

***Independent Citizens Redistricting Commission
Dec 1, 2020 Meeting Public Comment (as of 11.30.2020)***

Date of Submission: Wednesday, November 25, 2020 9:23PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Debmacon

Email Subject: Letter of Support for Dr. Sheryl Mitchell in consideration for Executive Director of the Michigan Independent Citizens Redistricting Commission

Dear Michigan Independent Citizens Redistricting Commission,

This letter of support is presented on behalf of Dr. Sheryl Mitchell under consideration for the two year position as Executive Director of the Michigan Independent Citizen's Redistricting Commission.

I have known Dr. Mitchell for over 20 years and have directly observed her tireless capacity to lead as a solution-oriented and results-driven collaborator. During the last 20 years, I have directly observed Dr. Mitchell's very visible and impactful public service as a civic leader. As a volunteer she contributed at the same high standard as in her professional life in service to Oakland County, the City of Albion and to the City of Lathrup Village.

Dr. Mitchell's voluntary public service leadership portfolio holds many examples where she actively demonstrated the capacity to collaborate with colleagues whose opinions and perspectives were different from her own. In each case, I either directly observed her signature high quality contributions, and often volunteered at her side.

- As a member of the Michigan Women's Commission she ably contributed to the design and implementation of initiatives benefiting women and their families across the State of Michigan. Dr. Mitchell succeeded in working in this bipartisan arena to develop positive policy outcomes.
- As a member of the Greater West Bloomfield Cable Advisory Board, now the Greater West Bloomfield Cable Communications Commission, Dr. Mitchell served as a revered community leader, valued for her creative capacity to see and propose solutions to serve a very diverse residential and business community.
- Dr. Mitchell served as President of the League of Women Voters Oakland Area, the largest local League in Michigan. Facilitating the public engagement of independent thinking individuals in a nonpartisan arena to arrive at consensus decisions is second nature to Dr. Mitchell.
- She is the immediate Past President of the Women Officials Network Foundation, a network unlike any other in the state because of its commitment to championing bringing all political voices to the table. In this bi-partisan arena, Dr. Mitchell successfully lead the very diverse perspective Board of Directors to develop and implement initiatives that served the needs of political leaders across Southeastern Michigan.

Community based organizations have long recognized Dr. Mitchell's exemplary legacy of service by bestowing upon her their highest honors for voluntary civic leadership and service.

- Because of her deep commitment to community service and especially lifting up youth serving programs and efforts successfully addressing diversity, equity and inclusion, Dr. Mitchell was publicly recognized as a Diversity Champion by the Race Relations and Diversity Task Force. The mission of this organization reaches across Southeastern Michigan.
- For her long-term service as a civic leader, her dedication to continuous mentoring of those interested in growing their legacy of civic service and for serving as an exemplary role model, Dr. Sheryl Mitchell was awarded the prestigious WONder Woman Award by the Women Officials Network Foundation.
- In 2020, Dr. Mitchell's commitment to Servant Leadership was further honored by Albion community leaders. Drug Free Albion presented the Dr. Sheryl Mitchell Servant Leadership Award for exemplary service to Star Commonwealth, CEO Elizabeth Carey.

Dr. Sheryl Mitchell will bring to the Michigan Independent Citizens Redistricting Commission the knowledge, skills and abilities that will fully support its mission in service to the people of Michigan. Additionally, she will bring the dispositions or habits of mind that will ably facilitate a diverse network of community leaders to fulfil their personal and collective missions to serve.

Sincerely,

Deborah L. Macon, MBA

Member
Greater West Bloomfield Cable Communications Commission

Vice President-Leadership
Women Officials Network Foundation

[REDACTED]
West Bloomfield, Michigan 48323

[REDACTED]
[REDACTED]

Date of Submission: Wednesday, November 25, 2020 4:59PM
Method of Submission: Email To <Redistricting@Michigan.gov>
Name: LeMeadows
Email Subject: from Lee Meadows

To Whom It May Concern

It is an honor and a privilege to lend my support to Dr. Sheryl Mitchell Theriot for the position of Executive Director of the Independent Citizens Redistricting Commission (ICRC). As a capable and committed public servant, Dr. Mitchell-Theriot has served with a level of distinction, objectivity and consensus-building unlike any that I have seen among contemporary public servants. I have had the

pleasure of working with Dr. Mitchell-Theriot over the years and across a number of activities. I can say with unwavering conviction that she will serve the Executive Director position as a capable and thoughtful leader committed to serving the citizens of the State of Michigan.

Dr. Mitchell-Theriot has been a student of mine and one for whom I have seen take on the rigors of academic discipline at the Masters and Doctoral level, with a drive to achieve that was wonderful to witness. In those experiences, I recognized how much goal accomplishment is engrained within her DNA. She never wavered in her academic even as she endured the challenge of being a full time employee, mother, board member and citizen advocate. She has a strong sense of organization that allows her to see tasks from start to completion. It is a skill she has carried over into other aspects of her life.

Dr. Mitchell-Theriot has been a committed public servant who has served in large municipalities, small cities and county governance. Across these experiences she has used her ability to build consensus as a tool for citizen engagement and commitment. Wherever she has gone, she takes on its toughest challenges with a sharp focus on making a positive difference. She, thoroughly, believes in the power of citizens to resolve the issues which impact them the most and has facilitated a number of public initiatives that have underscored that belief.

This newly formed initiative is going to require the skills of someone who has successfully worked the many elements of public administration and will bring a facilitative, thoughtful and consensus approach to the challenges of Redistricting. Many hard fought battles are won, not just through sheer will, but the willingness of individuals to be compelled to serve their best interests. Such a commitment requires someone who understands the impact and can usher in a new era of citizen engagement.

Such person is Dr. Sheryl Mitchell-Theriot!

I stand ready to respond should further questions need to be asked. Feel free to contact me at [REDACTED], my cell number.

Lee E. Meadows, Ph.D
Retired Professor of Management
Walsh College
President
National Association of African Americans in Human Resources (NAAHR)
State of Michigan Chapter.

Date of Submission: Wednesday, November 25, 2020 1:56PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: GSwanson

Email Subject: In support of Amna Seibold

To the Citizens Redistricting Committee:

The first time I met former Mayor Amna Seibold was about 8 years ago when she called me to ask my thoughts about various community issues. I was very impressed with her direct approach, frankness,

and ability to listen. We had never met before, but I observed the good job she was doing running the city efficiently and effectively. The East Grand Rapids community greatly benefited from her administrative terms.

When there was a controversial community parking lot issue with Blodgett Hospital, the vice president of Blodgett Hospital asked me to attend the meetings as a physician working at Blodgett and a long term resident of East Grand Rapids. I observed Amna Seibold retain her calm demeanor, listen and consider all sides of the issue, and lead a thoughtful and considerate discussion amongst the commission. Her professionalism impressed me.

It is with great pleasure that I support former Mayor Amna Seibold for selection as the Executive Director of the Citizens Redistricting Commission.

Geneviève de Groot Swanson, MD
East Grand Rapids , MI 49506
[REDACTED]

Date of Submission: Wednesday, November 25, 2020 1:06PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Kari Sederburg

Email Subject: Public Comment

Greetings,

I have been following the search for the executive director of the Redistricting Commission, and noticed many postings about one of the candidates. I have worked closely with Amna Siebold for the past two years on the Ferris State University Board. While I know she is no longer in the running for this position, I wanted to share my experience in working with Amna for the public record.

I have had the opportunity to watch Amna in action as the chair of the Ferris State board. She is a strong, strategic leader who is both an innovative thinker and an outcome driven decision-maker. She is a collaborative, transparent, inclusive leader who brings new ideas to the table and supports others in their work.

