Meet 2020's Rising Stars of Wall Street from firms like Goldman Sachs, Blackstone, and Bridgewater shaking up investing, trading, and dealmaking
Business Insider
September 29, 2020

Here is Business Insider's 2020 class of Rising Stars.

As Wall Street navigates a health pandemic that's changed the way we work and dramatically changed the economic landscape, we take a look at the players rising despite the challenges and grasping opportunities as they see them.

From launching game-changing groups within global financial institutions, to having a hand in restructuring entertainment giants like AMC, these 25 people stood out as the leaders for tomorrow.

In addition to being at the top of their class, these finalists are also trailblazing in new areas like data science and machine learning, executing on sustainability goals, and paving the way for a more diverse and equitable workforce by speaking out and taking part in recruiting efforts.

Selecting the final list wasn't easy. We received hundreds of nominations from bosses, colleagues, recruiters, and others working in the finance industry. We asked that nominees be 35 or under, based in the US, and stand out from their peers. Editors made the final decisions.

We've included people with a variety of roles and experiences from companies including Bridgewater Associates, BlackRock, Goldman Sachs, Fidelity, and the Carlyle Group.

Here's our list of the next crop of Wall Street leaders.

Will Boeckman '10, 28, citadel securities

Will Boeckman has always had his head in the game.

He played competitive football as an undergrad at Duke while pursuing his bachelor's in economics and finance. After college, he joined JPMorgan Chase as an analyst in equity derivatives and later a rate sales associate, before joining Citadel Securities in 2018.

He was promoted to Citadel Securities' US head of electronic sales for FICC this spring, amid one of the most precipitous economic meltdowns in history.

"Sports have been a huge part of my upbringing," Boeckman told Business Insider, adding that he's drawn to competitive situations that "have scoreboards."

"It's something as simple as knowing who won a trade from a client and who didn't in real time, and quickly adapting."

Indeed, that sense of competition helped bring the Ohio native to finance in the first place: "I had no relatives who worked in finance or even any background on Wall Street besides, frankly, how the media portrayed it on the news or in the movies, TV shows, et cetera," he said.

Now in his role at Citadel Securities, Boeckman interfaces with markets every day, and rides the waves of volatility that invariably come with them. He stepped into the job at the apex of coronavirus panic, and said that volatility which he has experienced in the past — for instance, fluctuations around Brexit or the election of Donald Trump while he was at JPMorgan — "pale in comparison to what we saw in March."

One of the keys to pushing through the chaos, he said, was intense collaboration among his coworkers.

"Relationships are going to continue being important even as fixed income markets become more electronic," Boeckman said. "I really do equate it to a sports analogy in which when everything is going against you, you huddle together as a team."

https://www.businessinsider.com/rising-stars-wall-street-investing-trading-dealmaking-2020-9

ACADEMY'S SERVICE THROUGH THE YEARS
September 21, 2020
By STEPHEN MA'23
The Academy Life

A Q & A with Mrs. Bening, by Stephen Ma

Could you tell us about Service at Academy: when it was founded and your role as its chair?

In 1997 after the retirement of Service Club Advisor Ms. Glenna Spencer, I volunteered to take over the Service Club, the original name of the Service Board. In 2010 the school decided to create a Service Dept. I applied for and was awarded with the position of Chair after an interview process.

The Service Club (originally a part of Student Council) was created in the early 1980s. The title "Club" was really a misnomer — all students (K-12) at CA belonged to the "club" and were required to "earn" their $5 annual dues. The dues were used to cover the "club's" operating budget — Faith Mission visits (4 per year), Faculty Staff Appreciation Day, and a distribution of funds to local agencies.

The "club" was modelled on Student Council. Each US grade level had elected representatives, and the President/VP were elected at the same time the Student Body Pres/VP were elected. So, the "club" had about 20 members.

In 1999, Service Board President **John Gahbauer '99** asked if we could change the way in which Service "Club" members were selected. Here's why: the girl who had run against him was a wonderful community servant, and because she lost the election, she could not be part of the "club." John felt strongly that anyone who wanted to be part of the group, should be. At that point we decided to change our model, write a new mission statement, create new operating principles, and manage service inclusively and in a way that encouraged service leadership in myriad ways.

In 2001 under the leadership of Service Board Pres. **David Waterman '00**, the Service "Club" ceased to be and was renamed this Service Board. All changes were created, reviewed and ratified by the students, including our operating principles, protocols, and my job description.

When were the Shapers established?

During **Hannah Wexner's '14** tenure as Service Board Pres in 2012, the board had grown to a siza (about 80 students), so we needed a steering committee.
Hannah developed the plan for a steering committee. Later leaders refined the selection procedure.

How has Service Board changed over the years? How will Service Board change due to COVID?

The Service Board has grown, but its focus has remained the same since the changes we made circa 2000: to serve those in need. However, the scope of our work has increased, as we manage many CA events: the oversight of all CA recycling, providing volunteers for a wide range of events in all divisions, directing events that are really school-wide curricularly.

Will the Upper School community service graduation requirement be altered given COVID?

Not at this time.

What would you like the readers of "The Academy Life" to know about Service Board?

Regarding COVID, it will be our goal to address needs in ways that are respectful, inclusive, and that engage CA students to meet the needs of others.

An act of service reflects generosity of time, resources, and energy. It is an investment of self– spirit, body, and mind – in helping to meet the needs of others.

https://ca-life.org/2020/09/21/academys-service-through-the-years/?utm_source=This+Week+at+Academy&utm_campaign=f8190c3a36-EMAIL_CAMPAIGN_2019_05_13_02_33_COPY_02&utm_medium=email&utm_term=0_9a585a7f2c-f8190c3a36-2687197

ATH: Hofstra Unveils “No Locker For Racism” Initiative
HOFSTRA UNIVERSITY ATHLETICS
9/30/2020 2:09:00 PM
By: Stephen Gorchov

Hempstead, NY - The Hofstra University Department of Athletics unveiled a new campaign aimed at dismantling racism within collegiate athletics.

The campaign, titled "No Locker For Racism", was formulated by Assistant Field Hockey Coach **Courtney Deena ’13** with assistance from Hofstra Athletics' Diversity and Inclusion Committee.

"I applaud Coach Deena and our Diversity and Inclusion Committee for their tireless work on our 'No Locker For Racism' initiative," commented Hofstra Vice President and Director of Athletics Rick Cole Jr. "We are thrilled to be a leading voice in removing racism from college athletics and we look forward to this campaign growing through athletic departments across the nation."

In the coming weeks, members of the Hofstra Athletics community will be reaching out to other athletic departments, athletic directors, and student-athletes across the nation to grow the campaign and continue the message that there is NO LOCKER FOR RACISM within college athletics.

https://gohofstra.com/news/2020/9/30/general-ath-hofstra-unveils-no-locker-for-racism-initiative.aspx?fbclid=IwAR0lA58kYJdp-CHsDkWq5UJnWyYsbA2ayAB7mtO2pS_m5sHuP02q9MnA9Eo

---

Duncan Robinson’s remarkable rise from D-III obscurity to the NBA Finals
yahoo!sports
Henry Bushnell
Fri, October 2, 2020, 1:35 PM EDT

Duncan Robinson’s college debut was ruined by a ceiling. Literally. On Nov. 15, 2013, seven years before he’d start for the Miami Heat in the NBA Finals, Robinson was a tentative freshman at Division III Williams College. Williams opened its season against a 400-student school that no longer exists. A scheduling conflict forced the game off campus, five miles east, to the Massachusetts College of Liberal Arts. Amsler Gymnasium’s yellow and navy bleachers held 808 fans. Approximately zero knew they were watching a future NBA assassin.

And how could they have? Robinson, a scrawny 6-7 wing, hadn’t officially been named a starter until the season’s eve. He played 22 minutes that day. He scored 13 of his team’s 87 points. And Williams, a top-three team in preseason polls, was struggling, down one in crunch time to a team it usually crushed.

That’s when Dan Wohl, a junior guard, took the ball out of bounds on his own baseline and chucked a full-court pass. It only got halfway. A low-hanging ceiling structure intervened.

Seconds later, after a missed free throw gave Williams life, Wohl got a second chance — and hit the ceiling again. The heavily favored Ephs lost. A few dozen traveling fans stormed the floor. Players trudged back to their locker room. Tears trickled. Frustration boiled.

“What is this?” **Dan Aronowitz ’13**, Robinson’s classmate, remembers thinking. “Is this how every game is?”

Nowadays, of course, they can laugh about it. In part because nowadays, it’s a humorous reminder of how far Robinson’s career had to come. He’ll play on the sport’s biggest stage Friday night, just as he has been all season. The stages he began on, though? Slightly smaller.

“I don't think there's too many people in the world that have ever had that kind of a rise,” says Mike Crotty, Robinson’s AAU coach. “It's really unprecedented.”

Robinson grew up in New Castle, New Hampshire, an island town of less than 1,000 just off the East Coast. His elementary school graduating class could be counted on one hand. He was 5-8 as a high school freshman. He still came off the bench as a junior. He hadn’t played AAU basketball. He was, needless to say, not a big time prospect.

But he loved the game. He worked with a local trainer. He joined Crotty’s AAU program, the Middlesex Magic, as a senior. He forwent a summer job as a line cook so he could play, play, play. During a postgraduate year at a New Hampshire boarding school, he got his Williams offer. DI programs flirted, and YouTube videos labeling Robinson the “Biggest college steal in 2013” circulated but he stayed committed to the DIII power.

And when he arrived, teammates immediately saw talent. They saw an insatiable work ethic. But they also saw a normal dude. Relatively introverted. Often laid-back, extremely kind, occasionally comical. “Like any Williams kid, he had his quirks,” Aronowitz says. “He used to always sing rap songs to himself, without music. He would memorize lyrics and rip these one-liners all the time. And we used to have some absolute battles in FIFA, and [NBA]2K. I would always get the better of him, of course.”

On the court, despite his effortless 3-point stroke, Robinson wasn’t exactly dominant. The level of basketball is higher than most outsiders realize. The Williams offense was complex. Coach Mike Maker had never started a freshman before. Four upperclassmen seemed locked into starting roles, and a fifth, senior John Weinheimer, was hoping to join them. Robinson was skilled, but the team’s best player?

“No — and I'm confident that almost everyone would have told you that,” Wohl says. And he’s right. Others agree.

“I tell people to this day, it's just a fact,” Aronowitz says. “Obviously Duncan has become this world-class player, but at no point was he ever the best player on that team. [Senior center] Michael Mayer was phenomenal. He was absolutely transcendent at that level. And we played around him.”

Robinson, though, did win Weinheimer’s starting job. “Coach sat me down the day before [the opener] and said, ‘Hey, you see how good this guy is,’ ” Weinheimer recalls. “I understood.” He was disappointed, but now chuckles: “How many people lost their starting spot to a guy that plays for the Miami Heat?”

And Robinson, he says, “made it super easy. He was one of those guys who felt bad, almost. I had to go up to him to say, ‘Hey man, you don't have anything to feel bad about. You earned the spot.’ ”

Becoming an All-American

Weinheimer held a work-study job that year checking IDs at the campus gym. It was an uneventful job that allowed him to churn through homework. One Sunday, the basketball players’ day off, around 8:30 p.m., during his work shift, Weinheimer took a lap. It was a regular duty, often uneventful. On this lap, though, he encountered something interesting: Robinson. Shooting. By himself.

In fact, it wasn’t an irregular routine for the freshman. Mike Greenman, a freshman point guard and Robinson’s roommate, remembers struggling to keep up with voluntary two-a-days. Robinson and a few teammates would also occasionally sneak into the team’s gym late at night. There were no grad assistants on call to unlock it. But Hayden Rooke-Ley, a junior guard, had worked in security on campus. One of his security buddies would let him and other players in. Sometimes they’d have the luxury of lights. Other times, they’d play in semidarkness.

This is what differentiated Robinson. All Williams players cared, deeply, and competed. But many tried to balance academics and hoops. “I felt like studies went first, internships,” Weinheimer says. “I very much was like, I love to play basketball, but I'm here at Williams to be a student.”

“They would get summer internships in New York City with investment banks or on political campaigns,” Robinson told ESPN. “And I was like, 'Uh, how am I supposed to get better if I'm doing a 40-hour work week?' ”

Their choice was the more rational one. But Robinson just wanted to hoop. He’d begun to develop a maniacal drive. Even before college, he and his best friend, Harry Rafferty, would hop in a car at 4:30 a.m. and cruise down to suburban Boston for 5:30 a.m. strength and conditioning appointments. A trainer would put them through crossfit workouts. Their stomachs would squirm, and sometimes lurch. Afterward, on occasion, they’d lumber to a nearby Panera and collapse into chairs. Over the years, there have also been epic, and epically exhausting, full-court one-on-one games in empty gyms and on concrete.

The work sharpened Robinson for his freshman season. After a solid but somewhat passive first month, he came on after Christmas. He hit a huge late 3-pointer just after New Years. He became the team's clear Option 1B throughout the winter. He helped them to the D-III Final Four, where he scored 30 in a 98-69 blowout of archrival Amherst. The night before the final, he sat in his hotel room with Greenman. Greenman remembers Robinson looking to him and saying: Dude, this is pretty crazy. This is why we came to Williams. I can't believe we made it the first year.

They lost at the buzzer the following day. Robinson, though, was named an All-American, and was well on his way to the best Williams basketball career ever.

That is, until Maker took the head-coaching job at Division-I Marist that offseason. And D-I schools came calling for Robinson, too.

Robinson has said — and close friends back him up — that had Maker not left Williams, he wouldn't have, either. "He was so loyal to Mike Maker," Rafferty says. He'd have played out his college career in Division III. "I would 100% be playing in some second division in Lithuania right now for $1,200 a month," he told ESPN earlier this year.

Instead, that summer, he explored transferring. Rafferty remembers driving through Iowa one day when Robinson, from back East, called. "One of the first schools that got in touch was Holy Cross," Rafferty says. "And he was like … 'Dude, Holy Cross just offered. Do you think I'm good enough to play there?'

