



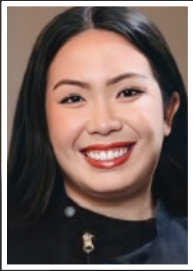
40

UNDER

40

FEATURING OUR LOCAL
EMERGING LEADERS

40 UNDER 40



Alyssa Alcantara
Pastry Chef
Omni La Costa



Alexis Beaz-Pecoraro
Care Manager
Arosa



Priya Bhat-Patel
Council Member
Carlsbad City Council



Spencer Burrows
President
Leeward Strategies, Inc.



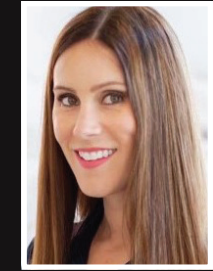
Katie Byrnes
Financial Advisor
Merrill Lynch



Christian Chapman
Financial Advisor
Strong Financial Network, LLC



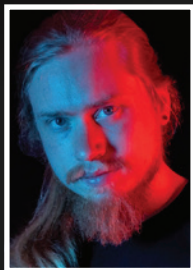
Grace Christman
Assistant Manager
Pure Barre Carlsbad



Heather Diamond
SVP, Business Development & Community Relations
San Diego County Credit Union



Jenna Dotson
Municipal Manager
Republic Services



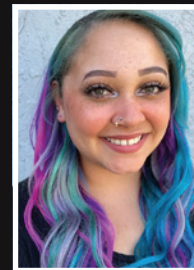
Dakotah Douglas
Owner/
Videographer
Kotah Video Productions



Megan Draper
President and CEO
Furniture Reuse Solutions



Anthony Duval
Loan Officer
Bluefire Mortgage Group



Bre Eugenio
Patron Services and Bar Manager
New Village Arts



Lily Fallah
Financial Planner
Guide My Finances



Merissa Fruin
Senior Project Coordinator
Dempsey Construction Inc.



Jack Gates
Director of Philanthropy
Mitchell Thorp Foundation



Jeff Gottschalk
Founder
Cleeri



Shoshannah Hart
Partner
Parker & Hart, LLP



Adam Jacobs
Founding Partner
The Jacobs Scheriff Group



Emily Landers
Assistant Director of Tailored Day 1:1 Services
Beacons, Inc.



Adam Lee
TAC Officer - Bravo Company
Army and Navy Academy



Maddy Magnani
Operations Manager
Dogs On The Run



John McAndrew
Director, Donor Relations & Event Planning
Tri-City Hospital Foundation



Wes McNary
Senior Project Manager
Dempsey Construction Inc.



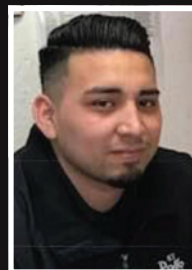
Kathleen McNary
VP of Member Relations
Carlsbad Chamber of Commerce



Jonathan Ryan Merrill
VP & Director of Curriculum
LabRats San Diego



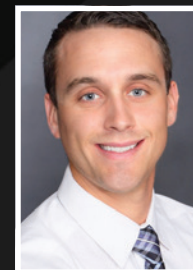
Zachary Miller
Partner
Miller & Steele Law Firm



Jonathan Molina
General Manager
El Pollo Loco Restaurant



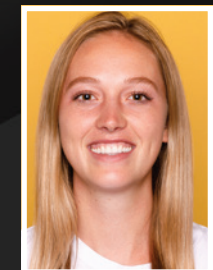
Christopher Nunley
Financial Advisor
Stifel



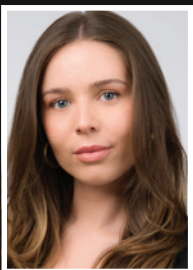
Jake Olson
Real Estate Broker
The Olson Group



Chris Pearson
Production
Diamond Valley Ins



Anna Pfefferle
Vice President of Supply Chain
Bitchin' Sauce



Elena-Sophia Rayl
HR & Accounting Analyst
Anchor Audio Inc



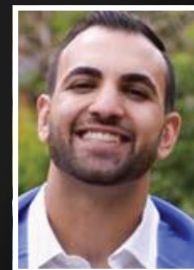
Tyler Reese
Franchise Owner
Chick-fil-A Carlsbad West In-line



