

To: Carrie Hartman, President and Members of City Council
 From: Wade Kapszukiewicz, Mayor
 Subject: Appointment to the Toledo City Historic District Commission
 1/8/2024

I Recommend the Following Appointments to the Toledo City Historic District Commission

Appointee	Appointee Replaced	Proposed Term of Office	Section 61 waiver as a special engagement	Reserved Slot / Type	Recommended by (if applicable)	Attendance Record	Resume attached
Robin Redmond	Rodger Marciniak	04/18/2026	no	Westmoreland	TLCPC		yes
Debra Pearson	vacancy	3 years expiring, 01/10/2027	no	Vistula	TLCPC		yes

Wade Kapszukiewicz

Wade Kapszukiewicz
 Mayor

SUMMARY

Accomplished, creative, results-oriented, and vision-driven change agent with a career-long record of executive management success. A proven self-starter with experience leading organizations, including 12+ years as a C-suite, non-profit philanthropic leader. Entrepreneurial and growth-focused social impact thought leader with strong business acumen. Exceptionally dedicated with a passion for impactful systems change with astute interpersonal, communication, and organizational skills and budget management, policy development, resource allocation, and people management expertise.

CORE COMPETENCIES

Public Relations (PR)	Training & Development	Coaching & Mentoring	Legal & Compliance
Contract Negotiations	Marketing & Communications	Partnership Development	Employee Engagement
Project Management	Strategic Planning	Entrepreneurial Spirit	Contract Management
Relationship Building	Resource Allocation	Budgeting & Forecasting	Change Management

Additional Qualifications: Strong Verbal and Written Communication Skills, People Skills, Customer Service Skills, Client Relationship Management & Client Services, Mindfulness, Time Management, Decision Making, Critical Thinking

RELEVANT PROFESSIONAL HISTORY

Founder and CEO | P41 Advisors | Toledo OH / Chicago, IL **2023-Present**
Work with nonprofits and small business owners to develop and implement successful, sustainable, mission/vision-based strategies and solutions.

Personal Sabbatical | Chicago, IL **2021– 2022**
Orchestrated a successful break during the COVID-19 pandemic to prioritize health and wellness.

Executive Director | George M. Pullman Educational Foundation | Chicago, IL **2011 – 2021**
Assumed leadership and provided executive management for 70+ year old education foundation at a key growth and inflection point.

- **Identified and overhauled areas requiring complete modernization**, from fiscal oversight to human capital operations, technology stack, fundraising, PR, and programming, fostering organizational, financial, and programmatic sustainability while demonstrating excellence in communicating internal and external needs to various constituencies.
- **Successfully articulated and implemented a strategic vision**, leading the Foundation to achieve its mission, goals, and objectives while managing daily operations.
- **Worked closely and proactively with the Board** to ensure financial health, choosing a new investment advisor to implement innovative, multi-leveled, long-term investment strategies for the endowment, driving \$10M in growth to a total of \$33M across ten years.
- **Grew and led a high-performing team of five**, with an average tenure of five years, implementing best practices and procedures that elevated staff knowledge, competencies, and skills, improved effectiveness and efficiency, strengthened internal relationships, and encouraged an inclusive culture.
- **Expertly headed the revamp of the grantmaking strategies, modernized, digitized, and democratized the award process**, leveraged investments for maximum impact and cost reductions, and increased program success to > 90%.
- **Spearheaded core programming**, developing a suite of monitoring and evaluation tools and enhancing relationships among constituents and partner organizations to progress top priorities and improve outcomes.

To: City of Toledo Historic District Commissions

Dear Committee

Members,

Please consider this letter intent of my desire to once again serve on the THDC committee. I am a lifetime resident of Toledo Ohio, graduating from the area educational institutes of Calvin M. Woodward High School, Owens Community College, and The Toledo University. I am a business owner/operator, operating multiple businesses, including a not for profit. out of a historic building on Lagrange built in 1886, owned by myself due the past 8 years. I am vested in the area, serving on the boards of the Historic Vistula Foundation, The Toledo Design Collective, Leading Families Hone/Beach House, and Historic Vistula Community Awareness Connection. Further I serve on several other boards not necessarily related to the Vistula area to include CRAYV (Community Response Against Youth Violence) and the Ohio Business Professional Women – Toledo Chapter.

I served on the Historic Commission for several years under the direction of Molly McGuire, and had to step away shortly after Covid struck our nation and city. Recently, I was contacted by both Lonnie Holman and Richard Martinez who both inquired of my interest in rejoining. I am pleased to once again reserve as a commissioner and represent the Vistula area as well I should. I am respected in the area and have a good deal of respected business contacts throughout the city. And because of my experience with the commission, I am in a good position to transition in fairly smoothly.

Thank you for your consideration.

I look forward to working with you all. I again, respectively. .

Debra Sue Pearson, Area Business Owner/Operator

December 5, 2023

PROFESSIONAL BIO

Debra Sue Pearson

419-930-7132

Debra.Pearson419@gmail.com

Education

Bachelor Degree, Health Information Management. University of Toledo. Degree pending.
Associates Degree, Applied Science, Radiographic Technology. Radiology. Owens Community College, Toledo, Ohio. May 1997.
Woodward High School Graduate, 1982.

History of Note

12/2023-Present: Certified Notary. Owner: Glass City Notary 419, LLC. Toledo Ohio
7/2023-Present: Founder, Historic Vistula Community Awareness Connection, LLC. Toledo Ohio
11/2022-Present: Owner, Queens&Kings Grooming Salon- Historic Vistula District of Toledo. Board of Cosmetology Operating License
6/2021-Present: Owner, Glass City Talent, LLC. Toledo Ohio
7/12-12/2022: Owner: Pearson Radiology Management and Consulting, LLC. Providing independent consulting and management services to national teleradiology groups/independent radiology providers.

Secular History

10/2010-7/2012: Practice Manager, Imaging Advantage Radiology Group, Mercy Hospital. Manager of 22-physician radiology group, contracted to work in-house at Toledo St. Vincent Mercy Hospital. Toledo
10/2008-10/2010: Sr. Coordinator, Medical Records, St. Vincent Mercy Medical Center
1997-2008: Clinical-surgical/trauma tech. Charles Hospital, Radiology Department. Dual leadership: Radiology Department Information/Newsletter Editor and Chief.

Membership - Currently Serving:

- Historic Vistula Foundation Board Member
- Leading Families Home/Beach House, Board Secretary. 2024: VP
- Toledo Design Collective Board Member
- Historic Vistula Community Awareness Connection Board Chair
- CRAYV (Citizens Response Against Youth Violence) Board Member
- Ohio Business/Professional Women Toledo Chapter/National Org Member

Past:

- Toledo Lucas County Plan Commissions, Commissioner (Mayor Collins)
- National Landlord Association, member
- United North, member

References (Contact Info Upon Request)

Dr. Steven Sands, Radiologist, Neuroradiology
Dr. Wade Banker, Independent Radiologist, Interventional Radiology
Dr. Sha Wang, Radiologist
Melissa Roberts, RT(R), Chief Technologist, Sylvania Open MRI Clinic
Valerie Garforth, Garforth Industries and co-Board member of HVF