

September 2021

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News & Moves

Nonprofit News

Business Tips For The Off-season

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Congratulations to the 2021 winners of our 12th annual 40 Under 40 Awards.

The awards spotlight the region's top young business leaders who excel in their industry and show dynamic leadership. This program honors distinguished business people age 40 and under who have made a mark in our region at an extraordinarily young age.

As always, it was extremely difficult to choose only 40 of our amazing, talented honorees, who came from such diverse backgrounds, and who not only excel professionally, but who are also involved in giving back to their communities. We received more than 150 nominations.

The 2021 class best exemplified an entrepreneurial spirit, commitment to community service and potential to positively contribute to the future of the region.

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Dale Shadbegian CEO



Carol K. Dumas Editor



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L'Oreal Reynolds



Melissa Byers

News From BayCoast Bank

BayCoast Bank has named L'Oreal Reynolds of Lincoln, R.I., as Vice President, Marketing Director. Reynolds has more than 15 years as a marketing and media professional, most recently as senior marketing director with Collette Travel Service, Inc. in Pawtucket, R.I.

Melissa Byers of Lodi, Wisc. has been promoted to First Vice President,



John Ficalora



Ashley Silva

Merchant Program. Byers joined BayCoast Bank in March 2016 as Assistant Vice President of the Merchant Program. Her previous industry experience includes as director of operations with Automated Merchant Systems, Inc. in Altamonte Springs, Fla., and as operations manager with FIS in Madison, Wisc.

John P. Ficalora of West Islip, N.Y. was promoted to Vice President, Merchant Program. Ficalora joined BayCoast Bank in May 2017; his previous industry experience, dating back to 1998, includes roles as VP, Global Risk Management with Bank of America Merchant Services, VP, Merchant Services with Merrick Bank, and Director of Credit Risk with First Data.

Ashley Silva of Fall River has been promoted to Merchant Underwriting and Risk Officer. Silva, who has worked within the banking industry for nearly 15 years, began her career with BayCoast Bank in 2016 as a Bank Secrecy Act Analyst II, moving into the Merchant Program as Senior Underwriting and Risk Analyst. Prior to joining BayCoast Bank, she was an Anti-Money Laundering Analyst with Citizens Bank.



James Dell'Anno



Samuel Ho

Dell'Anno, Ho Join North Easton Savings Bank

North Easton Savings Bank has announced that James J. Dell'Anno of Sudbury has joined the bank as Vice

President, Residential Sales Director.

In this role, Dell'Anno will oversee a team of residential mortgage lenders who work with new home buyers looking to finance their purchase as well as customers who are looking to refinance their existing mortgage. Additionally, Dell'Anno will focus on technology to increase the speed and efficiency of getting a loan at North Easton Savings Bank.

Prior to joining North Easton Savings Bank, Dell'Anno was Vice President, Residential and Consumer Lending with Hingham Institution for Savings and previously held the position of Vice President, director of Mortgage Banking with NorthEast Bank.

Samuel Ho of East Walpole has joined the bank as a residential loan officer. In this role, he will assist customers with achieving their goal of home ownership, with an emphasis on supporting Asian clientele.

Ho, originally from mainland China, is fluent in Mandarin and Cantonese and will employ those language skills when working with customers who require assistance as they navigate the mortgage loan process.

Prior to joining North Easton Savings Bank, Ho was a hardware engineer with engineering firms including Raytheon and EMC. He began his career in the banking industry in 2018.



Rachel McLellan

McLellan Joins Peak Physical Therapy's Norwell Clinic

Rachel McLellan has joined the Norwell clinic of Peak Physical Therapy & Sports Performance.

McLellan earned her doctorate in physical therapy from Simmons College. She became interested in physical therapy following her personal experience in recovering from several dance injuries while in

high school. She works with patients recovering from a variety of orthopedic conditions by utilizing patient specific manual and exercise techniques. McLellan has completed Herman and Wallace Pelvic Rehabilitation level one and plans to pursue pelvic health as a specialization.

Rasoul-Agha Joins New England Wellness Solutions

New England Wellness Solutions announces that Diana Rasoul-Agha has joined the practice and will be treating patients at the Hanover clinic.

A resident of Needham, Rasoul-Agha's specialties include orthopedic pain and fertility, her sub-specialties include mental health, stress and anxiety, depression, and women's health. Rasoul-Agha's roots are in Western medicine.

Rasoul-Agha, is a licensed acupuncturist by the Massachusetts Board of Medicine, is Board-certified as a Diplomate by National Commission of Certification for Acupuncture and Oriental Medicine and a member of the American Society of Acupuncturists, State of Massachusetts (ASM) and a member of the Acupuncture and Oriental Medicine Society of Massachusetts. Rasoul-Agha is certified in cosmetic facial rejuvenation and advanced acupuncture techniques and has training in Japanese acupuncture and orthopedic acupuncture.

Tedeschi Named Chair

The South Shore Economic Development Corporation has elected Peter Tedeschi as its new chairman. The Development Corporation is part of the South Shore Chamber of Commerce

(www.southshorechamber.org) and leads the regional economic strategy, South Shore 2030.

Tedeschi brings extensive business and finance expertise to his role. He began his career as the founder of a computer company on the South Shore which he grew to three locations. In 1992 he became vice president at Wellington Management and then served as senior vice president and director of operations for Putnam Investments. In 2008 he joined the family business, Tedeschi Food Shops Inc., where he served as president and CEO until the business was sold in 2015.

A lifelong resident of the South Shore, Tedeschi serves on the board of Lil' Drug Store Products and serves locally on the executive board for Friendship Home, Inc. and the North and South Rivers Watershed Association's advisory council.

The Coop Expands Footprint To Provincetown

The Cooperative Bank of Cape Cod has expanded its footprint into Provincetown with the opening of a new ATM location, with plans to open a fully interactive teller machine later this year.

The Coop was awarded the bid for the ATM location by the Provincetown Chamber of Commerce, following a comprehensive presentation of the bank's long-standing commitment to and legacy of serving residents and businesses in the town. The ATM will be located adjacent to the chamber's headquarters at 307 Commercial St.



Robert Muehlich

Muehlich Appointed Director Of Operations At CBI

Robert Muehlich has been named Director of Operations at Chatham Bars Inn. He will oversee the inn's food and beverage, beach, pool, waterfront and boating operations.

Bringing his expertise from a variety of Forbes 4-Star and 5-Star U.S. properties, Muehlich is a graduate of the prestigious SHL, Schweizerische Hotelfachschule Lucerne, Switzerland, with a bachelor of science in Hospitality Management.

Muehlich is originally from Argentina and is fluent in six languages.

New England Wellness Solutions Named Teaching Center

New England Wellness Solutions, a family practice providing healthcare services including acupuncture therapy, cupping therapy and Chinese medicine, has been named an official teaching center for the New England School of Acupuncture (NESA) at the Massachusetts College of Pharmacy and Health Sciences (MCPHS).

The New England School of Acupuncture program offers concentrations in Chinese acupuncture, Chinese herbal medicine, Japanese acupuncture, and orthopedic acupuncture.

New England Wellness Solutions has offices in Hanover and Weymouth. For more information visit <http://newellnesssolutions.com>



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Martha's Vineyard Bank Hires Wishart

Martha's Vineyard Bank has welcomed William "Bill" Wishart of Falmouth as residential loan officer.

Wishart's experience in residential lending and real estate spans three decades and includes lending, sales and development.

DeMeyer Named New Owner Of Encore Construction

Kathy DeMeyer of Dennis is the new owner and CEO of Encore Construction in Dennis, effective immediately.

DeMeyer has been with Encore for more than 19 years and has been the company's general manager for the past three. Dale Nikula, Encore Construction's founder, will keep working for the company during the transition period.

DeMeyer obtained her Construction Supervisor license 25 years ago, and has worked in the construction industry for just as long. She started at Encore as the office manager and was promoted to production manager and then general manager before becoming the owner.

In 2017 DeMeyer was elected and installed as the first woman Chapter President of the Eastern Massachusetts National Association of the Remodeling Industry (EM NARI), now called the Professional Remodeling Organization New England.

In addition, she serves as the Immediate Past President of the Dennis Chamber of Commerce, as a board member of the Home Builders & Remodeling Association of Cape Cod, and is a mentor for WE CAN.

BayCoast Bank Names Two To Board of Directors

Narragansett Financial Corp, the mutual holding company of BayCoast Bank named Eric B. Mack to the BayCoast Bank Board of Directors.

Mack will promote the mission and vision of the bank along with other members of the Board of Directors and Corporators.

Mack is an attorney and shareholder with Littler Mendelson P.C. in Providence.

He earned his J.D. from Tulane University Law School and is chair of the Local Rules Committee, Civil Rights Subcommittee of the U.S. District Court, District of Rhode Island, and a member of the Mandatory Continuing Legal Education Commission of the Rhode Island Supreme Court. Additionally, he is a member of the board of trustees at both St. Andrews School and Highlander Charter School and a member of the board of directors with the Star Kids Scholarship Program.

Berkshire Hathaway Acquires Real Living Coastal Real Estate

Berkshire Hathaway HomeServices Robert Paul Properties, a division of Commonwealth Realty Group, LLC, has announced the acquisition of Real Living Coastal Real Estate in Scituate. This boutique real estate company, owned and operated by Joe Gibson, has been serving the South Shore since 2008.

Gibson purchased the company in 2017 from Amy Toth, a real

estate broker who continues to work alongside Gibson and the rest of the team at Coastal Real Estate.



Edward McCormack



Andrew Leichtman



Kimberly Liu



Marisa Goodman

News From The Peabody Companies

The Peabody Companies have named Edward McCormack of Braintree Director of Information Technology.

In this role he is responsible for developing the vision and management of the organization's technological needs, in addition to overseeing all aspects of technology infrastructure, programs,

and services.

McCormack joins the Peabody Companies with 30 years of experience in the information technology industry, most recently as director of IT and security with Ultra Maritime, Naval Systems and Sensors.

He is a graduate of Boston University with a bachelor of arts degree in economics.

Andrew Leichtman of Medford has been named as vice president of portfolio operations. In this role he provides leadership while actively developing and directing his assigned portfolio to allow for exceptional operations standards and new business growth.

Leichtman has extensive experience in the affordable housing and property management industry, most recently as regional manager with WinnCompanies in Cambridge.

He is a graduate of Babson College with a bachelor of science degree in Business.

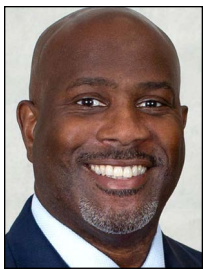
Kimberly Liu has obtained the National Affordable Housing Professional (NAHP®) designation.

This level of designation certifies Liu as meeting the skills and expertise required to function in the affordable housing industry with a high degree of competence and professionalism.

Liu, the property manager at Presidential Courts in Stoughton, joined the Peabody Companies in 2016.

Marisa Goodman of Everett has received Certified Professional of Occupancy designation through the National Affordable Housing Management Association.

Goodman is the assistant property manager at Chelsea Village/Burroughs Building. She joined Peabody Properties in September 2018.



Kevin J. Briggs

Briggs Named VP For BayCoast Bank Strategic Initiatives

BayCoast Bank has named Kevin J. Briggs of Cranston, R.I. Vice President, Strategic Initiatives.

In this role, he focuses on delivering the business community with the service, commercial products, and financial advice that business owners have come to expect from BayCoast Bank.

Briggs joins BayCoast Bank with more than 15 years of experience in the financial services industry, most recently as Senior Business Initiatives Manager with Bank of America.

He holds a master's degree from Harvard University – Extension School and a bachelor of science degree in Accounting from the University of New Haven.

Clark Joins Bay Coast Bank

BayCoast Bank announces that John F. Clark of Plymouth has joined the bank as First Vice President, Commercial Loan Officer.

In this role, his responsibilities are to deliver the business community with the service, commercial products, and financial advice that business owners have come to expect from BayCoast Bank.

Clark joins BayCoast Bank with 33 years of experience in the financial services industry, most recently as First Vice President/Lending Center Manager, Commercial Lending Division with Rockland Trust Company.