"I'm like, 'Dude, what?!? Holy Cross?!? You were just national freshman of the year!' "

The moral of that brief story, Rafferty says: "Duncan always doesn't think he's as good as he actually is."

It wasn't quite that Robinson doubted himself. It's just, Rafferty says, that he was a bit unsure every time he leapt from one square to the next on this unlikely journey.

"Duncan's very, very introspective," Rafferty says. "When he has a tough game or a great game, he's very rarely very emotional. He's always slow to show emotion. He thinks things through. He processes. … I think it was always just a natural progression of him processing each step he was going up. Like, OK, I can do this. I can do this. I can do this. It was just that slow progression that he kind of went through."

He was, of course, more than good enough for Holy Cross. He chose Michigan that summer, on scholarship, and was good enough for the Wolverines as well. His three years were rocky, but generally successful. They landed him an opportunity with the Heat's G-League affiliate in Sioux

Falls. His development in Sioux Falls bought him a ticket to Miami. His work ethic and 44% 3-point shooting have kept him there, and elevated him into the starting lineup, and taken him to All-Star Weekend and now to the Finals. Heat coach Erik Spoelstra has given him the greenest of lights. Down 1-0 to the Lakers, with Goran Dragic and Bam Adebayo doubtful for Game 2, the Heat need Robinson to heed it more than ever.

Around the country, after grad school classes and work days, his former teammates will watch. A few played one year of pro ball in Europe. Rafferty had a short G-League stint. Now, while they pursue normal careers, they keep in touch. “Every time that he plays,” Aronowitz says of Robinson, “every group chat kinda just pops off.”

Crotty, his AAU coach, and Jay Tilton, his prep coach, were texting as Robinson clutched the Eastern Conference trophy last weekend. It's unbelievable, one wrote. It really is, the other responded in awe.

But what makes the connections special, some say, is that the bonds between Robinson and his humble basketball roots flow both ways. Robinson still speaks regularly with many of his former teammates, who still double as close friends. “He's very cognizant of where he came from,” Rafferty says. “He's very real in the sense of, he doesn't want anyone to feel that he forgot about ’em.” When Rafferty was down in the bubble for a few weeks, he’d see Robinson’s phone constantly buzz. The names popping up would be vaguely familiar ones from high school or college. “Man, you’re talking to him?” Rafferty would ask, surprised. Robinson wouldn’t ignore them.

Which is why so many from his past are happy for his present. Greenman, his Williams roommate, has thought back on that night before the D-III title game. To Robinson’s amazement that they’d made it. “We were sitting there, like, ‘Wow, this is pretty crazy, we're actually doing it, we're in the national championship,’ ” Greenman reiterates.

“And now it's like, no, he's really doing it. The actual dream that everyone always has growing up.”

https://sports.yahoo.com/duncan-robinsons-remarkable-rise-from-diii-afterthought-to-the-nba-finals-173557666.html

---

Local teacher getting dog back from China after pandemic shutdown
by: Hattie Hawks
Posted: Oct 1, 2020 / 06:05 AM EDT / Updated: Oct 1, 2020 / 06:05 AM EDT
https://www.nbc4i.com/

COLUMBUS (WCMH) — When borders were closed to stop the spread of COVID-19, people were stranded, but they aren’t the only ones.

One central Ohio woman's dog has been stuck in China since January. Now, after thousands of dollars later and the help of strangers she will soon have the reunion she has been waiting for.

Some advice is easier said than done; especially for **Isable Graham Torrez '13**, when she chose to teach abroad in China.

"I did what everyone told me not to, and that was pick a dog up off the streets."

In a city of 8 million people and homeless dogs by the handful, there was something about Oso, the dog, she couldn't ignore.

"I happened to have jerky in my backpack because I'm a good mid-western girl and so I was luring him out of main traffic."

The two became in-separable.

"We became known as the weird foreign girl and the little stray dog. He's perfect. He is everything I could ever ask for in a dog."

Then COVID-19 found them a world away from each other.

In January, Torrez came back to the US for what she thought would be a quick trip.

The trip quickly turned permanent when borders around the world closed to prevent the spread of coronavirus.

Oso spent months in boarding and Isabel searched for ways to get him to the US.

"I called airlines, I called cargo companies, I called 10 different pet shippers. I didn't realize how hard a process it was and I was like please someone get me my dog home," said Torrez.

She found the cost to fly a pet during COVID is roughly $10,000.

Luckily a rescue based in the UK was able to help the cost dropped to $5,000 and a plan to move Oso was put in place.

"Have had a lot of people point out that I could get a couple of dogs in the United States with it and I understand."

The expense is not something a teacher's salary can easily cover. Torrez still needed help and people were willing to give it to her.

"It was unexpected. I waited a really long time to ask because I felt like it was such a small thing. There are so many people dealing with awful awful things right now. I feel like not a lot of people understand wanting to get a dog back from another country. All of my stuff is there and he is the only thing I want back with me."

Oso will fly into New York City in about a week where Isabel will drive to meet him.

https://www.nbc4i.com/news/local-news/local-teacher-getting-dog-back-from-china-after-pandemic-shutdown/

Founders of ProfitWorks, LLC release book to help entrepreneurs and business leaders maximize their growth through better incentive plans
Sep. 21, 2020
PRZen
COLUMBUS, Ohio & ATLANTA

Profit Works: Unravel the Complexity of Incentive Plans to Increase Employee Productivity, Cultivate an Engaged Workforce, and Maximize Your Company's Potential, published by Author Academy Elite, shares practical advice to create simple and effective incentive plans with just enough tension to maximize growth.

The ProfitWorks pioneers share their personal experience navigating incentive plan development sharing the 5 key principles business owners must understand to instill a company-wide mindset that builds winners, not whiners, and increases employee productivity.

Highlighting the 6 most common mistakes business leaders make when developing incentive plans and why those plans fail, Profit Works provides practical tools and tips to avoid them as well as different incentive plan design options.

Written for the entrepreneurial leaders frustrated by their inability to create simple and effective incentive plans that really work, business leaders get a "how to" guide on where to start.

Profit Works releases worldwide on October 15, 2020 and is available wherever books are sold.

What Others Have Said

"I loved this book. It's an incredibly simple and practical guide to profit sharing and incentives. It's customizable to your organization with great take-a-ways! A must read for any entrepreneurial organization," shares Gino Wickman, Author of Traction and Entrepreneurial Leap.

Dan Sullivan, Co-Founder and President of Strategic Coach® remarks, "Profit Works helps entrepreneurs design an incentive plan that teaches this attitude to your team. I strongly recommend this helpful guide for entrepreneurs who want their employees to think and act like owners!"

"I highly recommend all entrepreneurs read Profit Works and follow their simple formula!" says Sandy King, President of Symbiont Service.

About the Authors

Having led four growing businesses before discovering the Entrepreneurial Operating System®, **Alex Freytag '87** now devotes himself to helping entrepreneurial leadership teams simplify, clarify, and achieve their vision resulting in their desired outcomes. Connect at LinkedIn.

A lifelong entrepreneur from Atlanta, GA, Tom Bouwer knows business frustrations and inefficiencies. Tom shares his expertise and practical tools through engaging, energetic keynotes and interactive workshops to CEO peer groups and industry organizations to help them gain control of their companies and live more balanced lives. Connect at LinkedIn.

http://www.digitaljournal.com/pr/4813091#.X2o_IgcVz0U.linkedin

---

BankThink Banks, fintechs must reframe data privacy debate
By **Katherine Flocken '06**, Tyler Griffin
August 04, 2020, 12:23 p.m. EDT
AMERICAN BANKER

Financial services innovators are at risk of losing access to data that's critical to their businesses if Congress passes a proposed data privacy bill or one of several like it.

Lawmakers are increasingly concerned that Americans continue to sacrifice privacy in exchange for products they can't live without, especially as the coronavirus pandemic forces more commerce online. Unless consumers are somehow able to use cash only, no longer engaging in modern life by using a cellphone or the internet, they must share their data, putting their privacy at risk.

Such a trade-off, however, is a forced choice born of a misunderstanding of what privacy really means. The financial services industry must take a different approach to defining the problem and crafting solutions.

Privacy advocates are often more concerned about the sheer volume of consumer data being shared between institutions and third parties than what is done with that information. But focusing on the amount of data being held leads to a dead end, as most technology needs vast amounts of data to function. And particularly during the coronavirus pandemic, it has become nearly impossible to function personally or professionally without technology.

This view of quantity-as-privacy-violation is counterproductive on two counts. First, it leads consumers to adopt a hopelessly resigned view of privacy, and second, it can lead companies and policymakers to propose inadequate or even harmful solutions.

Data used well has tremendous power to improve lives, and the financial services industry has powerful stories to tell about its positive use.

During the current crisis, data technology has helped small banks issue hundreds of millions in loans through Congress's coronavirus relief efforts. Two years ago, lack of access to critical data nearly destroyed a startup that helps those in poverty manage food stamp benefits.

At the same time, privacy is essential to life in a free country. Its loss cannot be dismissed.

A 21st-century definition of "privacy violation" should focus on situations in which a company takes or shares data from people without their knowledge or permission, handles data irresponsibly and enables access by bad actors, or uses data in a manipulative manner.

Critically, companies should be free to use data to provide valuable products and tools, but they should be prohibited from mishandling, underhandedly exploiting or inadequately safeguarding that data.

While it is tempting to suggest legislation requiring such safeguards, there is reason to be cautious. It is imperative that businesses not face a state-by-state patchwork of regulation.

Every business, from startups to multinationals, needs to ensure compliance with every statute on day one of operation — a feat often easier for the largest and most well-capitalized corporations.

Accepting federal preemption in this matter, however, means states can't be used as the testing ground to help guide the way. And any proposed policy must also acknowledge that individuals have vastly different priorities and tolerances.

Yet frustration with tech's historically casual approach to privacy is high, both among voters broadly and policymakers in particular.

Bills can come quickly — especially amid an election year and crisis — and bits of rapidly drafted legislation can squeeze into must-pass legislation.

It is up to financial services innovators to inform lawmakers and demonstrate that they are doing good, not harming consumers.

A consumer-first approach to product development is the best way to avoid a heavy regulatory backlash.

There is much industry can do. Customers must have choice, the choice must be informed and it cannot be merely theoretical. The existing "informed consent" model does not work.

Esoteric terms of service that obscure as much as they reveal offer no choice, and are rarely read. Instead, developers can provide clear, plain-language requests to obtain and use data to their users in real time.

Responsible actors should take this opportunity to explain to customers why the data requested is necessary and articulate clearly the benefits of sharing data with them. The same message should be provided clearly to lawmakers considering privacy legislation now.

Anything policymakers do not understand is a threat to every business that relies on data use. And because the legislating process is largely public, lawmakers often view silence as tacit acceptance of proposed legislation.

There is a narrow window now for innovators to define their stance on privacy to preserve their ability to access and use data responsibly. If stakeholders engage proactively with policymakers, there is still time to work together to craft flexible solutions that benefit consumers and businesses alike.

https://www.americanbanker.com/opinion/banks-fintechs-must-reframe-data-privacy-debate

---

Ohio's first hemp harvest brings CBD brand closer to seed-to-sale
By Carrie Ghose – Staff reporter, Columbus Business First
Oct 2, 2020, 6:58am EDT

More than two dozen people have spent the last few weeks bringing in a pungent and labor-intensive harvest, first using a mechanical harvester that damaged lower branches, then switching to wire-cutters to chop 2-inch-thick stalks by hand.

The dog that had been running up and down the rows became very relaxed.

"This whole week has been 15-hour days – go, go, go. By 5, 6 o' clock, everyone is just ready to crawl into their beds," said **Kelly Hondros '06**, co-founder of Motive Wellness LLC, a line of CBD products taking part in Ohio's first legal hemp harvest.

"It's a lot of labor, but it's also a labor of love," Hondros said on a break from cutting last week. "Since I've been out here with the plants so long, I feel like I have names for all of them."

The crop represents the first step to making Motive CBD a seed-to-sale Ohio product.

"We wanted to make sure we were part of each step of that process, so it's safe and reliable for our consumers," Hondros said.

Motive CBD balms, edibles and tinctures launched one year ago, part of the family of companies owned by Hondros College founder John Hondros. Daughter Kelly and her husband, Corey Poches, started and run Motive. Poches oversees other cannabis-related Hondros businesses including licensed medical marijuana dispensaries.

This was the first year for Ohio's industrial hemp crop, legalized by the state last year. Hemp is the non-psychoactive cousin of marijuana, high in cannabidiol, barely any THC – but it smells the same.

Motive grew 6 acres on a fallow organic field at the Hondros family's 200-acre farm in Knox County's Centerburg. The squat Christmas tree-shaped plants are destined for oil extraction and some premium plants for flowers that are smoked. Another part of the Hondros farm is growing 12-foot industrial hemp for a different business.

“This crop has really brought me and my brothers back to our farm,” said Kelly Hondros, an attorney. “Generationally, we haven’t really been interested in it.”

Motive was first marketed to athletes – former Ohio State Buckeye Nick Mangold is a signed endorser – but is expanding its reach to 50-and-older consumers who want to avoid opioids for pain relief. The company has about six employees.

It's sold online and in stores including Central Ohio's Penzone Salon + Spa locations. Those stores closed during the coronavirus pandemic, but online sales took over and physical locations are returning to business.

“We’ve done more sales in the last 60 days than in the first nine months of the company,” Poches said. “We have a very strong contingent of returning customers.”

Company-grown hemp will go into half of the production run for topical and ingestible Motive products by the end of the year, Poches said. Motive has been using growers and processors in Kentucky, but the company also is working to bring the processing and packaging in-house to own the entire product life cycle.

Poches is confident Motive can avoid the fate of Columbus cannabis company Green Growth Brands Inc., which liquidated in receivership at the start of the pandemic after 15 months in business, more than $20 million in debt. It owned licensed marijuana growers in Nevada and dispensaries in Nevada, Massachusetts and Florida, plus an aggressive growth plan for mall-based retail CBD products.