While this position may not have been the best fit, I want others to know Amna would be a fantastic person to have on their team.

Thank you,
Kari

Kari Sederburg
Ferris State University Board Member
[REDACTED]

Date of Submission: Wednesday, November 25, 2020 11:49AM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Allenst

Email Subject: ICRC Letter of Recommendation for Dr. Sheryl Mitchell

Greetings,

This email is written in support of Dr. Sheryl Mitchell for the position of Executive Director of the Independent Citizens Redistricting Commission. I have had the extreme pleasure of working with Dr. Mitchell on the Board of Trustees and the Executive Finance Committee of Starr Commonwealth in Albion Mi. whose main mission and focus is to promote resiliency in children, and provide trauma awareness education and training services for local, national and global communities.

During our engagement on the Starr Commonwealth board, I've found Dr. Mitchell to be very conscientious, thoughtful and extremely task oriented and a team player. She has never been reticent to ask the tough questions or dig deeper into an issue to obtain a clearer understanding of adverse situations in order to come up with an amicable solution. Her demeanor suggests a calm yet very intent approach to "get it right". I have found her to be very goal oriented and she strives to bring out the those same attributes in others.

Dr. Mitchell strongly promotes diversity and inclusion as a community activist. She consistently uses an effective combination of compassion, knowledge, and strong leadership skills to dynamically turn negative tumultuous situations into positive results. She leads with integrity, awareness and an innate ability to foster teamwork while bringing out the best in others. Her long list of credentials are the result of hard work, dedication and the belief that as the community thrives so does its members.

She is truly an amazing person whom I've the good fortune to work with. My belief is that if selected to this position as Executive Director the goals and mission of the committee will not only be accomplished but significantly exceeded.

Thank you for taking the time to read this email. Feel free to contact me directly if needed.

Stanley E. Allen

AVP / Technical Initiatives Support Consultant
EIT | ISM – Build & Configuration Engineering

Upcoming PTO: 11/26
Wells Fargo EIT | 1 Home Campus, 3rd Flr | Des Moines, IA. 50328-0001
MAC F2505-03A | Tel: 515-221-5017 | CISCO Jabber 515-398-1075 | Central Time Zone

[REDACTED]

Date of Submission: Tuesday, November 24, 2020 6:03PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Anne Venner

Email Subject: ICRC Executive Director Position

To the Redistricting Commissioners:

I am writing this email in support of Amna Seibold's candidacy for ICRC Executive Director. I have known Amna for many years as the Administrative Director of the Laboratories at Mercy Health St. Mary's in Grand Rapids. I had a similar role at St. Joseph Mercy Hospital in Ann Arbor. Amna and I worked together with our staff on many complex projects to provide outpatient laboratory services to the community.

Following my retirement, I spent many hours gathering petition signatures for Proposal 2, was delighted when it passed and definitely feel strongly that the commission needs to be led by an excellent leader. I have observed Amna Seibold as this type of leader. She is articulate, hard working, intelligent, creative and very concerned about service to the community and to her employees. She is always very professional and I have never observed her to be political or dogmatic. Her communication and work were transparent and fair. She is a very skilled administrator who could move this important project forward.

Thank you for your consideration.

Anne Venner

Date of Submission: Tuesday, November 24, 2020 2:25PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Meg Goebel

Email Subject: Independent Citizens Redistricting Commission – ED Position

To Whom It May concern,

This is in regard to your consideration of Amna Seibold's application for the Executive Director's position. As a long-term East Grand Rapids resident, I have known Amna Seibold for well over 45 years. In personal dealings as well as in her capacity as EGR Mayor, she consistently acted in a caring and thoughtful manner with the utmost integrity. There are very good reasons why Amna chose to volunteer as a City Commissioner for 6 years before being elected and serving 2 terms as Mayor. She loves this community. I am grateful that she shared her expertise and passion in order to keep EGR vibrant, safe and fiscally responsible. Anyone engaged in politics knows that there will be people who don't agree with your position and there are varying degrees of conflict. What I know, and I know Amna well, is that she unflinchingly acted with good intent.

Meg Goebel

East Grand Rapids

Date of Submission: Tuesday, November 24, 2020 12:52PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Cassandra Ulbrich

Email Subject: Sheryl Mitchell

I understand that Sheryl Mitchell is a finalist for the position of Executive Director of the newly formed Independent Citizens Redistricting Commission. This commission will make a tremendous difference in this state and will lead to a much more reflective, accountable process for redistricting. As such, it is important that the person who directs this process is capable of working in an a-political manner.

I have had the pleasure of working with Sheryl in a non-partisan capacity with the Women Officials Network. This organization is dedicated to increasing women's participation in appointed and elected offices, regardless of party affiliation or ideology. As the Past-President of this organization, I served with Sheryl, who was devoted to providing opportunities for women and supporting those in office. Her leadership was invaluable.

I would enthusiastically endorse Sheryl for this very important role. If you have any questions, please feel free to reach out to me at [REDACTED].

Sincerely,

CASANDRA ULBRICH, PhD

Date of Submission: Tuesday, November 24, 2020 12:52PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Dianne Guenin-Lelle

Email Subject: Supprt for Dr. Theriot

Dear ICRC Members,

I was delighted to learn that Dr. Sheryl Mitchell Theriot is a finalist for the position of Executive Director of the ICRC. Dr. Theriot is a former City Manager for Albion where I reside and I can attest to her being a perfect candidate for this Executive Directorship.

The qualities necessary for a successful candidate are working as a non-partisan consensus builder who embraces diversity and has strong leadership skills leading to strategic policies, processes and operations.

Dr. Theriot has demonstrated all of these skills while serving as Albion's City Manager. Albion is a diverse, low-income community in a former foundry town whose largest employer now is Albion College. As city manager, Dr. Theriot brought diverse voices together around quite contentious issues. She built trust, collaborations across many different divides in the community, as she also charted needed change in policies, personnel and budgets. She was an innovator, a champion and an inspiration -- by far the best city manager in memory in Albion.

Furthermore, since leaving Albion she continues to be a dear friend to many and a champion for Albion.

Best wishes on your important work,

Dianne Guenin-Lelle

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Dianne Guenin-Lelle
Professor of French
Associate Provost for Assessment and Advising
Albion College
she/her/hers/elle

Date of Submission: Monday, November 23, 2020 7:14PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Debra Rockey

Email Subject: Support for Amna Seibold for Redistricting Executive Director

To the Redistricting Committee of Michigan,

Please accept this email as support for Amna Seibold as an exceptional candidate for the Redistricting Executive Director.

I have know Amna for over 20 years, both professionally and personally. There are three strong attributes of Amna's that I wish to illuminate: 1) Amna listens. She is fully present and lets others be heard. She invites diversity of thought into the conversation. 2) She has demonstrated throughout her decision-making practices, that she invites all perspectives to be considered and discerned before moving to solution. Amna makes certain to first define the problem - to ensure it is the right one being solved. 3). Amna is naturally curious. She asks why requests are needed – because she values stewardship. She asks why people are resisting - because she values what people care about. Amna thrives on learning and understanding at all levels: systems, processes, people and culture.

As an organizational psychologist, I work with leaders throughout the Nation. A large part of my role is to provide assessments and coach leaders on how to apply their new insights to their behaviors. Amna has long known the guiding principle to all these assessments - it does not matter what type, style, or label is given to your personality or mode. What matters is your capability to flex into another's domain. People may call Amna whatever they want ... that will not stop her from leaning in to listen, understand, and have the needed conversation. Please consider Amna for the Executive Director position - for a better Michigan.

