



**OUR MISSION IS TO PROVIDE EXCEPTIONAL PUBLIC SERVICES THAT  
ENHANCE THE EXPERIENCE OF LIVING, WORKING AND VISITING ADA.**

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**TENTATIVE AGENDA  
ADA TOWNSHIP SPECIAL BOARD MEETING  
THURSDAY ~ JANUARY 10, 2019 ~ 4:00 P.M.  
ADA TOWNSHIP HALL  
7330 THORNAPPLE RIVER DRIVE**

- I. CALL TO ORDER**
  - A. PLEDGE OF ALLEGIANCE
  - B. MOMENT OF SILENCE
  - C. NOTE BOARD MEMBERS PRESENT & ABSENT
  
- II. NEW BUSINESS**
  - A. TRUSTEE VACANCY INTERVIEWS
    - 4:00 P.M. – GARRY DAVIES
    - 4:30 P.M. – NORM RHOADES
    - 5:00 P.M. – COLIN MCALEENAN
  
- III. PUBLIC COMMENT**
  
- IV. ADJOURNMENT**

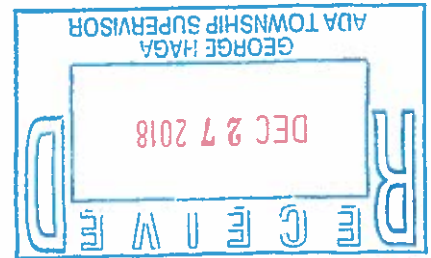
*A Copy of the above information is available upon request M-F 8AM-5PM at the Ada Township Clerk's Office, excluding Holidays*

If you would like to be on the Ada Township e-mail information list please inform the Clerk or e-mail the Clerk at [jsmith@adatownshipmi.com](mailto:jsmith@adatownshipmi.com). Persons with special needs, as defined in the Americans with Disabilities Act, should contact the Ada Township Clerk or call the Michigan Relay Center

TDD # 1-800-649-3777.



TOWNSHIP



Application Form  
For Appointment to Vacant Position of Township Trustee

DATE: DECEMBER 21, 2018

NAME: GARRY DAVIES

TELEPHONE NUMBER: [REDACTED] E-MAIL ADDRESS: [REDACTED]

NUMBER OF YEARS AS A ADA TOWNSHIP RESIDENT? \_\_\_\_\_

ARE YOU A REGISTERED VOTER OF ADA TOWNSHIP?  YES  NO

EDUCATIONAL INFORMATION: POLYTECHNIC CERTIFICATE & APPLIED METALLURGY (UK)  
ADVANCED MANAGEMENT SKILLS, CERTIFIED PROFESSIONAL COACH

CURRENT OCCUPATION AND EMPLOYER: OWNER LEVEL 7 COACHING, MENTORING

& CONSULTING SERVICES NUMBER OF YEARS EMPLOYED WITH CURRENT EMPLOYER: 4

DO YOU HAVE EXPERIENCE IN LOCAL GOVERNMENT: \_\_\_\_\_ YES  NO

IF YES, PLEASE SHOW NATURE OF EXPERIENCE (BOARDS, COMMISSIONS, ETC.): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

EXPERIENCE IN OTHER (NON-GOVERNMENT) ORGANIZATIONS: PRESIDENT, CHIEF OPERATING OFFICER, GENERAL MANAGER IN 5 DIFFERENT MANUFACTURING COMPANIES (SEE RESUME)

BRIEF STATEMENT OF REASONS FOR APPLYING AND WHAT YOU BELIEVE YOU CAN CONTRIBUTE TO ADA TOWNSHIP AS TOWNSHIP Trustee:

STRONG DESIRE TO BECOME MORE ACTIVE & CONTRIBUTE TO THE COMMUNITY. WHAT I CONTRIBUTE - STRONG STRATEGIC PLANNING & ORGANIZATION SKILLS