“All of our businesses are family funded,” Poches said. “It’s our mentality to grow slow and steady and react to the marketplace.

“CBD is a massive category; it’s certainly growing very quickly,” he said. “Some of the projections of where people thought it was going to be, we’re not quite there yet.”

https://www.bizjournals.com/columbus/news/2020/10/02/ohios-first-hemp-harvest-for-westerville-cbd-co.html

---

CardX Is Harnessing Technology to Solve Compliance Problems in the Payments Space. Here's How.
JUSTINE HOFHERR
SEPTEMBER 9, 2020
Built In Chicago

Merchants that were once resistant to offering credit cards as a payment option are likely rethinking their business strategies. In light of the coronavirus pandemic, U.S. businesses facing revenue declines or slower-than-anticipated growth might take another look at all of their available options to attract and serve customers — and as many consumers strive to preserve their liquidity, credit cards are fast becoming the payment option of choice.

What previously held some merchants back — the cost of accepting credit cards — has become an addressable problem: in most states, businesses have the option to offset these processing costs through surcharging.

The only hitch? For merchants, a compliance barrier to entry, because the regulatory overhead remains steep.

Enter, **Jonathan Razi '08**, CEO and founder of CardX.

An advocate for the surcharging model nationwide, Razi founded CardX in 2013 while studying law at Harvard and searching for an industry to disrupt. Payments, a space that can fundamentally define how a business operates, was fascinating to Razi, who's always been interested in the intersection of technology and regulation.

When the credit card surcharging rules were introduced in 2013, allowing credit card fees to be passed onto consumers in most of the country, Razi had two theses: "I knew interchange fees were going to continue to be very costly, and I knew that businesses were not going to be able to navigate these rules on their own."

That's where CardX, a compliance technology company, comes in.

Allowing businesses to accept credit card payments at 0% cost, CardX provides them with automatic compliance with all of the requirements for surcharging. At the time of purchase, CardX also informs the customer of the fee amount and reminds them of the option to pay with a no-fee method. At the heart of the model, Razi said, is customer choice — a mission that only looks more prescient in the current economic climate.

CardX is currently serving 94% of the country by population — or 46 states — but Razi said they're working to bring it to 100% by helping businesses understand "the right way" to comply with the rules. Recently, Razi worked with Oklahoma State Senator Michael Brooks to overturn a legacy ban on surcharging in the state in 2019. In addition to its current regulatory-focused initiatives, CardX is hard at work launching new products like Lightbox, an e-commerce surcharging solution for merchants that aims to make it seamless for them to accept online payments.

Built In Chicago caught up with Razi to learn how he plans to carry CardX's compliance-first focus forward in 2020, as well as how he's navigated leading his company through a pandemic.

Jonathan Razi
FOUNDER AND CEO

In your own words, what is CardX's mission? How does tech play a part in bringing the company's mission to life?

I founded the company in response to new rules in the payments industry that are great for consumer choice and promote fairness, and our value proposition from day one has been guaranteeing compliance with those rules through technology.

What inspired you to found the company?

I went to law school knowing that I wanted to be in business; I wanted a legal education and, ultimately, I wanted to be an entrepreneur. I thought payments was fascinating because, for almost any business that I looked at, payments made a huge impact on their business model. I've always been interested in the intersection of technology and regulation, and that's exactly the kind of opportunity I saw in the payments space when the credit card surcharging rules were introduced in 2013.

Our technology provides businesses automatic compliance with all of the requirements for surcharging."

So, what was the opportunity you saw with credit card surcharging?

Businesses pay over $100 billion annually in card processing fees, and surcharging gives them the option to offset those costs. When the surcharging rules first came out, I had two theses: I knew interchange fees were going to continue to be very costly, and I knew that businesses were not going to be able to navigate these rules on their own. The challenge is that these rules are highly complex, and businesses can't take advantage of them unless someone could bring down the compliance barrier to entry. I used my background in law to develop a technology-enabled compliance model, and we built that into our products at CardX.

What does “technology-enabled compliance” look like?

When we looked at the rules set by both the card brands as well as the state laws, we really wanted to give merchants a product as easy to use as a traditional payment processing experience. The only way to do that, given the steep regulatory overhead, was to build it through technology. Our technology provides businesses automatic compliance with all of the requirements for surcharging. That’s why we describe CardX as equal parts fintech and regtech: we provide a payments solution, but one of the core differentiators is its value as a regulatory solution.

So far we’ve talked about the benefit to businesses, but how does credit card surcharging affect their customers?

Consumer benefit is at the heart of our model. For many merchants, CardX enables them to accept card payments for the first time, which gives consumers more choice in how they want to pay. That includes no-fee payment options, like a debit card.

In addition, merchants who already accept card payments, in the absence of the surcharging option, often raise their prices across the board as interchange increases, which means that consumers who pay with cash and debit are paying more to subsidize someone else’s rewards. The strong benefits for both businesses and consumers alike are why surcharging is perhaps the only policy issue supported by both Elizabeth Warren and the Cato Institute.

The last few months have really shown us how important what we do is in uncertain times.”

How has your own legal training impacted your company?

My legal background has been key to our efforts advocating for the surcharging model nationwide. We were the only payments company to file an amicus brief in the U.S. Supreme Court case on surcharging, and I have always believed the regulatory leader is in a unique position to productize compliance — to take our expertise about the rules and build it into the product — and we continue to carry that compliance-first focus forward.

What was CardX’s role in filing your brief in the Supreme Court?

We were writing a brief as amicus, because we wanted to provide real-world expertise to the justices about how a surcharging solution works in practice. The rules of Supreme Court procedure say that if you’re supporting one side or another — in our case, we were supporting the petitioners — the cover and back of the printed document that you submit actually has to be a certain color. So, for us, it was green. And when I went to oral argument — this is when the case is being heard — I remember sitting there, and the Supreme Court clerks coming out with a very thin stack of green briefs, maybe 10 or 15 in total, and handing them out to all the justices. I thought that was a very defining moment for us, to see so literally how our experience was a part of that case.

What is a regulatory-focused challenge or project your team is working on right now?

We're currently serving 94% of the country by population, and we're working to bring it to 100% through our efforts and by helping businesses understand the right way to comply with the rules. Just last year, we initiated the process of overturning Oklahoma's no-surcharging law by presenting it to a state senator. The result was an official opinion letter from the Oklahoma Attorney General, which opened the state to surcharging. In addition to bringing our total to 46 states, it was really personally rewarding to see CardX etched into the legal history of this matter.

How have you navigated leading your company during the coronavirus pandemic?

The health and safety of our employees is our number-one priority. While remote work has been an adjustment, I'm very proud of the level of productivity our team has kept up during these times. We actually just launched a new product — Lightbox — which is an e-commerce surcharging solution for merchants. I've heard from a lot of employers and from a lot of companies, whether they make anything from enterprise software to video games, that those things are being delayed, because it's hard to get people to launch new products when they're working in different places and they don't have the same ease of collaboration they're used to. So I'm very proud that, in a challenging environment, we continue to innovate.

You mentioned launching Lightbox. Can you tell me more about that?

Sure — I think it's a very timely launch. The last few months have really shown us how important what we do is in uncertain times. We've actually seen a shift in payments from debit to credit card, as many people are trying to preserve liquidity. At the same time, a lot of businesses who are facing declines in revenue or slower growth are saying, I recognize that I need to take cards, I want to extend that option to my customers, but I also need to eliminate expenses. They're turning to us as that perfect middle path — offering the credit card option while eliminating its expense — and Lightbox makes it seamless for them to accept online payments, which is especially important right now.

https://www.builtinchicago.org/2020/09/09/cardx-harnessing-technology-solve-compliance-problems

---

Considering Credit Card Surcharging? Here's What You Need to Know.
The method of passing the extra costs of credit card usage to customers using credit cards is becoming ubiquitous, but there's still a lot many businesses don't know about the practice.
Jonathan Razi '08
ENTREPRENEUR LEADERSHIP NETWORK CONTRIBUTOR
CEO & Founder at CardX
September 29, 2020 7 min read

Entrepreneur

In the past decade, the digital revolution has been driving businesses to change the way they accept payments. The number of American credit card users is growing—and merchants are paying for it. Last year, merchants in the U.S. processed $7.58 trillion in card transaction volume and paid over $116 billion in fees. For many merchants, the cost of offering credit cards is the second-highest operating cost after payroll.

These costs are only increasing — total credit card interchange fees collected by Visa and Mastercard more than doubled between 2012 and 2019. Some businesses handle these rising costs by refusing to accept card payments, limiting payment choices for their customers. Others raise their prices for all customers, which forces customers paying with cash and debit to cross-subsidize someone else's credit card rewards.

Some businesses have come to see these fees as an inevitable cost. Still, for entrepreneurs, the hit to the bottom line can be overwhelming, taking away valuable resources from innovation and growth opportunities. Surcharging provides an alternative, allowing businesses to pass on the cost of acceptance to customers who choose to pay with credit cards. With surcharging, customers continue to have no-fee options, like paying with a debit card.

Since surcharging was first introduced to the U.S. in 2013, many states with legacy "no-surcharge" laws, including California, Florida, New York, and Texas, have overturned or narrowed their limitations. This model is now permitted in 46 states, with no signs of slowing down: just last December, Oklahoma Attorney General Michael Hunter reversed the state's ban on surcharging. Surcharging is the rare issue that has policy support across the political spectrum—as I've previously been quoted saying, surcharging may perhaps be the only issue supported by both Senator Elizabeth Warren and the Cato Institute.

It's still a little complicated

With such broad-based support and clear economic benefits, why has surcharging not become ubiquitous already? Many merchants who are eager to get started with surcharging assume that it simply entails "adding a fee." However, through implementation, they quickly realize that this assumption overlooks numerous requirements or best practices in operations and IT — how they will address customer messaging about surcharges, incorporate surcharges into their online checkout experience or invoicing tools, reconcile deposits to their bank account or handle cash application for transactions that now include surcharges, as well as handle the implications for receipts and refunds. On top of these requirements, the staggering compliance overhead raises the barrier to entry for surcharging; card brand rules from Visa and Mastercard, along with the evolving state law landscape, regulate surcharging practices and create complexity for merchants.

And these rules are being actively enforced.

Take Riverside Cafe, for example. The Wichita-area restaurant paid over $60,000 in a settlement case with their county's District Attorney after implementing a 4 percent credit card surcharge. The restaurant's lawyer said the owner had taken the word of a credit card company who told him that issuing a surcharge was permitted.

Kansas, the home state of Riverside Cafe, is one of the four states that still does not allow merchants to apply credit card surcharges. But among some states that permit surcharging — like California, Maine, Minnesota, New York, and Oklahoma — additional nuance remains. And businesses with locations across multiple states run into the further challenge of ensuring that they are only surcharging in states where this model is allowed and following each of those states' regulations and mandates. Even for very large merchants whose legal departments may be familiar with some of the laws or card brand rules, actually implementing a processing solution that meets all the requirements remains a large operational burden.

Setting the right surcharge is not always a simple equation

As a concrete example, one of these rules prohibits merchants from profiting from the credit card surcharge. The implementation task this creates for the merchant is to determine what amount to set as the credit card fee. Merchants sometimes try to use the average amount they spent on credit card processing fees in the last month or last year, but these fees vary greatly depending on the mix of cards that were used during that period, and it can be especially inconsistent for growing merchants or merchants with cyclicality in their transaction volumes. Since setting the surcharge at a higher fee than what they pay for processing is a violation of the rules, merchants who try to surcharge themselves will usually set a lower rate, which means they continue to bear a portion of the credit card fees. Therefore, most merchants cannot reap the full benefits of surcharging and eliminate their credit card costs altogether without constantly updating their surcharge fee, which should be avoided as it is a disorienting experience for customers.

In addition, since merchants are only allowed to apply a fee to credit card payments, not to debit cards or prepaid cards, they need to determine what kind of card their customer is using at the time of transaction. Identifying debit and prepaid cards and ensuring they are not charged a fee is a particularly vexing requirement for merchants who take payments online, when the card is not physically present. Some merchants have attempted to use the first six digits of a card to look up the card type in a publicly available database; unfortunately, these databases are imperfect, since credit card companies are constantly issuing new cards and updating their existing card products. More accurate payment technologies use the full card number when determining card type, but doing this themselves would significantly increase the merchant's PCI exposure — raising a whole different set of compliance requirements to deal with. Another card brand rule for surcharging requires merchants to report the surcharge amount in the authorization and clearing message for every transaction, which necessitates controlling the connection to the credit card networks — something very few merchants are in a position to do.

This complex web of rules means that, while surcharging presents many benefits to merchants, they often consider the implementation to be extremely challenging. Finding the right technology provider can help mitigate these challenges, and we recommend that businesses that want to use surcharging look for solutions that automatically comply with all the applicable rules and provide a seamless experience across IT and operations. The only truly compliant way for a merchant to be guaranteed zero-cost credit card processing is to work with a technology partner that detects the card type accurately and instantaneously and applies a surcharge accordingly. Moreover, while building a checkout page that includes the required disclosures and calculations for surcharging may be daunting, these technology providers can offer a drop-in UI, which obviates the need for development work.

In my experience leading a surcharging platform, I've seen businesses successfully use this option to add up to 3.5 percent to their bottom lines — which, particularly in a challenging economic environment, makes a tremendous difference. With the proper support, merchants can use surcharging to accept credit cards at no cost, empowering entrepreneurs to focus on growing their ideas without growing their expenses.

https://www.entrepreneur.com/article/356702

5G: Unlocking The Potential of Immersive (AR/VR) Technologies
Bob Turton '01
Medium
Aug 29 · 7 min read

Hello BadVR followers and newcomers! We hope you are doing well and staying safe. Today, we're going to dive into a subject that will have a huge impact on BadVR and the future of immersive data visualization — 5G networks!