Respectfully,
Debra M. Rockey, PsyD
Grand Rapids, MI 49525

Date of Submission: Monday, November 23, 2020 6:55PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Diana Schad

Email Subject: Amna Seibold as Candidate

Dear Redistricting Commission,

I am writing in support of one of your final candidates, Amna Seibold. I had the privilege of working with Amna when I was an EGR City Commissioner and Amna was mayor. I always found her to be well-prepared, balanced and fair. To this day, I do not know Amna's personal political views, as she never expressed them in her role as mayor or even to me in private conversations. Her position was nonpartisan, and she always approached it professionally, openly, and respectfully. I am disappointed that the voices of a few, many of whom do not even know her, have tarnished this process. Amna is devoted to her community and would serve Grand Rapids and the State well.

Sincerely,

Diana Schad

East Grand Rapids, MI

Sent from my iPhone

Date of Submission: Monday, November 23, 2020 1:35PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Sean Sperling

Email Subject: Updates

I want to take a moment to publicly support Amna Seibold as both a candidate and as a human being. She consistently makes decisions with integrity, and has consistently prove herself to be one of the most thoughtful and considerate leaders I have encountered.

One of the most profound data points for Amna's non-partisan collaborative approach was her personal appointment of the person who is driving the opposition, Phil Skaggs. Amna appointed Mr. Skaggs to his first role as EGR City Commissioner despite the fact that he is openly partisan.

Mr. Skaggs works on behalf of the MI/Kent Democratic party, and he likely will not rest unless he gets a deomcratic partisan candidate for this role. In some of the other letters you can see his tweets for emails to oppose Amna. He does not hide his personal disdain for former Mayor Seibold, but I would ask the committee not to allow his efforts and the vocal, yet unbstatituted, claims of a few to preclude Mrs. Seibold from consideration. What I did not see in the letter were any former employees or people who served with Amna. This is in essence a political letter writing campaign and is not by any means a consensus of the people who actually know Amna.

Thank you for seeing through the clear partisan attempt to preclude a candidate with a fantastic track record. No candidate will have no political affiliations, but I ask that you please ignore the unsubstantiated personal attacks of a few and consider Amna's track record as a whole.

Sean Sperling

Date of Submission: Monday, November 23, 2020 9:50AM
Method of Submission: Email To <Redistricting@Michigan.gov>
Name: Geri Rinschler
Email Subject: Letter of Support for Ex. Director Candidate Dr. Sheryl Mitchell

Dear members of the citizens redistricting commission,

I am writing to you today to support my friend and colleague Dr. Sheryl Mitchell. I have known Sheryl for about 20 years. She and I have served on the League of Women Voters Oakland Area and as board members on the Women Official's Network and Foundation. As WONF President, Sheryl was a tireless leader as our Women Official's Network board merged with our foundation board. This was not an easy task but, Sheryl kept us on schedule in a very calm and respectful manner until the merger was completed. Throughout her three year term Sheryl demonstrated that she was a collaborator who was always responsive to our members. Our 15 member board worked together through numerous meetings in the process. Sheryl always allowed our committees to work independently and gave us great advice whenever we needed her help. She always represented us with integrity, always keeping us on schedule and always with a warm welcome for all of our meetings,

During my term as President of the League of Women Voters Oakland , I had the opportunity to work with Sheryl in a partnership with the City of Lathrup Village for programs for the community. Her leadership and attention to details assured that we had successful events in her community. The difference she has made as a leader in the city of Lathrup Village has been remarkable. It is my pleasure to recommend Dr Sheryl Mitchell as Executive Director of the Citizens Redistricting Commission.

Geri Rinschler,
League of Women Voters Oakland Area, Vice President
WONF, Vice President, program

[REDACTED]
[REDACTED]

Sent from my iPhone

Date of Submission: Monday, November 23, 2020 9:44AM
Method of Submission: Email To <Redistricting@Michigan.gov>
Name: Ted Tansley
Email Subject: Redistricting question/suggestion

Would the commission be able to consider making multi-member districts for the state? It would do so much for helping our state reduce political partisanship and boost voter participation.

Thanks,

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Ted D. Tansley
Earned Media
Connect on LinkedIn

Date of Submission: Sunday, November 22, 2020 4:02PM
Method of Submission: Email To <Redistricting@Michigan.gov>
Name: Scott Westerman
Email Subject: Feedback

Congratulations on the immense progress your group has made with regard to redistricting. It's exciting to see such a diverse group take on this historic and crucial project.

I found a recent statement you made with regard to hiring staff "without political footprints" confusing and wanted to weigh in.

In truth, those candidates don't exist. Each of us comes to the table with a political point of view. The overriding determinants should be qualifications and commitment.


As you all know from your own adventures, some of the most gifted team members cut their teeth in the political arena. Those who have been involved in promoting Proposal 2 have a unique historical knowledge of the issues and have spent time educating themselves on the minutia that will be essential to effective execution of the voter mandate.

To summarily cut out this talent base hinders the work of your group at the very moment when you need the experience, dedication and energy that those who cared enough to become involved in the ballot initiative can bring to the table.

We live in a world where any approach you take will draw criticism. There is no avoiding the naysayers.

It makes sense to seek out the best possible candidates, regardless of the extent to which they may have been active in the political arena.

Thanks very much for taking the time to consider this point of view.

Scott Westerman
Ann Arbor, Michigan


Date of Submission: Sunday, November 22, 2020 7:57AM
Method of Submission: Email To <Redistricting@Michigan.gov>
Name: Lelle.mark

Email Subject: Letter of support for Dr. Sheryl Mitchell Theriot

Dear ICRC Members,

It is a sincere pleasure for me to write this letter of support on behalf of Dr. Sheryl Mitchell Theriot. I have worked with Dr. Mitchell Theriot in a number of capacities over the past five years and have always been impressed with her professionalism, intelligence, impartiality, and ability to work with people from all walks of life and perspectives.

I first came to know Dr. Mitchell Theriot when she served as City Manager for the City of Albion, Michigan. She made so many positive things happen during her tenure that it is difficult to decide what to highlight, but the one I would point to that most closely aligns with the work of the ICRC is the annexation of Albion Public Schools by Marshall Public Schools, a neighboring district. Needless to say, this was a highly contentious and painful time for the people of Albion with deeply held opinions on all sides of the issue. While Dr. Mitchell Theriot did not play an official role in the vote itself, what she was able to do for Albion residents was provide unbiased, factual information about the pros and cons of annexation. Rather than let emotions guide the day, Dr. Mitchell Theriot laid out the facts so that Albion voters could make their decision based on the best information available. While the resulting merger of Albion Public Schools and Marshall Public Schools was not without its bumps along the way, it is one of the most best examples in Michigan of the successful joining together of two communities that are so different from each other in terms of demographics, socio-economic status, and history.

Dr. Mitchell Theriot's administrative and management skills are exceptional. She has proven this in all of her current and former roles as a city and county administrator. What sets Dr. Mitchell Theriot apart from others with similar skills and experiences is her ability to work across difference. As Albion's City Manager she had the respect of county commissioners and state legislators—Republican and Democrat—because she placed the needs of people above politics. Her ability to engage racially and economically diverse community residents and achieve consensus around challenging issues is unparalleled, as is her ability to actually get things done.

Please feel free to contact me if you have any questions or if I can provide additional information about Dr. Mitchell Theriot. As I hope you can tell, I am quite a fan!