Samantha Richter
Chief Operations Officer
Agua Hedionda Lagoon Foundation



Ann Marie Sack
Director of Community Engagement
I Love A Clean San Diego



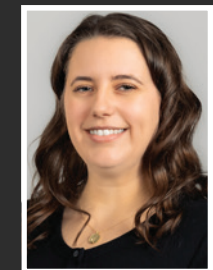
Mark Shlemon
General Manager
The Red Chickz



Cody Welding
Financial Services Officer
MyPoint Credit Union



Courtney Wittner
Mortgage Loan Originator
DG Funding



Bailey Young
Operations Support Representative
Calsense

Adam Lee TAC Officer - Bravo Company *Army and Navy Academy*

Adam Lee is a proud veteran of the United States Army who currently serves as a TAC (Teaching Advising, Counseling) Officer for the **Army and Navy Academy**. After several years in the armed forces, he discovered an inherent desire to develop and mentor others to achieve their fullest potential.

As with many of us, his parents, Sara and Richard Lee, are key figures in inspiring his endeavors in both the military and education. They provided support during his journey and continued to challenge him to strive further. Regardless, a supportive foundation is important for every individual's success.

Adam has adopted the catchphrase his father would often say, "Do good things." He embodies this philosophy to not only do good things for one's self, but to help others whenever the opportunity arises. He proudly practices this mantra with the young Cadets at the Army and Navy Academy.

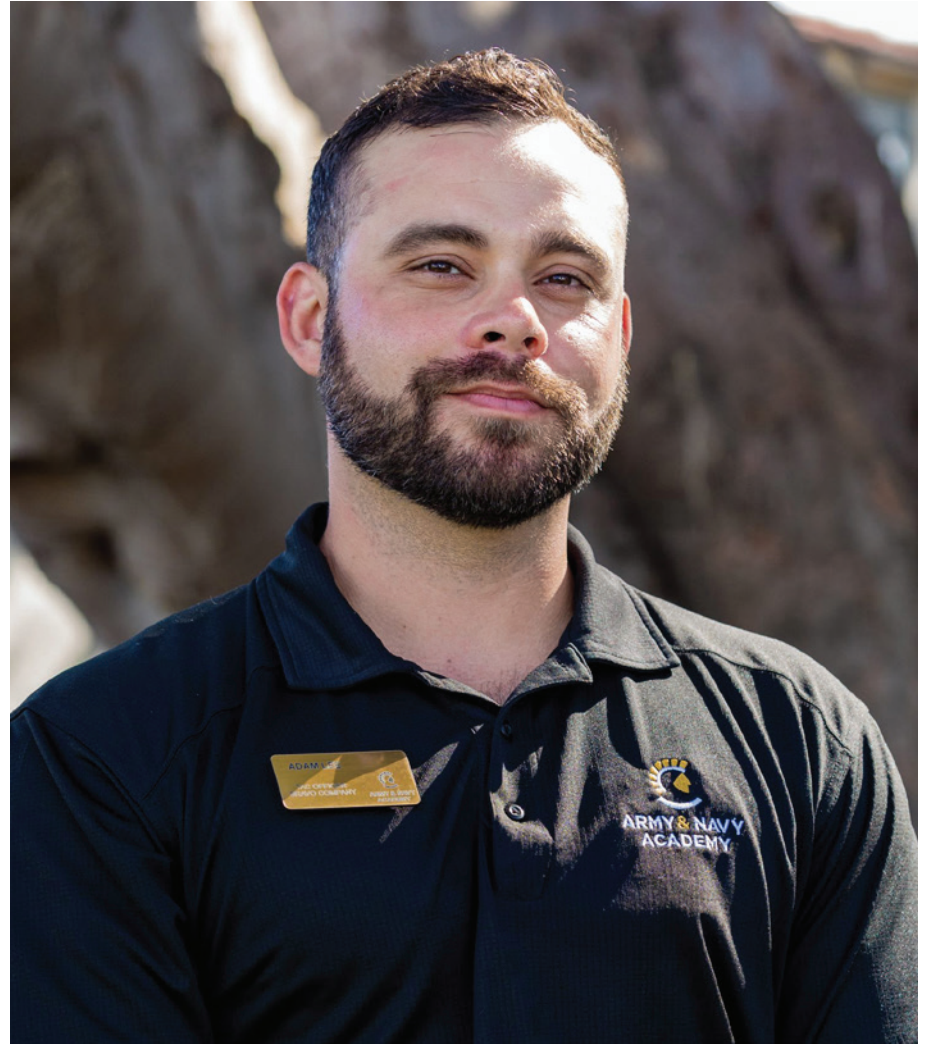
Adam has since developed and embodied his own leadership philosophy. As leaders, we ultimately want to support and

pand their influence to help others. We must never fail in developing into the leader we need to become.