PLEASE STATE BELOW ANY POTENTIAL CONFLICT OF INTEREST, DIRECTOR INDIRECT, THAT YOU/YOUR FAMILY OR YOUR BUSINESS MAY HAVE WITH ADA TOWNSHIP:

NONE THAT I AM AWARE OF

I UNDERSTAND AND MEET THE TOWNSHIP ELIGIBILITY REQUIREMENTS FOR APPOINTMENT TO THE ADA TOWNSHIP BOARD, AND I AM AVAILABLE TO COMMIT TO ATTEND THE REGULARLY SCHEDULED TOWNSHIP BOARD MEETINGS

SIGNATURE:

GARY BRIS

DATE: DEC/26/2018

Please sign, date and return application with a resume or other personal information by December 27, 2018 no later than 4:30 P.M., to George Haga, Ada Township Supervisor, PO box 370, 7330 Thornapple River Drive, Ada MI 49301. You may also deliver information to [ghaga@adatownshipmi.com](mailto:ghaga@adatownshipmi.com) or drop off at the Township Office.

## GARRY DAVIES

6041 West Meadow Drive NE  
Ada, MI-49301, USA  
E-mail: [REDACTED]

Residence: [REDACTED]  
Cell: [REDACTED]

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### Senior Operating Executive

Garry has 25+ years of international management experience leading companies in the USA and South Africa and leading Global Supply Chain Management processes and continuous improvement projects. Proficient in strategic planning, sales & marketing, manufacturing, logistics, supply chain management, information systems development, project management and customer service.

Garry is a Certified Professional Coach, accredited by the International Coaching Federation, specializing in Leadership Transformation and Management Transition.

Garry's leadership and coaching expertise includes:

- Leadership Transformation / Leadership Development
- Inter-Generational Leadership & Management
- Managers in Transition (promotion, career change, retirement)
- Improving Employee Engagement
- Improving Time Management proficiency

### CAREER HISTORY & SELECTED ACCOMPLISHMENTS

**Level 7 Coaching, Mentoring and Consulting Services, Grand Rapids, Michigan** Oct 2014 to Present

Founder and Owner

**InitiativeOne, Head Office in Green Bay, Wisconsin** May 2016 to May 2018

Leadership Transformation Leader / Facilitator

**Surrey Precision Tools Inc., Grand Rapids, Michigan** Jan 2013 to Dec 2015

President

Start-Up of Surrey Precision Tools from ground zero. All legal, financial, equipment acquisition, staffing, education & training etc. were part of the start-up work. Today the company is operational sharpening and servicing tools for the wood, metal and composite materials industries.

**SoFar Supply Chain Solutions, Grand Rapids, Michigan** Jul 2012 to Dec 2013

Managed own consulting practice to advise a Chinese toolmaker on the viability of starting a subsidiary in the USA. The decision at the end of the assignment was to go ahead with the "start-up"

**NAP Gladu, LLC, Jasper, Indiana** Jun 2010 to Jul 2012

NAP Gladu is the largest producer of tools & tooling systems for machining wood, ferrous metals and non-ferrous metals in North America. Recruited by the Holding Company in 2010 to assume the position of CEO and President after the expiration of a non-compete agreement. (Leitz Tooling Systems is NAP Tools largest competitor)

**Vice President and Chief Operating Officer** May 2011 to Jul 2012

Promoted to align, synchronize and coordinate all the group's supply chain processes over 12 operational units.