Sincerely,

Mark

Mark A. Lelle
Consultant in Evaluation and Planning

[REDACTED]
Albion, MI 49224

[REDACTED]
[REDACTED]
www.marklelle.com

Date of Submission: Saturday, November 21, 2020 10:32AM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Bob Hegbloom

Email Subject: Amna Seibold - please post to the publicly posted material

The past four years I have worked with Amna Seibold as a member of the Board of Trustees at Ferris State University. Amna became the Board Chair in 2018 with a unanimous vote from her fellow Board members. During her time as Board Chair she has been a positive advocate for change, as well as a true leader when challenged with an issue. Over the past year the Board has had to make a number of key decisions regarding the direction of the University. Amna listened to all sides of the issues, communicated the information and facilitated the discussion so the Board could make sound, fact base decisions. Amna is also very dedicated and works extremely hard to ensure that she fulfills her commitment and always does what she says she will do. Over the past four years, Amna has never missed a Board meeting or call and is always well prepared and provides a can do attitude no matter what the agenda requires.

I was an Executive in a large corporation for many years and understand the qualities of a true leader. Amna has proven with her positive attitude, listening and communication skills, and overall dedication that she is the type of leader that I would want leading my team.

Sincerely,

Robert J. Hegbloom

Date of Submission: Friday, November 20, 2020 5:06PM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Christopher Copec

Email Subject: Your hiring process

As one of the thousands of Michigan citizens (Republicans, Democrats and independents) who collected signatures to put Proposal 2 on the ballot in 2018 I've been following your progress closely. I'm disturbed with what could be very serious mistakes in your hiring process.

One of the Commissioners has stated the opinion that you are a non-partisan Commission, and should avoid hiring people with partisan footprints. I respectfully (but strongly) disagree with her.

You are a political body: a citizens' commission of Republicans, Democrats and unaffiliated voters who are charged with making fundamental political decisions — the boundaries for congressional and legislative districts. You will be subjected to a lot of political criticism for the decisions you make, and you will be sued no matter what you do. Since none of you has significant political experience (an intended part of the amendment), you very much need professional staff that help you navigate the political waters of Lansing and Michigan.

The committee you set up to evaluate candidates for your communications person eliminated out-of-hand anyone with exactly the experience you need supporting you:

Relationships and the trust of political reporters, news directors and newspaper editorial writers

Knowledge of the inner workings of state government (most people with that knowledge are called "political appointees")

Relationships with political leaders in the state so necessary to creating consensus around the final maps

It was unfortunate that your screening committee did not set up any objective criteria for evaluating applicants. From watching their comments at their meeting, it seems like they went through a two-step process: eliminating anyone with political/state government experience, and then seeing "who they liked" without any objective evaluation of applicant qualifications. (Your committees screening Executive Director and legal counsel candidates were models of objective evaluation and I commend them.)

I urge the full Commission to reopen the screening process. Public perception is most definitely a critical element for your success. It is really important that you have somebody on board who knows how to give you the guidance to achieve that.

Thank you for your consideration,
Chester Copec

Date of Submission: Friday, November 20, 2020 2:58PM
Method of Submission: Email To <Redistricting@Michigan.gov>
Name: Kip Willis
Email Subject: 2020 Census

Does it look like we will lose another congressional seat after this census?

Kip Willis
Ypsilanti, MI

Date of Submission: Friday, November 20, 2020 2:33PM
Method of Submission: Email To <Redistricting@Michigan.gov>
Name: Mary Ann Alliston
Email Subject: Redistricting Chairman

I went to one of the very first organizing meetings of the efforts to stop gerrymandering in Michigan (Grand Rapids, MI at Aquinas College) and to provide citizens with a better path to representing all citizens in elections. I have watched and participated in the process over the course of the past two years, and now is the time to make the process work.

Amna Siebold has a long history of partisanship in her public office as Mayor of East Grand Rapids, and her financial support for candidates of the Republican Party. Hiring her as your chairman is contrary to the will of the people and will negate any effort to become an independent commission charged with ensuring the will of the people prevail.

I am opposed to this action under consideration by the Redistricting Committee, and respectfully ask that you take her out of the consideration for your Chairperson.

Mary Ann Alliston
Grand Rapids, MI

Date of Submission: Friday, November 20, 2020 11:26AM

Method of Submission: Email To <Redistricting@Michigan.gov>

Name: Brandon Howell

Email Subject: Attn: Independent Citizens Redistricting Commissioners

Hello. I was recently forwarded a job posting from the Independent Citizens Redistricting Commission for a communications/outreach director position. I learned via Facebook message with the Commission's official page that the posting had already closed by the time I had reached out, but the Commission's Facebook page provided me with your email address to follow up.

I am writing you seeking late acceptance of my application for the position. This opportunity intrigues me for a number of reasons, chief among them my appreciation for the job the Commission is doing for our state. I understand the application deadline has already passed, but I wanted to reach out directly just in case there may be a chance for accommodation. I have attached my resume to this email.

Thank you for your time, and thank you for the important work you are undertaking on behalf of our state.

--

Brandon Howell

Cell phone: [REDACTED]

Timothy Krause, CFRE

Claremont, CA 91711

www.linkedin.com/in/timkrause

November 25, 2020

Independent Citizens Redistricting Commission
c/o Michigan Department of State
Richard H. Austin Building - 4th Floor
430 W. Allegan Street
Lansing, MI 48918

Dear Commissioners,

I am writing to support Dr. Sheryl Mitchell for the position of Executive Director for the Michigan Independent Citizens Redistricting Commission. Dr. Mitchell and I first met in 2016 when she was the City Manager for Albion and I was the Executive Director of the Albion Community Foundation. She and I became close colleagues and friends while she worked for the City of Albion and have remained close friends since then. Dr. Mitchell possesses all the qualities you seek and has repeatedly demonstrated them throughout her career.

Dr. Mitchell is an expert facilitator of building consensus among people with different opinions. It is no secret that she faced challenging political circumstances in Albion. Although we were close friends outside of work, I was always impressed by her neutrality about city council politics. Obviously, I always had opinions that I shared with her as friends often do, but she did not reveal her opinion and typically challenged me to see the other side of the issue. This demonstrated to me that her desire was never to have things her way or throw her support behind one side or another. Rather, her goal was to help both sides of the issue see the other side, help them see where common ground might lie, and let them decide how to proceed.

Dr. Mitchell embraced Albion as her home and herself became a community member, so she knew when and how citizens liked to engage. I regularly attended meetings that she convened because she thought more citizens' input was needed for the city to make the correct decision. She was especially skilled at bridging the divide between the white majority and the black minority community in Albion. I know she believes very strongly that every citizen has a right to engage in the political process. For her, being a visible, accessible ambassador for the government helps people of all backgrounds feel comfortable engaging in their democracy.

During her tenure with Albion, Dr. Mitchell also tackled two very intimidating projects: creating a new comprehensive plan and modernizing the city charter. Both projects were long overdue, but had regularly been avoided because of their size. For the charter updates, Dr. Mitchell helped create a plan to gradually update specific parts of the charter to fit modern practices rather than rewriting the entire charter at once. Although the process would be longer, it was a better way to help the community understand what changes were being made. In 2016, the City of Albion and Albion Economic Development Corporation created a new comprehensive plan for the first time since 2002. Dr. Mitchell was essential in updating plans and policies, gaining community input, and guiding the process of determining the future of the community.

Without reservation, I support Dr. Sheryl Mitchell for the position of Executive Director of the Michigan Independent Citizens Redistricting Commission. Her qualities and values will be an immeasurable asset to the Commission as you begin. I want to express my support and enthusiasm for your work, as a native Michigander who very recently moved to California to finish my Ph.D. (Dr. Mitchell wrote one of my recommendation letters.) There is a significant amount of work that you will undertake as inaugural commissioners, setting the future direction of this body and Michigan. I congratulate you and wish you well in your endeavors this coming year.