The upcoming 5G revolution is one of the most anticipated advances in the history of modern cellular connectivity. It will have a profound impact on every aspect of our increasingly connected lives. 5G holds the potential to revolutionize AR and VR technologies by providing a universal level of unmatched connectivity which will power everything from multi-user experiences to the ability of enterprises to step inside their massive datasets to discover new insights and possibilities.

This article aims to create a technical understanding of 5G, what impact it will have on the future of immersive technologies, and to discuss how long it will take to fully realize these benefits.

What exactly is 5G?
5G stands for fifth-generation cellular network technology. While 4G uses lower frequency ten-centimeter radio waves, 5G utilizes higher frequency millimeter waves. Higher frequency waves allow for more data transfer at much higher speeds. At times more than 1GB per second.

Every cellular network generation has brought with it a new ability to advance connectivity and vastly improve our world. 1G enabled mobile phones to be, well mobile. 2G powered text messaging. 3G birthed smart phones and online browsing. 4G allowed us to stream content on any device, from anywhere. Yet, with speeds up to 100 times faster than 4G, 5G is a huge leap forward. It brings a number of advances that promise to change the way we interact with the internet, each other, and all our devices. Finally we may experience a world of smart cities, self driving cars, and remote surgery.

5G will accomplish this with a dramatic decrease in latency and huge increases in speed. Low latency with 100-fold high speed data transfer create many new possibilities, including improved network traffic capacity and increased network efficiency.

All of these benefits will allow AR and VR technologies to finally reach their full potential. Users will be able to safely connect with countless individuals in collaborative immersive environments across the world. All while simultaneously exploring and interacting with enormous historical and real-time datasets.

How Does 5G Affect Immersive Experiences?

Until now, immersive (VR, AR, and XR) technology has been limited to desktop or localized processing capacities, resulting in clunky, difficult user experiences with hardware tethered to immobile desktop units. The mobile options available are choppy and less than ideal. Due to bandwidth limitations of Wi-Fi and existing 4G and LTE networks, streaming immersive experiences through these connections has resulted in sub-optimal user experiences.

Currently, a 720p stream of VR content requires a connection around 50mbps. Quite fast, considering the worldwide average 4G streaming speeds hover around 16.3mbps. Imagine adding in 6dof at 4K, a high refresh rate, and near zero latency of image to prevent motion sickness. The only way to experience this uncompromising immersive programming is through wired headsets, outsourcing rendering to a CPU via USB or HDMI cable. Cables make the immersive experience cumbersome and even create a trip hazard. Smart phone and wireless HMU AR/VR is advancing, but their convenience requires a sacrifice in experience and image quality.

5G will give us the best of both worlds. It provides exceptional processing power, and unlimited connectivity with countless users and live data feeds. A mobile headset can now manage all of the processing, giving the user full immersion and high-fidelity visual experiences. Immersive experiences will be fully unbound.

5G + AR/VR: Powering The Future Of Data

There are an enormous number of possible applications of immersive technology. Yet, in order for wide-spread marketplace adoption to take place, it’s necessary to understand that immersive technology holds practical benefits for many industries beyond entertainment and gaming. One of these business use cases involves visualizing data.

5G powers the ability for huge amounts of data to be streamed to headsets with no decrease in processing speed of end user experience. Live data feeds and large historical datasets can be visualized instantly and interacted with in real time. Imagine an AR/VR experience involving hundreds of users exploring vast amounts of live and historical data. All within an immersive environment providing real-time interactivity and no processing delays. Or imagine putting on a headset and monitoring thousands of real-time IoT data feeds, via multi-dimensional holographic displays. 5G makes all of this- and more — possible! In a post-COVID world, such immersive, collaborative, fully interactive experiences will be hugely valuable and essential.

What is the benefit of immersive data visualization?
The human brain has evolved over millions of years to process information in a three-dimensional world. Yet, for hundreds of years data has been presented and processed in two dimensions. When a person looks at a graph, their brain processes information and created a mental image of the data that makes sense to them. If 10 people look at the same graph, they may all process the information in different visual ways within their own brain.

Adding immersion to the data analytics workflow reduces this mental load empowering all users — even the most non-technical — with a way to easily and intuitively view and analyze even the most complex datasets. It creates a three-dimensional image for them. Ensuring that everyone on a team is visualizing and processing the data in the same way. This fosters clarity, transparency, understanding, and clear communication. 5G networks will remove all scale barriers to visualizing spatialized data, empowering immersive data visualization to reach its full potential. As a result, 5G + AR/VR technologies will fundamentally change the way businesses operate across the world.

So…When Will 5G Arrive?
It's a complex question. In a report published in June 2019 by Ericcson, it's predicted that by the end of 2024 5G will be accessible by 45% of the world's population. Up to 1.9 billion people will have subscriptions to 5G services. Chinese state-owned carriers made 5G available for consumer use in October of 2019. Limited 5G connectivity was available in America in 2018, with major carriers offering the service in more cities throughout the country in 2019.

The consensus is that by the end of 2020 the network will be more widely available throughout the world. But in order for the network to reach its full potential, more time will be needed. Existing cell towers are useful to the 5G infrastructure, but the technical aspects of the signal's wavelength require many more towers and antennas. Consumers will also need to upgrade their devices for compatibility. Jake Moskowitz, head of the Emodo Institute, a research center at Ericsson Emodo, recently told foxbusiness.com, "5G evolution is likely to feel gradual at first. We may find ourselves at some point wondering what all the fuss is about, but then there will be an inflection point after which we'll barely be able to remember the 4G world."

One thing is for certain. COVID-19 and the surge in remote work has increased demand for more bandwidth, speed, and power. The 5G network offers the solution.

5G will have a substantial impact on our world, no matter how long it takes to fully mature. With 100-fold speeds and near zero latency, the possibilities for untethered immersive experiences will become a reality. These new technological abilities, combined with the unforeseen demands of the post-covid world, create an ideal environment for a huge leap forward for immersion. A world where enterprises can join with countless users to collectively experience data driven immersive environments like never before.

https://medium.com/badvr/5g-unlocking-the-potential-of-immersive-ar-vr-technologies-ab59089656de

---

PEF Announces Election of Three New Board Members
By Peg McCool
Posted: September 8, 2020
Philadelphia Education Fund

PEF is delighted to announce the election of three new members to the Board of Directors on August 20th.

Aleksandra Davis is Director of Digital and Technology Innovation at PwC and brings 15 years of experience leading organizations through business and technology transformations. Aleks's functional experience is focused on helping to frame and execute business strategies, while expanding the organizational and tech capabilities required for growth.

Her interest in helping nonprofits comes from within. "I have an innate desire to do good and do what's right for our communities, so everyone can grow, learn, and thrive in a safe and supporting environment."

In a year that demands innovation and technology to deliver on organizational goals, the timing could not be better to welcome Aleks to the Philadelphia Education Fund Board of Directors.

Phillip Gabler is a Distinguished Engineer at Comcast. His long career in software engineering and experience managing complex teams is paralleled by a deep commitment to giving back. A long-time volunteer in Philadelphia, Phil tells us, "I am deeply committed to giving back to my community and am an energetic team player. I am dedicated to finding a purpose that aligns with my inner "why?" to which I can dedicate my energy, time, and love for my community."

Asim Haque '98 is Vice President, State and Member Services, at PJM where he leads the State Government Policy division, Electricity Infrastructure Policy unit, and Member Services division. He found his way to PJM by way of the Public Utilities Commission of Ohio where he served as Chair.

Asim is a graduate of Case Western Reserve University, where he graduated cum laude with a bachelor's degree in chemistry and political science. He received his Juris Doctor from Ohio State University's Moritz College of Law.

https://philaedfund.org/pef-announces-election-of-three-new-board-members/

What Really Happens After Candidates Lose a Big Election
They lost their primary elections — and these women aren't done fighting.
By Ella Cerón
Sep 29, 2020 @ 8:00 am
InStyle

The biggest race on your ballot this November will, as it has 56 times before it, center on two older, white men. That wasn't from lack of effort, given the Democratic presidential primary was the most diverse in United States history. Races down-ballot, however, tell a different story: Across the country, women and people of color are hard at work, asking their neighbors to vote for them. Many of them are running on progressive platforms, and a number of them are running as first-time candidates. Some stand to make history as a potential first for their intended office.

But as Representative Alexandria Ocasio-Cortez said in the 2019 documentary Knock Down the House, "For one of us to make it through, 100 of us have to try." For many of the candidates who staged primary candidacies, the drive to advocate for their communities began long before they considered putting their names on a ballot — and has not ended simply because the final vote tally did not land in their favor.

Though Mckayla Wilkes, who staged a primary candidacy in Maryland's 5th congressional district, was "disappointed a bit" to lose her race against incumbent Democratic Representative Steny Hoyer, she knew she didn't have time to dwell on the feeling, "especially because of everything that is going on surrounding COVID," she told InStyle. Soon after her primary loss on June 2, she collaborated with two of her campaign staffers to create a nonprofit focusing on ending the school-to-prison pipeline in Maryland, as well as advocating for criminal justice education and police reform.

"I felt like somebody has to keep fighting," Wilkes said. "We can't stop. We have to keep holding people accountable."

If you felt your primary ballot featured more names of women candidates than ever, you weren't imagining things, and yours was far from the only one. 2018 was a banner year in which a record number of women across the United States ran for political office, and that number seems to only be growing in 2020. Organizations like Emily's List, She Should Run, and Higher Heights for America are dedicated to supporting women candidates as they navigate a historically exclusionary political system with the hopes of serving in office. Many progressive candidates ran or are still running with distinctly anti-establishment aims: They don't want to leave the communities they hope to represent, and they refuse to abandon those in need after election day.

"To my clients, I'm not 'Jessica Cisneros the congressional candidate'," Cisneros, an immigration rights lawyer who on Super Tuesday came within three points of defeating incumbent Representative Henry Cuellar in Texas's 28th congressional district, told InStyle. "I'm Jessica Cisneros, the attorney trying to help them out on their case and work with their families." A few weeks after her campaign ended, she resumed her work advocating for migrants in detention centers at the U.S./Mexico border, and is also using the organizing skills she honed on the trail to help her community be counted in the 2020 Census. Staying connected to the people who voted for and supported her wasn't a question, and staying involved in their day-to-day lives, she believes, underscores the power of grassroots candidates and leaders.

"Everyday people are the ones that are supposed to be our elected officials," she said.. … "In facing the issues yourself, you remember the urgency, and that this isn't a hypothetical question — policy actually has an impact on people's day-to-day lives."

No matter their hometowns or potential districts, former candidates are aligned in at least one respect: They know they don't need a formal title to still make a difference, though holding office would certainly offer them more immediate power to do so. For **Morgan Harper '01**, who gained national prominence when she primaried Democratic Representative Joyce Beatty in Ohio's 3rd congressional district on April 28, transitioning from her campaign back to community activism was the only move that made sense, especially given the progressive issues at the core of her campaign.

The lawyer is now organizing with Until We Do It to distribute protective face masks throughout central Ohio, as well as working with Fighting Corporate Monopolies at a national level. She's also showing up to local protests condemning police brutality, though when she first showed up, "people were surprised I was out there in some way, even though it was very natural for me," she said. "I think people are so used to the style of politics where, after the campaign and after you don't need the vote, you go away and they don't necessarily see you. So the fact that I was showing up and I was standing side by side with them protesting against the inequality, I think that did mean something to people."

"People are still really paying attention and listening to the messages that we're putting out there," she said of her team, who still uses the @MH4OH social handles they established for her campaign. That sentiment could be applied to broader sentiment around former candidates. Where camera crews may have once left everyone but the formal winner in the background, social media has democratized the ways in which former candidates can still affect change. As Harper said, past supporters "are still looking to us for guidance on what's the right thing for them to plug into."

There's no lack of pressing issues for people to mobilize around: The nationwide uprisings against anti-Black racism and police brutality are building on decades of work by activists who came before — but even they agree that something feels different this time. And the coronavirus pandemic is also exacerbating crises that are now impossible to ignore, from those experiencing food insecurity or who fear being evicted from their homes, to the tens of millions of people who have lost their jobs and the health insurance that often came with employment. Millions more are grieving the loss of loved ones, and juggling childcare, work, and other obligations simultaneously. Because women are historically forced to bear the societal and economic consequences that arise from disease outbreaks in ways that their male counterparts often don't, many are looking to one another for mutual aid and support.

"I just got a text message this morning from a woman who lives in New York City public housing, saying she needs help figuring out how to elevate the concerns of people in her building, because politicians at every level aren't helping her," Lindsey Boylan, who primaried Democratic Congressman Jerrold Nadler in New York City's 10th congressional district on June 23, told InStyle. A former Deputy Secretary of Economic Development for New York state, Boylan feels it's her obligation to keep those channels of communication open and to try to advance issues for people with less power than she has. "I know how to navigate coming from nowhere, to get power and have your voice heard. So I need to help people," she said.

Boylan is also making sure to hold space for the women who powered her campaign, and to close out their experience with one-on-one sessions for those who are interested in them. "I have a responsibility to set an example for the women coming behind me, and especially to the young women who worked so hard on my campaign," she said. What she refuses to do is lose momentum.

Though studies have found that women are just as likely to win races as their male counterparts, the hurdle to getting them to run for office at all accounts for much of the discrepancy in equitable representation across all levels of government. A traumatic first run could discourage plenty of women from trying to run again — as Harper pointed out, campaigning "isn't for everyone because you're very, very vulnerable." Or perhaps a woman considering her own run might see the way women in politics are treated by their colleagues and the broader public, and decide to engage themselves elsewhere.

A loss, Boylan said, is often "the exact moment where a lot of women end up opting out," especially given what she called a societal expectation placed upon women to be perfect and get something right on the first try. "And this is the exact moment — after you've built credibility, you've built name recognition, and you know how the system works and how to run a campaign — that you should not disengage."

As Wilkes stresses, the reasons why she and so many other women decided to run for office don't disappear based on a single election's results. "Trust me, after campaigning for almost two years, I do want to just lay down and get rest," she said. "But being a regular person …

policy does affect me. Marginalized communities have to fight, and I feel like we don't have a choice in some instances."

