

The background features two large, stylized numbers, '7' and '8', in a light gray color. The '7' is on the left and the '8' is on the right. They are partially obscured by the text 'seventy-eight' which is written in a white, cursive script across the middle of the image.

seventy-eight

NICHOLAS FAMILY OF COMPANIES
- 2022 IN REVIEW -



1978 was a special year.

That year, Nick Papanicholas Sr. founded Nicholas & Associates.

The company grew, as did his four children. Children who now lead the company based on his qualities of integrity, loyalty, belief in one's potential, professionalism, kindness, and spirit. Children who pay tribute to their father's legacy in this annual publication: 78.

Enjoy.

Thank you.

We appreciate you opening this book to read more about the Nicholas Family of Companies and the people who make us a **DELIBERATELY PERSONAL** business.

If you are a current client, partner, investor, employee, subcontractor, or a member within our circle of friends, you know we don't settle. We continue to learn, improve, grow, and evolve on our journey towards even greater success.

If you are just learning about our companies, this second edition of '78 will help you get to know us, and our work. We are family owned and we operate a **DISTINCTLY DIFFERENT** family of companies including Nicholas & Associates (our flagship company), Wingspan Development Group, Architectural Door Solutions, and Nicholas Sportsplex. Those in our companies build and manage schools, multi-family residences, ice arenas, athletic fields, mixed-use properties, and municipal facilities.

The foundation of our continued success always has been and will continue to be the personal relationships we work to cultivate. Whether you are a long-time friend, a new acquaintance, or even a stranger, you are important to us and the work we do. This caring passion for people is the basis upon which our father started this company in 1978, and what led to its growth. It is also how we, his children, choose to run our companies today.

We look forward to getting to know you better and to continue growing our relationship. Please keep us in mind for your next construction project, investment opportunity, or athletic facility rental. We appreciate you and your business.

Sincerely,

Four handwritten signatures in black ink, arranged horizontally. From left to right, they appear to be 'Nick Jr.', 'Joe', 'Tony', and 'Gina'.

Nick Jr., Joe, Tony, & Gina (Bertolini) Papanicholas



MAKING WAVES. MAKING MOVES. MAKING NEWS.

Nicholas & Associates Makes Big Waves in the South

Nicholas & Associates has been active in Florida as the construction management firm for Wingspan Development Group's operations in the region. However, earlier this year, Nicholas leadership made the decision to formalize its commitment to working in the state by developing a permanent presence in the area. With the relocation of an experienced and trustworthy team of employees, Nicholas & Associates opened an office in Tampa, which is planned to serve as a future nucleus for regional growth.

Read more about Nicholas' new Florida office in Chapter 1.



Maple Street Lofts Featured in Movie Thriller

This year, Wingspan Development Group's Maple Street Lofts in Mount Prospect, Illinois served as the backdrop for a number of scenes in the June 2022 release of "Happily Never After." In the movie thriller, an engaged couple call a Maple Street Loft apartment their happy home.

Written by Max McGuire and directed by Sarah Cayce, the plot follows the bride-to-be who hires a wedding planner to help her plan her big day. However, when a secret between the wedding planner and the groom surfaces, the bride's walk down the aisle, as well as her life, could be in jeopardy. The film features actors Erinn Fredin, Alexis Allotta, and Rich Holton.

"The experience was enjoyed by residents, the leasing team, and neighbors who pulled up lawn chairs to watch filming," said Wingspan Marketing Manager (and an Associate Producer on the film) Dawn Fletcher Collins. "Everyone had to pull together since this occurred only one month after opening for occupancy."

All That Glitters is Gold (+ Oak) at New Business Venture

Early in 2022, Katie Papanicholas' home décor and design business grew out of her home and into a storefront in Mount Prospect, Illinois, as well as online. Katie, wife of Nick Papanicholas Jr., curates distinctive home décor, gifts, and personal accessories, and offers design services to create a fresh chic style for clients' homes, rooms, or for specific areas such as a shelf or tabletop.

"This place is personal," Katie explained. "Gold is my favorite color because it's both sophisticated and comfortable, and oak is my favorite tree because of its natural beauty and strength. Together they represent

something that is both rare and enduring. This is the design inspiration I hope to share."

Since officially launching in January 2022, Gold + Oak has become the place to go where sophistication and comfort blend to create spaces that are as functional as they are beautiful. Learn more about Gold + Oak at goldandoakco.com.



New Restaurateur Begins Operations at Nicholas Sportsplex

After 16 years in business and just a month after closing its original Chicago location, Cortland's Garage Tavern & Grill in Arlington Heights, Illinois announced its plans to expand into Mount Prospect, Illinois with a restaurant and lounge located inside the Mount Prospect Ice Arena (MPIA).

MPIA, the cornerstone of the recently developed Nicholas Sportsplex at 1501 Feehanville Drive, welcomed the new Cortland's Icehouse Tavern & Pizza to its location in September.

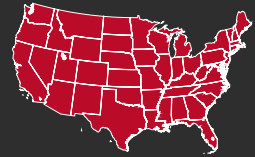
"We are thrilled to be able to offer our families the great food, upscale drinks, and welcoming atmosphere that are the hallmarks of a Cortland venue," said Nick Papanicholas Jr., owner of the Nicholas Sportsplex.

Read more about the Nicholas Sportsplex's new restaurant in Chapter 5.