A graduate of the University of Connecticut with a bachelor of arts degree in Economics, Clark received his Juris Doctor from Southern New England School of Law.

The Coop Expands Small Business Banking Relationship Team

The Cooperative Bank of Cape Cod has bolstered its small business banking relationship team with the hiring of Allyson Brainson and the promotion of Donald Robicheau to the newly created role of Vice President, Small Business Relationship Manager.

In 2020, the bank introduced the role of Small Business Specialist at each of its nine branches. That move was pivotal in helping clients navigate PPP and weather the economic impact of the pandemic. The specialists, supported by a full credit and lending team behind the scenes, created customized solutions for clients.

Brainson, who has more than 30 years of

banking experience, joins The Coop from Citizens Bank, where she held senior business banking positions and supported more than 50 branches in southeastern Massachusetts. A resident of Mashpee, she is active with the Mashpee Kiwanis Club, The Arts Foundation of Cape Cod and Mashpee Public Schools.

Robicheau, who has more than 10 years of experience, joined The Coop in 2018 as Branch Manager in Hyannis. He was instrumental in establishing the small business specialist role at the Hyannis branch. A resident of Marshfield, he is actively involved with raising awareness of multiple sclerosis, leading and participating in local fundraising events and participating in two annual bike rides sponsored by the National MS Society.

BayCoast Bank Names Andrade Branch Manager

BayCoast Bank has named Robyn R. Andrade of Fairhaven as Branch Manager of the New Bedford location at 1000 Ashley Boulevard.

In this role, she will administer all daily operations of the branch and will train and develop branch employees to deliver the exceptional customer service that BayCoast Bank has built its reputation upon.

Prior to joining BayCoast Bank Andrade was a Multisite Branch Manager with Citizens Bank. 🇺🇸



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OCHS Expands Recovery Services

Outer Cape Health Services has added a Structured Outpatient Addiction Program (SOAP) to its Recovery Services offerings.

SOAP is designed for residents requiring short-term, clinically intensive, structured day services. SOAP patients receive individual and group support to help them understand, develop and enhance recovery skills by establishing and reaching self-identified goals, including achieving and maintaining sobriety; setting educational and employment goals; securing stable housing; and improving health and wellness via multiple pathways of personalized support.

The program currently meets virtually Tuesday, Wednesday and Thursday from 9 a.m. to 12:30 p.m.

For more information, call 508-905-2892 or email recoveryservices@outercape.org



Nina Cantor

CDP Welcomes Nina Cantor

Nina Cantor has joined the staff of the Community Development Partnership, based in Eastham, as its Chief Development and Communications Officer.

She is responsible for ensuring achievement of the organization's fundraising and communication goals through collaboration, strategy, planning and execution.

Cantor has been living and working in Provincetown for the last four years for Provincetown's Office of Tourism. She has served in numerous fundraising and communications positions for more than a dozen years, working for several non-profit organizations while living in New Jersey.

Since 2018 she has served as the co-chair of the fundraising committee for the Unitarian Universalist Meeting House of Provincetown.

Shark Conservancy Names Costa

Jennifer Costa has been appointed board chair of The Atlantic White Shark Conservancy.

The nonprofit, based in Chatham, works in collaboration with shark science experts, community partners, public and government officials, researchers, donors, friends and followers to augment scientific research, improve factors that affect public safety, and educate both the local and broader community to inspire a greater understanding of white sharks and conservation of the species.

Costa succeeds Stephen Daniel, who will transition to a new role with the organization.

Costa is a nonprofit development and advancement consultant and former director for Mass Audubon's Oak Knoll and Attleboro Springs wildlife sanctuaries. She spent more than 10 years working on both coasts in fisheries-related quality control and corporate communication before transitioning to the non-profit world.

She holds a bachelor of arts degree in Biology and Marine Science from Northeastern University.

Architect Selected For Upper Cape YMCA

The YMCA Cape Cod has selected SV Design as the architect for their Upper Cape YMCA facility project.

Jen Hocherman, LEED AIA, will serve as the lead architect for the Beverly-based design firm, which has a local office in Chatham. The schematic design will begin immediately for the future project, which will be located on a seven-acre parcel on 485 Brick Kiln Road in Falmouth.

This project aims to bring a 47,000-square-foot facility that will include a pool, wellness center, group exercise spaces, children and youth spaces, play spaces and multi-purpose program space to meet the needs of the Falmouth and Upper Cape communities.

Following completion of the schematic design's rough draft, the YMCA Cape Cod plans to seek community feedback on design elements.

Sullivan Joins BLT As Communications Director

Barnstable Land Trust recently welcomed Sue Dahling Sullivan of Mashpee as their new Director of Communications.

With more than 30 years of nonprofit management experience, Sullivan has worn many hats within organizations focused on growth, innovation, transformative strategic planning, and best practice governance. Most recently she was Chief Strategic Officer/Chief of Staff at the Boch Center (Wang) in Boston, a nationally recognized performing arts center. There she developed ArtWeek, a community initiative, into an award-winning statewide arts festival celebrated in 170 towns including many on Cape Cod.

Sullivan has also served on the Business, Government, and Society Advisory Board at Dartmouth's Tuck School of Business where she received her MBA, has published several articles on nonprofit best practices, and been a speaker and guest lecturer at various colleges and conferences.

BLT Welcomes New Board President, Board Members

Barnstable Land Trust (BLT) welcomed Karen Weston Hanesian as new board president and elected new board members Ben Canavan, John Curtis and Stacy Reinhart at their annual meeting on July 14 at Lowell Park in Cotuit. The Land Trust also debuted a new walking trail at their Lowell Park Woodlands conservation area and celebrated the recently published Barnstable Trail Guide.

A member of the board since 2016 and a resident of Cotuit, Hanesian has practiced law in Hyannis for more than 20 years, most recently with the Law Office of Karen Weston Hanesian, P.C., a firm concentrating in the areas of elder law and estate planning.

Curtis, a resident of East Sandwich, recently retired from Bank of America/Merrill Lynch after a 40-year career in management and securities.

Canavan, of Cotuit, is an owner at Solar Rising, a photovoltaic solar panel installer.

Returning board member and Cotuit resident Reinhart, is Managing Director and Wealth Manager for Boston Financial Management.

BLT also honored two women for their efforts in conservation and volunteer leadership at the annual meeting.

Cotuit's Jaci Barton was honored with the Founder's Award in recognition of her decades of passion, leadership and commitment to land conservation.

Polly Dana-Schumacher of Barnstable received the President's Award in honor of her 20-plus years of dedicated support to the volunteers, board and staff of BLT.



Emily Smalley

Calmer Choice Appoints Smalley As CEO

Calmer Choice, a thought leader in secular mindfulness and social emotional health and wellbeing in schools and communities, has named Emily Smalley as its next Chief Executive Officer.

Smalley will succeed Fiona Jensen, founder and current Chief Executive Officer of Calmer Choice, who will retire on Dec. 31

after more than a decade at the helm of the nonprofit.

Smalley, who joined Calmer Choice in 2017, previously served as the organization's Chief Operating Officer.

Smalley holds an M.F.A. in Creative Writing and a B.A. in English from the University of Maryland, College Park. She has also earned certificates in Nonprofit Management and Leadership from Tufts University and Kellogg School of Management, Northwestern University.

Registration Open For OCHS Charity Golf Classic

Registration is open for Outer Cape Health Services Charity Golf Classic slated for Monday, Oct. 11, at the Ocean Edge Resort and Golf Club of Brewster. Registration is open to all.

To register or sponsor the event, visit outercape.org/events

The charity tournament starts at 1 p.m. (with registration check-in starting at noon) on the 18-hole, Troon Privé course featuring rolling topography and dramatic elevation changes for players of all levels. Players can register individually at \$200 per person or as a foursome at \$800. Golf registration also includes player carts, a boxed lunch, player gift, and post-tournament reception with cocktails and hors d'oeuvres.

All Charity Golf Classic proceeds benefit the operations of Outer Cape Health Services' three community health center sites in Harwich Port, Wellfleet and Provincetown.

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Additional sponsor opportunities can be viewed at: outercape.org/events

For more information, contact the Outer Cape Health Services development office at 508-905-2850 or development@outercape.org

Old Colony Elder Services Announces New Supportive Housing Program in Easton

Old Colony Elder Services has announced a new Supportive Housing Program in Easton, led by Jessica Parson as Supportive Housing Specialist.

She will be based at the Robert J. Keefe community building on Parker Terrace in Easton. Parson previously worked at OCES as a Care Manager in the Home Care Program.

The goal of supportive housing is to integrate community resources, information, and services for the individuals who reside at a particular local housing authority site and essentially to enrich the lives of those residents.

Through the Supportive Housing Program, a specialist from OCES' housing team conducts an assessment to determine the specific needs of residents residing within the Easton Housing Authority. All residents at these sites are eligible for information and referral services, case management assistance, and access to social or educational programs. Depending on eligibility, many other services are available as well.

For more information visit www.ocesma.org

Golf Fore Habitat Set For Oct. 4 In Marshfield

South Shore Habitat will host its annual golf tournament Monday, Oct. 4, at Marshfield Country Club. The tournament will begin at 9 a.m.

Tournament players will enjoy 18 holes of golf with cart on the private, premier championship course; unlimited use of practice range and putting green; a gourmet lunch and cocktails; and prizes for top winning foursomes along with closest to the pin and longest drive contests. Other highlights include a Hole in One Car, a complimentary whiskey tasting, and a player gift bag.

"Foursomes can choose 'own ball' or 'scramble,' which enables players of all levels to join in on the fun," said tournament co-chairmen Al Marchionne. "It's a great day of golf for a great cause."

For tournament details and to download the registration form, visit www.sshabitat.org/events.

To become a corporate sponsor of Golf Fore Habitat or South Shore Habitat for Humanity, contact Beth Lyons at 781-337-7744, ext. 15 or blyons@ssshabitat.org.

Hookers Ball Raises More Than \$150K For Fishermen's Alliance

The 20th anniversary of the Hookers Ball, the biggest fundraiser of the Cape Cod Commercial Fishermen's Alliance, was celebrated on Aug. 7 with a blend of in-person and at-home events.

The event raised more than \$150,000 to help the nonprofit continue important programs, including the haddock chowder

initiative that was launched during COVID to keep fishermen on the water and provide nutritious meals to a growing number of food bank clients.

"The organization was born in crisis and has weathered many more by creating partnerships and long-lasting solutions that build community resiliency and healthy oceans," said John Pappalardo, CEO of the Fishermen's Alliance.

For more information about the alliance, visit capecodfishermen.org

Affordable Housing and Services Collaborative Names Hayward As Development Associate

Affordable Housing and Services Collaborative, Inc. (AHSC; www.ahscinc.org), a nonprofit organization that owns and develops affordable rental communities, has hired Andrew T. Hayward of Norfolk as a development associate.

In this role, he will seek opportunities to develop new affordable housing units for AHSC, either through new construction or adaptive re-use.

Hayward brings considerable experience in property management to his post with AHSC, most recently as assistant property manager with the Dolben Company in Revere.

A graduate of the University of South Carolina – Moore School of Business with a bachelor of science degree in business administration, Hayward is currently pursuing his master's degree in real estate development from Georgetown University's online program.

He is licensed in Financial Industry Regulatory Authority Series 6, 63, and 65; is certified as a National Apartment Leasing Professional; is a Certified Apartment Manager; is a Massachusetts Real Estate Licensee; and is Real Estate Financial Modeling certified.

Volunteers Sought for Annual CARE Day

CARE for the Cape & Islands' seventh annual CARE for the Cape & Islands Day will be held Thursday, Oct. 21. Area businesses are invited to participate in a half day of service benefiting a local nonprofit tourism attraction.

This event involves hands-on volunteer service that helps to repair or improve its infrastructure of a local nonprofit while offering volunteer participants an opportunity to learn more about the mission of CARE for the Cape & Islands, and how businesses can help preserve and protect the natural environment, cultural and historical treasures of Cape Cod.

This year's beneficiary nonprofit is Chatham Drama Guild.

