

larger community raising money and resources and putting out fires. Although Tim enjoyed his role as executive director, he admits he had difficulty handling the day-to-day personnel issues at the agency.

"I spent a lot of time managing external human resources, but not paying attention to the needs of internal human resources at the center. When my staff did an assessment of me, they consistently said, 'He does a great job as a leader, but he is our boss and we need him here.'"

To enhance his skills, he took advanced leadership training at the Center for Creative Leadership in North Carolina and Harvard University in Cambridge, Massachusetts. Tim left the community center after four years to become an associate vice president at Southwest Michigan First, a regional agency focused on catalyzing job creation and economic growth in

an area that has been hard hit by job losses. For Tim, it's an opportunity that makes the most of his double set of DNA.

"This is the place where my talent and my passions meet. I can help people. I can sift through problems and take big issues and break them down in ways people understand. I can persuade and motivate people and organizations to grow," he says. "And I am still helping others in ways that people can't take away."

But Tim still wants to find more ways to help others by creating an independent foundation to help people and kids in need. "My experience has been that it is hard to help hurting people because there is so much bureaucracy and BS tied up in how we do it. I want to help people without strings. If you give people money to help them, don't give it to them if you need it back. If you're gonna do something for someone, just do it."