The impact of leadership is not easy. The reward from developing others comes in small doses, as leaders are not often expected to have a grand congratulations. Rather, as leaders in our community, we drive on through the difficulties and nuances, knowing we are doing what's best for our country and their people. Knowing we are making a positive impact is our grandest reward.

While leadership has changed throughout time, there are some difficult aspects we face present day. The fast-paced, hustle and bustle of our age demands immediate results and a variety of communication. However, Adam overcomes these hurdles by reminding himself what is best for the community, the Army and Navy Academy, and most importantly, our youth. Keep that idea in mind, and you're guaranteed to strive through.

And lastly, leaders don't develop overnight. Rather, leaders are continuously developing throughout their lifetimes. Some leaders that have had a significant impact on Adam's development were his teachers, his friends, leaders in the military, and his co-workers. Most notably, Adam states his father has been, "the most monumental inspiration of fortitude, resilience, and composure" within his life.



40
UNDER
40

guide others. However, Adam feels there is an inherent need to look inward and ask yourself, "Are you the leader you need yourself to be?" Only then, Adam believes, can leaders ex-



ARMY & NAVY ACADEMY

BUILDING VIRTUOUS MEN

At Army and Navy Academy, we believe that greatness lies in every young man but first he needs to believe in himself. We listen, challenge, and encourage students to imagine and then accomplish their goals.

Our graduates don't just excel at academics and athletics. They are men of virtuous character with the resiliency and leadership skills to face life's challenges.

Founded in 1910, Army and Navy Academy consistently ranks as one of California's best boarding and day schools for young men in grades 7 through 12.



READY TO LEARN MORE?

Call the Office of Admission today at **888.762.2338** or visit us online to schedule a tour.

armyandnavyacademy.org

2605 Carlsbad Boulevard
Carlsbad, CA 92008



Congrats, Cody!

On being named a **Top 40 under 40 leader** in the Carlsbad community by the Carlsbad Chamber of Commerce.

Thanks for all that you do for MyPoint, our members, and the San Diego community!

mypointcu.com

Carlsbad Branch
2610 El Camino Real,
Carlsbad, CA 92008



Cody Welding Financial Services Officer *MyPoint Credit Union*

Cody Welding is a Financial Services Officer for the Carlsbad Branch of **MyPoint Credit Union** after having been quickly promoted from the Member Service Specialist role.

Cody is a top performer with a hunger to learn and serve our members. He displays sound judgment, is professional, resourceful, and has a strong desire to learn and apply his knowledge. To round out his skills, he has obtained an NMLS license and a FINRA Securities Industry Essentials license. He is a resource to the branch team and has used his resourcefulness and knowledge to find financial solutions for our members.

Cody's "can do" attitude and excellent member service IQ have earned him perfect survey scores this year. He excels in his interaction with members and takes the time to get to know them and their needs. His warm, caring, genuine interest in helping our

members "Do Life on their terms" is exceptional and sets him apart from the rest.


Congratulations to Cody and his 40 Under 40 recognition.




THE OLSON GROUP

Commercial Real Estate
SALES & LEASING



 (760) 473-6790

 (760) 681-6402

 www.olsongroupsd.com



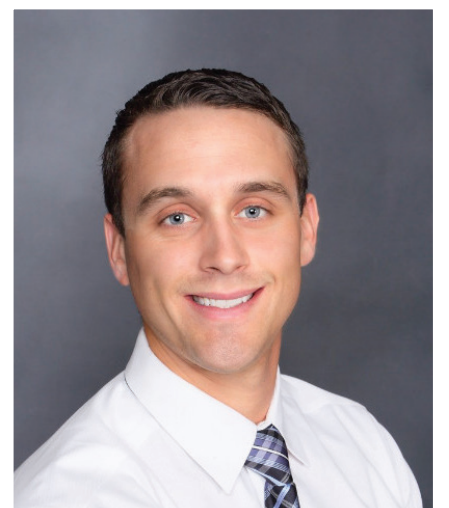
Jake Olson Real Estate Broker *The Olson Group*

Jake Olson is the proud owner of **The Olson Group**, a boutique commercial real estate brokerage located in Carlsbad, California. Providing sales and leasing services of commercial properties, The Olson Group caters to business owners and commercial real estate investors looking to make strategic decisions in our vibrant local market. Jake's team offers a deep level of expertise that helps their clients navigate the complex world of commercial real estate with confidence and ease.