"I'm still fighting for not only the people in our community and the people I come across, but I'm fighting for myself," she said about keeping momentum going after her race. "I'm fighting for survival. So, I just have to."

The 116th Congress, whose session began on January 3, 2019, is the most racially diverse Congress in U.S. history. It also comprises the largest share of women in Congress: That day, 102 women were sworn into the House of Representatives, and 25 women were sworn in as Senators. Their success was only the tip of the iceberg for the number of women who ran in 2018, at both the federal and local level.

Samelys López, a community organizer and former candidate for New York's 15th congressional district, trying is a worthwhile endeavor in its own right. "You know, losing a race doesn't really mean losing, because you get to learn from the experience, and you get to apply it to your daily life and the movement," she told InStyle. "So even though I wasn't successful in my primary, there were so many things that in my mind makes me feel like I won." She notes her campaign's dedication to provide messaging in multiple languages, and the fact that she refused to take corporate donations as particular points of pride. She was one of over a dozen candidates in a race without an incumbent. Despite what she believes was a willful erasure of her campaign by those in power, she outperformed candidates who previously held other offices, and to her eye, proved that a democratic socialist platform would resonate within the poorest congressional district in the country.

"What we built in this campaign is not going to end with this campaign," she said. "This is an opportunity to bring an intergenerational political movement to the fold."

As Amani Al-Khatahtbeh, whose primary challenge against Democrat Frank Pallone for New Jersey's 6th congressional district made her the first Muslim woman to run for Congress in her state's history, puts it, "We all really just built on a legacy of work that is much bigger than our individual struggles. And that's why, regardless of the outcome of a race, the work must continue."

The founder of MuslimGirl.com also made sure that she campaigned in a way that made her proud, whatever the final vote. "The worst thing would be to have such a bad experience that you never want to run again, that you lose faith in the system. And truth be told, it's extremely easy to have that type of experience your first time running for office, especially if you're a young person of color, and a young woman of color," she said. "So I wanted to make sure we were building a movement — that we weren't trying to pander to votes, but rather to establish something fundamental for community building that we can continue to work off, no matter what."

For some of the women InStyle spoke with, that work will include another run. Boylan is considering running for Manhattan borough president in 2021, and Wilkes has her eye set on running in 2022. Al-Khatahtbeh refuses to let herself be disillusioned by the misogyny, xenophobia, and harassment she faced as a result of the first political race of her life. And when community members ask Harper if she'll run again, she says she hasn't ruled out the possibility. "We'll see what happens down the line, but ultimately, serving my community is all I care about. And we'll just figure out what that looks like," she said.

Cisneros is equally pragmatic and community-oriented about the idea. "What seems to be really obvious right now, is that things change a lot in a matter of months," she said, nodding to the pandemic. "So I keep telling folks, we'll cross that bridge when we get there. If I still believe that I'm the right person to run, then I will. If the community wants me to run again, then I think that's the role I need to lean into, but… I think there's a lot to think about before making that decision again."

As protests and community organizing have shown in the past few months especially, much of the work changing our country comes from the bottom up. True leadership, each of the women stressed, is about engaging with your community. "If you are someone who is driven by something internally to help others, and you're doing something about it, then you're a leader," Boylan said. "And you don't have to wait for someone else to declare that."

Or as Al-Khatahtbeh put it, "I feel like our generation has become so used to equating efficacy with a follower count. And especially when it comes to movement building, we cannot think that way, because change starts at an individual level." She's strategizing how to best translate what she learned from her primary race to the MuslimGirl.com platform, and she hopes young people continue to get involved and make themselves heard. Her race, she said, "really emphasized to me the power of us having our own platforms where we can speak for ourselves on our own terms and be empowered to represent ourselves and how these policies and issues impact us," she said.

While campaigns need to close their office operations, and posters and mailers will eventually be taken down, there is rarely a blueprint for what a political aspirant should do once their candidacy ends. But whatever the next steps, and whether or not the future holds a potential next run, all of the women InStyle spoke with were united in a belief that the fight isn't over, and that they will directly usher in the change they believe their communities need.

For her part, López knows she wants to do work that prioritizes "women who stand up for the values of the working class," and that she'll continue to organize around housing, even if she's not yet a member of the House.

"They're going to have to remove me, because I'm not going anywhere," she said. The stakes in her district, and in so many districts around the country, are simply too high.

https://www.instyle.com/politics-social-issues/women-politics/lost-primary-elections-what-is-next?link_id=0&can_id=5e8535884bd81db140781ef4a9d14a83&source=email-instyle-magazine-just-published-a-story-on-us&email_referrer=email_942961&email_subject=instyle-magazine-just-published-a-story-on-us

---

Ohio activist **Morgan Harper '01** didn't make it to Congress, but she's still fighting
September 24, 2020 11:48 AM CDT
BY ANTHONY PARKER AND ANITA WATERS
PEOPLE'S WORLD

Since Ohio's Third Congressional District was created in 2012, covering most of Columbus, it has been represented in Congress by moderate Democrat and Black Caucus member Joyce Beatty, with no opposition from within her own party. But 2020 was different. Morgan Harper, a 36-year-old Columbus native with a formidable list of accomplishments, declared her candidacy for the Third District seat and endorsed positions progressive enough to earn her the Justice Democrats endorsement, the organization behind Alexandria Ocasio-Cortez's successful 2018 election.

Until Ohio's chaotic primary in March and April, District Three residents had hope that they too might be represented in Congress by someone who endorses Medicare for All, the Green New Deal, and student debt relief. While Rep. Beatty won the nomination, Harper is continuing her engagement and leadership in an era of sustained struggle and is active in efforts to expand voting rights and get out the vote, especially in underserved communities in Columbus.

We should issue a disclaimer before continuing: Both authors of this article were "Morganizers"—Waters as a volunteer canvasser and Parker as a paid intern beginning in the summer of 2019 when he moved to Columbus from Canton. The Harper campaign was overwhelmingly youthful, reflecting not only the age of the candidate and her network of community allies but also the fact that in recent years, youth have added a surge of support and energy for progressive political campaigns and increased their voter turnout in midterm elections by a whopping 79%. The youth vote could finish off the Trump administration once and for all in November.

Although she is 33 years Beatty's junior, Harper brought a compelling biography and an impressive resume to her candidacy. She was born in Columbus and spent her first nine months in foster care until she was adopted by a Columbus schoolteacher who had emigrated from Trinidad. That was when, she says, "I got lucky." Her mother worked hard to support Harper and her brother. She won a scholarship to a prestigious private school in Columbus, where she came into contact with wealthy young people for the first time and became acutely aware of economic inequality and its effects on young people's chances for success.

Harper went on to a stellar academic and professional career, with a bachelor's degree from Tufts University, a master's from Princeton, and a law degree from Stanford University. After college, she worked for a time with the Federal Trade Commission, an experience she said made her more skeptical of government's potential to make a real difference in people's lives. She worked at a think tank, then writing opinions for a judge in Columbus, and finally in the corporate side of law, a job that helped her pay off her student debt. The corporate law firm "gave me a window into what the private equity industry is all about," Harper said in a recent interview. "The deals that we were looking at were capital raises for companies that had been acquired by private equity and gutted."

When she was offered a position at the Consumer Financial Protection Bureau (CFPB), it was the midst of the 2008 recession. It was clear to Harper that different socioeconomic groups were affected more profoundly than others by the recession. The CFPB aimed to "do government differently," but Harper was still skeptical. What she discovered on that job were "committed people who were savvy about public policy" and who lived up to the goals of the agency.

Harper then returned to Columbus and took a job with a national economic development non-profit, the Local Initiatives Support Corporation (LISC). That job really transformed her thinking about the national level. LISC had offices across the country, and part of her job involved visiting them and witnessing first hand their struggles on the ground. While she was familiar with the problems that Columbus faces, especially economic inequality and segregation, she realized that the same kinds of problems were being experienced in towns and cities across the nation. It was then that she decided to run for national office.

She got a lot of pushback early in her campaign from people who expressed shock that she was running against an established incumbent. "Women are expected to wait their turn," Harper told us, "to wait for the green light." She forged ahead, confident that her experiences and the contrasts between herself and the incumbent would give people a choice in the primary. She connected early on with Cori Bush, the BLM activist in St. Louis who was also running against an established incumbent of color and who won the nomination.

Controversies arose during the campaign that shed light on some fundamental social realities of racial representation and money in politics. In August 2019, a New York Times editor was demoted for a tweet that implied Harper was a young person with some disdain for Black leadership and so was trying to boot out a long term Black incumbent. He failed to mention that Morgan Harper is also a Black woman.

Harper's campaign emphasized grassroots funding. According to OpenSecrets.org, more than 99% of the $807,338 that the campaign raised came from individual contributions. In contrast, individual contributions to Beatty's campaign accounted for only $641,172, just 33% of the total $1,956,695 that Beatty raised. Most of the contributions to Beatty's campaign came from the insurance, securities, and banking industries.

Additionally, on the eve of the scheduled primary, criticisms were raised about Beatty's husband Otto Beatty, a former state representative and lobbyist for payday lending companies.

He is the long-time vice-chair of the Downtown Zoning Commission in Columbus, whose decisions arguably have exacerbated housing inequalities and the shortage of low-income housing.

Furthermore, allegations of impropriety were made about a particular property deal Joyce and Otto Beatty made when they sold a property they owned to a developer just a month after Otto Beatty, in his capacity on the Downtown Zoning Commission, had voiced his support of the developer's plan to convert the property into high-priced condominiums.

Ohio's primary was scheduled for March 17, but was postponed literally at the eleventh hour, and switched to an all-mail primary, with a deadline later set by the legislature to be April 28. That same week, the stay-at-home orders were issued to alleviate the pandemic, and Harper's campaign pivoted to mutual aid and community service. The pandemic "crystallized the need right now in the community for us to just be there for one another, take care of one another, and make sure that folks are able to meet their basic needs," Harper wrote in social media.

In a recent interview, Harper emphasized that although Joe Biden has pledged to support aspects of the Green New Deal, strengthening labor rights, relieving student debt, and other progressive policies, they won't be realized without a strong, sustained people's movement pressuring every level of government.

Harper's recent activity includes participating in car caravans for the HEROES Act and lending her support to student workers organizing at Kenyon College. She has also launched a new mutual aid organization called Columbus Stand Up, a non-profit that provides mutual aid directly in communities, organizes at the grassroots level, and amplifies community voices in the political process, especially by getting out this vote this November.

Although Morgan Harper won't be a representative in the 117th Congress, Ohio's Third District will benefit from her leadership and public policy expertise in the struggles ahead.

https://peoplesworld.org/article/ohio-activist-morgan-harper-didnt-make-it-to-congress-but-shes-still-fighting/

Q&A: **Morgan Harper '01** on Columbus Stand Up! and Transitioning from Politics to Activism
September 14, 2020 11:20 am
Taijuan Moorman
Columbus Underground

When Morgan Harper first started her campaign for Ohio's third congressional district against incumbent Congresswoman Joyce Beatty, she consistently called it a grassroots effort to bring in new leadership that could impact the lives of working people.

When that campaign came to an end earlier this year, Columbus was already in the throes of a global pandemic not seen in 100 years. It became instantly clear some folks would have a much harder time coping with the virus and the resulting national shut down.

It's between the devastating blow to poor and minority communities that paralleled a global movement for Black lives in response to the death of George Floyd that Harper launched Columbus Stand Up!

The organization is founded on three principles and priorities — direct service, grassroots organizing and accountability — and, in partnership with the local organizations most familiar with their communities, demands a sustainable path forward for community members left behind.

So far the organization has managed to distribute 15,000 masks to community members in need, as well as hold a few socially-distant events to educate the community on the voting process.

And in October, Columbus Stand Up! will co-host a candidate forum with FreedomBloc and other organizations to hold elected officials accountable and "make sure our neighborhoods get a seat at the table."

Columbus Underground chatted with Harper about the organization, its motivation and reception, and whether the group's voter forums will feature Harper's former political opponent.

TM: How have the recent BLM uprisings and even the pandemic motivated the creation of Columbus Stand Up!, or was this already in the works?

MH: I said a lot during the campaign, this idea of, we're talking about more than just one campaign or one election. This is ultimately about a different approach to how we run our lives. It's gotta be grassroots and us coming together as a community.

That work was going to continue no matter what. But in terms of like what shape it took, I do think that extended campaign period when the pandemic hit, we pivoted to doing a lot of direct service. [It] crystallized this need right now in the community for us to just be there for one another, take care of one another and make sure that folks are able to meet their basic needs.

TM: What has the reception been like at events so far? Are people asking about the campaign or will you run again? What has been the general feeling from the community?

MH: It's been a positive reception. The protests haven't ended, you know, the protests are ongoing. But I think a lot of people who have been attending a lot of them over the spring and the summer are also grateful to compliment those experiences with a space where they can come together and talk and dialogue a little bit more about some of the things that have been going on in the community, and also create a space.

The [event] in Southfield, we worked with the Marion Franklin Area Civic Association and with our community partners, trying to be responsive to where the community's at. They had expressed some concern about violence that had been occurring in the community and wanted to create a place where especially the elders in the community would feel comfortable coming out and talking about what's going on. And so, that's the reception I've been getting is gratitude for a willingness to just help create the space, but then also, we're being led by our community partners in terms of what they want to talk about.

TM: Will this forum or subsequent forums include your former opponent, Joyce Beatty, and what do you hope for our neighbors and our community members to be able to get out of those events and experiences?

MH: We're still in the midst of planning what our first forums will look like. There's a group of partners from across the state working together, but our leader of that effort is FreedomBloc.

And so we're still working out the logistics, but the idea is in a nonpartisan way, we as a community — and particularly in the case of the forums of Black-led organizations — we need to have a regular dialogue with those who are seeking to represent us. That we're asking about policy issues and what they're going to accomplish when in office. And that's beyond partisan, that's beyond any specific office. We really should have that mindset with how we approach voting for all offices.