Sincerely,


Tim Krause, CFRE
Doctoral Student, Applied Social Psychology
Claremont Graduate University

November 25, 2020

To whom it may concern,

I am writing this letter of proud and hopeful recommendation for Dr. Sheryl Warren Mitchell and her candidacy for the position of Executive Director of the Independent Redistricting Commission for the State of Michigan. I cannot think of anyone professional that I have ever known who would fulfill the tall order of this commission. Dr. Mitchell, in the various capacities that I have come to know her, has exhibited the commission's goal of having a consensus building, non-partisan leader who has the ability to bring people together even during some of the most politically challenging and polarizing times.

Dr. Mitchell is known in the small, but microcosm of Michigan city, of Albion Michigan as our most successful city manager in city history. Dr. Mitchell's ability to bring together so many varying interests among outside influences to create the revitalization that our city needed precisely when we needed it. During Dr. Mitchell's tenure, Albion received the largest amount of state and federal resources it had ever received, downtown and economic development was at an all time high with projects as large as brownfield developments, maxing out manufacturing capacity, the building of a world class hotel, complete restoration of a 100 year old historic theatre, and so many other achievements.

All of this happened during a time in Albion when local political polarization was a fever pitch. The city council was extremely divided and had some bad actors participating and influencing its' behavior. The disparities in wealth in the community created community tension between development and economic opportunity for those in the weakest position. I believe it was Dr. Mitchell's vision, ability to bring people together, and her relentless hard work that we were able to achieve so much, when other communities facing the same circumstances would essentially stay stagnate.

When I think of the leadership needed for the Independent Redistricting Commission, I see Dr. Mitchell being the perfect fit for our current challenging and unprecedented times. Time and Time again, her leadership has met goals and exceeded expectations on major projects. I have seen her in action working with both sides of the political aisle to do the people's work. You will not regret the decision to name her Executive Director.

Thank you for considering Dr. Mitchell for this important role. If you have questions or would like to discuss my recommendation, please email me at [REDACTED]

Sincerely,

Shane Williamson
Executive Director
Albion Community Foundation

Cherryl R. Thames

Southfield, MI 48033

Phone:

Email:

November 25, 2020

TO: Independent Citizens Redistricting Commission

RE: Sheryl Mitchell Theriot, Executive Director ICRC Candidate

Please accept this letter of support for Sheryl Warren Theriot for the Executive Director position of the Independent Citizens Redistricting Commission (ICRC). I met Sheryl eighteen years ago when she was serving as an Assistant Governor for the Michigan District Optimist Organization. It was through this initial meeting and for many years thereafter that I have observed her strong leadership abilities which expand beyond service organizations to professional positions.

Although her resume details her many achievements, awards and recognitions, it is through our numerous years of friendship and collaborative partnerships that I have firsthand knowledge of her senior leadership abilities.

Beginning with proven leadership practices, which she consistently demonstrates, of high performing leaders, according to The Forum Corporation, are in summary:

- | | |
|-----------------------------------|----------------------------------|
| 1. <u>Interpreting</u> the vision | 3. <u>Mobilizing</u> individuals |
| 2. <u>Shaping</u> the vision | 4. <u>Inspiring</u> people |

An additional leadership strength that she possesses is that of innovation. A leader who is not blind to quality improvement opportunities with an ability to "fix what's not broke", i.e., make something better that already works.

She is a advocate for the democratic process who places great value in insuring that diversity, equity and inclusion are a part of the equation. Her career path has included a position as a senior analyst for the Oakland County Board of Commissioners where she has proven results in consensus building, negotiations, and problem solving; all without a partisan bias. She is extremely competent in the development of strategic plans, policies, processes and the implementation of operational procedures with positive sustainable results.

Her Doctorate of Business Administration from Lawrence Technological University with concentrations in Organizational Development, Public Policy & Leadership Concentration certainly provides an added value to her 25+ years of experience in the public and private sectors. I am certain that Dr. Sheryl Mitchell Theriot is an ideal candidate for the Executive Director position. I hope that you agree.

Cherryl R. Thames



Substance Abuse Prevention Services

600 E. Michigan Avenue
Albion, Michigan 49224
517-629-2113

Harry J. Bonner, Sr. - Executive Director

Dr. Harry J. Bonner Sr.
600 E. Michigan Ave.
Albion, MI 49224
November 23, 2020

To Whom It May Concern:

It is great pleasure I write a Letter of Support for Dr. Sheryl Mitchell Theriot for the position of Executive Director of the Independent Citizens Redistricting Commission (ICRC). I have worked with Dr. Mitchell Theriot in a variety of roles over a 6-year time span. One of the most prestigious roles was while she was the City Manager of Albion.

Dr. Mitchell Theriot has exhibited relationship-building skills with community leaders and families alike. Dr. Mitchell Theriot puts herself in situations to interact with others and to meet new people. She has facilitated seminars, presentations and instructed others on goal setting and how to reach them despite obstacles.

Dr. Mitchell Theriot will make a great asset to your organization she is consistent with following through when given task, but will also take the lead when needed. Dr. Mitchell Theriot is prompt, and will rise to the challenge of any project to get it accomplished while fulfilling needs of the organization.

Again, I am pleased to recommend Dr. Sheryl Mitchell Theriot for the position of Executive Director of the Independent Citizens Redistricting Commission (ICRC). if there is anything further that is needed please feel free to contact me as I have enclosed my contact information.

Sincerely,

Dr. Harry J Bonner Sr.
Executive Director
Substance Abuse Prevention Services



Summit Pointe®
140 W. Michigan Avenue • Battle Creek, MI 49017

November 24, 2020

Dear Members of the Independent Citizens Redistricting Commission,

It is with great pleasure that I recommend Dr. Sheryl Mitchell for the position of Executive Director for the Independent Citizens Redistricting Commission (ICRC). Sheryl served on the Board of Directors for the Calhoun County Community Mental Health Authority (d/b/a Summit Pointe) from 2016 - 2018, while she served as City Manager of Albion.

During Sheryl's tenure on the Summit Pointe Board of Directors, she served on the Audit/Finance Committee and the Strategic Planning Committee. She contributed her professional strengths of budget planning, program evaluation, and project implementation. Sheryl contributed in the development of Summit Pointe's 5-year strategic plan.

As City Manager, Sheryl shared Summit Pointe's commitment of helping people with mental health issues, developmental disability and substance use reclaim their independence, confidence and learn skills necessary for success. Sheryl's respected leadership in government and non-profits has afforded her the opportunity to successfully reach across the aisle, collaborate and develop policies, processes and operations. Building partnerships and embracing diversity are her strengths.

Summit Pointe's success is based on the success of the community and people we serve. We were fortunate to have had Sheryl's strong leadership on our Board of Directors. She would excel in the role of Executive Director of ICRC.

If you would like additional information about Dr. Sheryl Mitchell, please do not hesitate to reach out to me at [REDACTED]

Sincerely,

[REDACTED]
Jean M. Goodrich
Chief Executive Officer

P: 269/966-1460

F: 269/966-2844

website: www.summitpointe.org



November 25, 2020

Attention Michigan Independent Citizens Redistricting Commission:

I am writing to extend my support of Dr. Sheryl Mitchell for the position of Executive Director of the Independent Citizens Redistricting Commission (ICRC). We first became acquainted over 30 years ago. I have always known Sheryl to be deeply committed to fashioning progressive and positive pathways for citizens to engage with their public officials.