With a focus on building long-lasting relationships, The Olson Group is committed to understanding the unique needs and goals of each client, ensuring that every transaction is tailored to their specific requirements. Whether it's finding the perfect retail space for a local business owner or securing an investment property, The Olson Group is dedicated to helping their clients achieve their real estate goals, no matter how big or small.

In a competitive industry like commercial real estate, having a partner like The Olson Group can make all the difference. With their exceptional service, strategic approach, and commitment to excellence, clients can trust that they are in good hands with the team at The Olson Group.

Jake is actively involved at the Carlsbad Chamber of Commerce, receiving the Rookie of the Year award in 2023. He serves as Co-Chair to the Military Affairs Committee which received the Committee of the Year award in 2023. He also serves on the Carlsbad Young Professionals Committee, helping to plan and organize events for our local young leaders.



Wes McNary Senior Project Manager Dempsey Construction Inc.

Dempsey Construction

is proud to celebrate our Senior Project Manager, Wes McNary, on being selected as a Carlsbad Chamber of Commerce 40 Under 40 Emerging Leader.

Eleven years ago, Wes embarked on a journey with Dempsey Construction, starting from an entry-level position at a budding construction company in San Diego. He took a leap of faith, moving across the country to California, sight unseen. Today, Wes stands tall as our Senior Project Manager, evidence of his unwavering dedication and the opportunities for growth within our company.

Wes's tenure with Dempsey has been marked by many significant achievements. As Senior Project Manager, he leads a team of eight and spearheads some of our most intricate construction projects across the Western United States. Wes's expertise and leadership have made him a respected figure in the commercial construction industry.

While working hard to achieve professional success, Wes pursued an even more important passion in his life: building a family. Wes has created a beautiful family with his wife Kathleen and son Dean. Wes is a dedicated, hands-on father, supporting Kathleen in her career and Dean in all his adventures while also being very active in their community, supporting local charities alongside Kathleen.



Wes, you are an exceptionally committed and passionate person, both at work and at home. You are gracious, reliable, helpful, and generous - an incredible friend and partner. Thank you for everything you've done and will continue to do. We're lucky to have you!



On being named a 2024
40 Under 40 honoree
by the Carlsbad Chamber of Commerce

Thank you for all your hard work, dedication,
and contributions to the success of
Dempsey Construction.

WWW.DEMPSEYCONSTRUCTION.COM

Merissa Fruin Senior Project Coordinator Dempsey Construction Inc.

Dempsey Construction

is thrilled to celebrate our incredible Senior Project Coordinator, Merissa Fruin, on being selected as a Carlsbad Chamber of Commerce 40 Under 40 Emerging Leader.

Over ten years ago, Merissa left her home in New York when she decided to move 2,500 miles across the country to a town she'd never seen where she accepted a job as a receptionist with a small construction company in Carlsbad.

Merissa couldn't know the company she went to work for would become her home for the next ten years. During that time, she mastered everything put in front of her, becoming a Senior Project Coordinator, supporting the Project Management team, and overseeing her own team. She supports \$250,000,000 of complex construction work and does so with a smile on her face, never breaking a sweat. She is the consummate professional and ultimate team player. She is innovative, creative, inspirational, and a joy to be around.

While Merissa was building incredible success professionally, she simultaneously built a beautiful family with her husband, Sean and their son, Easton. Merissa is a dedicated wife and mother, supporting Sean in his professional endeavors and Easton in his myriad of sports.



Merissa, this recognition is a testament to your hard work and dedication, and you truly deserve all of it and more. We want to express our heartfelt gratitude for all you do for the company, our employees, and our clients. Dempsey would not be where we are today without your invaluable contributions. Thank you, Merissa!



On being named a 2024
40 Under 40 honoree
by the Carlsbad Chamber of Commerce

Thank you for everything you do. You are a great
representation of our Core Values and an integral
member of the Dempsey Construction team.

WWW.DEMPSEYCONSTRUCTION.COM



Bridging the Sustainability Gap

Helping organizations re-purpose furnishings for the greener good.