CARE Day will take place at Chatham Drama Guild located at 134 Crowell Rd in Chatham. The day's schedule is as follows:

- 8:30-9 a.m. - Coffee and welcome
- 9-11:30 a.m. - Hands-on volunteer and cleanup activities
- 11:30 a.m.-1 p.m. - Lunch and CARE Grant Recipient presentations

Each volunteer representing a local business is required to register and a \$25 donation is requested to support CARE grant program. Registration and sponsorship details may be found at

<https://careforthecapeandislands.org/care-for-the-cape-day/>

CARE for the Cape & Islands' mission is to inspire stewardship to preserve and protect the natural environment, cultural and historical treasures of Cape Cod, Martha's Vineyard and Nantucket.

Cape Cod Foundation Awards Additional \$411,500 To 22 Nonprofits

The Cape Cod Foundation recently awarded an additional \$411,500 from its Strategic Emergency Response Fund to support 22 nonprofit organizations providing critical programs and services to residents across Cape Cod.

The following organizations received a total of \$221,500 to support food security, food access, and other critical needs, vaccine education outreach and mental and behavioral health programs and services across the region: Alzheimer's Family Support Center; Barnstable Public Schools; Calmer Choice; Cape Cod Children's Place; Cape Cod Commercial Fishermen's Alliance; Cape Cod Seventh Day Adventist Church; Child and Family Services; Cape and Islands Veterans Outreach Center; Gosnold on Cape Cod; Health Ministry; National Alliance on Mental Illness of Cape Cod and the Islands; Outer Cape Health Services; and Samaritans on Cape Cod and the Islands.

"While many of these grants help nonprofits respond to immediate community needs, others support capacity building projects that will strengthen their infrastructures," said Kristin O'Malley, CEO and president of The Cape Cod Foundation. "This way, they can continue to meet the demand for program and services now and in the months and years ahead."

The foundation also awarded \$190,000 in Community Foundation Grants from the Commonwealth of Massachusetts Executive Office of Housing and Economic Development to the following nonprofit organizations : Cape Cod Children's Place; Cape Cod Times Needy Fund; Catholic Social Services of Fall River; Fishing Partnership Support Services; Harwich Ecumenical Council for Housing; Health Imperatives; Kennedy Donovan Center; Lower Cape Outreach Council; and Monomoy Community Services.

"These funds from the state have been earmarked for low-income Cape Cod households who are experiencing severe economic hardship due to the pandemic. The direct financial assistance supports food, childcare, healthcare, housing/shelter, utilities, transportation, technology for remote work/school, and other basic human needs," O'Malley said.

Those in need should contact these organizations directly to see if they are eligible to receive financial assistance and access to other resources, O'Malley added.

Since March 2020, the Cape Cod Foundation has raised \$3,082,177 and distributed \$2,265,644 to local nonprofit organizations through its Strategic Emergency Response Fund.

To learn more about or donate to the Foundation's Strategic Emergency Response Fund, visit capecodfoundation.org 🏠

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Banking



Business Tips For The Off-season

By Donnie Robicheau

What a summer! Businesses have welcomed an above average number of visitors – on and off Cape – while managing staffing and supply difficulties. At The Cooperative Bank of Cape Cod, we've been inspired by our clients' steadfastness during what has been a challenging season on top of an unusual year with the pandemic. As we head into the off-season and businesses can begin to take a breath, now is the time to re-evaluate and assess your financials.

Clean Up Needed In Back Office

Get your books in order. If you wait, that will not help you come tax season. Now is the time to straighten your files and take stock of what worked during a hectic summer. Did your accounting software make things easier? Did you get frustrated

and ditch it? If you're not using software, how does your ledger book look? If you need more help, check in with your bookkeeper or banker. You can take training classes or workshops through your local chamber of commerce, too. SCORE Cape Cod and WE CAN also are great resources for learning and mentoring.

Schedule Your Financial Checkup

If you took out a SBA Paycheck Protection Program loan, have you applied for forgiveness? Check with your banker to make sure you're on track with PPP forgiveness. Your banker also can review your accounts and any other loans you have to make sure they're the best fit for your needs. For example, with low rates, now may be the time for you to consider refinancing. Or maybe you're thinking of renovating or adding onto your business, so a construction loan or commercial mortgage may be in your best interest. Your banker can talk you through your options.

Make Payday Easier

How's your payroll system? Do you have a system? Your banker may be able to help you with that, too. At The Coop, we've partnered with Complete Payroll Solutions to offer payroll and tax payment services. Our experts handle tax payments, vacation/sick time, and all other aspects of your company payroll. We can

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Protect Your Business

Fraudsters never take a break. To keep your business safe from corporate account takeover, the first step is education. You and your employees are the first line of defense. A strong security program paired with employee education about the warning signs, safe practices, and responses to a suspected takeover are essential to protecting your company and customers. Talk to your banker about programs that safeguard you from unauthorized transactions. Services can include call backs, device authentication, multi-

“A strong security program paired with employee education about the warning signs, safe practices, and responses to a suspected takeover are essential to protecting your company and customers.”

person approval processes and batch limits help protect you from fraud.

Running a business isn't easy, but remember you're not alone. Your banker is one of your most vital resources to help you strategize for the future and benefit from the latest services and programs. Our Relationship Managers listen to clients, ask questions, and create customized solutions. We're here to help you succeed. 

Donnie Robicheau is a Vice President, Small Business Relationship Manager, with The Cooperative Bank of Cape Cod. Learn more at mycape-codbank.com and 508-568-3400.

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Stats

Total number of employees: All volunteer, no paid employees

Annual revenues: \$100,000

Year established: 2005

Mission

Sending care packages to our deployed troops, supporting our veterans, wounded warriors and our military families, and honoring our Forever Heroes and their Gold Star Families.

Geographic Area

We send care packages to anyone who is deployed. Help military families and veterans here on the Cape/New England, wounded warriors at Fort Belvoir.

Leadership

Dylan DeSilva
FOUNDER/CEO

Michelle DeSilva
SECRETARY/COO

Cynthia DesLauriers
CHAIRMAN OF THE BOARD

2020 Goals

Our goals for the remainder of 2020 are to send 500 Christmas Care Packages to our deployed troops, provide 50 Christmas Stockings to local veterans and to help our military families at Christmas time.

Fundraising Events/Opportunities

Due to COVID we are not able to host any fundraising events.

Giving Opportunities

We will be asking people to sponsor a care package to deployed troops. This can be done as a Christmas gift to someone on your list.

Volunteer Opportunities

2021 17th Annual Troops in the Spotlight. See our web site for more details.

**Center for Coastal Studies**

5 Holway Avenue
Provincetown, MA 02657
508-487-3622
ccs@coastalstudies.org
www.coastalstudies.org

Stats

Total number of employees: 35-40

Annual revenues: \$4 million

Year established: 1976

Mission

To understand, preserve and protect marine ecosystems and the coastal environment.

Geographic Area

Primarily the Cape and Islands and Gulf of Maine, but our work is applied in countries around the world.

Leadership

Rich Delaney
PRESIDENT AND CEO

The Center is a global leader in whale conservation and marine policy. Our diverse research and education programs address right and humpback whale biology, population status and protection, sustainable fisheries, marine debris and plastic pollution, marine animal entanglements, and climate change impacts on the environment. Learn how you can support the Center and ensure a healthier future for our oceans and ourselves at coastalstudies.org.



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September 30
2021

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40 Under 40 Class of 2021

Katy Acheson Mashpee Chamber of Commerce
James C. Andreotti, Jr. Rockland Trust
Brenna Attanasio Darling Hotels / Hampton Inns of Cape Cod
Michelle L. Badger Massachusetts Maritime Academy
Angela Baron Ziggy's Auto Specialties
Courtney Butler Town of Dennis
Kevin Byrne Stewart Painting
Elvira Caldeira NeighborWorks Housing Solutions
Robert Carey The Cooperative Bank of Cape Cod
Sean Cody PSC Group, Inc. / Sagamore Mulch & Stone, Inc.
Amanda Constant Cape Cod 5
Sarah Endres Outer Cape Health Services
Ben Erhard Wellfleet Shellfish Company
Francesca Ferguson Law Office of Francesca M. Ferguson, PLLC
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Brian Greer Greer Real Estate
Steven W. Heslinga The Heslinga & Tate Wealth Management Group of Wells Fargo Advisors
Christine Hochkeppel Salty Broad Studios
Karryn Lewis Whole Health Pharmacy
Manx Taiki Magyar Big Tree
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Christopher Trapp Orleans Auto Supply
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Matthew York York Building & Remodeling
Muska Yousuf The Law Office of Muska Yousuf LLC



Katy Acheson

Age: 37

Title: Executive Director

Company: Mashpee Chamber of Commerce

Education: UMass Amherst, UMass Dartmouth

Career background/highlights: I have been working for Cape-owned businesses since I turned 14. The ability to work on behalf of an entire local business community is such a rewarding challenge.

Community involvement: I serve on the Mashpee Substance-Use Task Force, Friends of the Mashpee Public Library and Mashpee Diversity and Inclusion Committee. I show up for clean ups, fundraisers, 5K's, workshops, webinars, networking events, festivals and fairs. I help out when I can, however I can, whether or not it's for my work, a neighbor, or a friend in need.

Favorite professional moment: When the Mashpee Chamber Executive Board offered me the position of executive director on April 30, 2021. I am so grateful for their faith in me and my ability.

Who is your mentor/role model? Mary Lou Palumbo, past Mashpee Chamber Executive Director, taught me so much about what it means to be passionate about the work the chamber does in the six years we worked together. Catherine and Dave Ferraressi, owners of Gustare Oils & Vinegars, have taught me so much about how to be exemplary leaders in small business. I owe a lot of my outlook to these three incredible people.

What mistake has taught you the most? Sending out forms without checking carefully! I have learned to draft form responses in advance then cut and paste instead of submitting answers directly into the form itself.

Where can you be found on the weekends? Home with my husband and cats. I am so grateful to have such a beautiful little pocket of the world to call my home.

What one book has impacted your life? As a bibliophile this may be one of the most difficult questions I have ever been asked. ONE book!? I'll go with Dorie Greenspan's "Paris Sweets." This delightful recipe book is a key part of why I started baking Parisian macarons over 12 years ago.

What is your superpower? Sleep! I can fall asleep fast. No matter what is going on around me, I can sleep. Thank goodness.



James Andreotti Jr.

Age: 31

Job Title: Assistant Branch Manager II

Company: Rockland Trust, North Falmouth

Education: Johnson & Wales University

Career background/highlights: I received a bachelor's degree in Sports, Entertainment, and Event Management. I worked with the Charlotte Hornets and was awarded Supervisor of the Year in 2014. I have been working for Rockland Trust for five years.

Community involvement: Board of directors for the Sandwich Chamber of Commerce, ambassador for the Mashpee Chamber of Commerce, leadership team for the local BNI group, past chair for Sandwichfest 2018-2020.

Favorite professional moment: Being selected for the 40 under 40.

Who is your mentor/role model? Patrice Pimental, vice president and leadership coach at Rockland Trust. Patrice opened my eyes to community involvement and leveraging opportunity. Understanding how visibility in the community can promote trust and help build relationships. Here on Cape Cod we have a unique market of small businesses and there is no cookie cutter that fits all products to meet customer needs. It is the relationships that we build and cultivate in our community that inevitably builds the success of Rockland Trust but also the successes of the local businesses.

What mistake has taught you the most? Don't stretch yourself too thin; quality over quantity.

Where can you be found on the weekends? Grilling and hanging out with my son.

What one book has impacted your life? "The Fellowship of the Ring" by J.R.R. Tolkien.

What is your superpower? My ability to make conversation with anyone in a room.

**"My mission in life
is not merely to survive,
but to thrive."**

Maya Angelou

Rescue Your Money

The American Rescue Plan Act of 2021 extended the Employee Retention Credit (ERC) through December 31, 2021, and recently launched the Restaurant Revitalization Fund.

