Moving the Cheese*,” “*Our Iceberg is Melting*,” alligators, and trips to Abilene, along with experiences of passion collages, snow-shoeing, extreme shuffle board, dodging marshmallows, and visionary tower building were all used to create a solid foundation for the 2008 class based on trust.

One of the many highlights of the retreat was networking with the Class

Experience members, where together the two groups engaged in Thought Leadership exercises to solidify the vision and the values of Leadership Buffalo. Skits, DiSC personality profiling, speed introductions, and dinner followed by an evening of socializing wrapped up the first day.

The class is off to a wonderful beginning and is looking forward to the many challenges and experiences that lie ahead. As Henry Ford once said, “Coming together is beginning; keeping together is progress; working together is success.” The Rising Leaders of 2008 are looking forward to working together towards success.

THE RISING LEADERS OPENING RETREAT INCLUDED A VARIETY OF TEAMBUILDING ACTIVITIES, SUCH AS VISIONARY TOWER BUILDING.



## YOUTH LEADER: EMBRACING THE FUTURE

When I first started Leadership Buffalo I thought, “What am I getting myself into?” I have to spend some time with a bunch of preppy kids who don’t have anything to worry about. But as the session started we all got to know each other and I realized that we all have something in common.

Since our day sessions started, it’s been great. I enjoyed all the sessions and activities we have been able to participate in.

The most memorable session for me was the Criminal Justice Day. I learned so much about the city I’ve lived in for six years and met people I never in a million years thought I would meet.

On Criminal Justice Day we were given a tour of the Erie County Holding Center. We were able to see all of the different levels and what they represent. For example, we got to see the tunnel where the bike path rapist and Bucky Phillips walked through for their own safety. We also got to see the mental ward and the male and female sections. The patients’ living space is like a shoe box with a cot. But the best part of Criminal Justice Day was the speakers. The one speaker that caught my attention was Mr. John Walker. His story was about being in the wrong place at the wrong time. In fact, he went to jail for a crime he claims he did not commit. Mr. Walker’s story caught

my attention so much that I invited him to speak to my school, Burgard High School. He told the student body his story and they listened and asked questions after.

Now that we are coming to the end of the road, I just can’t let go. It’s going to be unnatural not to have a day session to attend. I’m going to miss my Youth Leadership mates but, no matter where life takes me, Youth Leadership will always be a part of me. Youth Leadership will be a part of my past, which I will never forget, and the start of a future, which I embrace.

- By Waynesha Pusey,  
Burgard High School

## A LOOK BACK AT BUFFALO CITY FORUM

Leadership Buffalo, in collaboration with WNED-AM 970, began the BUFFALO CITY FORUM lunchtime speaker series in January 2007. Modeled after the popular National Press Club series, the quarterly speaker forum featured prominent state and national speakers.

Lanny Davis, former Special Counsel for President Bill Clinton from 1996 – 1998 and the author of “*SCANDAL: How Gotcha Politics Is Destroying America*,” kicked off the series in January. Mr. Davis provided an interesting look at America’s current political environment.

In the March forum, Daniel Gunderson, Upstate Chair of the Empire State Development Corporation, spoke about the importance of capitalizing on New York State’s brand to attract investment.

Buffalo native Jake Halpern, author of “*FAME JUNKIES: The Hidden Truths About America’s Favorite Addiction*,” was the guest speaker in the July forum, where he discussed America’s obsession with fame.

The series wrapped up in September with Juan Williams, NPR Senior Correspondent, *Morning Edition*. Mr. Williams presented his views on the 2008 presidential election.

Guests of the forum were surveyed to determine what other speakers they would like to see at future forums. The requests for speakers for 2008 are currently underway. Watch your e-mails and the new LB website ([www.leadershipbuffalo.org](http://www.leadershipbuffalo.org)) for more news and updates.

We would like to thank our partner for BUFFALO CITY FORUM, WNED-



JUAN WILLIAMS, NPR SENIOR CORRESPONDENT, PRESENTED HIS VIEWS ON ELECTION 2008 AT THE BUFFALO CITY FORUM IN SEPTEMBER.

AM 970; our major sponsor, Independent Health; and our other sponsors, Phillips Lytle, Hunt Real Estate, and M&T Bank, for their support.

## 2007 MEMBERS ACTIVITIES ABOUND

Leadership Buffalo offered a wide variety of activities for members in 2007, including tours, training, and topical discussions. We had more than 500 LB attendees at activities along with over 400 attendees from the community.

We began the year with our traditional Welcome Reception for 2007 program participants. This provided a relaxed setting for the new class members to meet each other as well as graduates of previous classes.

Leadership Buffalo partnered with Daemen College to offer the webcast of Dr. Marshall Goldsmith’s presentation on “*The Leader of the Future: Effectively Influencing Up*.” We look forward to future presentations of this type.