- "Selection" of Important Results
  - ✓ Reduced "operations" internal need for cash by approx. \$650,000 in the first half 2012
  - ✓ Flexibility initiative (development of a skills matrix and cross-training plan over the bottleneck work centers) saved Direct Labor of approx. \$80,000.
  - ✓ Up Time on "Bottle Neck Work Center" increased 11% resulting from setup reduction projects.
  - ✓ Productivity at the USA main production unit increased by 14.4%
- As part of the executive management team, key financial results improvements comparing the first half of 2012 to the same period in 2011:-
  - ✓ Operating Profit increased by 11% of Sales
  - ✓ Net Income increased by 8% of Sales
  - ✓ EBITDA increased by 10% of Sales

**National Sales Manager – Metal Cutting Tools** Jun 2010 to May 2011

- ✓ Created complete strategic plan for the Metal Cutting segments
- ✓ Implemented a full Sales Process including developing a basic selling skills program
- ✓ Generated the NG Value Added Selling Skills Handbook and the NG Sales Manager's Handbook
- ✓ Result – Revenues 2009 = Index 100; 2010 = 125; 2011 = 159; H1-2012 = 174

**Leitz Tooling Systems, Inc., Grand Rapids, Michigan (Subsidiary of Leitz, GmbH) 2005 to 2010**

The world's leading supplier of tools & tooling systems for machining wood and plastics

**President and Chief Operating Officer**

Full profit & loss responsibility for all operations in the USA including sales; marketing; production; finance; IT and admin. Implemented key formal business processes including a formal sales process; quality management system; strategic planning; non-financial business reporting. Standardized operational processes in 11 service & production centers.

- ✓ Educated and trained sales force in personal selling and value-added selling skills including the development of a comprehensive training manual. Gross margin considerably improved.
- ✓ Implemented standard operating; maintenance and quality control procedures. Maintenance costs reduced by more than 8% and quality complaints virtually eliminated.
- ✓ Inventory considerably reduced.

**SoFar Supply Chain Solutions, LLC 2004 to 2005**

Owner/Manager of consulting practice providing education and training seminars on international transport for international logistics managers & mapped legacy IT systems in preparation for ERP implementation.

**AB SANDVIK HARD MATERIALS, Stockholm, Sweden 1977 to 2004**

The world's largest producer of advanced tools & components made from cemented tungsten carbide: \$155 million sales.

**Vice President: Supply Chain Management 2000 to 2004**

Promoted to lead & manage a new corporate, global supply chain management function. Applied fiscal, strategic & operational leadership to create and implement strategies and structures for Sales & Operations Planning, Demand Management, Inventory Management, Distribution, and Production Planning & Shop Floor Scheduling. Involved significant travel in Europe, Asia-Pacific and North & Central America

- ✓ Reduced supply chain costs in 2002 / 2003 by approximately \$1.25 million, adding 0.8% operating profit by re-engineering the transportation and distribution centre networks.
- ✓ Reduced supply chain administration costs in 2003 by \$530,000, or 18%, by simplifying the supply chain organization and eliminating non-value-added activities.
- ✓ Increased inventory availability from approximately 40% to over 85% in 2000/2001 by introducing an inventory management strategy, policies & procedures and formal organization.
- ✓ Led a \$2 million project that resulted in the base lining and re-design of 5 major business processes & 39 sub processes
- ✓ Initiated and developed education and training for more than 75 senior and middle managers in supply chain management principles

**SANDVIK HARD MATERIALS Co., Oxford, Michigan 1995 to 2000**

A supplier of advanced materials & components to the automotive, aerospace and engineering industries.

**President**

Promoted from General Manager, South Africa & transferred to the USA to turnaround a loss-making acquisition.

**SANDVIK (Pty.) Ltd., Benoni, South Africa**

**General Manager: Hard Materials Division 1991 to 1995**

**Manufacturing Manager for Three Factories 1986 to 1991**

**Production Manager – Cemented Tungsten Carbide Powder Production 1983 to 1986**

**Production Manager – Cemented Tungsten Carbide Factory 1980 to 1983**

**Education & Training**

**Certified Professional Coach – Institute for Professional Excellence in Coaching 2015**

**Energy Leadership Index Master Practitioner – iPEC 2015**

**Advanced Management Skills – Mahler Company, New Jersey 1997 to 1999**

**Polytechnic Certificate in Pure and Applied Metallurgy, Lanchester Polytechnic, Coventry, UK 1973**

**Company Sponsored Training**

**Program for Management Development 1984**

(Graduate School of Business Administration, University of Cape Town)