There's so much on the line in a way, and people are really focused on what's been going on at the community level, making that connection between experiences at the community level and also what the political process can do to address it.

Columbus Stand Up!, in partnership with the Somali Youth Foundation and others, will host another community event featuring music, food and opportunities for people to register to vote. The event will take place Saturday, Sept. 19 from 1 – 3 p.m. at Mock Park, 2520 Mock Rd. Masks are required.

https://www.columbusunderground.com/qa-morgan-harper-on-columbus-stand-up-and-transitioning-from-politics-to-activism-tm1?link_id=1&can_id=5e8535884bd81db140781ef4a9d14a83&source=email-columbus-underground-just-did-a-story-on-columbus-stand-up&email_referrer=email_922698&email_subject=columbus-underground-just-did-a-story-on-columbus-stand-up

Field Hockey 9/8/2020 12:29:00 PM
Nazareth College Athletics

Field hockey captains named

Story LinksROCHESTER, N.Y. -- Senior **Natalie L'Hommedieu ’17** and juniors Amanda Chuttey and Mya Maloof have been named captains of the Nazareth field hockey team for 2020-21, head coach Tarah Christenson announced recently.

Although there is no formal schedule for 2020 due to COVID-19 restrictions, the Golden Flyers have been practicing since the beginning of the month and hope to play at least an Empire 8 Conference schedule next spring.

L'Hommedieu, of Blacklick, Ohio, is in her fourth season with the Golden Flyers after contributing three goals and six assists in 2019. She was a second-team Empire 8 Conference all-star and represented the Golden Flyers on the National Academic Squad that was compiled by the National Field Hockey Coaches Association.

Chuttey, of Auburn, N.Y., is in her third season with the Golden Flyers after starting all 21 games in goal in 2019. She was an honorable mention selection to the E8 all-star team and twice was honored in '19 as E8 Defensive Player of the Week. She also was named to the National Academic Squad by the NFHCA.

Maloof, of Weedsport, N.Y., is in her third season after starting all 21 games as a defender in 2019. She represented Nazareth as E8 Sportswoman of the Year and was named to the National Academic Squad.

https://nazathletics.com/news/2020/9/8/field-hockey-captains-named.aspx

---

Nazareth College Athletics
Field Hockey 9/21/2020 10:40:00 AM

Meet Nazareth senior **Natalie L'Hommedieu ’17**

Natalie L'Hommedieu, field hockey team captain, is back for her fourth season with the Golden Flyers after contributing three goals and six assists and earning second-team Empire 8 Conference all-star honors in 2019. In addition to her on-field skills, she has been a fixture on the NFHCA's National Academic Squad (3.30 GPA and higher) and the Empire 8 Presidents' List (3.75 GPA and higher).

Name, sport, position: Natalie L'Hommedieu, field hockey, midfielder

Academic major: English, Women and Gender Studies (minors in Legal Studies, History, and Honors)

Hometown: Columbus, Ohio

Describe your experience at Nazareth. Has it been everything you had hoped for?
I have had a wonderful experience during my time at Naz. I have made lifelong connections, been supported in all of my academic endeavors, and even gotten the opportunity to study abroad. I couldn't have hoped for a more complete college experience.|

What have you done during the COVID-19 pandemic to stay active?
During the pandemic I have continued working out with team workouts as well as finding other ways to stay active (while being socially distanced) like biking, swimming, kayaking, water-skiing, and wake surfing.

What role has field hockey played in your personal development?
Playing field hockey and being part of a team has really helped me grow into my role as a leader, on and off the field. It has given me the confidence to speak up in situations, showed me how to effectively use my voice, and taught me how to both push and encourage those around me. Even more, it has taught me to be disciplined, to never give up, and to work hard in order to get the outcome I desire.

At what age did you start playing field hockey and what made you stay with it?
I started playing field hockey in 7th grade and immediately fell in love with the sport. I loved being part of a team and competing.

Did you play other sports growing up?
I was always very active growing up and participated in a great number of sports. Throughout middle and high school I played lacrosse, in addition to field hockey, for my school.

Who has had the greatest influence on your athletic career? Please explain.
Both of my parents have had the biggest influence on my athletic career. They have been my number one supporters since the beginning, from taking me to every sporting event to practicing with me. They also encouraged me to continue playing through college, believing that I was talented and capable enough to compete at the collegiate level.

Why did you decide to come to Nazareth?
Nazareth provided the best opportunity for me to follow all my passions in the classroom, on the field, and in every extracurricular.

What do your future goals entail -- both short-term and long-term?
After graduating in the spring I will be attending law school in order to further my goal of becoming an advocate for human rights.

What is the best advice you have ever received?
The best advice I ever received was to always be the nicest person in the room.

Complete this sentence: People who don't know me don't realize that__________.
I am a huge Ohio State Buckeye fan and love watching college football.

What athlete do you admire most and why?
There are many athletes who I admire, but one specifically who I have always looked up to is Olympic figure skater Emily Hughes, who in addition to being a decorated athlete also is a Harvard alumni and donated much of her time to charity organizations. I have always admired her for not only achieving so much in her sport but simultaneously dedicating herself to education and the greater good.

What do you enjoy doing in your spare time?
In my spare time I love hanging out with my friends and family, being outdoors, being on the water, and reading.

If you could visit any place in the world where would it be and why?
There are so many places I want to travel, but one that has been on my bucket list since I was little is Hawaii.

Your favorites.
Food? Popcorn
Movie? WALL-E
Book? Too many to choose from, but a longtime favorite is the Heroes of Olympus series
Music on your playlist? AJR

What would you buy with $1 million?
I would travel the world and donate to a multitude of charities.

https://nazathletics.com/news/2020/9/21/field-hockey-meet-nazareth-senior-natalie-l-hommedieu.aspx

---

A WINNING COMBINATION
from Sophisticated Living Columbus September / October 2020
by Sophisticated Living Magazine
by **Annie Dunlap '15**

When **Steve '88** and Nevada Smith decided to bid farewell to life in the city eight years ago, the driving factors in their choice of home were proximity to Columbus Academy (where their three children have attended the school as legacies) and a site that would approach the stunning natural surroundings of Nevada’s childhood in Sun Valley, Idaho - tough to find in the relatively flat landscape in central Ohio.

But their Realtor and family friend, Jane Kessler Lennox was up for the challenge. When Jane took them to a charming bank barn-inspired home on Kitzmiller Road in New Albany, the Smiths' first objective was to check out the view. Walking out to the edge of the back patio that overlooked deep woods and a stream, they paused and sighed. As Nevada describes, "Our stress level just melted away." When Jane asked if they'd like to see the interior, Nevada recalls "as long as it had a kitchen and bath, we were going to be OK."

For anyone who knows them, the Smiths' attraction to the post and beam residence is totally appropriate. Like them, the home is a wonderful mix of rustic authenticity and stunning sophistication. From the gracious breezeway that connects the garage and loft apartment to the primary structure, to the copious windows streaming light throughout the soaring ceilings of the great room, the setting is nothing short of picturesque. Despite the organic, agrarian influence, there's been no sacrifice of luxury. In the kitchen, rich red cabinetry by the renowned Cooley Custom Cabinetry surrounds chef 's grade appliances. Exposed yellow pine frames the central stone fireplace in the large living room with artist loft above. In the walk-out lower level, brick floors bridge relaxed living areas with adjacent bedrooms and a generous walk-in wine cellar.

The decor is fresh, comfortable, and ever-evolving. Artwork by family members hangs alongside works by acclaimed names like the late Denny Griffith. "We buy what we like," observes Nevada. When the Smiths considered hiring an interior designer, the initial recommendation to paint the exposed yellow pine throughout the home was a nonstarter. As we sit in the family room and chat, Nevada motions to the ceiling and walls, "Can you imagine?" she asks, incredulously. Steve smiles, "That's my urban cowgirl."

His playful comment is a perfect snapshot of the dichotomies evident throughout the Smith family and on display in the form of paintings, sports photos, and medical degrees. In fact, the left and right brain talent combined with natural athleticism evident in this gene pool are astounding. A fourth-generation surgeon with an undergrad degree in architecture and a minor in art history from the University of Pennsylvania (where he was a star wrestler), Steve lights up when describing his family tree. His facial plastic surgery practice includes his younger brother Scott, who graduated from the University of Virginia (where he was also a wrestler) with degrees in Studio Art and Biology. Then there's the great-grandfather who succumbed to the 1918 flu pandemic while serving as an army surgeon in France; the grandfather who was a standout football player and went on to study zoology before becoming an accomplished pediatric urologist; and Steve's father who also became a respected pediatric urologist (the Smith pediatric urologists helped to found the department at Nationwide Children's hospital). Other family members are distinguished artists in various fields from performing to visual arts; the list goes on and on.

Nevada's family is no less impressive. She was a competitive ski racer and successful high school tennis player; her dad was a well-known men's clothier in San Francisco and Las Vegas. Her mother and uncle both attended high school at The Juilliard School of performing arts in New

York. With lives full from running a successful medical practice and raising three strong young women, the Smiths never miss a chance to balance their hectic schedules with a healthy dose of grass, sun, and fresh air - whether out in the back of their home in Ohio or on the slopes of Idaho.

The focus on recharging is a wise and strategic one for a family culture aptly reflected by the Mike Ditka quote casually penned and posted with some prominence. “You’re never a loser until you quit trying.” For this driven and talented tribe, winning is all about perspective and heart.

https://issuu.com/sophisticatedliving/docs/slcol_s-o_2020_issuu/s/10940532\

Avishar Barua ’05 discusses transitioning the Service Bar dining experience from in-house service to carryout meals in the September 2020 issue of Columbus Monthly.

Dining TAKEOUT

A photo from chef Avishar Barua's trip to Vietnam

Flavor Memories of Vietnam

The dining experience has changed drastically, but Service Bar is still infusing its food with stubborn creativity and global inspiration.

BY ERIN EDWARDS

Carryout wasn't in Service Bar's DNA when the year began. The restaurant's cerebral, world-traversing dishes were meant to be enjoyed in its intimate dining room, adjacent to Middle West Distillery, with a made-to-order cocktail in hand.

But after COVID-19 and mandatory shutdowns forced the issue, executive chef Avishar Barua and his remaining kitchen staff (whom he put on salary), grabbed a piece of butcher paper and wrote a new takeout menu in 24 hours. "It was kind of wild. It was like we opened a brand-new restaurant within two days," Barua says.

Service Bar remains carryout only, and the new normal continues to get harder, the chef says. But the results have been surprisingly wonderful—from Service Bar stalwarts like the Bengali-inspired whole chicken meal and the Cheesy Brisket Crunches to specials like Mexican carnitas with all the fixings.

But probably the best carryout meal I've eaten during this bizarre time—and there have been many—was Service Bar's Fourth of July special: a steak-and-potatoes dinner that paid homage to both the American grill and to the flavors, smells and sights Barua experienced while traveling last year through Vietnam. The meticulous meal—which was accompanied by Barua's own amusing, stream-of-consciousness instructions on how to reheat it—spoke to a different time: one when we trekked to far-flung places, and one when the chef might stop by your table to say hello.

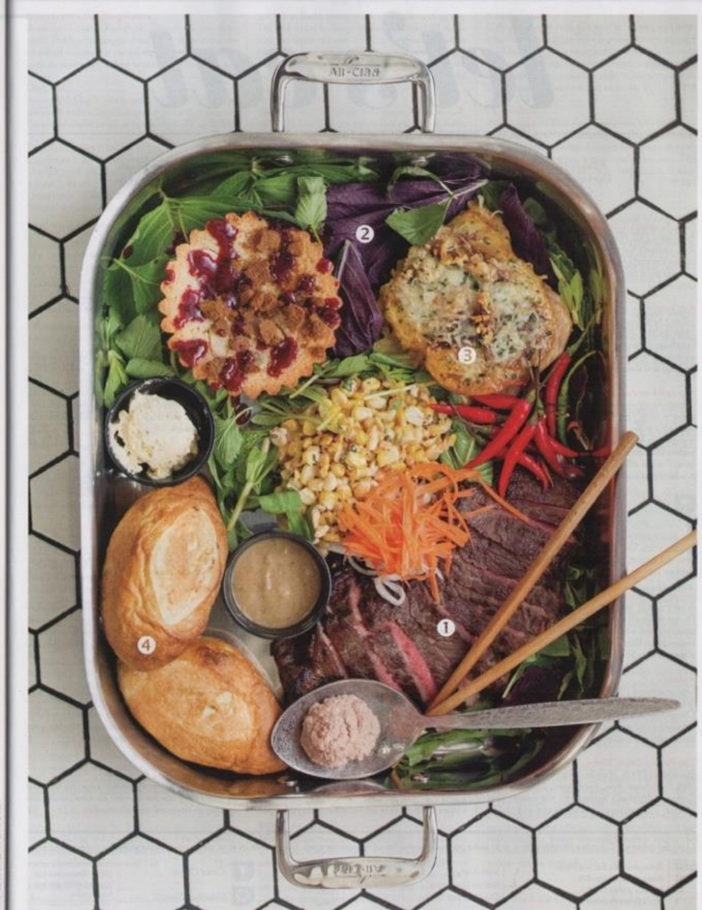
When Barua travels for vacation, "the work never turns off completely," he says. He's always taking notes on flavors and ingredients that may inform a future dish back in Columbus. Indeed, his Vietnam trip photos, which he kindly shared with *Columbus Monthly*, depict a sea of foods: countless banh mi sandwiches overflowing with pâté, fresh greens and herbs, generous bowls of pho and street food dishes, mostly consumed while seated outdoors—an experience that "had a big part in the flavor memory," Barua says.

Here, we break down elements from that Fourth of July dinner and Barua's inspiration behind them. And if you want to try cooking like Service Bar at home, just ask. "We give away all the recipes. If anyone wants to know, we just ask them to ask us," Barua says. "We do hospitality because of hospitality. Not because we want to be famous or get rich or anything." ◆

Service Bar
1230 Courtland Ave.,
Short North, 614-947-1231,
servicebarcolumbus.com

For a heads-up on Service Bar's specials, follow it on Instagram @servicebarcbus or follow its "secret menu" account @secretkitchenmenu.