When refurbishment projects generate surplus furnishings, Furniture Reuse Solutions provides solutions that minimize cost and environmental impact while maximizing social benefit.



furniture-rs.com

Megan Draper President and CEO *Furniture Reuse Solutions*



Megan Draper is the co-founder and president of **Furniture Reuse Solutions**, a women-owned environmental consultancy focused on bridging the sustainability gap by redeploing decommissioned furniture to deserving non-profits and communities.

Since establishing the company in 2020, Megan has overseen the redistribution of over 30,000 tons of decommissioned furniture to 200 charities globally. This effort has kept furniture out of landfills and repurposed it for under-resourced schools, orphanages, and healthcare facilities, providing critical support to those who need it most.

Additionally, Megan's initiatives have had a significant environmental impact, offsetting 60,000-90,000 metric tons of CO₂—equivalent to removing thousands of cars from the road annually.

With more than a decade of experience in logistics, Megan has positioned Furniture Reuse Solutions as a reliable partner for both corporate clients and non-profit organizations. Through cost-effective and socially responsible surplus management solutions, she assists entities in reducing waste and enhancing their sustainability efforts, while also empowering charities with essential resources. This process converts surplus furniture into valuable support, showcasing how items often seen as waste can bring substantial benefits and drive positive change.



Megan's commitment to sustainability and social responsibility has garnered her multiple accolades, including Furniture Sustainability CEO of the Year, Most Influential Furniture Circular Economy Businesswoman, and Enterprising Women of the Year. Her leadership has established Furniture Reuse Solutions as an innovator in sustainable practices, setting new standards for the industry and demonstrating how business operations can effectively align with broader social and environmental ob-

Jack Gates Director of Philanthropy *Mitchell Thorp Foundation*



The **Mitchell Thorp Foundation** proudly celebrates Jack Gates as a Carlsbad Chamber of Commerce 40 under 40 emerging leader. Jack serves as the Director of Philanthropy, overseeing marketing and events for the foundation, which supports families with children suffering from life-threatening illnesses by providing financial assistance, emotional support, and essential resources.

The foundation fulfills its mission through various programs, including Medical and Home Assistance, Healing and Rehabilitation, Triumph Together, Wheelchair Conversion Vans, and the Youth Leadership Council. These initiatives are vital to the foundation's success in aiding families in need.

Jack's recognition is well-deserved due to his impressive background and dedication. As a former Division 1 hockey player and Colorado College graduate with a B.A. in economics and business, Jack experienced a transformative moment during a visit to Colorado Springs Children's Hospital. The joy and gratitude from the children and their parents left a profound impact on him, prompting a desire to help those who lack similar opportunities.

Inspired to make a difference, Jack founded Triumph Together, an initiative that connects critically ill children with collegiate and professional athletes, offering them tickets to games, behind-the-scenes experiences, and chances to meet their favorite players. Allowing them to enjoy extraordinary experiences outside the routine of hospital visits and treatments.

In his seven months with the foundation, Jack has already created memorable experiences for 50 children, organized a Pickleball Tournament, assisted with the 5K run/walk, and is now planning the annual Golf Tournament in October.

The foundation raises funds through individual donations, corporate sponsorships and events which support the programs. Jack's leadership and passion continue to drive the foundation's mission, bringing joy and support to the children and families in crisis.



Inaugural Par For A Purpose GOLF TOURNAMENT

Monday, October 21, 2024

Registration: 9:00 am
Shotgun Start: 11:00
Dinner & Awards to Follow

Fairbanks Ranch Country Club

\$350 PER GOLFER

\$1300 Per Foursome



Scan To Learn More

Looking for **participants & sponsors** to support families whose children suffer from life-threatening illnesses, diseases and disorders.

Christian Chapman Financial Advisor *Strong Financial Network, LLC*

Christian Chapman is a perfect example of a local individual who was raised in Carlsbad, graduated from Carlsbad high school, moved onto college and returned to the area to build his home and professional career. A local success story at its finest! Upon graduating from high school, Christian attended San Diego State University where he was awarded a full ride scholarship to play football. He was a 3-year starting quarterback for the San Diego State football team, team captain and still maintains the record for the winningest quarterback in school history. He graduated in 2019 with a Bachelor's Degree in Interdisciplinary Studies.