**Other Company Sponsored Training - Action Learning / Negotiation techniques / Managing Information Technology**



Application Form  
For Appointment to Vacant Position of Township Trustee

DATE: 12/20/2018

NAME: NORMAN RHOADES

TELEPHONE NUMBER: [REDACTED] E-MAIL ADDRESS: [REDACTED]

NUMBER OF YEARS AS A ADA TOWNSHIP RESIDENT? 64

ARE YOU A REGISTERED VOTER OF ADA TOWNSHIP?  YES  NO

EDUCATIONAL INFORMATION: FOREST HILLS PUBLIC K-12; GRAND

RAPIDS COMMUNITY (1966-1968); WESTERN MICHIGAN

UNIVERSITY (1968-1971)  
CURRENT OCCUPATION AND EMPLOYER: RETIRED

NUMBER OF YEARS EMPLOYED WITH CURRENT EMPLOYER: \_\_\_\_\_

DO YOU HAVE EXPERIENCE IN LOCAL GOVERNMENT:  YES  NO

IF YES, PLEASE SHOW NATURE OF EXPERIENCE (BOARDS, COMMISSIONS, ETC.): ADA TOWNSHIP  
TRUSTEE (1992-2004); ADA TOWNSHIP TREASURER  
(2008-2016); PARK, 4<sup>TH</sup> OF JULY & PERSONNEL  
COMMITTEE; PLANNING COMMISSION

EXPERIENCE IN OTHER (NON-GOVERNMENT) ORGANIZATIONS: ST. ROBERTS CHURCH  
BUILDING & GROUNDS, PICNIC FOR THE NEEDY; RIVER  
FESTIVAL RACE MONITOR; FOREST HILLS SCHOOLS - EARTH  
DAY; THORNAPPLE RIVER WATERSHED - RIVER  
CLEAN UP

BRIEF STATEMENT OF REASONS FOR APPLYING AND WHAT YOU BELIEVE YOU CAN CONTRIBUTE TO ADA TOWNSHIP AS TOWNSHIP Trustee:

- MY PREVIOUS EXPERIENCE AS FORMER TRUSTEE &  
TREASURER WILL HELP PROVIDE A FOUNDATION FOR  
THE DEVELOPEMENT OF ADA TOWNSHIP.  
- I WILL MAKE A POSITIVE CONTRIBUTION TO THE  
BOARD OF TRUSTEES & THE COMMUNITY.

PLEASE STATE BELOW ANY POTENTIAL CONFLICT OF INTEREST, DIRECTOR INDIRECT, THAT YOU/YOUR FAMILY OR YOUR BUSINESS MAY HAVE WITH ADA TOWNSHIP:

NO CONFLICT OF INTEREST

I UNDERSTAND AND MEET THE TOWNSHIP ELIGIBILITY REQUIREMENTS FOR APPOINTMENT TO THE ADA TOWNSHIP BOARD, AND I AM AVAILABLE TO COMMIT TO ATTEND THE REGULARLY SCHEDULED TOWNSHIP BOARD MEETINGS

SIGNATURE: Norman Rhoades DATE: 12/20/2018

Please sign, date and return application with a resume or other personal information by December 24, 2018 no later than 4:30 P.M., to George Haga, Ada Township Supervisor, PO box 370, 7330 Thornapple River Drive, Ada MI 49301. You may also deliver information to [ghaga@adatownshipmi.com](mailto:ghaga@adatownshipmi.com) or drop off at the Township Office.