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Brenna Attanasio

Age: 39

Company: Darling Hotels

Education: Providence College/Cape Cod Community College

Career background/highlights: I started working in the hotel industry while I was in high school and have been in it ever since! I found myself looking for employment back on the Cape when my father was sick and introduced to the Darling Family while they were building the Hampton Inn and Suites by Hilton, Cape Cod. I joined the team in 2008 and was part of our opening team, serving as general manager, in April 2009. In June 2019 I earned my Certified Hotel Administrator Designation. That November, we opened the Hampton Inn by Hilton, Cape Cod Canal in Buzzards Bay.

Community commitment: Foster parent, Department of Children and Families; Big Brothers Big Sisters – Big Sister; Zammer Hospitality Institute at Cape Cod Community College, Advisory Committee Member; Greater Hyannis Chamber of Commerce member, former board chair and board of directors member; Yarmouth Chamber of Commerce member, former board of directors member; Cape Cod Young Professionals member; Cape Cod Chamber of Commerce Sports and Events Committees; First Lutheran Church Leadership Committee; Cape Cod Canal Chamber of Commerce member; Cape and Islands Workforce Investment, former board member; Justice Resource Institute, former Systems of Care Committee member; Cape Cod Regional Technical High School, former Advisory Board member.

Favorite professional moment: Watching the team members at our hotels grow into strong, confident, capable leaders.

Who is your role model/mentor? My father was my biggest role model/mentor. Even though he is not physically with me, he continues to guide my steps daily.

What mistake has taught you the most? Not going back to school to further my education.

What one book has impacted your life? There are too many!

Where can you be found on weekends? Surrounded by my family and friends.

What is your superpower? My passion for the things and people I love.



Michelle L. Badger

Age: 37

Job Title: Director of Advancement

Company: Massachusetts Maritime Academy

Education: Sweet Briar College, Suffolk University

Career background/highlights: Master's degree in Public Administration, master's in Professional Studies, Certified Fundraising Executive. Intern for Senator John Kerry and a Moakley Fellow with Senator Kennedy. I have held jobs working for higher education and political campaigns throughout my career.

Community involvement: Plymouth Fragment Society Board Member, DreamRide Plymouth LLC board member; Pan Mass Challenge Kids Ride Coordination Team for Plymouth; Pilgrim Area Collaborative Board Member; Plymouth Public Schools Alumni Association Chair; Plymouth School Committee, Vice-Chair; Plymouth No Place For Hate Committee; Sweet Briar College Boston Area Alumnae Club Chair; Sweet Briar College Admissions Ambassador; Sweet Briar College Class Co-President and Fund Agent.

Favorite professional moment: Having alumni who worked with you when they were a student texting or calling you to say hi or making a gift.

Who is your mentor/role model? My parents showed me from a young age what hard work looks like and that I could do anything. My neighbors growing up, the Rondeaus, demonstrated to me what it is to listen to other people's opinions, have your own opinion, accept other opinions, and to be heard even if people are talking very loudly around you. I have long admired Hillary Clinton for the brilliant, inspiring and independent person I see her to be.

What mistake has taught you the most? I once took a job that I thought would be great and I would learn so much. I had an amazing boss but soon realized how important an organization's culture and how they value their employees truly is. That mistake taught me a lot about organizational culture and what kind of a leader that I hope to be and the kind of place I choose to work for.

Where can you be found on the weekends? At the gym (maybe at a Zumba class), reading a book, running errands, preparing for my week, taking a walk with my Boston Terrier Eleanor Roosevelt and with family or friends.

What one book has impacted your life? "Little Women" by Louisa May Alcott

What is your superpower? Hard work and dedication.



Angela Baron

Age: 34

Job Title: General Manager

Company: Ziggy's Auto Specialties, Hyannis

Education: Cape Cod Community College

Career background/highlights: I studied law and business at 4C's but my education was put on hold when I became a mother. My husband and I started Ziggy's in 2006. The business was just about ready to close as hotrods were becoming a dying breed. We changed our focus and restructured the company completely. Now, we run a very complex, diverse business; for that I was self taught.

Community involvement: Cape Cod Cares for the Troops, Hyannis Elks veterans, Homeless not Helpless Charity events through our church and contributing to youth programs. We host Cars & Coffee cruise night, which donates the funds for our fallen, in memory of our nephew who was killed in Afghanistan.

Favorite professional moment: Watching the joy on my kids' faces when I told them that giving and being able to give back has benefited one of our own employees who had recently become homeless.

Who is your mentor/role model? My mentor would be my husband, who always makes me stop and think, which has made a better professional person. My role models would be my kids because they are just so full of life, supportive and are better versions of my husband and I.

What mistake has taught you the most? PT Cruiser! Hah, this vehicle taught me from the beginning to always check myself and never assume. I bid on this vehicle, one of my firsts at the auction. I was supposed to be giving the wholesale number to my husband and gave him the retail number! We sat on this vehicle for over a year.

Where can you be found on the weekends? In the kitchen during the winter cooking with my little guy and in the warmer months on the lake with my kids, laughing until it hurts.

What one book has impacted your life? "If Life Is a Bowl of Cherries, What Am I Doing in the Pits?" by Erma Bombeck.

What is your superpower? Being able to defuse a situation by literally just being kind and staying in the zen.

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Courtney Butler

Age: 28

Job Title: Executive Assistant to the Town Administrator

Company: Town of Dennis

Education: Johnson & Wales University,
Roger Williams University

Career background/highlights: I moved to the Cape in 2015 to serve as an intern with Cape Cod National Seashore. After that, I accepted a full-time job in the superintendent's office, where my work with towns led me to fall in love with municipal government. Since 2017, I have worked for both Wellfleet and Dennis. I earned a master's degree in Public Administration in 2011.

Community involvement: Cape Women's Coalition, chair; Leadership Cape Cod, member, and 2020 Community Leadership Institute graduate.

Favorite professional moment: Pulling together the 2020 Annual Town Meeting in Wellfleet, during the pandemic and amidst transitions in administration. It was truly a team effort, of both residents and staff, to make this meeting happen and be such a success. As the only constant in the office at the time, it was amazing to see it come together from start to finish.

Who is your mentor/role model? Leslie Knope from NBC's "Parks and Recreation." While Leslie is fictitious, the lessons and values she shares and holds are very real. She has taught me how to be a better citizen of my community, how to help other women around me, and most importantly, to have fun while working in government!

What mistake has taught you the most? As someone who can do a lot of talking, I've learned over the last few years, especially in my field, how important it is to listen. When we listen we can learn so much about someone, their thought process and where they are coming from.

Where can you be found on the weekends? Reading in a coffee shop or on the beach, or out on a nature trail taking photos!

What one book has impacted your life? "Grandma Gatewood's Walk: the Inspiring Story of the Woman Who Saved the Appalachian Trail" by Ben Montgomery.

What is your superpower? Laughter. I have always enjoyed the comical side of myself and my ability to make people smile and laugh out loud.



Kevin Byrne

Age: 33

Title: General Manager

Company: Stewart Painting, Hingham

Education: UMass Dartmouth

Career background/highlights: After graduating from University of Massachusetts at Dartmouth with a degree in Marketing from the Charlton School of Business, I worked as a sales representative for Stewart Painting on Cape Cod for three years before leaving to be the New England sales representative for one year, then rejoined the Stewart team at the Hingham location.

Community involvement: Youth sports.

Favorite professional moment: Being promoted to General Manager at Stewart Painting.

Who is your mentor/role model? My father who owned his own business for over 30 years. He taught me that hard work and dedication do pay off.

What mistake has taught you the most? Not being prepared.

Where can you be found on the weekends? I love the beach and boating.

What one book has impacted your life? "How To Win Friends And Influence People" by Dale Carnegie.

What is your superpower? Listening and observing then coming up with solutions to problems.



Elvira Caldeira

Age: 39

Job Title: Homeownership & Lending Director

Company: NeighborWorks Housing Solutions

Education: New England College of Business and Finance

Career background/highlights: Housing advocate, loan officer and real estate broker, Bachelor's degree in Business Administration.

Community involvement: I am a member of the CHAPA Selection committee, which helps non-profit organizations with their first-time homebuyer programs. I am a counsel member at my local church and help with our youth. I also work with the Cape Verdean Association to help the community.

Favorite professional moment: I have a few, the first would be when I became a CRA loan officer where I helped clients in the gateway communities get pre-approved for a mortgage; second would be directing the homeownership center of NeighborWorks which helps coach clients on how to get pre-approved with a lender, and finding assistance that will help them get into a home sooner than they thought would be possible. Lastly, not least, is being nominated and selected for this award.

Who is your mentor/role model? My husband is my mentor. He has always believed in me more than myself sometimes and always pushes me to do better.

What mistake has taught you the most? Not pursuing my passion sooner.

Where can you be found on the weekends? Weekends, I love going out for breakfast with my family, and shopping.

What one book has impacted your life? "The Secret to Success" by Eric Thomas.

What is your superpower? Multitasking and helping others.

**"The only way to do great work is to love what you do.
If you haven't found it yet, keep looking. Don't settle."**

Steve Jobs



Robert Carey

Age: 38

Job Title: First Vice President, Relationship Manager

Company: The Cooperative Bank of Cape Cod

Education: Bryant University

Career background/highlights: My professional career started as a proprietary trader while undertaking my MBA at Bryant University. After completing my graduate degree, I worked for a number of asset management companies in Boston and California. A second generation Cape Codder, it was a lifelong dream to live and work on Cape Cod. Eight years ago that dream came to fruition.

Community involvement: Since 2016 I have been a member of the board with Barnstable Land Trust in various capacities including most recently past treasurer. Over the last 30-plus years, Barnstable Land Trust has protected more than 1,100 acres of open space in the Town of Barnstable. My further involvement in the community includes various past volunteer activities including Barnstable High School Mock Interviewer, Meals on Wheels volunteer and Dream Day Cape Cod BUILD volunteer.

Favorite professional moment: My first paycheck. To this day I have never felt wealthier!

Who is your mentor/role model? My parents, who have always instilled the belief in a strong work ethic. No quote more accurately reflects their belief than "Opportunity is missed by most people because it is dressed in overalls and looks like work." (Thomas Edison)

What mistake has taught you the most? That time waits for no one.

Where can you be found on the weekends? In a bathing suit with my wife chasing after our two boys on Sandy Neck.

What one book has impacted your life? "How to Win Friends and Influence People" by Dale Carnegie.

What is your superpower? Perseverance, but I wish I could fly!



Sean Cody

Age: 39

Title: Head of Operations

Company: PSC Group, Inc., Sagamore Beach

Education: Ivey Business School of Western University, McGill University

Career background/highlights: I have a bachelor's degree in Civil Engineering.

I've worked throughout South America, Mexico, Alaska, British Columbia in the hydropower and mining industries. Being a part of the management and leadership team on the \$1 billion construction of an underground powerhouse and power tunnel was one of my most exciting and rewarding experiences.

Community involvement: I began coaching inner city youth hockey at age 17 and now am excited to be participating in the farm hockey and learn to skate programs on Cape Cod for my children. This year I also co-coached Junior Cape League Baseball in Barnstable as well as the Age 8 Barnstable All-Stars.

Favorite professional moment: Being promoted to Project Manager for the final 1.5 years of the Waneta Expansion Project (Trail, British Columbia) and subsequently becoming the Assistant Project Manager to my mentor on the extremely unique and challenging John Hart Generating Station Replacement Project (Campbell River, British Columbia).

Who is your mentor/role model? Scott Marshall (Project Manager of John Hart Generating Station Replacement Project)

What mistake has taught you the most? Early in my career, I experienced the result of should-be-leaders valuing production over safety, a mistake I learned from and will never forget.

Where can you be found on the weekends? With my wife and three children at the ball field, the hockey rink, the beach, the golf course, Grammy and Granka's pool, or hanging out together in our cozy home.

What one book has impacted your life? "How to Win Friends and Influence People" by Dale Carnegie.

What is your superpower? The ability to connect with people of all types/backgrounds and motivate them to work towards a common goal.

"If your dreams don't scare you, they are too small."

Richard Branson



CONGRATULATIONS, DAN GORCZYCA, REDBROOK'S VICE PRESIDENT FOR DEVELOPMENT ON YOUR 40 UNDER 40 RECOGNITION.