1. **Shaking Beef Marinated Rib-eye:** This tender, 10-ounce wagyu rib-eye, sourced from D'Artagnan Meats, was the star. Customers needed only to reheat it on the grill for a couple of minutes. The marinated steak was partially inspired by a Vietnamese dish called bò né, an iron plate of sizzling steak and eggs, which Barua fondly recalls was placed in front of him and then lit on fire.
2. **Fresh herbs:** When accompanied by ho-hum romaine, steak salads can be "kind of lame," Barua says. Instead, the chef envisioned a steak salad bursting with herbs like shiso leaf, Thai basil, sweet mint, rice paddy herb, Vietnamese coriander and culantro (a long-leaf herb in the same family as cilantro)—all available at local markets like Four Seas Emporium and Saraga International Grocery. "It made so much sense. One thing in Vietnamese cuisine that I don't see in any other kind of Asian cuisines: You go out and there's always a big bowl of herbs," he says.
3. **Pho-rench Onion Potato Gratin:** This stroke of genius started out as a joke. Service Bar took its excellent French onion soup broth and added ingredients found in pho: star anise, cinnamon, onion, clove and Vietnamese cardamom. When combined with thinly sliced potatoes, it made for an unforgettable French-Vietnamese twist on the classic, with a cheeky nod to chips and French onion dip.
4. **Banh mi bread:** Service Bar proudly bakes all its breads in-house (save Martin's brand potato rolls for burgers). "It's something that we've grown to appreciate a lot, having access to whatever bread we want," Barua says. In its ode to the banh mi, the Vietnamese sandwich, Service Bar adapted a Mexican bolillo recipe, swapping in rice flour for a closer approximation of a mini banh mi roll. Customers had the option of lathering on house-made pâté or building their own steak and herb sandwiches.



PHOTOS COURTESY AVISHAR BARUA

Jim Merkel ’92 discusses the impact of Covid-19 on his investment firm, Rockbridge, in the September 2020 edition of ColumbusCEO.

Francie Henry,
Fifth Third Bank

NAVIGATING PPP LOANS AS THE RULES SHIFTED

Francie Henry
Central Ohio President
Fifth Third Bank

As a bank and essential business, Fifth Third perpetually has risk mitigation strategies in place. Yet even with this planning, Central Ohio President Francie Henry has faced down considerable challenges in 2020.

Keeping the 62 branches she oversees open while helping employees and clients stay safe was only the beginning.

One of the most challenging times? Helping businesses apply for Paycheck Protection Program loans, part of the federal stimulus program. “You could feel the stress and the strain that our customers were going through. You could feel the desperation,” Henry says.

That the rules of engagement around the loans shifted as her bankers learned them only raised the stakes. “We were helping people in line, but sometimes didn’t know where the line was, how many people were in it, or how long it would take.”

Bankers worked around the clock, she says, and Fifth Third’s local offices secured $160 million in funds for 790 loans.

For Henry, a self-professed people person who has worked at Fifth Third for 34 years, the hardest part of the past few months is not seeing people face-to-face. “When you have to work through situations with clients, it’s even harder to do when you can’t sit with them and get their human reaction. We were so isolated and it felt so foreign,” she says.

Instead, the bank used technology to stay connected. Henry’s employees called all their clients to check in. In part because of these calls, Fifth Third learned who needed extra help. Since March 18, Fifth Third has administered more than 150,000 hardship requests for clients across its 10-state footprint, including fee waivers and mortgage forbearances, Henry says.

It’s not just Henry wanting more human connection. Clients do, too. In late July, Henry asked one of her branch tellers about her transaction volume. The teller said it was 75 percent of where they were before the pandemic. People were choosing to come into the bank, not just drive through.

–Amy Braunschweiger

BEING A POINT OF LIGHT IN THE STORM

Jim Merkel
CEO
Rockbridge

Jim Merkel runs a company that has made more than $8.5 billion in investments in 260 hotels in 38 states since 1999. As Covid-19-related stay-at-home orders went into effect in March, Rockbridge had 76 hotel investments in its portfolio. Having managed the company through the crises of 2001 and 2008, Merkel knew what to do. He immediately began preserving cash by reducing expenses, furloughing thousands of employees and communicating with investors and lenders.

While the impact of Covid-19 was unprecedented—he says worse than 9/11 and the Great Recession combined—Merkel was able to find a silver lining. Rockbridge borrowed from balance sheet lenders like banks and insurance companies rather than from commercial mortgage-backed securities (CMBS) loans. Owners with CMBS loans struggle to get feedback and definitive responses when times are tough, and clear direction is critical, he says. Merkel and his team leaned on long-established relationships with lenders to modify 76 loans in 60 days. The company deferred interest, extended maturities, reduced interest rates and made other modifications to help get through the cash flow challenges the properties are facing because of Covid-19.

As the pandemic continued, Merkel tried to be a “point of light” for his team, reminding them brighter days were ahead. “As a leader, it’s critical to listen and understand what your team is going through,” he says. Merkel rolled up his sleeves to support “a great team of high integrity, hard-working people.”

Merkel says Rockbridge will be opportunistic in pursuing new deals. The company is seeing more distressed opportunities that could turn into attractive investments. While it will remain selective on new projects, it’s moving forward on those in the pipeline, including its first two in Columbus—two hotels in the Scioto Peninsula and one on the site of the North Market parking lot.

–Laura Newpoff

Photo by JODI MILLER

Jim Merkel,
Rockbridge

Jim Bowman ’84 discusses what life has been like as an investment professional since the pandemic began in the September 4, 2020 edition of Columbus Jewish News.

COVID-19 pandemic market changes can affect investments

BECKY RASPE | SPECIAL SECTIONS STAFF REPORTER
braspe@cjn.org | @BeckyRaspeCJN

Approaching the sixth month of the COVID-19 pandemic, many trends have manifested in the financial sector, specifically in how it has affected investments.

According to Jim Bowman, senior vice president and managing director of Parkview Capital Advisors of Raymond James in Bexley, and Kara Lewis, managing director of AB Bernstein in Cleveland, many of these impacts could be defined as unprecedented, in the extreme highs and lows of the market.

“If you look back since March, the market has gone through different phases,” Lewis said. “Initially, there was a significant downturn in the market as the world was sort of digesting what was happening with the pandemic and how that would impact businesses and the market. But since April, we’ve seen a just as magnificent upturn, so there have really been these two phases since the pandemic. The question now becomes, ‘Wow, we’re still in the midst of the pandemic, and now the market has rebounded and is reaching new highs, how do you reconcile those two facts?’”

Bowman touched on what life as an investment professional has been like since the pandemic began.

“Q2 2020 was truly unprecedented as the COVID-19 pandemic, nationwide lockdowns, stay-at-home orders and a major economic downturn shook the entire country,” he said. “The industry was forced to quickly pivot to a new way of conducting business. With office closings and face to face meetings put on hold, much of what we do today is remote. Given the interruptions with childcare and schooling, many have no choice but to work from home. This reality is likely to stay in place for the rest of this year and possibly until next summer in my opinion. The industry will have to continue to offer flexibility to their employees.”

Bowman Lewis

As the pandemic causes many other areas of life to constantly change, the investment market is no different. Bowman said one of the biggest impacts on the market as a result of life in a pandemic has been “the massive liquidity the federal government has injected into the system through a variety of stimulus packages.”

“The money supply in the United States ballooned by more than $3 trillion, up roughly 20%, since the beginning of the year,” he explained. “To put this in perspective, this year’s increase equals the total money supply in 1989. With that much new money in the system, you have to expect some of it to end up in the markets. I think is one of the major forces that has caused to market to rebound so quickly.”

Lewis added, “Our message to clients is they should expect volatility to continue because of COVID, as well as due to the upcoming election. Any election year, without COVID, would likely bring about some of that volatility, so we’re likely to see that layered on top of the pandemic environment. But, we’re always here to guide clients to think of the longer term. To be able to think longer-term and understand that volatility is going to happen in the shorter term, that is really where we educate our clients.”

And as many individuals consider buying and selling during these unusual times, Bowman explained any decision should be carefully considered.

“We will see what the future brings, but be careful with the stocks that have surged without the underlying fundamentals to support the current price,” he stated. “I see a number of similarities to the market in the late 90s when technology stocked were ripping higher based on the excitement over the internet. Some of the biggest winners in the ‘90s had no earnings and, in some cases, no revenue and ended up in bankruptcy. Be careful, know what you’re buying and have a focus on quality.”

Lewis said, “Trying to time the market is truly impossible. Whether you’re trying to time the market to buy something at its absolute low or selling at the absolute high, that is nearly impossible. So, we try to tell our clients to be more patient, and if they do have funds they want to put into the market, having a very disciplined dollar-cost average approach is really prudent.”

Both professionals advised investors to stick make a plan and stick to it, no matter what changes happen in the market.

“The key reason we were able to keep clients invested is that we always start with a holistic plan, and having that plan, framework or foundation for how we invest is key,” Lewis explained. “That keeps folks focused on the longer-term. Volatile conditions don’t feel good, but they can still sleep at night knowing they’re tracking towards a longer-term plan.”

Bowman added, “The number one thing people need to focus on is to remember their plan and stick to it. If you’re nervous about the markets, raise enough cash to cover your liquidity needs for a period of time. I find this gives clients the comfort they are struggling to find in a volatile market but doesn’t undermine their long term plan. I’ve seen people do permanent damage to their portfolio selling everything, hoping to buy back cheaper.”

Geoff Geupel '74, Director, Strategic Partnerships at Point Blue Conservation Science authored an article entitled *Partners in Flight Soars On: Celebrating 30 Years of Innovative Bird Conservation, the Partnership Face the Challenges of Stopping Further Declines* in the September/October 2020 edition of Wildlife Professional.

Partners in Flight Soars On

CELEBRATING 30 YEARS OF INNOVATIVE BIRD CONSERVATION, THE PARTNERSHIP FACES THE CHALLENGES OF STOPPING FURTHER DECLINES

By Geoffrey R. Geupel and Robert P. Ford

To professionals and amateurs alike, the decline of land birds was becoming apparent. It was the late 1980s, the end of a decade that was emerging as a pivotal time for avian conservation. The annual Breeding Bird Survey allowed biologists to analyze long-term population trends, and recent data showed declines across a number of species. Meanwhile, awareness was growing that neotropical migrants faced unique challenges, given the difficulty of prescribing conservation actions across two continents (see Rich 2020).

Scientific symposia emphasized the need for action. "Far-sighted research," was needed, biologist John Terborgh concluded, so conservationists would not have to "rush our limited research resources from one crisis to another" (Hagan and Johnson 1992). Conservation biologists wanted to keep "common birds common" yet avoid the costs of endangered species recovery plans.

Those two pillars became foundational to the mission of Partners in Flight, a unique forum made up of government agencies and nongovernmental organizations. Formed in 1990 to help catalyze a new paradigm of land bird conservation, the partnership is celebrating 30 years of helping drive innovative bird conservation.

Taking flight

The time was ripe to advance bird conservation. As the public became more aware of bird declines, it provided a catalyst to move the issue beyond

Staff from the Central Hardwoods Joint Venture, the Forest Service, the University of Missouri and the Missouri Department of Conservation visit a shortleaf pine restoration site where the now-extirpated brown-headed nuthatch (*Sitta pusilla*) is soon to be reintroduced. The ability to return the birds to this part of their historical range was made possible by a concerted effort by the Mark Twain National Forest and other partners to restore roughly 100,000 acres of shortleaf pine woodland in the Current River Hills region of southeastern Missouri.

Courtesy Jane Fitzgerald

the scientific community to a broader audience. Meanwhile, biologists were beginning to apply the developing concepts of island biogeography and conservation biology to conservation practice. Additionally, the North American Waterfowl Management Plan (NAWMP 1986) provided a new strategy for bird conservation that integrated science by using population objectives, habitat implementation and adaptive management through self-directed, regionally driven migratory bird joint ventures.

Amid these developments, Partners in Flight launched as a large, diverse international partnership with a common mission — to keep common birds common and keep vulnerable species from being listed on the federal threatened and endangered species lists (Eno 2020). Under the leadership of Amos Eno, at the National Fish and Wildlife Foundation; Bob Nelson, at the U.S. Forest Service; and Gary Myers, who helped bring state wildlife agencies into the partnership, PIF's initial work strove to build capacity that could best deliver upland bird habitats across large landscapes.

Several state wildlife agencies housed Partners in Flight biologists to provide a direct link to land conservation practices. The National Fish and Wildlife Foundation invested heavily in projects that exemplified conservation planning and delivery, as well as research and monitoring. As the lead federal partner, the Forest Service assigned Partners in Flight representatives in almost every national forest, encouraged participation from research station scientists and promoted its objectives in its international programs.

Partners in Flight emerged as a significant catalyst to changing paradigms within wildlife conservation and management (Rosenberg and Ford 2020). The emergence of a new and creative approach to conservation called for a way of working that was bold, inclusive and innovative. We deliberately limited our governance structure. As a result, PIF has no charter and no assigned member representation on the steering committee or working groups. Instead, it is an open forum that provides space for scientists, managers, administrators and others to come together with ideas and advance solutions.

Lessons from the Lower Mississippi

Since the early 1990s, about 1 million acres have been reforested in the Lower Mississippi Valley. That effort set the stage for landscape-scale planning in bird conservation across the country.

