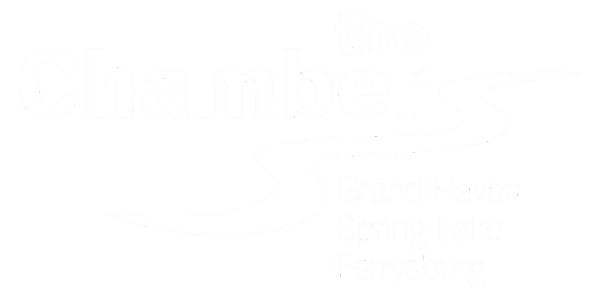


2026



**CHAMBER SPONSORSHIPS**  
**ANNUAL PARTNERSHIP PACKAGES**



**THE CHAMBER OF COMMERCE**  
**GRAND HAVEN, SPRING LAKE, FERRYSBURG**  
1 S Harbor Dr., Grand Haven, MI., 49417

# Chamber Premier Partner

## \$10,000 Investment | Annual Program Sponsorship

### Annual Meeting

- Sponsor Recognition
- Complimentary Corporate Table of 8

### Business Recognition Luncheon

- Sponsor Recognition
- Four complimentary registrations

### Early Bird Breakfast (monthly event series)

- Sponsor Recognition
- Two complimentary registrations to each Early Bird Breakfast event

### Economic Forecast

- Sponsor Recognition
- Four complimentary registrations

### Marketing and Promotional Benefits

- Logo recognition on Chamber website
- Logo inclusion in all Chamber eNews
- Social media recognition
- Two Complimentary member contact lists
- Company recognition at all Chamber events

### Chamber Challenge Golf Outing

- Sponsor Recognition
- One Complimentary team of four

*"LMCU recognizes the important role that the Chamber of Commerce serves in our community. They foster economic growth, community development, and business advocacy. The Chamber supports our local Tri-Cities businesses, encourages investment and creates strong community partnerships. We are proud to be a part of this great organization."*

*-Jennifer Johnson  
Branch Manager, LMCU*



# Talent & Workforce Development Partner

## \$8,000 Annual Investment



*Leadership Connect Cohort 2025-2026*

### **Marketing and Promotional Benefits**

- Logo recognition on Chamber website and in all Chamber eNews
- Logo in all Chamber Talent and Workforce Development promotional emails
- Logo recognition supporting Business Education Partnerships
- Sponsorship recognition at all Talent and Workforce Development programs and events
- Company logo placement on Talent and Workforce program webpages

### **Events**

- Recognition plus one complimentary Leadership Connect program registration
- Recognition plus one complimentary booth registration at Boomerang
- Recognition plus two complimentary registrations at the Economic Forecast
- Recognition plus two complimentary registrations at the Annual Meeting
- Recognition plus two complimentary registrations to the Industry Trends Report
- Recognition on the program agendas for Leadership Connect
- Underwriter of the Leadership Connect Council

# Chamber Advocacy Partner

## \$7,000 Investment | Annual Program Sponsorship

The Chamber Advocacy Partner supports all Chamber advocacy initiatives and includes:

### Marketing and Promotional Benefits

- Logo recognition on Chamber website and in all Chamber eNews
- Logo in all Chamber Advocacy Alert emails
- Sponsorship recognition on all Advocacy in Action events promotion and web pages



*Forum on Transportation*

### Events

- Recognition plus two complimentary registrations at the annual Economic Forecast
- Recognition plus two complimentary seats to each of the Chamber Forum events
- Recognition plus two complimentary seats to the Industry Trends Report
- Recognition plus one complimentary registration to each Advocacy in Action event
- Underwriter of the Chamber Government Affairs Committee

# Business Growth Partner

## \$7,000 Annual Investment

### Marketing and Promotional Benefits

- Logo recognition on Chamber website and in all Chamber eNews
- Logo in all Chamber Business Growth promotional emails
- Sponsorship recognition at all Business Growth events and promotion and web pages

### Events

- Recognition plus two complimentary registrations to each Early Bird Breakfast
- Recognition plus two complimentary registrations to each Networking at Noon event
- Recognition at each of the BASH Events
- Recognition at each of the Morning Brew events
- Underwriter of the Chamber Ambassadors Council

# Signature Event Sponsorships

*Signature event sponsorships include your logo on all marketing and promotional event materials, logo and link on the event webpage, social media recognition and sponsorship recognition at the event.*

## ANNUAL ECONOMIC FORECAST – FEBRUARY 3, 2026

Northwest Ottawa County's economic forecast provided by Dr. Paul Isley, Associate Dean of the Seidman College of Business at Grand Valley State University and is attended by approximately 150 business and community leaders.