Upon graduation from SDSU, Christian began his career in the financial services industry as a Financial Advisor. He joined **Strong Financial Network** in 2020 as a fully licensed financial advisor providing financial planning and portfolio management services to clients located throughout the country. His passion is helping his clients deep dive into all of the aspects of not only their

financial life, but also what about life in general is important to them thereby coming up with a plan that aligns the two. He works through both the Strong Financial Network home office in Northern California as well as his physical office located in Vista. Christian has his Series 6, 7, 63, 65, and California State Insurance licenses and is currently studying for his Certified Financial Planner designation.

In his spare time, Christian enjoys visiting national parks, hiking, and coaching youth football at Carlsbad High. He is an active member of the Carlsbad Hi-Noon Rotary Club and is currently the Rotary Scholarship Chair as well as his new role as an incoming board of director overseeing all of the club's vocational service areas. As the Scholarship Chair in 2024, he assisted in raising a club high \$42k for very deserving Carlsbad School District graduates. He is a member of the Carlsbad Chamber of Commerce and Vista Chamber of Commerce and has enjoyed looking for additional ways to give back to this community that gave so much to him.

Reach out to Christian at christianchapman@jstrong.com or at www.jstrong.com



STRONG FINANCIAL NETWORK LLC

A committed partner for your path to financial wellness

LEARN MORE



707-262-1880



strongfinancial@jstrong.com



San Diego Office:

380 S Melrose Dr., Ste 211, Vista, CA

Corporate Office:

1605 S Main St., Lakeport, CA



www.jstrong.com



SERVING LAKE COUNTY & BEYOND FOR OVER 26 YEARS

SECURITIES AND ADVISORY SERVICES OFFERED THROUGH LPL FINANCIAL, A REGISTERED INVESTMENT ADVISOR. MEMBER FINRA/SIPC.

Tyler Reese

Owner/Operator
Chick-fil-A Carlsbad West

Tyler was born and raised in the San Francisco Bay Area where his grandfather owned an auto shop. Growing up he would go to work with his grandfather where he learned to work hard and developed his passion for customer service. Fast forward a few years, Tyler and his family moved to San Diego where he would later be introduced to the Chick-fil-A brand in 2009 after graduating from Mission Hills High School in San Marcos, CA.

Early on, Tyler fell in love with the restaurant business. His mentor and leader, Jordan Ciervo, quickly took Tyler under his wing to teach him about the industry. Ranging from cost-saving techniques with food preparation, to ongoing leadership development, Tyler learned that working at Chick-fil-A was more than a job; it was his calling.

In 2019, Tyler and his family joined Chick-fil-A's Leadership Development Program where they would travel full-time from city to city; hoping they would be able to return home one day. They lived in Manhattan, NY for a period and later made their way back to Southern California.

In 2023, Tyler was selected as the Owner/Operator of **Chick-fil-A Carlsbad West**. A 10+ year dream now realized, Tyler and his family are excited to be back home in North County. Through their giving pillars that focus on youth, sports, and leadership education, Tyler and his family can't wait to be a part of the community of Carlsbad and build a restaurant that serves great food, by friendly people, in a clean and safe environment.

40
UNDER
40



Kathleen McNary

VP of Member Relations
Carlsbad Chamber of Commerce

10 years ago, Kathleen was working at a local company (**LendSpark**) when her boss asked her to help them join the Carlsbad Chamber of Commerce. Though she was an International Business graduate and had no idea what a Chamber was, she instantly became fascinated with the organization. Within a few months of joining as a member, she was hired to work for the Chamber in membership sales. And, as with any small organization, she developed into doing quite a bit of everything.

Kathleen's drive is unmatched. Simply put, knowing that if she does not work, she will be extremely bored and then overloaded, keeps her on her toes. As she will often tell you, "every minute counts!" Kathleen is a natural at connecting with others and building relations and that is why she knows she is at the right place. "I love people, I love to help others, and being able to do that in countless ways is my dream job."

And if you asked her who has been her biggest mentor or someone she looks up to, she will not hesitate to say it's her mother. "She was a lawyer and then a judge before she retired, so a very different career, but she has had chronic illness and cancer that she never let stop her dedication and passion for her work to help others in the community."

Four years ago, Kathleen was diagnosed with brain cancer, but she has not let that stop her from helping this organization and the community she adores. Needless to say, Kathleen is an Emerging Leader in every way, and we are so glad she is ours.

40
UNDER
40