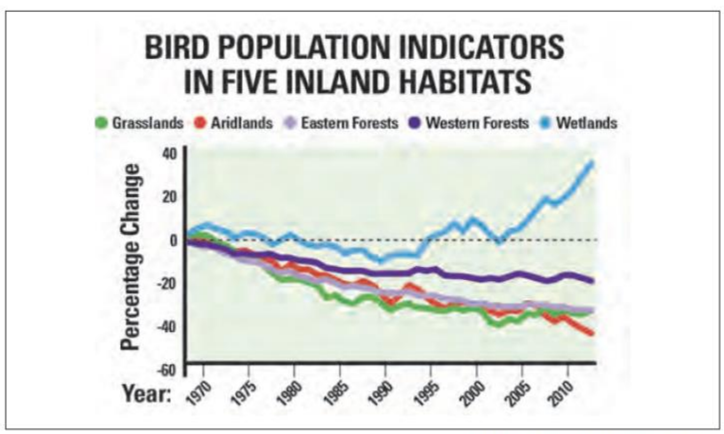
The Lower Mississippi Valley Joint Venture, a partnership focused on maintaining forest for suites of bird species, became the focus of a special session at Partners in Flight's second conference, which took place in 1995 in Cape May, New Jersey. Coordinated by Charles Baxter, the joint venture applied a Forest Breeding Bird Decisions Support Model to address the configuration of forest patches across the valley.

One of the best ways to assess how partnership priorities were being used was to examine how the USDA Wetland Reserve Program used the model. Between 1992 and 2016, the program reforested about 700,000 acres, translating into 500,000 acres of core forest and increasing available bird habitat by 10%. Most of those acres were within the model's top priorities.

Lessons from the valley show us that landscape-scale partnerships are effective for science-based land bird conservation; and although the partnership has done a lot of work, much still remains. Reforestation efforts address the need for habitat within a large landscape, but we must also address the structure and management of smaller forest patches at finer scales.

In 50 years, this joint venture envisions sufficient forest habitat to support our share of land bird populations. As a partnership focused on the Lower Mississippi Valley, we can't solve every piece of the puzzle of the loss of 3 billion birds, but we can do our part to ensure that our efforts are carried out in the most strategic and effective way possible.

—Contributed by Anne Mini, science coordinator, and Keith McKnight, coordinator, the Lower Mississippi Valley Joint Venture



Credit: North American Bird Conservation Initiative

Population change of birds by ecotype. Birds associated with wetlands are the only populations to have increased since 1970.

Assessing the situation

Early on, PIF partners knew that establishing population estimates and targets was essential to attract the attention of policymakers and land managers and, most importantly, to measure conservation success.

PIF took on the challenge of estimating populations and establishing objectives for all land bird species in North America — 448 species in total (for comparison, NAWMP addressed just 29). This goal was achieved with the publication of the first North American Landbird Conservation Plan. The plan focused on birds that primarily breed in the U.S. and Canada, largely using BBS data (Rich et al. 2004).

The data allowed PIF to prioritize species most in need — "watch list species" — and present a popula-

Game Changers

PIF's partners developed "Five Game Changers" to address challenges facing bird populations.

1. Unprecedented Collaboration. Private-public collaboration has been the centerpiece of the Partners in Flight approach since its inception, but there is room for improvement. Challenges with funding highlight our need to work together and share among our core strengths. PIF partners have developed guidelines to advance our ability to collaborate and pool resources (Santana et al. 2018). Reduced capacities in government agencies will require increased reliance on trust-based relationships with external organizations, which can provide value-added services to help fill the gaps (Geupel and Nur 1993). We also know that expanding our collaboration to new nontraditional partners will make the multiple benefits of conservation more relevant to the public. Recent partnerships and workshops with land trusts, the livestock industry, forests product companies, the oil and gas industry and related scientific groups — such as the Society for Range Management, the Sustainable Forestry Initiative and the Land Trust Alliance Rally — have identified many shared conservation strategies and targets.

2. New Science to Identify Causes of Bird Decline. Scientific advances, including new tracking technology, integrated population modeling, statistical approaches and improving scientific findings to have more impact on environmental policy and management (Fisher et al. 2020), have made it possible to identify specific causes of population declines. Partners in Flight science teams, academics and others using ACAD have identified and prioritized nearly 50 species for intensive research. Our goal is to mobilize stakeholders and relevant planning efforts to recover these species before they are listed as threatened or endangered.

3. Conservation Investment Strategy. Recent efforts to make conservation planning more effective by using a common language with well-described targets and strategies with cost estimates (Open Standards for the Practice of Conservation Planning) provides a novel opportunity to integrate efforts by groups and agencies with different charters and missions. The goal is to integrate commonalities among planning efforts conducted by individual agencies and organizations related to full life cycle bird conservation through existing and future partnership. Funders use these integrated plans to rank projects and determine where small projects fit into conservation efforts at landscape scales.

4. New legislative and policy opportunities. It is evident that to conserve the full suite of species of birds — as well as other wildlife — conservationists, wildlife watchers, outdoor enthusiasts and others need to support state agencies' wildlife diversity programs. The Recovering America's Wildlife Act could provide substantial dedicated funding and matching funds from partners to help high-priority species and the landscapes they depend on. PIF's nonfederal, policy-driven collaborators will educate and encourage a network of organizations, birders and outdoor enthusiasts to support this legislation, recognizing it could advance migratory bird conservation within the U.S. and beyond.

5. Communication and engagement. Partners in Flight will "broaden the tent" by engaging new audiences and other scientific communities through blogs and events in an effort to make bird conservation relevant to other disciplines. A recent Partners in Flight 30th anniversary booth at the annual meeting of the Society for Range Management saw nearly 1,000 visitors who came primarily to discuss the positive relationship between sustainable ranching and bird habitat. Recent stay-at-home directives brought on by the COVID-19 pandemic has caused an unprecedented interest in backyard birding. Partners in Flight partners are vigorously promoting "tools of engagement" such as eBird and iNaturalist that contribute substantially to our understanding of bird movement and habitat use. Partners in Flight is also promoting "Seven Simple Actions" that individuals can do to help birds.

tion objective and conservation action for 192 species of "continental importance." PIF also provided global population estimates for these species and conducted a threats assessment — now known as the Avian Conservation Assessment Database (ACAD) — and identified monitoring needs for all 448 species.

A 2016 revision (Rosenberg et al. 2016) showed that conservation action was even more urgent. It presented species population changes over the last 40 years alongside projections of how long it would take for populations to decline by another 50% — their "half-life." When half-life is combined with area importance — the percentage of the breeding population in a Bird Conservation Region — it becomes a powerful tool for assessing species and communities of highest priority locally and regionally. In 2019, the ACAD database was expanded to include 1,604 breeding bird species found from Canada to Panama, including seabirds, waterfowl, shorebirds and waterbirds.

Focused on data

Because birds are conspicuous, vocal and found almost everywhere, they continue to be model organisms for advancing conservation and natural resource management. Methods for monitoring birds have received the most attention of any vertebrate in both the scientific and popular literature, and they continue to evolve at a rapid rate.

Before PIF, bird monitoring programs used different protocols to collect data, often with no data management or specific objectives in mind. Herculean efforts facilitated through workshops at PIF conferences led to the standardization of protocols for all major approaches for land bird population assessments — count surveys, mark recapture through mist nets and nest surveys — which were summarized in both English and Spanish (Ralph et al. 1993, Ralph et al. 1996). This coordinated bilingual effort inspired continent-wide programs, including MAPS, MOSI and IMBCR, which allow investigators to share data, develop hypotheses and evaluate conservation actions at multiple scales.

All these data need a database. Partners in Flight helped establish and promoted the Avian Knowledge Network (avianknowledge.net), which provides an open, online, sharable data and applications platform. It now includes over 1 billion records and is rapidly expanding to include other taxa, allowing novel questions to be asked of bird communities at landscape scales that were not possible a decade ago.

Credit: Partners in Flight Science Committee 2016

▲ The Partners in Flight Landbird Conservation Plan was updated in 2016 and includes Canada and the continental United States.

Conservation results

The Partners in Flight network has facilitated the emergence of numerous stakeholder groups to address specific conservation issues. It is through this network that conservation challenges can be truly addressed.

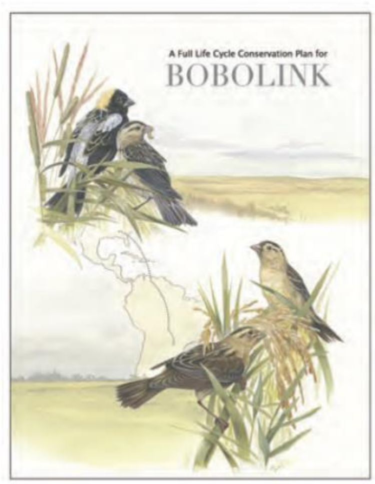
The bobolink (*Dolichonyx oryzivorus*) faces declines of over 30% over the next two decades in nine of the Bird Conservation Regions in which it breeds. This fact, published in PIF's 2016 plan, spurred the formation of an international bobolink steering committee and led to seven workshops, including three in South America and a full life-cycle plan, complete with regional population objectives (Renfrew 2019).

The collapse of desert bird communities (Inkyan and Bessinger 2018) and the alarmingly short population half-life (18–27 years) of two desert thrasher species (*Toxostoma bendirei* and

Credit: Bobby Wilcox

▲ Bendire's thrasher (*Toxostoma bendirei*) is one of 19 red watch list species and among the fastest declining bird species in North America. Over 86% of its global population has been lost in the last 45 years. It remains the focus of a binational, multistate Desert Thrasher Working Group.

▼ Partners in Flight facilitated the development of a full life-cycle conservation plan for bobolink, a species that faces population declines of over 30% in the next two decades without additional conservation measures.



Credit: Renfrew et al. 2019

Toxostoma lecontei) have generated a Desert Thrasher Working Group. Other groups, like the Forest Service-sponsored Western Hummingbird Partnership, are addressing full-life cycle needs of hummingbirds through fire management in the western Mexico highlands (Alexander et al. 2020) and meadow restoration in the high Sierras of California.

Picking up the pace

The past 30 years of Partners in Flight have led to much success and many ongoing initiatives, including World Migratory Bird Day (migratorybirdday.org) and a number of policy efforts.

Alongside these achievements, though, we recognize there is still much to do. PIF's recent continental plan (Rosenberg et al. 2016) identified 86 "watch list" species. Another 24 still common species were found to be in steep decline. This, on top of recent reports documenting 2.9 billion fewer birds in North American compared to 50 years ago (Rosenberg et al. 2019), shows our work is not complete.

Partners in Flight is using its 30th anniversary as a platform for inspiration and engagement — and above all to pick up the pace of bird conservation. Through science-based collaborations, initiatives like Partners in Flight — which engage in on-the-ground planning and implementation and build trust with a diversity of stakeholders — offer hope that we can maintain thriving and functioning communities of living things for the next 30 years.

TWS MEMBER **Geoffrey R. Geupel** is the director of strategic partnerships at Point Blue Conservation Science in Petaluma, California, and Partners in Flight's representative to the North American Bird Conservation Initiative.

TWS MEMBER **Robert P. Ford** is Partners in Flight's national coordinator at US Fish and Wildlife Service office of Migratory Birds in Falls Church, Virginia.

In Memoriam

On March 13, 2020, **Benson Gelin '59**, of Baltimore, MD, passed away at the age of 77. He is survived by his wife, Ruth Gelin (nee Guttesman); children, Robin (Nick) Wallace and Sean Love; grandchildren, Ally Wallace, Amanda Wallace, Morgan Love, and Maddie Love. He is predeceased by his parents, Jean and Jack Gelin.

Private funeral services and interment will be held at Oheb Shalom Memorial Park - Berrymans Lane. Please omit flowers. Contributions in his memory may be sent to Baltimore Humane Society, 1601 Nicodemus Road, Reisterstown, MD 21136. In mourning at 12109 Statewood Road, Reisterstown, MD 21136, beginning Sunday at 3:30 pm.

https://www.legacy.com/obituaries/baltimoresun/obituary.aspx?n=benson-gelin&pid=195689130

Frank R. Moore '59, 70, of Boca Raton passed away on Tuesday, January 17th, 2012 at Hospice by the Sea Care Center in Boca Raton.

Frank was born on February 19th, 1941 in Cincinnati, Ohio.

Frank proudly served his country in the United States Army.

He is survived by his wife Edie.

A memorial service will be held at 4:00 PM on Wednesday, January 25 at St. Gregory's Episcopal Church in Boca Raton.

glickfamilyfuneralhome.com/obituary/Frank-Moore

Born in Charleston, West Virginia on November 18, 1926 and raised in Columbus, Ohio, **Paul Smith '44** graduated from The Ohio State University in 1948. He completed graduate work at the Wharton School of Business at the University of Pennsylvania as a Huebner Foundation Scholarship recipient. Mr. Smith enjoyed a successful career in the life insurance industry, specializing in sales promotion and public relations.

Mr. Smith is predeceased by the love of his life, wife of 63 years, Mary Eleanor Smith. He is survived by his children, Deborah Rowe of Houston and Paul M. Smith, III of Nacogdoches; grandchildren, Meredith and Jeff Semler, David Jr. and Hilary Rowe, Michael and Amber Rowe, Paul IV and Sara Smith, Leigh and Patrick Middleton; and great-grandchildren, Jeffrey, Patrick, Ben, Cate, Claire, Jillian, Audrey, Paisley, and Jacob.

Mr. Smith was a member of the First United Methodist Church of Nacogdoches, past-President of the Alcohol and Drug Abuse Council of East Texas, and recipient of the Spirit of Nacogdoches Award, following many years of volunteer work for the Nacogdoches Area United Way. Most importantly, he was a kind-hearted, loving husband, father, grandfather, and friend. Mr. Smith was loved by all who knew him.

"To live in hearts we leave behind is not to die."

A funeral service will be held at 4:00 p.m. Saturday, August 17, 2019, at Cason Monk-Metcalf Sunset Chapel officiated by Rev. Lorraine Brown. Interment will be in Sunset Memorial Park.

In lieu of flowers, the family requests that donations be made to the Alcohol and Drug Abuse Council of East Texas.

Arrangements are under the direction of Cason Monk-Metcalf Funeral Directors, Nacogdoches.

https://www.dignitymemorial.com/obituaries/nacogdoches-tx/paul-smith-8820302