### Premier Sponsor | \$2,000

- Opportunity to provide sponsor welcome remarks and introduction of Dr. Isley
- Six complimentary event registrations
- Complimentary expo table
- Opportunity to place promotional items or information at each place setting

### Gold Sponsorship | \$1,500

- Four complimentary event registrations
- Opportunity to place promotional items or information at each place setting



*Dr. Paul Isley*



### Silver Sponsorship | \$1,000

- Two complimentary event registrations

### Bronze Sponsorship | \$750

- Sponsor recognition benefits

### Small Business Sponsorship (10 employees or less) | \$500

- Sponsor recognition benefits

### Display Table Sponsor (8 available) | \$350

- Expo table provided with two complimentary event registrations

## THE CHAMBER'S ANNUAL MEETING & CELEBRATION SPONSORSHIPS – April 30, 2026

Our Annual Meeting engages business and community leaders who want to stay informed, celebrate success and gain valuable perspectives. This event highlights the accomplishments and achievements of our work over the past year and our vision for the future. A keynote speaker will provide an inspiring message connecting back to our work and vision.

### **Exclusive Premier Sponsorship | \$6,500**

- Two reserved corporate tables of eight with logo
- Opportunity to provide welcome remarks
- Company logo included in e-vites sent to over 600 chamber members
- Sponsor recognition benefits

### **Visionary Sponsorship | \$5,000**

- One reserved corporate table of eight with logo
- Company logo included in e-vites sent to over 600 chamber members
- Sponsor recognition benefits

### **Chamber Champion Sponsorship | \$1,000**

- Sponsor recognition benefits
- Two complimentary registrations

### **Mission in Action Award Sponsor | \$1,500**

- Two complimentary registrations
- Sponsor recognition benefits

### **Leadership Connect Alumni Award Sponsor | \$1,500**

- Two complimentary registrations
- Sponsor recognition benefits



### **Corporate Sponsor (5 available) | \$2,000**

- Reserved premium table for 8
- Company logo on E-invitations, sent to over 600 Chamber Members
- Company logo and link on event registration page
- Company logo in E-news, on social media, and event signage
- Recognition from the podium
- Company logo on event program
- Access to attendee list following the event

**Entrepreneurial Excellence Award Sponsor | \$1,500**

- Two complimentary registrations
- Sponsor recognition benefits

**Strategic Success Award Sponsor | \$1,500**

- Two complimentary registrations
- Sponsor recognition benefits

**Business Innovator Award Sponsor | \$1,500**

- Two complimentary registrations
- Sponsor recognition benefits



**Partner Sponsor | \$500**

- Sponsor recognition benefits
- \*Small business of 10 or less employees*

*\*Reserved corporate tables of 8 are available for purchase at a cost of \$800 and include your company logo on the table.*

**COMMUNITY IMPACT DAY – MAY 13, 2026**

Engage with and support the community completing essential projects for local nonprofit organizations. Community Impact Day is a statewide Chamber initiative. Unwind and connect with other volunteers afterwards to celebrate the day's accomplishments with food and refreshments.

**Premier Program Sponsor (1 Available) \$5,000**

- Sponsor recognition benefits
- Opportunity to provide remarks at the unwind event.

**Gold Sponsor | \$2,500**

- Sponsor recognition benefits

**Silver Sponsor - \$1,000**

- Sponsor recognition benefits

**Bronze Sponsor - \$500**

*\*Small businesses with 10 or less employees*

- Sponsor recognition benefits.



## ART FESTIVAL – JUNE 26, 27, 28, 2026

The Grand Haven Art Festival is a nationally recognized festival which transforms Washington Ave into a chic, outdoor gallery. Experience a unique opportunity to purchase one-of-a-kind art, directly from the artist. Sponsorship provides recognition as a community supporter to artists and attendees from across the country. Art Festival sponsorships include sponsor recognition benefits and the opportunity for your team members to volunteer.