While working for Detroit City Council Member Mel Ravitz, she formulated a community outreach effort that culminated in the development of an extensive database of grassroots organizations. She created a system for streamlining citizens requests that facilitated the annual processing of 2,000 requests received for information and for the delivery of city services.

Sheryl is also deeply committed to the principles of diversity, equity and inclusion. She has been very active in programs to advance woman and minority-owned businesses. She has organized the "Bid and Brunch" forums to connect small and local businesses to opportunities to contract with governmental entities on the local, county and state level.

Dr. Mitchell is known for recruiting a diverse and talented staff. She maintains relationships with many organizations and colleges as a mentor, especially for aspiring minority and women leaders. Now, more than ever, we need a role model, like Sheryl, who exemplifies positive leadership who can inspire trust because of her high professional standards.

The work of the Michigan Independent Redistricting Commission is critically important and will impact fairness and equity issues in a profound way for years to come. Dr. Sheryl Mitchell in the role of Executive Director is a very direct reflection of your commitment to inclusion and diversity, while upholding the highest standards of excellence and integrity in the citizen-led redistricting process.

Please feel free to contact me, if I can offer any additional information regarding Dr. Mitchell and my support of her for the position of Executive Director.



Rev. Horace Sheffield, III, MA, MPA
"A Social Change Agent With A Spiritual Mandate"
Pastor, New Destiny Christian Fellowship
Executive Director, DABO
Office: (313) 491-0003

websites:

www.dabodetroit.inc

www.newdestinyworldwide.com

Eleanor "Coco" Siewert, PRP

Birmingham, MI 48009

TO: Members of the Independent Citizens Redistricting Commission
RE: Letter of Recommendation for Sheryl Mitchell
DATE: November 24, 2020

The purpose of my writing to you is to recommend Sheryl Mitchell for the position of executive director of the Independent Citizens Redistricting Commission.

I have the privilege of serving as parliamentarian for the Michigan Municipal League for over twenty-five years. In this role I have interacted with Ms. Mitchell in her roles with Oakland County and the cities of Albion and Lathrup Village. I have observed her ability to interact with elected and appointed officials and citizens in a cooperative and successful manner.

Ms. Mitchell is a consummate professional who exhibits administrative leadership abilities and meets challenges with her strong skills in listening, researching, organizing, and communicating. By selecting Ms. Mitchell for the position you will be making a choice that will enable the Commission to move forward with the important task entrusted to it to accomplish this groundbreaking task.

Sincerely,

Eleanor Siewert

November 23, 2020

Dear Commissioners of the Independent Citizens Redistricting Commission:

I write to enthusiastically support Dr. Sheryl Mitchell for the position of Executive Director of the Independent Citizens Redistricting Commission (ICRC). I have known Sheryl for the past five years and I have had the pleasure of working alongside Sheryl when she served as the City Manager of the City of Albion.

Having worked with Sheryl on various community-based strategic planning and project initiatives, I have seen firsthand Sheryl's ability to effectively lead and collaborate with various stakeholders to innovate, achieve, and produce high-quality project deliverables. Sheryl is a sharp leader able to synthesize ideas into actionable steps. Sheryl is also approachable and able to engage people from various social and cultural backgrounds and across constituencies. This was particularly evident in Sheryl's work as Albion City Manager, where she led with integrity to engage Council members, Boards, Commissions, and citizens from across the aisle to build consensus on important issues concerning the city's infrastructure, capital improvement needs, and community placemaking initiatives. In addition, Sheryl spearheaded efforts to build community partnerships to search for creative solutions that advanced Albion's revitalization projects such as identifying innovative, affordable housing strategies through HUD grant opportunities, building rehabilitation, use of underutilized sites, and inclusionary zoning.

What also distinguishes Sheryl is that like her prior job roles, and in her current position as Lathrup Village City Administrator, she demonstrates exemplary skills in strategic planning. Sheryl is adept at developing dynamic strategic plans that build upon existing organizational strengths while bringing new vision and possibilities to the fore. Sheryl is also highly skilled at writing sustainable policies and developing processes that exceed goals and achieve desired results.

Perhaps most notable is that Sheryl's strong commitment to diversity, equity, and inclusion amplifies her leadership strengths and qualities. Along with actively recruiting diverse talent to her staff, Sheryl continues to empower individuals to boldly transform organizational culture and the workforce at large. One specific example involves Sheryl's volunteerism for the Michigan Municipal League's 16/50 Project, where she actively mentors aspiring women managers to advance to leadership roles.

Dr. Sheryl Mitchell's effective leadership, community building and strategic planning skills accentuated by her commitment to diversity initiatives, speak well to the purpose of the Executive Director role of the ICRC. I am highly confident that Sheryl will be an effective leader that helps drive the ICRC's important mission of redrawing the district lines for the U.S. Congress and Michigan legislature in a process that upholds fairness and transparency. If I can provide further information as you consider Sheryl for the position, please do not hesitate to contact me.

Sincerely,

[REDACTED]
Stacey S. Levin, Ph.D.
Director of Research and Evaluation
Starr Commonwealth

[REDACTED]
Albion, MI 49224
[REDACTED]
[REDACTED]

Date: November 24, 2020

To: Michigan Independent Citizens Redistricting Commission

From: Art Kale

Subject: Sheryl Mitchell Theriot
Executive Director
Michigan Independent Citizens Redistricting Commission

This is a letter of support for Sheryl Mitchell Theriot for the position of Executive Director, Michigan Independent Citizens Redistricting Commission.

In my previous position as Chairman-Calhoun County Board of Commissioners and my current role as Homer Village Manager, I have had the opportunity and pleasure to work with Sheryl, going back to 2014. Sheryl was the City Manager of Albion and we worked together on numerous projects that benefitted both our communities and the area in general.

I reviewed the Job Description for this position and Sheryl is a perfect fit. No need to address each line item. Her work in government gives her a deep understanding of how to work with various types of people that will be on the Commission and the public in general.

Sheryl is sharp, smart, intuitive and as energetic as they come. I loved collaborating with her and it was a huge loss for the area when she left for Lathrup Village.

The bottom line for me with this Commission is that it MUST be non-partisan in process and present to the public that the recommendation(s) presented are a result of a highly objective review. (Frankly, in all the years I have known her, I don't know which political party she supports.) I believe that will be a difficult task, but there is no question in my mind, Sheryl Mitchell Theriot is the one that can lead this Commission with an objective direction and earn the trust and respect of the public when the final determination is presented.

I remain available to discuss further at any time.

Regards,



Art Kale

Homer Village Manager





To Whom It May Concern,

It is my pleasure to extend a strong recommendation for Dr. Sheryl Mitchell for Executive Director of Michigan Independent Citizens Redistricting Commission. This is based on knowing Dr. Mitchell's passion for doing what's right and doing the right things for our citizens.

I met Dr. Mitchell in fall 2014, when she entered our doctoral program to continue her life-long journey of public service and supporting board governance. Her research was on identifying public values and priorities through citizen engagement in government decision making. This connects directly with the skillset needed in your Executive Director to facilitate community outreach, with a focus on diversity and inclusion. During this time, she proved to be an engaged and curious learner. As a practitioner-scholar, her academic performance in my courses and dissertation journey was excellent! The strengths she demonstrated were collaborative, written and oral communications, problem-solving, innovative thinking, and positive mental attitude. She often volunteered to lead class discussions. She worked effectively with others and used technology to help others collaborative connect and get the work done!