# Norman Rhoades

Ada Township Trustee

## CONTACT

2715 McCabe Avenue N.E.

Ada, Michigan, 49301

## EDUCATION

\*Forest Hills Public Schools: K-12

\*Grand Rapids Community College: 1966 -1968

\*Western Michigan University: 1968 – 1971

Bachelor of Science in Engineering

## MILITARY

\*U.S. Army Enlisted Reserve 1971 – 1977

## CAREER

\*AT&T Electronic Engineer: 1970 – 2008

## GOVERNMENT EXPERIENCE

\*Ada Township Trustee 1992 – 2004

\*Ada Township Treasurer 2008 – 2016

\*Ada Township Planning Commission

\*Ada Township Park Committee

\*Ada Township Personnel Committee

\*Ada Township Fourth of July Committee



# Norman Rhoades

## COMPUTER SKILLS

- \*Microsoft Excel
- \*Microsoft Word
- \*Ada Township BS&A Software

## EXPERTISE

- \*Budgeting
- \*Detail Oriented
- \*Project Planning
- \*Improving Efficiency
- \*Written and Verbal Communication
- \*Organizational Skills
- \*Setting Goals

DEC 27 2018

ADA TOWNSHIP  
TREASURER 



TOWNSHIP

Application Form  
For Appointment to Vacant Position of Township Trustee

DATE: December 27, 2018

NAME: Colin McAleenan

TELEPHONE NUMBER: [REDACTED] E-MAIL ADDRESS: [REDACTED]

NUMBER OF YEARS AS A ADA TOWNSHIP RESIDENT? 30 years

ARE YOU A REGISTERED VOTER OF ADA TOWNSHIP?  YES  NO

EDUCATIONAL INFORMATION: East Grand Rapids HS, Albion College  
Double Major: History + Political Science

CURRENT OCCUPATION AND EMPLOYER: Global Program Mgr - Dematic

NUMBER OF YEARS EMPLOYED WITH CURRENT EMPLOYER: 2

DO YOU HAVE EXPERIENCE IN LOCAL GOVERNMENT:  YES  NO

IF YES, PLEASE SHOW NATURE OF EXPERIENCE (BOARDS, COMMISSIONS, ETC.):  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

EXPERIENCE IN OTHER (NON-GOVERNMENT) ORGANIZATIONS: Board Member + Officer + Coach  
Forest Hills Hawks Lacrosse ; Coach - Forest Hills Youth Football  
Trustee - Alpha Pi Chapter, Sigma Chi, Alumni Advisory Box

BRIEF STATEMENT OF REASONS FOR APPLYING AND WHAT YOU BELIEVE YOU CAN CONTRIBUTE TO ADA TOWNSHIP AS TOWNSHIP Trustee:

As an advancing professional + long time contributor + resident  
of my community, I feel this role is the logical next step to  
continue giving back + growing my community. I've been very  
fortunate in my early career to travel abroad for business  
and interact with people of all cultures. I feel I can use  
this experience to offer a blended, wholesome perspective  
to continue to grow Ada as a wonderful place to live + raise a  
family.

PLEASE STATE BELOW ANY POTENTIAL CONFLICT OF INTEREST, DIRECTOR INDIRECT, THAT YOU/YOUR FAMILY OR YOUR BUSINESS MAY HAVE WITH ADA TOWNSHIP:

none that I know of

I UNDERSTAND AND MEET THE TOWNSHIP ELIGIBILITY REQUIREMENTS FOR APPOINTMENT TO THE ADA TOWNSHIP BOARD, AND I AM AVAILABLE TO COMMIT TO ATTEND THE REGULARLY SCHEDULED TOWNSHIP BOARD MEETINGS

SIGNATURE:



DATE:

12/27/2018

Please sign, date and return application with a resume or other personal information by December 27, 2018 no later than 4:30 P.M., to George Haga, Ada Township Supervisor, PO box 370, 7330 Thornapple River Drive, Ada MI 49301. You may also deliver information to [ghaga@adatownshipmi.com](mailto:ghaga@adatownshipmi.com) or drop off at the Township Office.