### **Exclusive Premier Sponsorship | \$8,000**

- High visibility presence at the intersection of Washington and First Street
- Space for two 10x10 tents and additional displays
- Company logo billboard
- Sponsor recognition benefits

### **Exclusive Art Enthusiast Sponsorship | \$5,500**

- High visibility presence at the intersection of Washington and First Street
- Space for one 10x10 tent and additional displays
- Sponsor recognition benefits

### **Creative Sponsorship (2 Available) | \$4,500**

- Presence on Washington Avenue
- Space for one 10x10 tent
- Sponsor recognition benefits

### **Corporate Sponsorship | \$2,000**

- Sponsor recognition benefits

### **Artist Hospitality Sponsorship (3 Available) | \$1,000**

- Sponsor recognition benefits
- Company logo display on snack wagon during the festival

### **Artist Lanyard Sponsorship | \$400**

- Sponsor recognition benefits
- Company logo/name on badges for artists and volunteers

### **Exclusive Family Fun Day Sponsor | \$700**

- Sponsor recognition benefits
- Space for 10x10 tent in premium location for Family Fun Day held on Saturday during the festival

### **Community Partners Sponsorship (Businesses) | \$350**

- Sponsor recognition benefits

### **Community Partner Sponsorship (Individuals) | \$250**

- Sponsor recognition benefits



## CHAMBER CHALLENGE GOLF OUTING – AUGUST 31, 2026

Get on the green with The Chamber at our largest fundraising event of the year! The Chamber Challenge provides a day of networking, camaraderie and fun while bringing together business and community leaders for a day on the course while supporting the vital work of The Chamber.

### **Exclusive Premier Sponsorship | \$3,000**

- Premier sponsor recognition
- Opportunity to provide welcome remarks
- Complimentary foursome

### **Corporate Sponsorship (5 Available) | \$2,000**

- Sponsor recognition benefits
- Complimentary foursome

### **Exclusive Hospitality Sponsor | \$1,000**

- Sponsor recognition benefits
- Tent located at the “turn”
- Sponsor provides snacks and hospitality items to share with golfers

### **Mimosa Bar Sponsor (2 Available) | \$750**

- Sponsor recognition benefits
- Logo'd signage at the Mimosa Bar

### **Keg on the Course Sponsor (1 Available) \$750**

- Sponsor recognition benefits
- Logo'd sign at the Keg on the Course
- Opportunity to work with the golf course at the keg

### **Beverage Cart Sponsorship (2 Available) | \$750**

- Sponsor recognition benefits
- Logo'd signage on the beverage cart

### **Cart Sponsorship (4 Available) | \$750**

- Sponsor recognition benefits
- Logo'd signage in all golf carts



### **Hole In One Sponsorship | \$700**

*\*sponsor covers the cost of the insurance and provides witnesses at the hole*

- Sponsor recognition benefits
- Tent at sponsored hole

### **Tee Sponsorship (15 available) | \$600**

- Sponsor recognition benefits
- Logo'd sign at sponsored hole with opportunity to sit at the tee

### **Driving Range Sponsor | \$250**

- Sponsor recognition benefits
- Logo'd sign at driving range

**Bag Drop Sponsor (1 Available) | \$500**

- Sponsor recognition benefits
- Opportunity to provide a volunteer to welcome and direct golfers and sponsors

**Putting Green Sponsor (1 Available) | \$500**

- Sponsor recognition benefits
- Logo'd signage at Putting Green with opportunity to host a contest

**Ball Drop Sponsor (1 Available) | \$500**

- Sponsor recognition benefits
- Opportunity to announce the winner of the ball drop contest

**Small Business Partner | \$500**

*\*Businesses with 10 employees or less*

- Sponsor recognition benefits



**Exclusive 19<sup>th</sup> Hole "Happy Hour" Sponsorship (3 Available) | \$1,500**

- Sponsor recognition benefits
- Logo'd signage at Happy Hour event
- Two complimentary golf registrations
- Company name on event program
- Access to attendee list following event

**INDUSTRY TRENDS REPORT – NOVEMBER – NEW**

The Economic Development Summit features a presentation from our community's economic development organization, Lakeshore Advantage, for an inside look at the projects, investments, and partnerships shaping our region.