Dr. Mitchell demonstrated strong ability to reflect, reason, and articulate how to solve both every day and even complex management issues. She brought insightful perspectives into our class discussions on positively transforming organization through strengths-based conversations and strategies. She would easily lead a class discussion by opening a meeting and making it an inclusive experience. We even invited her back for alumni week to speak to our students about how to successfully bring a collaborative mindset to the most challenging circumstances. She is a very inspiring speaker.

I was thoroughly impressed with her ability to take care of her family while balancing work, community service, and school. It was my pleasure to nominate her for the Ed Donley Distinguished Graduate Award, which she both earned and won!

I highly recommend Dr. Mitchell for the Executive Director position. She is a hardworking and thoughtful person with the management skills and integrity required for this position who will represent the Commission in a most professional, positive, and proud manner.

Please contact me if I can be of further assistance.

Sincerely,

Dr. Jacqueline Stavros
Professor/Author/Consultant
College of Business and IT
Lawrence Technological University

Lawrence Technological University

College of Architecture and Design | College of Arts and Sciences | College of Business and Information Technology | College of Engineering
21000 West Ten Mile Road, Southfield, MI 48075-1058 | 248.204.4000 p | 248.204.3727 f | www.ltu.edu

Nancy Philippart, PhD

[REDACTED]
Troy, Michigan 48098

November 23, 2020

Redistricting Search Committee
State of Michigan

Dear Search Committee Members'

I am writing to recommend Dr. Sheryl Mitchell as Executive Director of Michigan's newly formed Redistricting Committee. Sheryl's strong leadership skills, excellent interpersonal skills and most importantly her ability to work in a professional, non-partisan way make her an excellent candidate for this position.

Sheryl is currently the City Administrator for Lathrup Village. Prior to that she served four years as the City Manager for Albion and prior to that worked with both the Oakland County Board of Commissioners and the Detroit City Council. Her diverse range of experiences demonstrate her ability to work in urban, suburban and rural communities effectively. Sheryl is also a graduate of the Michigan Political Leadership Program, a bi-partisan program that identifies individuals from across the state committed to community service and brings them together to engage in public policy and leadership activities. This select group of fellows understand effective public service and have demonstrated their ability to work across party lines for the good of the citizens of Michigan.

Sheryl is committed to lifelong learning, an important attribute required for leading a new initiative like redistricting. In 2014 while working and advanced in her career, she completed her PhD in Business Administration from Lawrence Tech focusing her research on priority based budgeting through citizen engagement in the public sector. Sheryl consistently strives to learn and try new approaches to solve important issues.

I know Sheryl through her service as the former President and current board member of the Women Officials Network (WON) Foundation, a bi-partisan organization supporting women leaders in the public sector. Over the many years we have served together on the WON board, I have observed Sheryl to be a calm, thoughtful, courageous leader who speaks up but does so with respect and civility. She is a listener, a problem solver and a bridge builder. I am confident that her leadership attributes, background and experience will make her a successful facilitator for Michigan's important redistricting initiative. Dr. Sheryl Mitchell is the right choice for this important position.

Please let me know if I can provide any further information. Thank you for your time.

Sincerely,

Nancy Philippart, PhD
General Partner, Belle Michigan Impact Fund
Trustee, Troy Board of Education
President, WON
[REDACTED]
[REDACTED]



Albion College

Independent Citizens Redistricting Commission (ICRC)
State of Michigan

11/21/2020

To Whom It May Concern

It is my pleasure to write in support of hiring Dr. Sheryl Mitchell to the position of Executive Director of the Independent Citizens Redistricting Commission (ICRC). I have come to know her professionally over the last 6 years and consider her the ultimate professional and a well-informed individual who makes decisions based on facts supported by data, credible resources and not emotional or personal agendas. She demonstrated that here in Albion as City Manager and currently in the community of Southfield Lathrup Village. We have also sat on a variety of community boards where I have observed her consistent thought processing skills. She is a proven leader with the skills to be inclusive and considerate of her peers and subordinates without bias. In my opinion after reading the criteria for the position, she is hands down the ideal person to fill this very important position in the wheels of our political system. If you need any further information from me feel free to contact me at

[REDACTED] Thank you

Sincerely

[REDACTED]
Milton Barnes
Director of Community and Athletics Initiatives
Albion College
Albion MI 49224
[REDACTED]

LAW OFFICES
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STEPHANIE S. SCHENKEL
PARALEGAL

WILLIAM M. ABBOTT
KEVIN M. THOMSON
CLYDE W. MAULDIN
KURT J. PARKER
BRENDON R. BEER
STEVEN D. RICK
RICHARD C. LINDSEY, JR.

November 25, 2020

To Whom it May Concern:

I am writing in support of Sheryl L. Mitchell's application for the position of Executive Director of the Independent Citizens Redistricting Commission (ICRC). I worked with Ms. Mitchell in a variety of roles during her time as the City Manager of Albion and also served with her as a board member of Calhoun County's mental health authority and believe she possesses extraordinary skill which allow her to work in a non-partisan manner, build support and encourage positive alliances, and encourage participation so that everyone around the table is empowered and can work together to support a common goal.

My specific experience with Ms. Mitchell falls into two main project areas. First, while I was President of the Marshall Public Schools Board of Education, MPS annexed the Albion Public School District, joining as one two districts that were quite different in terms of racial make-up, access to resources, and income. Ms. Mitchell carefully listened to the various positions and worked with the Albion community to inform and lead the community through the transition. She also reached out in numerous ways to the Marshall community to build relationships and to encourage dialogue. Ms. Mitchell was a partner that understood what was at stake and the importance of the decision to the future of both the Albion and Marshall communities.

Second was the development of an after-hours health clinic in Albion. Albion's hospital closed about ten years ago and since then no after hours or weekend healthcare services were available in Albion. In my role at the time at Oaklawn Hospital, I was asked to work with the Albion community to explore options for an after-hours clinic with seven day a week service. Ms. Mitchell led the charge by the Albion community and worked with local and state legislative leaders to secure grant funding and support for the project. She tirelessly advocated regarding the importance of health care access and built support for the project. She recognized the importance of developing partnerships to do what the individual partners could not do acting separately.

I recommend Ms. Mitchell for the position with great enthusiasm and would be glad to answer any questions or provide any additional feedback that would be helpful. I can be reached at the number above, my cell phone at [REDACTED]

Very truly yours, [REDACTED]

[REDACTED]
Richard C. Lindsey, Jr.

Janice Berry

[REDACTED]

November 23, 2020

Redistricting Commission

To whom it may concern:

Sheryl Mitchell was the past president of the Women's Officials Network Foundation wherein I served under her leadership. Sheryl is a bright and personable individual. She is highly self-motivated and well capable of achieving any goal she establishes.

Her leadership skills are exemplary. The WONF achieved many milestones under Sheryl's leadership. Her style is inclusive and transparent. I highly recommend her for the Executive Director position of the redistricting commission.

Janice Berry

Women's Officials Network Foundation, Board of Directors

Members of the ICRC,

I am writing this letter because I understand the importance of the Executive Director position in the newly formed Independent Citizens Redistricting Commission. More than ever in today political climate it is of vital importance to have someone with the highest integrity, and who is respected by people on both sides of the isle.

I am unique I guess in the fact that I have served on the executive committees of both the Republican and Democratic parties. As Director of the Calhoun County Red White Blue Foundation I have had the honor to work with many people from various communities as well as both political parties. This is why without any hesitation I highly recommend Sheryl Mitchell for this position.