Dan's commitment to his job, his community, and his family is an inspiration to all who know him. He balances numerous volunteer roles while directing the development of the highly successful and complex Redbrook village in South Plymouth and raising four young children with his wife, Erin. Dan's leadership style is to subtly exude competence and confidence. With his self-effacing sense of humor, he has the ability to negotiate complicated challenges. He always gives permitting authorities reason to trust his judgment and his word. He is both cheerful and thoughtful, with strong understanding of complex development concepts and the ability to think outside the box.

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Amanda Constant

Age: 37

Job Title: AVP, Banking Center Manager

Company: Cape Cod Five

Education: Salem State College

Career background/highlights: Over 15 years ago I started my career as a teller for Cape Cod Five. I was surrounded by managers and supervisors who helped me learn and progress through the company. This allowed me to quickly move up the ranks, soaking up as much knowledge as possible along the way. I am currently a Banking Center Manager at our Orleans Banking Center. I hold the designation of Financial Paraplanner Qualified Professional (FPQP).

Community involvement: I am a member of the WE CAN Finance Committee, I volunteer at the Credit for Life Fairs, Cape Cod Young Professionals, and have been involved with the Harwich Chamber events.

Favorite professional moment: I enjoy mentoring people and helping them grow in the company. One of my favorite examples was having the opportunity to mentor an employee who started at entry level as a teller and has since advanced in her career.

Who is your mentor/role model? I have always been supported by my parents, husband and family. Professionally, I have been lucky to have had many wonderful mentors throughout my career.

What mistake has taught you the most? I learned the importance of being able to adapt and change directions quickly. The best solutions come when working together as a team.

Where can you be found on the weekends? On weekends I spend time with my husband and two boys hiking, camping and enjoying time together.

What one book has impacted your life? "The 5 Second Rule" by Mel Robbins.

What is your superpower? My ability to learn and adapt.

**"Working hard for something we
don't care about is called stress;
working hard for something we love
is called passion."**

Simon Sinek



Sarah Endres

Age: 40

Job Title: Site Director

Company: Outer Cape Health Services, Wellfleet

Education: Assumption College,
Southern New Hampshire University

Career background/highlights: I have been a healthcare leader on Cape Cod for the last 16 years, most recently as director of Public Health and Patient Care Transitions through the COVID-19 pandemic, working alongside an amazing team of public health nurses and contact tracers. I am deeply committed to public health, diversity, equity and healthcare access. I hold a bachelor of arts in Business and a master of science in Healthcare Administration. I am also a Certified Hospice and Palliative Care Administrator (CHPCA). I am the Wellfleet Site Director and Director of Women's Health.

Community involvement: Former coach for the Dennis-Yarmouth Soccer Club, Rett Syndrome Research Trust, volunteer for Family Table Collaborative, Meals on Wheels, my kids' schools. I try to involve my family in as many local charity 5Ks as possible.

Favorite professional moment: Handing in my master's thesis as a busy working mom and healthcare director.

Who is your mentor/role model? Personally, my mother, who showed me at a very young age that nothing is impossible. Professionally, Ann-Marie Peckham, VNA of Cape Cod CEO, who led me to where I am today.

What mistake has taught you the most? I make a lot of mistakes, they make for some of my best, funniest stories! Being able to learn from them and laugh at yourself is the key.

Where can you be found on the weekends? On the soccer field watching my kids play and husband coach; walking the trails or beach with my family and two dogs.

What one book has impacted your life? "Daring Greatly" by Brene Brown.

What is your superpower? Connection. I connect with all people and bring laughter and joy to stressful situations.



Ben Erhard

Age: 33

Title: Vice President of Finance

Company: Wellfleet Shellfish Company

Education: Boston College

Career background/highlights: My career has spanned the ski/outdoor industry, a health-food startup company and an employee-owned global technology manufacturer. At Wellfleet Shellfish Company, I helped guide the business through a corporate split-up while securing grant funding for investments in capital improvements to modernize operations and expand nation-wide distribution of locally harvested seafood.

Community involvement: Treasurer, Cape Cod chapter of the New England Mountain Bike Association; community outreach educator for Wellfleet Shellfish Promotion and Tasting.

Favorite professional moment: Towards the end of 2019 I stepped away from my finance career to move back to Cape Cod and work as a farmhand for an oyster grower. One morning in February 2020, as we headed out to the grant, the water was calm and still, with steam fog rising up where it met the frigid air. The sunrise suddenly broke the horizon and the temperature became considerably warmer; we were immersed in an orange-blue glow of sea smoke, the air filled with a potent mixture of engine exhaust, coffee, gasoline, and the ocean. The entire crew snapped awake and started to hoot and holler. I had never felt such satisfaction or a sense of being completely alive in a work environment and it has helped guide my career ever since.

Who is your mentor/role model? My dad.

What mistake has taught you the most? When I began to explore my own life-path I was under the false impression that adding more and more responsibility or commitments was the measure of success. It wasn't until I began to focus on simplifying my life that I started to attain considerable forward momentum.

Where can you be found on the weekends? Depending on the season, I can be found riding my bike, running a trail, enjoying my boat or on a pair of skis. The best weekends involve a combination of these activities.

What one book has impacted your life? "Shucked: Life on a New England Oyster Farm" by Erin Byers Murray.

What is your superpower? Remaining positive and focusing on solutions.



Franchesca Marie Ferguson

Age: 33

Title: Attorney

Company: Law Office of Franchesca M. Ferguson,
PLLC, Bourne

Education: American University, University of Massachusetts

Career background/highlights: I started my own private practice in 2018; my practice areas include criminal defense, personal injury, family and probate matters and juvenile court matters. I am highly committed as a bar advocate for the Commonwealth.

Community involvement: In 2019 I was appointed to serve on the Bylaw Committee for the Town of Bourne. I am also a member of the Barnstable County Bar Association.

Favorite professional moment: It's always great when clients tell you how happy they are with the outcome of their cases. Sometimes we have challenging matters and many uphill battles to overcome, but when clients have gratitude for our dedication and zealous advocacy, it's so worth it.

Who is your mentor/role model? I am so grateful to have a strong network of female attorneys who support each other and build each other up. Thank you to Sara, Kristen, Ellen, Nicole, Suzanne, Sue and so many other girl bosses who have inspired me along this journey.

What mistake has taught you the most? I finally learned that I can't do it all. Hiring additional staff has been so beneficial to my practice.

Where can you be found on the weekends? Weekends are always spent with my family. I have a hardworking husband and we prioritize the time we get to spend with our two children. We love taking them to the beach, they can spend hours playing in the ocean and sand.

What one book has impacted your life? "The Power of Letting Go" by John Purkiss. It has taught me to be present and enjoy each moment in your life and let go of the thoughts and pain that can hold you back.

What is your superpower? Definitely being a supermom. I feel blessed to have my own successful private practice in my hometown, but being a mom is the most important and special job I've ever had.



Daniel R. Gorczyca

Age: 38

Job Title: Vice President of Development

Company: ADM Agawam Development, Wareham

Education: Wentworth Institute of Technology

Career background/highlights: After graduating in 2007 from Wentworth Institute of Technology, I spent eight years at VHB as a civil engineer. For the past 6.5 years I have worked for ADM Agawam Development, managing the permitting/construction of several residential neighborhoods, a large multi-family complex, two commercial buildings and several large intersection projects.

Community involvement: Vice president of the Plymouth Education Foundation, elected Plymouth Town Meeting Member, member of the Plymouth Water Conservation Committee, board member of the Plymouth North Basketball Association, youth basketball coach.

Favorite professional moment: Speaking at the grand opening of the Plymouth South Elementary mixed-use ballfield, which was designed and paid for by ADM Agawam Development.

Who is your mentor/role model? Professionally, Michael Hogan and personally, my mother.

What mistake has taught you the most? Getting caught up in the weeds.

Where can you be found on the weekends? The basketball court coaching my children, cheering on my kids at the soccer field, or doing yard work!

What one book has impacted your life? "Project Future: The Inside Story Behind the Creation of Disney World" by Chad Emerson.

What is your superpower? Wearing multiple hats, both personally and professionally.

**"We are what we repeatedly do.
Excellence then, is not an act,
but a habit."**

Aristotle



Brian Greer

Age: 38

Job Title: Broker/Owner

Company: Greer Real Estate, Barnstable

Education: University of North Florida

Career background/highlights: I graduated with a degree in Communications. After college I was a teacher and then earned my real estate license to sell part time. After a few years of doing both, I resigned from teaching and went full time real estate. I started Greer Real Estate in December 2015 and we now have 24 agents, an office in Barnstable Village and are now one of the top independently owned brokerages on Cape Cod!

Community involvement: Member, Cape & Islands MLS Board of Directors; member, Town of Sandwich Capital Planning and Improvement Committee; trustee, Hyannis Yacht Club; member, Cape Cod Young Professionals; member, Cotuit Mariners Lodge of the Freemasons.

Favorite professional moment: The moment when you tell a buyer their offer has been accepted on a house. That moment is full of hope, excitement, gratitude, success and it's before the doldrum of paperwork, loan applications, inspections, etc., start.

Who is your mentor/role model? My father, Bill Greer. My father is an electrician and one of the hardest working people I know who values honesty and integrity above all else. He is an accomplished, award winning sailor who taught my siblings and I a love and respect for the sea. He will always help those in need as long as it's within the length of his cable-tow.

What mistake has taught you the most? Over-committing. Saying yes is fun... but too many yeses cause big problems.

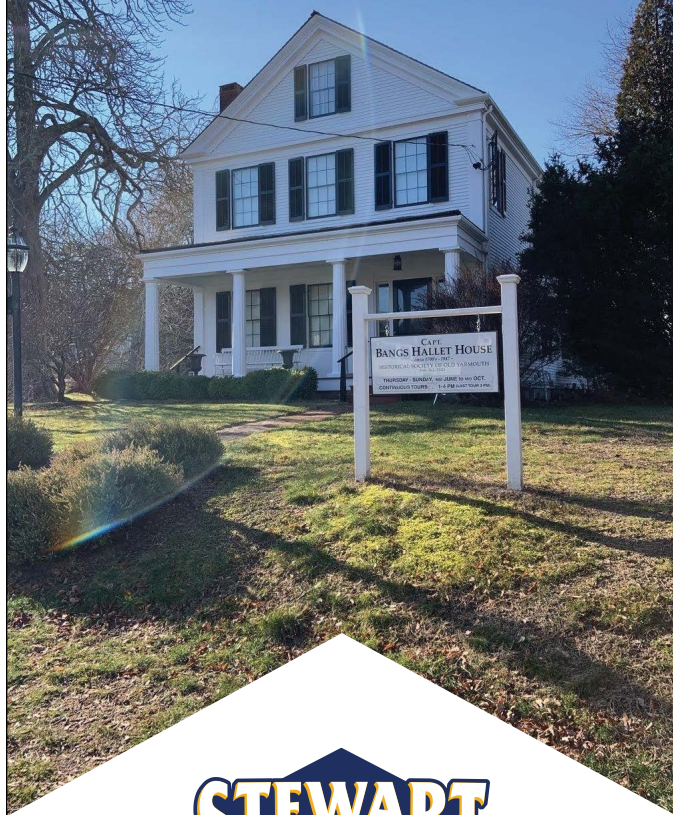
Where can you be found on the weekends? During the summer, on the water in Lewis Bay and Nantucket sound. During the rest of the year, at soccer fields all over Massachusetts, watching our kids play.

What one book has impacted your life? "Start.: Punch Fear in the Face, Escape Average, and Do Work That Matters" by Jon Acuff.

What is your superpower? Not taking myself too seriously.

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Steven W. Heslinga

Age: 35

Job Title: Financial Advisor

Company: Heslinga & Tate Wealth Management Group,
Hyannis

Education: Wake Forest University

Career background/highlights: I hold dual degrees in Economics and German. Throughout my career I have lived in various countries and worked in different facets of the financial industry. I began in mergers and acquisitions as an investment banker. I was a trader on a high yield bond desk. Most recently, I moved back to Cape Cod to work with my family and start one of my own. I am pleased to say that I am here for good. I hold designations of First Vice President, Investment Officer.