**Featuring Lakeshore Advantage**

**Exclusive Presenting Sponsor | \$2,000**

- Opportunity to provide welcoming remarks and introduction of speaker
- Complimentary reserved table of 8 with logo'd table signage
- Sponsorship recognition benefits

**Partner Sponsor | \$750**

- 2 complimentary event registrations
- Sponsor recognition benefits

**Coffee Sponsor | \$750**

- 2 complimentary event registrations
- Sponsor recognition benefits
- Logo at coffee station

**Community Growth Sponsor | \$1,000**

- 4 complimentary event registrations
- Sponsor recognition benefits

**Supporting Sponsor | \$500**

- Sponsor recognition benefits
- \*reserved for businesses with 10 employees or less*

## ATHENA – OCTOBER 6, 2026

ATHENA on the Lakeshore is a partnership program between The Chamber of Commerce Grand Haven, Spring Lake, Ferrysburg and the Muskegon Lakeshore Chamber of Commerce supporting, developing and honoring women leaders.

### **Premier Sponsor | \$5,000**

- Company Logo and Name included in emailed event invitation
- Sponsor recognition at event including signage and from the podium
- Recognition in Chamber E-News and on Chamber website
- Complimentary corporate table of 8 with logo signage
- Invitation to the Nominee private luncheon

### **Emerald Sponsor | \$3,000**

- Company logo and name included in emailed event invitation
- Sponsor recognition at event including signage and from the podium
- Recognition in Chamber E-News and on Chamber websites
- Complimentary corporate table of 8 with logo signage

### **Crystal Sponsor | \$750**

- Sponsor recognition at event
- Two complimentary event registrations

### **Legacy Sponsor | \$250 (10)**

- Sponsor recognition at event
- Recognition in E-News and on social media

### **Diamond Sponsor | \$3,500**

- Company logo and name included in emailed event invitation
- Sponsor recognition at event including signage and from the podium
- Recognition in Chamber eNews and on Chamber websites
- Complimentary corporate table of 8 with logo signage
- Invitation to the Nominee Private Luncheon

### **Nominee Luncheon Sponsor | \$2,500**

- Company name recognition at nominee luncheon and ATHENA celebration
- Words of welcome to invited guests & nominees and nominee luncheon
- Two complimentary seats at nominee luncheon

### **Ruby Sponsor | \$1,700**

- Sponsor recognition at event including signage and from the podium
- Four complimentary event registrations



## BUSINESS RECOGNITION LUNCHEON – OCTOBER 14, 2026

Salutes five area businesses each selected by their respective municipality for their growth, creation or retention of jobs, increase productivity and investment in the community.

### Exclusive Premier Sponsorship | \$1,500

- Premier sponsor recognition
- Four complimentary event registrations
- Opportunity to provide welcome remarks (2 minutes)

### Exclusive Special Tribute Sponsor | \$600

- Sponsor recognition benefits
- Two complimentary event registrations
- Opportunity to present milestones anniversary awards

### Corporate Sponsorship | \$600

- Sponsor recognition benefits
- Two complimentary event registrations



*Off the Chain Brewstillery*

## HOLIDAY BASH - DECEMBER 2, 2026

### Corporate Sponsorship (2 Available) | \$800

- Sponsor recognition benefits
- Opportunity to host a business display table at event

### BASH Sponsorship | \$500

- Sponsor recognition benefits



## Advocacy In Action Sponsorships

Advocacy In Action event sponsorships include your logo on all marketing and promotional event materials, logo and link on the event webpage, social media recognition, sponsorship recognition at the event, and access to the attendee list following the event.

### ADVOCACY IN ACTION

Advocacy In Action events connect members and the business community with elected officials and provide information on issues that impact our community and advocate for a business-friendly environment. Some of these events are hosted in partnership with the Lakeshore Chamber Coalition.

#### **Business Advocate Sponsor | \$2000**

- 4 complimentary registrations to each Advocacy In Action Event
- Sponsor recognition benefits

#### **Engagement Sponsor | \$750**

- 2 complimentary registrations to each Advocacy in Action Event
- Sponsor recognition benefits

#### **Community Supporter Sponsor | \$500**

- 1 complimentary registration to each Advocacy in Action Event
- Sponsor recognition benefits

#### **Small Business Sponsor | \$250**

\*reserved for businesses with 10 employees or less

- Sponsor recognition benefits



*Commissioner John Teeples  
Commissioner Josh Brugger  
Senator Roger Victory*

## BUSINESS GROWTH AND NETWORKING SPONSORSHIPS

Business Growth and Networking event sponsorships include your logo on all marketing and promotional event materials, logo and link on the event webpage, social media recognition, sponsorship recognition at the event and access to the attendee list following the event.