Internet safety is a great concern of many members. FBI Special Supervisory Agent Holly Hubert shared her expertise on this topic at the FBI Building. We hope to repeat this session in 2008.

LaToya Cunningham arranged for us to tour the newly refurbished Nash House and the Underground Railroad. This tour for members, family, and friends was well attended.

Leadership Buffalo is co-sponsoring the Reaching for Excellence series led by the Community Health Foundation. Two events were held in 2007 and two will be held in 2008. The next session, *Western New York’s Urban Safety Nets: Bridging Gaps in Care for the Poor and Underserved*, will be held March 12th, 3:30 – 5:30 p.m., at the WNED Studios. Please go to

[www.rx4excellence.org](http://www.rx4excellence.org) and click on Speaker Series and Urban Safety Net to register online.

We ended the year with the Annual Meeting held at the Frank Lloyd Wright Rowing Boathouse on the waterfront and with an Eggs and Issues with County Executive Christopher Collins. Thank you to the United Way for use of their boardroom for this event.

These activities represent your membership dues at work. All of these events are offered at little or no cost to active members.

Planning for 2008 is underway. If you have any people you would like to hear from, places to visit, or training programs to enhance your community leadership skills, please contact us!

## CLASS NOTES – NEWS, UPDATES & INFO

### CLASS OF '88

**Thomas Ayers** mourns the loss of his beloved wife, Holly.

**Muriel Howard** has been selected by Secretary of Defense Robert Gates to serve on the board of visitors for Air University.

### CLASS OF '89

**David Edmunds, Jr.** is the new chair of the Professional Discipline Committee of the NY State Bar Association.

**Eva Hassett** was elected to the Board of Trustees for the Burchfield-Penney Art Center.

### CLASS OF '91

**Clinton Brown** received the Landmarker Award from the Preservation Society of the Niagara Frontier.

### CLASS OF '92

**John Davanzo** has been promoted to senior vice president of regional development for the Catholic Health System.

**James Dentinger** has been named chairman of the American Heart Association Buffalo/Niagara region.

**Shelley Hirshberg** received the Master of Gilda Magic Award from Gilda's Club Worldwide at its annual conference. She was recognized for her years of vision and service to establish the club here. Shelley and her husband Jeffrey, LB '97, received the WNY Volunteer Fundraisers of the Year Award by the Western New York chapter of the Association of Fundraising Professionals.

**Theresa Kazmierczak** was elected to the Working for Downtown Board of Directors.

**Marilyn Wilson** was elected to serve on the 2007 Board of Directors for Lakeshore Behavioral Health.

### CLASS OF '93

**Ruth Bryant** was elected to the Board of Directors for the Buffalo Niagara Medical Campus.

**James Fink** and **Louis Izzo, Jr.**, past chairman, were elected to the 2008 Taste of Buffalo Board of Directors.

### CLASS OF '94

**Robert Bennett** is a distinguished lecturer for the fall semester at Niagara University. Robert has been named to the Board of Trustees of St. Joseph's Collegiate Institute.

**Lynn Marinelli** has been appointed to the New York State Association of Counties' Economic Development, Environmental and Rural Affairs Committee.

**Eugene Meeks** was elected to the 2008 People Inc.'s Board of Directors.

**Margaret Paroski** received a distinguished alumni award from Canisius College.

### CLASS OF '95

**Donna DeCarolis** has been named Vice President, Business Development for National Fuel Gas Company. Donna was also honored for her industry leadership by the UB School of Management.

### CLASS OF '97

**Jeffrey Hirshberg** and his wife Shelley, LB '92, received the WNY Volunteer Fundraisers of the Year Award by the Western New York chapter of the Association of Fundraising Professionals.

**Steven Weiss** has been appointed co-chair of the low income and affordable housing committee, a sub-committee of the NY State Bar Association Real Estate Committee.

### CLASS OF '98

**Jean Taggert Fonzi** was elected to serve on the Board of Directors of Homespace.

**Michael Keating** has been elected to the Board of Trustees at St. Mary's High School.

**David Mann** has been elected to It Happened to Alexa Foundation's Board of Directors.

**James Morrell** was elected to the 2008 Taste of Buffalo Board of Directors.

**Hugh Russ III** is the new president of the Alumni Board at Nichols School.

**Lisa Wardynski** was honored by the Girl Scout Council of Buffalo & Erie County, Inc. at the National Philanthropy Day Luncheon.

### CLASS OF '99

**Douglas Bean** was honored by the University at Buffalo's School of Management for his community service.

**Eric Gadley** was elected treasurer of the Board of Trustees of Sankofa Charter School in Buffalo.

**Richard Hamister** has been elected to the Orchard Park Chamber of Commerce.

**Arlitta Rodriguez** was elected to serve on the 2007 Lake Shore Behavioral Health Inc. Board of Directors.

### CLASS OF '00

**Cindy Abbott Letro** was elected to a second term as chairperson of the Burchfield-Penney Art Center Board of Trustees.