Community involvement: Treasurer and trustee, Cape Cod Symphony; member, Rotary Club of Hyannis.

Favorite professional moment: Going into business with Paul, my brother.

Who is your mentor/role model? My parents, who are life-long teachers. They are patient, humble and hardworking. One day, I hope my two boys look up to me the way I look up to my parents.

What mistake has taught you the most? Don't take little things for granted.

Where can you be found on the weekends? On Sandy Neck Beach with my wife, Tracy, and our two boys.

What one book has impacted your life? "East of Eden" by John Steinbeck.

What is your superpower? Cooking breakfast food.



Christine Hochkeppel

Age: 38

Job Title: Owner and Photographer

Company: Salty Broad Studios, Osterville

Career background/highlights: Portrait commission for the CCYP "My Cape Cod Story" Campaign; traveling to Les Cayes, Haiti to document the volunteer work of nonprofit Forward in Health and publishing "Helping Haiti Heal," an eight-part series published in the Worcester Telegram & Gazette; facilitating a photo project with his students with Working Assumptions Foundation.

Community involvement: Mentor with EforAll, participant in charity bike rides including Bike MS and Pan-Mass Challenge.

Favorite professional moment: Photographing healthcare workers receiving the first vaccines at Cape Cod Hospital.

Who is your mentor/role model? Photographer Deanne Fitzmaurice

What mistake has taught you the most? The biggest lesson I've learned is clarifying expectations with clients before the start of a project. Past mistakes have proved the importance of being on the same page with my clients and getting contracts signed.

Where can you be found on the weekends? If I'm not shooting a wedding, I'm on the ORV trail at Sandy Neck or riding my bike on the canal.

What one book has impacted your life? "The Americans" by Robert Frank

What is your superpower? Making people comfortable in front of the camera and telling stories through pictures.

"Happiness is not in the mere possession of money; it lies in the joy of achievement, in the thrill of creative effort."

Franklin D Roosevelt



Karryn Lewis

Age: 39

Job Title: Pharmacy Owner

Company: Whole Health Pharmacy, Hyannis

Education: Boston College, Mass College of Pharmacy

Career background/highlights: Boston College 2003 B.A Psychology, Mass College of Pharmacy 2012 Doctor of Pharmacy.

Community involvement: We have partnered with several local businesses, schools, churches, and nonprofits in order to help them educate and bring positive change to their health and lifestyles. I've also served on several boards which focus on the well being of people within a community and how we (as a community) can assist them in meaningful ways.

Favorite professional moment: I was recently honored by Healthmart independent pharmacies and McKesson to highlight women in pharmacy. My pharmacy and I went on to be the recipient of the "Hometown Hero" spotlight for the northeast region.

Who is your mentor/role model? My mother and father inspired me as entrepreneurs, both having their own businesses. Even though retired, they spent my first two years in business helping me learn the skills and traits of a successful owner/operator as well as teaching me the importance of customer service. They believed in me when I didn't believe in myself!

What mistake has taught you the most? I unfortunately learned too late that I focused all of my energy and time for six years on building a successful business. It wasn't until recently that things came into perspective and I realized just how much of life I missed out on.

Where can you be found on the weekends? At the moment, my weekends are filled with flu shot and COVID vaccine clinics. However, when I do get a day off, I try to be on our boat enjoying the slow pace for a change, and playing with my puppy Leto!

What one book has impacted your life? "The Odyssey" by Homer

What is your superpower? Seeing people's strengths as well as recognizing my own weaknesses has allowed me to empower those that work for me to grow themselves in areas where they can excel.

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Manx Taiki Magyar

Age: 30

Job Title: Owner/Founder

Company: Big Tree, Hyannis

Education: Northeastern University

Career background/highlights: I studied film and video production in college. I fell in love with video making when I was in high school making any school project into a video project. Originally I wanted to be a video journalist for video game magazines (on their online platforms) when I was in high school. But in college I fell in love with cinema and wanted to pursue a focus on cinematography and filmmaking. We have won various awards for video and were named Top 20 Companies to Watch in 2021 by Cape & Plymouth Business magazine.

Community involvement: Sandwich Arts Alliance Board, Cape Cod Young Professionals.

Favorite professional moment: In college, getting the opportunity to film a concert at House of Blues because I then realized the amazing opportunities you get through filmmaking. And it's only gotten cooler!

Who is your mentor/role model? Tim Heidecker

What mistake has taught you the most? Taking on too many jobs or projects. Sometimes it's good to say no (but also never say no because you never know).

Where can you be found on the weekends? Probably doing something film-related for work or pleasure, or playing Ultimate Frisbee.

What is your superpower? I can be at multiple places at the same time.

**“Every accomplishment
starts with the decision
to try.”**

John F Kennedy



Krista Manna

Age: 40

Job Title: Owner/Architect

Company: KR Architecture & Interiors, Abington

Education: Rensselaer Polytechnic Institute

Career background highlights: More than 17 years of experience in the design industry including residential, corporate interiors, tech and retail. Clients include Google, Bank of America, TD Bank, Pearson Education, Drexel & Binghamton University, Ellis Realty, Emery Contracting, Blush Tan, Go Fresh Cafe. In addition to being an architect, I am also a real estate investor. I purchase run-down properties, renovate them and then either rent or sell them.

Favorite professional moment: Each one of my company's projects make up my "favorite" moments. I love being able to help each project happen and I am able to focus on my clients in a way that larger companies cannot.

Who is your mentor/role model? My family inspires me the most. My grandfather gave me the chance to be his helper and taught me the ropes. My mother always knew she would go into design, and her inheritance enabled her to start her business. My father was a color lab technician but was also an after-hours/weekend tinkerer around the house; fixing what needed to be fixed. I became his assistant and the skills I learned from him have served me well in my profession and inspires me to always strive to learn more.

What mistake has taught you the most? Not starting my own business sooner. Owning my own business has allowed me to be both more present for my family and be able to serve my clients better. Feeling more connected to the work allows me to do my job better, no matter what the project is.

Where can you be found on the weekends? In summer, in my garden, tending my chickens, camping and running my kids around. During the winter I ski, knit, crochet, make handmade artisanal soap, tend the chickens and plan next year's garden or whatever other personal project I have up my sleeve.

What one book has impacted your life? "Rich Dad, Poor Dad" by Robert Kiyosaki and Sharon Lechter

What is your superpower? Time management and delegating.

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Zachary McCaul

Age: 30

Job Title: Director of Operations

Company: Ryan's and Ryan's Ten Pin Eatery

Education: Bay State College

Career background/highlights: Bachelor's degree, Science Business Management; two-time recipient of the Ryan Family Amusements Employee of the Year Award; recipient of the James Ryan Award (exemplification of Ryan Family Amusements core values).

Community involvement: I have been a part of the planning and participation of the annual Battle of the Badges charitable bowling tournament with local first responders. I have recently taken on a larger role in Ryan's scholarship fund for graduating seniors from the Cape Cod Foundation, as well as our relationship with Big Brothers Big Sisters of Cape Cod and the Islands. I also execute the ongoing fundraising special at Ryan's and Ten Pin Eatery, in which 20 percent of bowling and game card sales at the fundraiser are donated back to the host organization. Dozens of local nonprofit organizations have benefited through this program.

Favorite professional moment: Being able to work side by side with my father, Peter McCaul, for over 10 years.

Who is your mentor/role model? Michael Crowley, Managing Partner, Ryan Family Amusements.

What mistake has taught you the most? Not asking for help when I need it. I've learned just because you can do something, doesn't mean you have to be the person to do it.

Where can you be found on the weekends? Spending time with my family and my two dogs Cash and Lucy.

What one book has impacted your life? "The Ride of a Lifetime" by Robert Iger

What is your superpower? Being able to stay calm in stressful situations.

**"What we fear
of doing most is usually
what we most need to do."**

Ralph Waldo Emerson





Paul McCormick

Age: 38

Job Title: Realtor

Company: Gibson Sotheby's International Realty, Chatham

Education: Suffolk University

Career background/highlights: I work closely with buyers and sellers in all price ranges, specializing in luxury homes throughout the Cape. I am a Top Producing Agent with Gibson Sotheby's and ranked in the top 3 percent of all Cape Cod Realtors.

Community involvement: I have served in director roles in campaigns and advocacy groups as a political and fundraising consultant throughout New England. Among many community groups and events on which I volunteer, I currently serve on the board of the Cape and Islands Boy Scouts of America, I am president of South Side Civic Association and chairman of the Dennis Planning Board.

Favorite professional moment: When my family came to work with me as a team. Having my mother as a partner and support from my sisters, we are able to provide experience and exceptional results.

Who is your role model/mentor: My father, Paul McCormick. He has the ability to communicate and listen, making everyone feel that they are the only person in the room.

What mistake has taught you the most? Not making time to enjoy life. Life moves fast and it isn't a dress rehearsal.

What one book has impacted your life? "The Point of It All" by Charles Krauthammer

Where can you be found on the weekends? Showing houses! Or enjoying a round of golf.

What is your superpower? Staying 72 degrees. When needed, I use a slow late night DJ radio voice. It keeps everyone cool under pressure.

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Meaghan Mort

Age: 36

Job Title: Licensed Practical Nurse, business founder

Company: VNA of Cape Cod/OllieUp! Inc.

Education: Upper Cape Tech LPN Program,
Cape Cod Community College

Career background/highlights: CNA from 2005-2015; LPN 2015-current; founded OllieUp! Inc. in 2018 to help support Newborn Intensive Care Unit families during extended NICU stays.

Community involvement: Member of Cape Cod Women for Change; committee person on the Barnstable Human Services & Housing Committees; Women's Reproductive Health & Housing advocate; volunteer for The Boxer Rescue Inc, S.N.O.R.T Rescue Team, MSPCA.

Favorite professional moment: Not a single one (this is certainly a highlight), but maintaining calm during patient care crises in the workplace.

Who is your mentor/ role model? Julie Grantham, LPN (former coworker) who modeled the behavior that I continue to wish to see in a nurse.

What mistake has taught you the most? Being terminated from a job I loved for tardiness as a CNA.

Where can you be found on the weekends? If I'm not at work, possibly at a fundraiser for OllieUp!, spending time with my family, or studying (semester/class dependent).

What one book has impacted your life? One? So many. "Stiffed: The Betrayal of the American Man" by Susan Faludi and "White Fragility" by Robin DiAngelo were two relatively recent reads that taught me quite a bit... I've never forgotten "Perdido Street Station" by China Mieville, "Black Unicorn" by Tanith Lee and "The Long Hard Road Out of Hell" by Marilyn Manson.

What is your superpower? Holding desperately onto hope and maintaining optimism while trying not to drown in apathy.



Crissa A. Morton

Age: 33

Job Title: Associate Attorney

Company: Michael I. Flores, PC, Orleans

Education: Providence College, New England Law

Career background/highlights: Attorney at Michael I. Flores, PC since 2016, focusing on family law. Judicial law clerk for two years with the Probate and Family Court. Trained mediator for domestic relations matters. In between undergrad and law school, served as an AmeriCorps VISTA at a small Boston non-profit. Named a Massachusetts Rising Star by Super Lawyers 2019-present.

Community involvement: Member, Cape Cod Young Professionals; member, Massachusetts Council on Family Mediation; member, Women's Bar Association; member, Massachusetts Bar Association's Family Law Section Council; co-chair, MBA's 2021 Family Law Conference; Clerk, Barnstable County Bar Association; past chair, BCBA's Young Lawyers' Division; Lawyer of the Day program, Barnstable Probate Court; ARC counsel for children in the Probate Court; chaired, moderated, and participated in panels for the MBA and BCBA.

Favorite professional moment: First time arguing a motion in court. And also meeting Justice Ruth Bader Ginsberg.

Who is your mentor/role model? My parents.

What mistake has taught you the most? Acknowledge the mistake, quickly pivot to the solution, and move forward.

Where can you be found on the weekends? Spending time with family and friends; on my deck, reading; Netflix marathons.