## EARLY BIRD BREAKFASTS | INSIGHT & IMPACT EDITION

The **traditional Early Bird Breakfast** is hosted eight (8) times per year providing important community updates, information from local and state elected officials, networking and business connections. **Quarterly**, the Early Bird Breakfast: Insight & Impact edition will feature timely topics for our region.

### **Coffee Sponsor (1 Series Sponsorship) | \$1,200**

- Logo recognition at the coffee station
- Logo recognition on event program

### **Early Bird Sponsorship | \$400 (4 per event)**

- Four-minute presentation to attendees (approximately 80-100)
- Logo recognition on event program
- 2 complimentary registrations

### **Insight & Impact Sponsor (series sponsorship) | \$2,000**

- Opportunity to provide welcome remarks and introduce speaker at each of the quarterly events
- 4 complimentary registrations to each of the quarterly events
- Sponsor recognition benefits

### **Expo Table Sponsorship (1 per event) | \$300**

- 8 ft expo table
- Company logo on event program
- One complimentary registration

### **Table Tent Sponsorship (1 per event) | \$200 per event/\$1200 for the entire series**

- Company logo placed on each table
- Company logo included in event program

### **Insight & Impact Supporting Sponsor | \$1,000**

- 2 complimentary registrations at each of the quarterly events
- Sponsor recognition benefits



## CHAMBER BASH

Hosted on a monthly basis, The Chamber BASH (Business After Standard Hours) provides a relaxed setting for connections and conversations including beverages and hors d'oeuvres.

### **BASH Host Sponsorship | \$300**

- Chamber provided visibility and recognition through event promotion and guest attendance

*\*BASH host provides refreshments for attendees including food, beer, wine and non-alcoholic beverages. Average attendance of approximately 70-100 individuals.*

## COMMUNITY CONNECTIONS + APRIL BASH

The April BASH is combined with Community Connections as an open house style event to showcase local non-profit organizations from NW Ottawa County and beyond. Nonprofits can benefit from partners and skilled volunteers to guide and support them as committee & board members. This event is held in partnership with the Lakeshore Nonprofit Alliance.

### **Premier Sponsorship | \$1,000**

- Recognition as Premier Sponsor at event
- Opportunity to welcome guests and thank non-profits
- Table included at entry
- Expo table included in the Non-Profit Expo style room
- Company logo and link on event registration page
- Company logo in E-News, on social media, and event signage
- Access to attendee list following event

### **Community Sponsorship | \$750 (2)**

- Company logo and link on event registration page
- Company logo in E-News, social media, and event signage
- Access to attendee list following the event



## NETWORKING AT NOON

Bi-monthly networking lunch designed to spark connections and grow businesses. Participants enjoy lunch and three rounds of structured networking. Perfect for sharing your elevator pitch, exchanging business cards, and creating meaningful connections.

### **Networking Series Sponsorship | \$1,500**

- Recognition at all Networking at Noon events
- Two complimentary registrations per event
- Complimentary expo table at each event
- Sponsor recognition benefits

### **Event Sponsor | \$400**

- One complimentary event registration
- Complimentary expo table
- Sponsor recognition benefits

### **Expo Table (Limited Availability Per Event) | \$150**

- Expo table with one complimentary registration



## BUSINESS GROWTH SERIES

Hosted on a quarterly basis, this learning series features both online and in person expert-led sessions designed to help businesses grow through business policy updates along with marketing, leadership, finance, and technology insights. Free for Chamber members to attend.

### **Exclusive Series Sponsor | \$2,000**

- Presented by (Company Name) included in the series title and promotion
- Opportunity to provide welcome remarks and introduce the speaker
- Sponsor recognition benefits

### **Marketing Partner - \$300 per session**

- Sponsor recognition benefits



## CHAMBER 360: MEMBER ORIENTATION

Chamber members learn about all aspects of the Chamber to boost their business and Return On Investment (ROI). Information is shared on cost saving benefits, visibility and advertising, and how to connect with other members. Hosted on a quarterly basis.

### **Boost Your Business Sponsorship | \$750 Exclusive Series or \$300 per event**

- Sponsor recognition benefits
- One minute commercial

## CHAMBER FORUM SERIES – August - December

Chamber Forum's bring our businesses and communities together for conversation and learning topics with importance to and impact on our region.