**David Nasca** and his wife, Mary Beth, were honorary chairs of the annual Child & Family Services Heartlight Gala.

### CLASS OF '01

**Jeff Ball** was elected vice president for 2007 of the Association for Operation Management officers.

**Philip Hahn** has been named a licensed consultant by the Standards for Excellence Institute, a program of the Maryland Association of Nonprofit Organizations.

**Katie Johnson Hoffman** was elected to the Working for Downtown Board of Directors.

**Gus Lima** was appointed director of construction administration by Cannon Design.

**Thomas McNulty** has been named president and chief executive officer of the Mental Health Association of Erie County.

**Tracy Sawicki** was elected first vice president of the Girl Scout Council of Buffalo and Erie County Board of Directors.

**Paul Vukelic** was elected to the Buffalo Niagara Partnership Board.

### CLASS OF '02

**Joseph Abdallah** is the chief development officer with the Greater Niagara Frontier Council Boy Scouts of America.

**Larry Cobado** was elected to InfoTech Niagara's Board of Directors.

**Gretchen Fierle** was elected to the Board of Directors of the Buffalo State College Foundation Inc.

**Peter Grum** was appointed to the Horizon Health Services Inc. Board of Director's Health Management Group.

**Hal Kingsley** has been named director of business for the new Russell J. Salvatore School of Hospitality & Business.

**Frank Polino** will remain on the Board of Directors of InfoTech Niagara.

**Tomas Sy** was honored at the annual awards dinner of Cerebral Palsy Associations of NYS with the Daniel Wieder Executive Leadership Award in recognition of his exceptional leadership.

**Jill Syracuse** was promoted to senior vice president, member services of Independent Health. Jill was elected president of the Hopevale Inc. Board.

### CLASS OF '03

**John Kolaga** has been elected vice president of the Elmwood Village Association's executive committee.

**Stefanie Zakowicz** was appointed to the Horizon Village Board of Directors of Horizon Health Services.

### CLASS OF '04

**Susan Asquith** has been promoted to senior vice president of Travers Collins & Co.

**Melonya Johnson** has joined the Buffalo Niagara Partnership as a business development specialist.

**Christopher Knospe** has been elected chair of the Board of Trustees at St. Mary's High School.

**Cindy Odom** was selected to participate in the Nonprofit Management Institute, sponsored by the Association of Fundraising Professionals and the Stanford Social Innovation Review at Stanford.

**Nancy Pankow** was elected to the Girl Scout Council of Buffalo and Erie County Board of Directors.

### CLASS OF '05

**Gia Coone** was appointed to the position of executive director of the ECMC Lifeline Foundation.

**Kathy Egan** has been named executive vice president of sales for Snyder Corp.

**James Greco** and **Sandy Lamphear** were elected to the 2008 Taste of Buffalo Board of Directors.

**William Kelly** has joined the ownership team at Harold C. Brown & Co.

**Lawrence Whistler IV** has been elected president of the 2007-08 Board of Directors for the Chartered Financial Analyst Society of Buffalo.

### CLASS OF '06

**Kofi Fynn-Aikins** received the Diversity Award by the US Fish and Wildlife Service which recognizes employees who have demonstrated they are among the "best of the best" in fulfilling the organization's mission.

## CLASS NOTES – CONTINUED

**Mary Lou Borowiak** was elected to Homespace's Board of Directors.

**Therese Hickok** has accepted a position with HealthNow New York Inc.

### CLASS OF '07

**Mike Berchou** will remain on the Board of Directors of InfoTech Niagara.

**Nancy Berger** and **Amy Habib Rittling** have been elected to the Buffalo Seminary's Board of Trustees. Nancy was also elected treasurer and board director of the Presbyterian Senior Care of WNY Inc.

**Holly Bowser** has been named vice president of neuroscience at the Catholic Health System.

**Kelly Hayes McAlonie** has been named to associate vice president of Cannon Design. Kelly also was the winner of the Mayor's Commitment to Education Corporate Silver Award.

**Gene Partridge** was honored by ECC with a Distinguished Alumni Award for a career dedicated to improving the built environment in this region.

**Heath Szymczak** has been elected to the Board of Directors of Canisius College Alumni Association.

### CLASS OF '08

**Michael Benzin** was elected to the 2008 Taste of Buffalo Board of Directors.

**Adam Perry** has been named the commissioner of the Niagara Frontier Transportation Authority.

### RISING LEADERS '04

**Oluwole McFoy** received a Black Achievers Award this year. Oluwole was recently appointed chairman

of the Buffalo Water Board.