What one book has impacted your life? "The Hobbit" by J.R.R. Tolkien

What is your superpower? Remaining calm.



Matt Mulligan

Age: 29

Job Title: Owner

Company: Hawk Visuals, Hanover

Education: Wentworth Institute of Technology

Career background/highlights: I graduated in 2015 with a master's degree in Architecture and was able to work for a developer in Plymouth designing residential architecture. It was extremely rewarding to work with homeowners as they chose their options for their custom homes.

Community involvement: Around the holiday season, I volunteer my time at my local church to help with gifts for families in need. I also offer our photography to local nonprofits who need marketing materials to generate interest in upcoming events.

Favorite professional moment: My favorite professional moment was early on in my career at Hawk Visuals. I was able to film with a really fun client in Boston that took us on a private tour of Fenway Park as well as a workout with Tom Brady's trainer, Alex Guerrero.

Who is your mentor/role model? I don't have one particular role model in my life, but get inspiration from those around me. My friends, family, employees and clients all inspire me each day to work harder and make them proud.

What mistake has taught you the most? When I first started Hawk Visuals, I took on too much work by myself and it hurt my production quality and output. Since then, I've learned that in order to grow, I needed to hire and delegate to people that I trust.

Where can you be found on the weekends? Golfing, fishing or exploring new restaurants with my wife.

What one book has impacted your life? "Rich Dad Poor Dad" by Robert Kiyosaki and Sharon Lechter helped me understand the value of financial independence at a young age and I still refer to the book today.

What is your superpower? Having energy in the morning! I wake up ready to tackle the day.

**"Your talent determines what you can do.
Your motivation determines how much you're willing to do.
Your attitude determines how well you do it."**

Lou Holtz



Lori Oteri

Age: 38

Job Title: Account Manager

Company: Palley Advertising, Mashpee

Education: Roger Williams University

Career background/highlights: I have more than 15 years of experience in the marketing world and spent 12-plus years in radio and TV. I spent one year launching the marketing for the start-up Future Health. At Palley Advertising I handle all facets of advertising for my clients.

Community involvement: Member, CCYP's Back to Business Bash Committee; YMCA Cape Cod's Governance Committee, mentor and judge for EforAll, Sandwich Chamber Ambassador, board member and event chair for the Cape Cod Center for Women. I participate in many local fundraising swims each year.

Favorite professional moment: Traveling to New York City to accept the national Edward R. Murrow Award for our station's 2011 tornado footage. Even though I wasn't a reporter, it was an all-hands-on-deck moment as our building was hit. It really showed me what can happen when a team comes together in a time of need.

Who is your mentor/role model? My boss Warren Palley. Warren always took the extra time with me and with his clients to make sure campaigns were effective.

What mistake has taught you the most? In my first radio job, I was working with a client and trying to provide him ideas to go above and beyond with his campaign. But the client was extremely insulted and felt I was stepping on his toes. He even told me I would never be successful in the marketing world! I felt he was wrong and have been proving it ever since. I've never forgotten that conversation and always follow my intuition, going a step further to help clients.

Where can you be found on the weekends? Somewhere near the water with my husband and new baby or at home watching movies.

What one book has impacted your life? "Green Eggs and Ham" by Dr. Seuss. My boss in my first radio job gifted me with this book, saying it was the best sales manual out there, showing how persistence pays off.

What is your superpower? Super sleuth! I keep searching to obtain information.



Michele Puopolo

Age: 38

Job Title: Vice President

Company: Rockland Trust

Education: Northeastern University

Career background/highlights: As a college athlete, I have a love for sports and I started my career in sports marketing, working in the golf industry. After several years I transitioned to the financial services market. From time spent in financial advisory and banking, to private equity and wealth management, each experience has been very rewarding.

Community involvement: I am involved with a few local charities that support pediatric cancer patients, as well as homeless veterans. I'm active in my local church and have enjoyed mentoring business students through Babson College's Coaching for Leadership and Teamwork Program.

Favorite professional moment: Being asked to speak two years in a row at the Private Equity International Investor Relations Forum on building brand differentiation and hosting a Think Tank with other marketing professionals across the country.

Who is your mentor/role model? Outside of my husband who was instrumental in my career through his guidance and support, several marketing executives have caught my attention over the years. They all had a thirst for innovation and creative excellence and a desire to learn about and listen to their customers and communities, immersing themselves in varying cultures and combining that information with data-driven insights to uncover how to service them. Each maintained an environment of honesty and transparency among their teams, resulting in respect and outstanding results.

What mistake has taught you the most? Don't let the speed of your response impact the quality of your message – take your time to get the information you need to respond in a thoughtful manner.

Where can you be found on the weekends? With my husband and two daughters; staying fit and active, reading, learning new things, beach and boating in summer, skiing in winter, socializing with friends.

What one book has impacted your life? "The Rhythm of Life" by Matthew Kelly.

What is your superpower? If I could be granted a superpower, it would be the ability to slow the pace of time so I can cherish more of these fleeting moments with my kids.



Michael Redfield

Age: 39

Job Title: Personal Insurance Consultant

Company: RogersGray

Education: Bryant College

Career background/highlights: I hold a bachelor's degree in Business and have been with RogersGray for five years. I was awarded the 2019 Circle of Excellence Award for Trust and achieved the distinction of 2020 Salesperson of the Year in my division. Prior to working at RogersGray, I owned my own business in San Diego from 2009 to 2016, which I sold and is still currently in existence. I hold Chartered Private Risk and Insurance Advisor designations.

Community involvement: I am a 2017 graduate of the Community Leadership Institute and served on the Leadership Cape Cod Executive Board as their treasurer from October 2018 to September 2021. I now spend much of my time with my kids and the various youth programs they are just beginning to get involved in.

Favorite professional moment: Working through the diversity we all faced with COVID in 2020 and overcoming all obstacles to achieve my professional goals and be awarded the Sales Person of the Year Award.

Who is your mentor/role model? All the wonderful people who inspire me with their books and podcasts, including: "How to be a Great Dad" (Larry Hagner); "Confidence Building" (Dr. Aziz Gazupura); "Peak Physical and Mental Performance" (Dr. Andrew Huberman); Lewis Howes' "School of Greatness" and "The Iceman" (Wim Hof).

What mistake has taught you the most? Tearing my ACL in 2010 was the first real injury I ever had. I heard so many different stories from people who have had the same injury and about their recovery or lack thereof. I was determined to fully recover and I learned the true impact of mindset and focus on achieving a result. I have had zero physical setbacks and emerged from the injury more active and confident than ever.

Where can you be found on the weekends? Playing on the beach or exploring in the woods with my wife and kids.

What one book has impacted your life? "Invisible Man" by Ralph Ellison

What is your superpower? Staying calm in stressful situations.



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Mike Riley

Age: 38

Title: President

Company: ML Riley Construction & Cape Cod Panel, Hyannis

Career background/highlights: I graduated from Bishop Stang High School in 2001. I was accepted to Wentworth Institute of Technology for Architecture, but I decided I wanted to work in the construction field instead. I started my framing company, ML Riley Construction, when I was 23 years old. In 2016 a partner and I formed Cape Cod Panel.

Community involvement: I give back to the community in an immense way. Both my companies are active volunteers and throughout the years have provided donations and material to Habitat for Humanity. In the past three years ML Riley Construction and Cape Cod Panel have donated all panel labor, framing labor and the use of machines for three Habitat homes that needed to be built in a one-week blitz. My wife, Alexandra, and I also started a charity event after mom died of cancer in 2016 called “Hey Jude,” which raises money for cancer research for Dana Farber Cancer Institute. So far we have been able to raise more than \$20,000. Other charities I enthusiastically support include the Big Brothers Big Sisters of Cape Cod, Housing Assistance Corp. of Cape Cod, Barnstable Youth Hockey and many heartfelt golf sponsorships.

Favorite professional moment: Realizing my peers’ admiration and recognition of my companies.

Who is your mentor/role model? My father, Bill Riley. My work ethic and dedication comes from him.

What mistake has taught you the most? Putting too much trust in people.

Where can you be found on the weekends? At work or playing golf. Running two companies takes up a lot of my time but I’m working on the work/life balance. If I’m lucky my wife, Alexandra and dog, Bosco sometimes join me.

What one book has impacted your life? “Roofcutters Secrets” by Will Holladay.

What is your superpower? Awkwardness.



Kareem Sanjaghi

Age: 32

Job Title: Mortgage Loan Officer

Company: Cape Cod 5

Education: Boston College

Career background/highlights: I was born on Cape Cod and raised both on Cape and in Tehran, Iran. In addition to working at Cape Cod 5, I speak Farsi, am a competitive 5K runner, and have played the drums since 1999.

Community involvement: Cape Cod Community College Educational Foundation Board, Cape Cod Young Professionals, Shea’s Youth Basketball Association.

Favorite professional moment: Every day I help people achieve their dreams of home ownership working for the number one lender in the region, Cape Cod 5, an organization rooted in the community and a company that always supports me. Musically, I’ve been fortunate to play with many incredible musicians, some of whom I consider to be among the best in the world.

Who is your mentor/role model? My wife Sarah, my parents Linda and Mehdi, and my mentors – my late grandfather, Bob Hayes; my late bandmate Lou Colombo; my friend and current bandmate Bert Jackson, and my trainer Keith Putnam – six amazing people who rose/rise to every occasion, believed in me, and changed my life.

What mistake has taught you the most? I surround myself with the most talented people and only accept advice from those who are the very best at what they do.

Where can you be found on the weekends? At my home office helping mortgage customers, spending time with my wife, Sarah, and our dog, Luna, and training for the 2021 Boston Marathon.

What is your superpower? Reliability and responsiveness.

**“Your imagination is your preview
of life’s coming attractions.”**

Albert Einstein



Katie Scott

Age: 38

Job Title: Owner, Founder

Company: Pure Vita Modern Apothecary, Eastham

Career background/highlights: I spent 10-plus years in various roles at Sherwin Williams including Store Manager, Sales Rep and District Color Program Manager. Sherwin Williams provides extensive sales training for their employees and I learned many skills I was able to take with me and apply to my own business. In 2018 I founded Pure Vita; a year later I opened Pure Vita Modern Apothecary.

Community involvement: We strive to help in our community when we can. One need that so often goes overlooked is menstrual supplies for girls and women. I created Positive Period, a program in my store where I have a basket full of menstrual supplies with a sign that says, "Take what you need and leave what you can!" I initially filled the basket and now my customers keep it full. I donate excess supplies to local outreach programs.

Favorite professional moment: Hearing feedback from my customers, which remind me that the risks I took to get here were so worth it!

Who is your mentor/role model? My grandmother, who was born in 1930, was both a mother and a career woman in the 1950s, rare for the time. My mother graduated college with a degree in marketing but made a career being an astrologer. Both taught me that with hard work, determination and passion I can achieve anything I put my mind to and do it with kindness and compassion for others.

What mistake has taught you the most? While there are certainly decisions I have made that have not had the desired outcome, I try not to look at these times as mistakes, but lessons learned.

Where can you be found on the weekends? Spending time with my husband and our dog, volunteering at the Brewster Swap Shop, in my garden, walking the Brewster Flats, camping, or shopping yard sales, thrift shops, flea markets and antiques stores.

What one book has impacted your life? "The Wonderful Wizard of Oz" by L. Frank Baum.

What is your superpower? Creative adaptability.



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Kevin Skrickis

Age: 39

Job Title: Accountant

Company: DePaola, Begg, & Associates, Hyannis

Education: Bridgewater State University

Career background/highlights: After graduating college, I found my way into the accounting industry and haven't looked back. I have spent the last 14 years with DePaola, Begg, & Associates, PC. Since starting at DBA I have been able to earn my CPA license and also complete my master's degree.

Community involvement: Cape Cod Young Professionals Board, Treasurer and Chair of the Finance Committee; Estate Planning Council of Cape Cod Board Treasurer, Finance Committee of the Greater Hyannis Chamber of Commerce.