I have never met anyone in public service with more integrity, or the ability to work with everyone regardless of their political beliefs. I also have never met anyone more respected than Sheryl. Having her in this vital role would bring a calm to what has the possibility of becoming very polarizing.

Sheryl is a strong leader, organized, and always very prepared for every situation. As Pennfield Charter Township Supervisor I had many opportunities to work with Sheryl and could always count on her advice, her knowledge, and her amazing work ethic.

I honestly cannot think of anyone who I feel would be better for this very important position and I hope that you will not only consider, but also decide, that she is the best choice. Our state, and every citizen of Michigan would be well served.

Dave Morgan
Director – Calhoun County Red White Blue Foundation



DANIELLE BEARD

November 24, 2020

Michigan Independent Citizens Redistricting Commission
Redistricting@michigan.gov

Dear Commissioners:

It is my pleasure to write to you today to express my unreserved recommendation of Sheryl Mitchell for the Executive Director role for the Michigan Independent Citizens Redistricting Commission.

Sheryl brings the necessary experience to bear for this weighty role, as her resume undoubtedly shows. Having been both Sheryl's employee and colleague for three years while she was the city manager in Albion, Michigan, I can attest to her innate strength as a consensus-builder and leader. Her long-time career as a public servant and her commitment to excellence, respect, inclusion, and integrity make her the ideal candidate for this position.

Sheryl demonstrated her ability to manage an inclusive, citizen-focused public initiative when she led Albion through the comprehensive planning process. Michigan's comprehensive planning laws enumerate very specific procedures and time frames for completing a comprehensive plan. Sheryl did not settle for the minimum public engagement requirements. It was clear that she recognized the comprehensive planning process as an opportunity for Albion residents to dream big and draft the plan for their community's future. She led a team of collaborators both within and outside of city hall that implemented multiple strategies including focus groups, community forums, online surveys, paper surveys, and interviews to solicit input on the comprehensive plan. Sheryl collaborated closely with city councilmembers to ensure transparency in the process and engage them as active participants in the process. Sheryl also emphasized the need to think regionally and engaged neighboring communities to provide their input on the plan.

To speak to her personal management style, Sheryl created the most positive work environment I have ever experienced. She is highly conscientious of the need to build teams based on respect, trust, and unity around a shared vision and goal. During her time in Albion, Sheryl restored a sense of humanity among team members, both within city hall and the department of public works which did not work inside city hall. This invited people to connect more deeply to the work that they did as municipal employees. She did this in various ways including sharing feedback from residents and city councilmembers on our work to demonstrate the impact we were having in the community. She also created space for us to

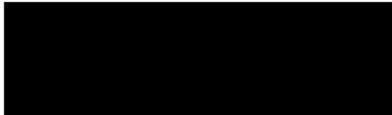
connect with our colleagues as not just people showing up for a job but to show up as our full selves. We were always aware that the work we did every moment of every day was for the betterment of the community and in service of residents.

Sheryl Mitchell set the standard by which I judge my own behavior in the workplace. The environment that she fostered at the City of Albion among staff is the yardstick by which I evaluate the workplace I am in now and will ever be part of in my career. It was an honor to work for her and with her. I consider myself truly lucky to have had the opportunity to work with her and can only hope that our professional paths cross again.

Please let me know if I can provide additional information to strengthen Sheryl's candidacy for this position.

You need not look any further in your search, as you have found your ideal Executive Director in Sheryl Mitchell.

Sincerely,

A solid black rectangular box used to redact the signature of Danielle Beard.

Danielle Beard

Mary Schusterbauer

[REDACTED]

Ferndale, MI 48220

November 25, 2020

To Whom It May Concern:

It is with confidence and enthusiasm that I write to express my support for Sheryl Mitchell to fill the role of Executive Director of the Michigan Independent Citizens Redistricting Commission.

My path has intersected with Dr. Mitchell's often and in a variety of ways but there are three circumstances that stand out as examples of her ability to demonstrate calm leadership, navigate complicated interactions, and make sure everyone in the room is heard.

In my role as Chief of Oakland County Youth Assistance, which is the prevention arm of the Oakland County Circuit Court, I have been involved in several projects initiated by the Oakland County Board of Commissioners. During her time as a Senior Analyst for the Oakland County Board of Commissioners I watched as Dr. Mitchell was able to pull people and resources together to make sure committees and projects were successful. Staff looked to her for direction and support and elected Commissioners from both parties respected her opinions and suggestions for process.

I was able to get to know Sheryl in a slightly different light as she and I served as Board members of the Women Officials Network (and the Women Officials Network Foundation), a group formed to support and encourage women seeking elected and appointed civic leadership positions. The organization is nonpartisan and includes members from all regions of Oakland County and neighboring communities. It was here that I was able to observe Sheryl's professional skills applied in a volunteer capacity. Her ability to keep focused on outcomes and help others to work collaboratively was evident as very busy women came together to offer trainings and networking events. It was a well-deserved recognition when Dr. Mitchell was honored as a WONder Woman by this organization at the Annual WONder Woman Banquet.

After being away from Oakland County during her tenure as City Manager of Albion, Sheryl moved back to the area just as the Women Officials Network and the Women Officials Network Foundation had voted to combine Boards and operate as one entity. When the question was asked about how to go from two

leaders to one - the resounding answer was "let's see if Sheryl will do it" She was elected by unanimous vote of the membership of both arms of this organization. During her tenure as President the transition to the new way of doing business was a success.

When she became the City Administrator for Lathrup Village, Sheryl reached out to me to discuss the unique intergovernmental collaboration that is the hallmark of Oakland County Youth Assistance. She wanted to understand how to best support the Southfield Youth Assistance office (whose boundaries include Lathrup Village) and thus make sure youth and families of her community were well served. This is a clear example of her usual proactive inquiry in order to have all information available when making good decisions.

I am confident the Redistricting Commission would be well served with Dr. Mitchell as Executive Director. Her skills and experience will be assets to the organization and its important mission,

I would be more than willing to discuss this further at any point you may feel it would be helpful.

[REDACTED]

Mary Schusterbauer

[REDACTED]

Honorable Members of the Michigan Independent Citizens Redistricting Commission,

It is my understanding that you are considering Dr. Sheryl Mitchell as a candidate to serve as your Executive Director. I wish to offer my full support and enthusiastic recommendation of Sheryl Mitchell. I was first elected as an Oakland County Commissioner in 2002, and I had the privilege of working closely with her for over 12 years.

Ms. Mitchell served as senior staff to the full county board. It was a political and partisan environment, but she was always professional and made certain that all issues were fully researched, without bias, and the Commissioners were fully prepared to address the budgetary and policy decisions at hand regardless of their political affiliation.

She has a strong work ethic and can be counted on in even the most challenging of circumstances. In this role, Ms. Mitchell worked closely with the 61 cities, villages and townships in Oakland County. She was proven to be a trusted administrator and advisor who was skilled at building consensus.

Dr. Mitchell is acknowledged throughout Southeast Michigan for her efforts in supporting organizations in their community outreach endeavors. She facilitated the Tri-County Summits where elected officials from Wayne, Oakland and Macomb County and the City of Detroit addressed important issues, such as regional transit.

She was instrumental in many of our diversity initiatives, including the creation of the Women's Advisory Commission and programs to connect local businesses owned by women, minorities and small business owners to government resources and contracts. She served on the Employment Diversity Council and participated in county programs to address equity and inclusion.

In closing, I highly recommend Dr. Mitchell for the role of Executive Director. Her expertise and vast knowledge of effectively supporting boards will be invaluable to you and your important work.

Please feel free to contact me if I can be of any further service.



Helaine Zack
Oakland County Commissioner
District 18