### RISING LEADERS '06

**Amity Lippes** has accepted the position of account executive with Upstate New York Transplant Services.

**Marla Waiss** has been elected vice president of the Board of Directors for the Boys & Girls Clubs of the Northtowns.

### RISING LEADERS '07

**Joseph Hanna** was recently named Defense Research Institute Young Lawyer of the Year for Outstanding Service for his work on the organization's Youth Lawyer Committee. Joseph was also named Atlantic marketing chairman for the annual meeting of the Defense Research Institute. Additionally, he has co-authored a chapter entitled "Causes of Action in Construction Defect Litigation" in the Defense Research Institute's Construction Defect: Claims and Coverage Compendium, as well as drafted a NY Guide to Commercial Evictions.

### EXPERIENCE BUFFALO

**Donna Fernandes** has been elected to the Board of Trustees at Nichols School.

### YLEC

**Craig Bucki** was part of the team of attorneys representing Phillips Lytle LLP winning the title of Smartest Law Firm in WNY at the WorldQuest 2007 International Trivia Competition.

BUSINESS FIRST'S 40 UNDER FORTY CLASS OF 2007  
**Gretchen Geitter**, LB '05, **Melissa Golen**, LB '05, and **Heath Szymczak**, LB '07

BUSINESS FIRST'S WOMEN OF INFLUENCE AWARDS  
*Corporate Executive:* **Carol Cassell**, LB '95

*Entrepreneur:* **Mary Ellen Ashe**, LB '03

*Nonprofit Leadership:* **Barbara Carr**, LB '98, and **Myrna Young**, LB '94

2007-2009 COMMUNITY HEALTH  
FOUNDATION FELLOWS

**Nancy Blaschak**, LB '88, **Vito Borrello**, LB '98, **LuAnne Brown**, LB '06, **Joseph Cozzo**, LB '99, **Bonnie Glazer**, LB '00, **Thomas McNulty**, LB '01, **Sylvia Nadler**, LB '01, **Jane Ogilvie**, LB '96, and **Tanya Perrin-Johnson**, LB '92

UNIVERSITY AT BUFFALO'S CENTER FOR  
ENTREPRENEURIAL LEADERSHIP CLASS OF 2007  
**Kathy Egan**, LB '05, **Michelle Mazzone**, LB '99, and **Randy Strauss**, LB '05

BUSINESS FIRST'S 2007 WHO'S WHO IN LAW  
**John Amershadian**, LB '92, **Sean Beiter**, LB '02, **Paul Ciprich**, LB '99, **Gayle Eagan**, LB '96, **Linda Joseph**, LB '99, **Sara Mugel**, LB '06, **Melissa Hancock Nickson**, RL '04, **Michael Piette**, LB '97, and **John Schmidt, Jr.**, LB '02

THE NATIONAL FEDERATION FOR JUST  
COMMUNITIES HONOREES

**Julie Cox**, LB '05, and **Amy Habib Rittling**, LB '07, co-chaired the event; **Rema Hanash**, LB '05, **William O'Connell**, LB '03, **The Honorable Sharon Townsend**, LB '92, and **Peter Weinmann**, LB '99

## 10 THOUGHTS ON LEADERSHIP – CONTINUED FROM COVER

Frances Hesselbein in *Hesselbein on Leadership*, describing in 2001 what she felt organizations and businesses must do in order to be viable in 2010:

1. REVISIT your mission in 2009, 2012, and 2015, "each time refining or amending that it reflects shifts in the environment and the changing needs of changing customers as part of a formal self-assessment process."
2. DEVELOP "no more than 5 powerful strategic goals, that together, are the board's vision of the desired future of the organization."
3. FOCUS "on those few initiatives that will make a difference...do not skim the surface of an overstuffed list of priorities. Focus is key."
4. DEPLOY "people and allocate resources here that will have an impact, that is only where they can further the mission and achieve the few powerful goals."
5. PRACTICE "Peter Drucker's 'planned abandonment'; jettisoning current policies, practices and assumptions as soon as it becomes clear that they will have little relevance in the future."
6. PROVIDE "board members and the entire staff and workforce with carefully placed and continuing learning opportunities designed to increase the capacity and unleash the creative energy of the people of the organization."
7. TRANSFORM "performance measurement into a management imperative that moves beyond the old forms and assumptions and toward creative and inclusive approaches to measuring what we value and valuing what we measure."
8. GROOM "successors—not a chosen one but a pool of gifted potential leaders. This is part of the leader's daily challenge."
9. BUILD "on strengths instead of dwelling on weaknesses until the organization has succeeded in, as Peter Drucker says, 'making the strengths of our people effective and their weaknesses irrelevant.'"
10. LEAD "beyond the walls of the enterprise and build the organization's share of the healthy, cohesive community. Forming partnerships, alliances, and collaborations that spell synergy, success, and significance."