Favorite professional moment: The pandemic was so hard to navigate for many of our clients, so I would say that most memorable have been all the "thank you's" and the, "don't know how we'd do it without you's" that just reaffirmed the value we provide to our clients and the amount of trust they put into us.

Who is your mentor/role model? I have been so lucky to have so many both in my education and profession, but would have to go with my Mom on this one. She has been able to make such a difference in the lives of all the people she comes across it is impossible to keep track.

What mistake has taught you the most? Getting out of the "analysis paralysis" stage, and just knowing to trust your gut with big decisions, deep down you know the right call to make.

Where can you be found on the weekends? Outside for certain. After being inside all week I like to make it up by enjoying being outside with my wife and son. Most recently, I have taken up the sport of disc golf, so you will see me at the course often.

What one book has impacted your life? "A People's History of the United States" by Howard Zinn.

What is your superpower? Seeing the forest through the trees.



Michael Solitro

Age: 40

Job Title: Real Estate Coach, Attorney, Broker Associate

Company: AccomplishedRE, East Sandwich

Education: Syracuse University,
Suffolk University Law School

Career background/highlights: I have played key roles in countless real estate transactions. I love leaving a closing table after shaking hands (when that was still cool) with a thrilled client. I also enjoy when a client calls me to say: "I had my doubts, it wasn't easy, but we did it."

Community involvement: Leadership Cape Cod, Director; Cape Cod Young Professionals Events Committee Member; Community Leadership Institute Class of 2019, The Cape Cod Foundation Scholarship Committee Member, Entrepreneurship for All (EforAll), Cape Cod Business Accelerator 2021.

Favorite professional moment: A 4:10 a.m. thank-you email from a happy client

Who is your mentor/role model? My parents, Maria and Michael, who give 100 percent in all they do; my wife, Antonia, who unwaveringly supports me in all that I do; my kids, Luca, Sepe and Gigi, who have fun with everything they do.

What mistake has taught you the most? The one I tried to fix before fully acknowledging it.

Where can you be found on the weekends? With my family.

What one book has impacted your life? "The 4-Hour Workweek: Escape 9-5, Live Anywhere," and "Join the New Rich," both by Tim Ferriss

What is your superpower? Listening before speaking.

"Develop success from failures. Discouragement and failure are two of the surest stepping stones to success."

Dale Carnegie



Megan Terrio

Age: 35

Job Title: Owner & President

Company: Megan F. Terrio, CPA, LLC, East Sandwich

Education: University of New Hampshire,
Northeastern University

Career background/highlights: I started my business in 2018, shortly after that I applied for the Entrepreneurship For All Accelerator program, did not get in, but was asked to teach the Budget/Forecast class, which ended up as the better opportunity for me. Through that, and Cape Cod Young Professionals, I have broadened my network and been able to meet/work with a lot of amazing people.

Community involvement: Member of the CCYP Board of Directors; volunteer mentor and "subject matter expert" with EforAll Cape Cod, volunteer with the Community Development Partnership teaching Quickbooks courses.

Favorite professional moment: Other than this, the day I took the leap and began my own business.

Who is your mentor/role model? My parents.

What mistake has taught you the most? Not saying "no thanks" to some work/clients out of fear, I've learned it's OK to say no when your plate is too full or you don't feel like something is a good fit.

Where can you be found on the weekends? Spending time with my kids and family. If it's summer, we'll be at the beach!

What one book has impacted your life? There are too many, but the most recent is "Between Two Kingdoms" by Suleika Jaouad.

What is your superpower? Positivity. (Also getting the peanut butter-to-jelly ratio right on my kids' sandwiches.)

CONGRATULATIONS Michelle L. Badger



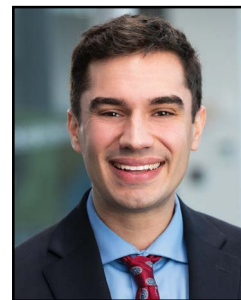
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Amanda Constant
Orleans Banking Center Manager



Kareem Sanjaghi
Mortgage Loan Officer

Congratulations to Cape Cod 5 team members Amanda Constant and Kareem Sanjaghi for being named as Cape & Plymouth Business Media 40 Under 40 Award honorees! Thank you both for your leadership and dedication to serving our customers and communities!

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Tomas Tolentino

Age: 40

Job Title: General Manager

Company: Fairfield by Marriott Cape Cod, Hyannis

Education: Johnson & Wales University

Career background/highlights: 2018 Waterford Hotel Group General Manager of the year, 2018 Committed Team of Year Waterford Hotel Group.

Community involvement: Dennis-Yarmouth CFCE Program Facilitator, Station Avenue Elementary School PTO, Dennis-Yarmouth Regional School District Board Member.

Favorite professional moment: Receiving the GM of Year award out of 40 hotels in my second year with the company.

Who is your mentor/role model? Kathy Kavanagh, Johnson and Wales. She taught me a lot during my first hotel job and got me into Boston hotels.

What mistake has taught you the most? That I believed someone when I was told I wasn't ready for the next step.

Where can you be found on the weekends? Typically working. I am off during the week and spend time with my son. We play tourist and visit museums, zoos and other cultural places.

What one book has impacted your life? "Be Our Guest" by Theodore B. Kinni, a Disney book about perfecting the art of customer service.

What is your superpower? Troubleshooting problems.

**"Coming together is a beginning,
keeping together is progress,
working together is success."**

Henry Ford



Christopher Trapp

Age: 37

Title: Store Manager

Company: Orleans Auto Supply

Education: Plymouth State University

Career background/highlights: My experience includes automotive sales, automotive service and automotive parts sales management. I got into the automotive industry because of my parents, who met while working at Chris Bullock Toyota in Hyannis. When I was young, my dad was always rotating through cars as he bought and sold them including Shelby GT500's, lots of Corvettes, Mercedes SL's, Trans-Ams. I'm a major car nut, but the dynamics of the automotive industry can be really stimulating if you're a business savvy person.

Community involvement: Treasurer, United States Snowboard Race Team; volunteer, Boston Athletic Association/Boston Marathon. At the marathon, my team loads mobility impaired athlete's equipment and helps organize the chaos of getting everyone to the proper bus. As the lead elite runners catch slower athletes, who start ahead of them, I steer them to the side of the road so everyone has a free path to get down the course. I'm one of only a small group of volunteers who sees the whole course on race day.

Favorite professional moment: Traveling to Washington D.C. to meet with lawmakers to discuss the automotive right to repair.

Who is your mentor/role model? My father, Robbie Trapp for his entrepreneurial spirit, always searching where the most opportunity is and chasing it down relentlessly. Also my brother, Michael Trapp, for following his dream to be a competitive snowboarder (he competed in Parallel Giant Slalom at the 2018 Winter Olympics in PyeongChang, South Korea). He's a rockstar.

What mistake has taught you the most? I missed a connecting flight in Cincinnati, Ohio because after landing I incorrectly assumed I was on Central time instead of Eastern. The little details missed in the heat of the moment can really ruin your day!

Where can you be found on the weekends? Riding my bike with friends, road tripping to visit family and friends, snowboarding.

What one book has impacted your life? "Slaughterhouse-Five" by Kurt Vonnegut

What is your superpower? An encyclopedic knowledge of cars.



Tara Vargas Wallace

Age: 40

Title: Founder/CEO

Company: Amplify POC, Hyannis

Education: Cape Cod Community College

Career background/highlights: Twenty years working in human services with marginalized populations with severe socio-economic challenges. Creating and building Amplify POC. Barnstable County Human Rights 2020 Unsung Hero Award, citation from state Sen. Julian Cyr (2020). Graduate of Leadership Cape Cod, 2020.

Community involvement: Eastern Region Politics and Civic Leadership Platform Coordinator of the Massachusetts Women of Color Coalition. I also serve on the boards of NAACP — Cape Cod Branch, Massachusetts Women of Color Coalition, MLK Jr. Action Team, People Against Trafficking Humans, and Housing Assistance Corporation and the Cape Cod Times Diversity Committee.

Favorite professional moment: I have had many impactful moments over the years working in human services, including when a previous homeless client purchased their first home, or when a domestic violence client won their case in court against their abuser, or when my sober client became a drug and alcohol counselor. Watching the light come back into a person's eyes after they've been lost in the dark for so long and having some small part in that process has been the most rewarding part of my 20-year career.

Who is your mentor/role model? Too many to list. I make it a point to pay homage to all of those who came before me who have fought the good fight and to learn something from everyone I meet.

What mistake has taught you the most? I used to shrink myself when someone was intimidated by my light. I learned that shrinking myself only blocked my blessings and the gifts I have that are meant to be shared with the world. I no longer dim my light to make others comfortable.

What one book has impacted you the most? "The Bluest Eye" by Toni Morrison.

Where can you be found on the weekend? At the beach or at home. I'm a big homebody and enjoy my alone time.

What is your superpower? I connect and amplify people.



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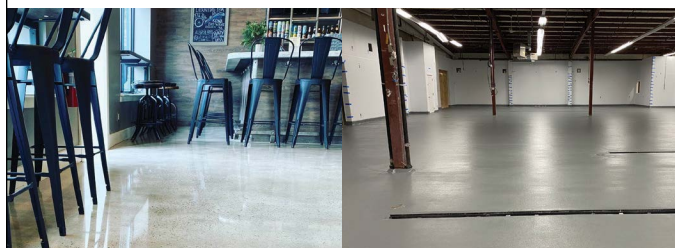
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Matthew York

Age: 37

Job Title: President

Company: York Building & Remodeling, Sandwich

Career background/highlights: I started developing a passion for the construction industry around age 16. I gained experience working for some great builders here on Cape Cod. I ventured out on my own and founded York Building & Remodeling in 2009. I have been fortunate to establish a strong team that allowed for continued growth over the past several years.

Community involvement: Cape Cod Young Professionals Board of Directors; YMCA Cape Cod Camp Lyndon Committee Member; Home Builders and Remodelers Association of Cape Cod Member, 2017 Habitat for Humanity Blitz Build Project Manager; Forestdale School Outdoor Classroom, contractor.

Favorite professional moment: Being the project manager for the 2017 Blitz Build put on by Habitat for Humanity of Cape Cod and the Homebuilders Association. Working side by side with so many great individuals in the trades for such a wonderful cause was a great experience. Being able to do what I love and help a family within the community was a win-win for me.

Who is your mentor/role model? My father. He taught me about the value of hard work and never giving up. He also taught me that family always comes first.

What mistake has taught you the most? I previously tried to take on everything myself and do it all. After taking a step back from some things and hiring some great staff, I realize having a team approach makes for a better outcome.

Where can you be found on the weekends? With my wife and children either at the beach, sports fields, or working in the yard

What is your superpower? Determination and optimism.



Muska Yousuf

Age: 36

Job Title: Attorney, Founder

Company: The Law Office of Muska Yousuf, LLC, Hyannis

Education: Bryn Mawr College, Suffolk University Law School

Career background/highlights: I started my law firm 2.5 years ago because I realized that there was a huge need for affordable legal services in the family law field.

Community involvement: I volunteer for WE CAN in Harwich and the Lawyer of the Day Program at the Barnstable Probate and Family Court. I'm an active member of the Cape Cod Times Diversity Advisory Board. I am consulting with the Cape Cod Foundation to start a Women and Girls Fund on Cape Cod.

Favorite professional moment: In 2020 and 2021, I was recognized as a "Rising Star" from the Super Lawyers organization. No more than 2.5 percent of attorneys in Massachusetts are recognized in this category.

Who is your mentor/role model? My mom is my biggest role model. She started her own business when I was in college, and she always encouraged me to chart my own way.

What mistake has taught you the most? When I first started practicing law, I thought no one would take me seriously if I didn't have a traditional brick-and-mortar office. However, all of my clients are confident in my virtual approach. After COVID, everyone was comfortable with virtual/Zoom meetings.

Where can you be found on the weekends? I'm usually spending time with my family or reading a book.

What one book has impacted your life? "The Bluest Eye" by Toni Morrison

What is your superpower? I've never lost a game of Connect Four—if that counts!

**"We must be willing to let go of the life we planned
so as to have the life that is waiting for us."**

Joseph Campbell



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