### **Exclusive Series Sponsorship | \$5,000**

- Sponsor recognition benefits
- 4 complimentary registrations to each forum event
- Opportunity to provide welcome remarks

### **Forum Sponsorship | \$2,000**

- Sponsor recognition at forum event of your choice
- 2 complimentary registrations to sponsored forum event

### **Chamber Champion | \$1,000**

- Sponsors recognition benefits at selected forum event
- 1 complimentary registration at selected forum event

### **Chamber Partner | \$550**

\*Businesses with 10 employees or less

- Sponsor recognition benefits at (1) forum event
- 1 complimentary registration at selected forum event

## MORNING BREW WITH THE CHAMBER

Star your morning with conversation, connections and coffee! Morning Brew with The Chamber is a casual networking event bringing together Chamber members in a relaxed, welcome setting hosted on a bi-monthly basis.

### **Exclusive Series Sponsor | \$1,200**

- Opportunity to provide welcome remarks
- Sponsor recognition benefits

### **Morning Brew Sponsor (per event) | \$300**

- Opportunity to provide welcome remarks
- Sponsor recognition benefits

### **Coffee Bar Sponsor (per event) | \$100**

- Logo displayed at the coffee station
- Sponsor recognition Benefits

## Talent and Workforce Development Sponsorships

### **BOOMERANG - October**

BOOMERANG is a career exploration event to highlight career paths and opportunities to high school students from local school districts. Participating businesses are making a strategic investment in the future of their workforce. The students walking the floor today are the future employees, interns or even leaders of tomorrow for our community.

### **Exclusive Premier Sponsor | \$1,500**

- Exclusive sponsor recognition
- Complimentary booth with 2 tables, 4 chairs, and lunch for 4
- Sponsor recognition benefits

### **Boomerang Sponsor | \$850**

- Complimentary booth with 2 tables, 4 chairs, and lunch for 2
- Sponsor recognition benefits

*Booths are available for purchase and include 1 table, 2 chairs and 2 lunches.  
\$350 members | \$400 non-member*



## LEADERSHIP CONNECT

Leadership Connect is a comprehensive community leadership program that focuses on community awareness and personal leadership. This 9-month program kicks off with an overnight retreat followed by monthly day sessions and conversations on community, economy, education, nonprofit, public safety, health services and state government. The program concludes with a team building wrap up session combined with volunteering at Community Impact Day.



*2025-2026 Leadership Connect Cohort*

### **Program Sponsor | \$4,000**

- One complimentary program participant registration (\$2500 value)
- Opportunity to provide welcome remarks at (2) day sessions of your choice and at the program wrap up session
- Sponsor recognition benefits

### **Day Session Sponsor | \$800**

- Participation for one at a day session of your choice
- Opportunity to present information on your company at the opening of a day session of your choice
- Sponsorship recognition benefits

*\*Day session selections are based upon availability.*

### **Lunch Sponsor | \$500**

- Recognition as the lunch sponsor at a day session of your choice.
- Company presentation at a day session of your choice during lunch.

## Committee Sponsorships

Committee sponsorship benefits include recognition on Chamber website, social media mention, and eNews recognition.

### **BOARD OF DIRECTORS – Annual Exclusive \$2,000 | Individual Meeting \$500**

Put your business in front of the Chamber’s key leadership team who creates the vision for the work of The Chamber. Board meetings are held bi-monthly.

### **GOVERNMENT AFFAIRS COMMITTEE – Annual Exclusive \$1,500 | Annual Sponsorship \$500**

The Chamber’s Government Affairs Committee supports pro-business policies that encourage economic growth and development. The Government Affairs Committee meets on a bi-monthly basis.

### **CHAMBER AMBASSADORS’ COUNCIL – Annual exclusive \$1,500 | Annual Sponsorship \$500**

The Chamber Ambassadors’ Council serves an extension of The Chamber team supporting member education, engagement, outreach and retention. The Ambassadors’ Council meets on a monthly basis.

### **SILENT OBSERVER COMMITTEE – Annual exclusive \$1,500 | Annual Committee \$500**

The Silent Observer Committee brings together local law enforcement and businesses members who are dedicated keeping our community safe and preventing crime. The Silent Observer Committee meets on a quarterly basis.

### **LEADERSHIP CONNECT COUNCIL – Annual exclusive \$1,500 | Annual Sponsorship \$500**

The Leadership Connect Council meets on a monthly basis to plan the day sessions and overall program structure of The Chamber’s Leadership Connect program. Leadership Connect is a comprehensive community leadership program building community awareness and leadership development.