Maple the Breakfast Weenie Enjoying Quite the Following

An Instagram celebrity is enjoying her fame from her luxury apartment at Maple Street Lofts. "Maple the Breakfast Weenie," an adorable long-haired miniature dachshund, and her owner live in the Wingspan development in Mount Prospect, Illinois. Maple draws her more than 6,000 Insta followers to her [mapleonmaple](#) page with endearing photos of the diva dog posing perfectly in various costumes, and just being a particularly picture-perfect pup.



Wingspan Official Shares Expertise Among National Audiences

Wingspan's Vice President of Development Christopher Coleman is always happy to share his experiences and insight into the world of real estate development. Chris was featured in an article regarding Wingspan's efforts to attract young, tech-savvy residents to its Tampa, Florida developments—specifically at the Jade at North Hyde Park and NÍCHE developments. Chris' commentary was featured in the article, “Developers Test New Waters in Florida” in the *Southeast Multifamily & Affordable Housing Business* publication.

In addition, Wingspan's development aspirations in Apopka, Florida (approximately 20 miles northwest of Orlando) were highlighted in a June *Growthspotter* article titled “KB Home Plans 177-Home Neighborhood With Space for Future Commercial in Apopka.” Chris was also featured this year on the Real Estate for Breakfast podcast and in a BISNOW's Chicago Future of the Suburbs panel discussion.



mapleonmaple

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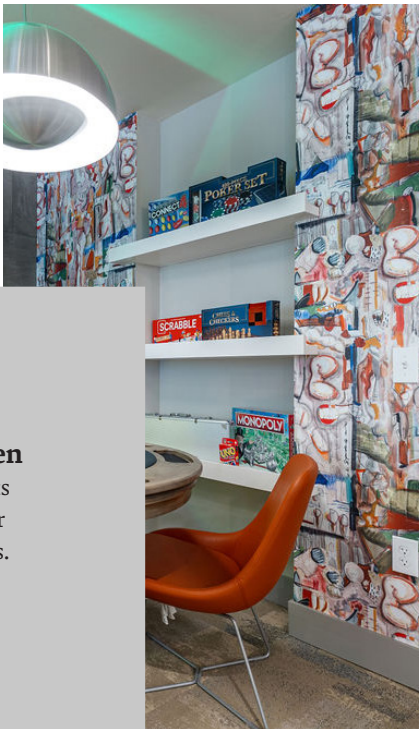
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chapter 1

FAMILY OF COMPANIES



NICHOLAS
SPORTSPLEX





Building a Legacy

The Nicholas & Associates legacy is one not about a company, but about connections. It is a legacy about immediate family, extended family, and treating others like family. It is a legacy born of lessons from the father that were instilled in the children and championed in the workplace. It is a legacy demonstrated through the relationship of the father and a son, a senior and a junior, the president of the company's past and the president of the company's future.



Nick Papanicholas Sr. and his wife, Nancy, had a decision to make about how to best raise their four children. Nick Sr. had started a successful construction company, and as their children grew, the couple very well could have let them live privileged lives with all the benefits and few responsibilities. However, Nick Sr. believed in a hard work ethic, living up to responsibilities, keeping his word, relationship building, and creating a legacy of which to be proud—all qualities that were critical in his creation of Nicholas & Associates. So, while many preteens spent their time outside of school playing or relaxing, Nick Sr.'s oldest son, Nick Jr., was busy laboring on construction sites for his father.

Nick Jr., considered by most to be a carbon copy of his father ("I'm my dad with hair," Nick Jr. joked), learned from his dad that the only way to earn the respect of the older workers on the jobsite was to outwork them. "I wanted to do the hard work, take the hard knocks, and earn my place on the jobsite," Nick Jr. explained. "I liked the sense of accomplishment."

In addition, Nick Jr. said that the camaraderie with the others in the field made the work enjoyable, and the primary objective to "never embarrass my dad" by being anything less than a great employee kept him on task.

A Father's Legacy

Nick Sr. developed a strong work ethic and moral compass at a very young age. His father had

passed away when he was in his early 60s, leaving his 38-year-old mother in charge of supporting the new man-of-the-house, their eight-year-old son, Nick. Nick Sr.'s mother worked diligently as an accountant and taught him resiliency, commitment to family, and the people skills that would serve him well into the future.

As a father himself, Nick Sr., was ever present in his children's lives. He coached his children in basketball, baseball, and football, and served as their school's athletic director and the president of the athletic association. "My dad wasn't a cupcake; he was tough. We learned quickly that there weren't any participation awards in our house," Nick Jr. said. "Laziness was unacceptable." Nick Jr. added that although his father never liked to lose, he managed to balance his competitiveness with love and accolades for a job well done. He was the dad that the other kids were drawn towards, seeking advice, assistance, or just looking to hangout. "I sought him out for everything," Nick Jr. said. "My dad didn't succeed because he was the smartest guy in the room. He succeeded because he was likable and treated people with respect. He was a great leader. I thought he really did things in the right way and I wanted to follow in his footsteps."

That does not mean, however, that company president Nick Sr. and future company president Nick Jr. always saw eye-to-eye. "We had plenty of battles," Nick Jr. admitted, noting that a few such battles were over how fast to grow the company. "He wanted to keep us grounded." Nick Sr. was conservative with staff and resources, meticulously building up financial reserves over the years. "If



I had an idea to expand, even if he may have secretly agreed with me, he challenged me,” Nick Jr. recalled. “He wanted me to learn to persevere.”

Of everything Nick Jr. learned from his father, it is the Golden Rule that served, and continues to serve, as the foundation for each business and personal interaction.

“I was taught to never talk down to people. It is such an important thing. I will not let a client down; I won’t be aggressive or combative. I will find a way to get what needs to get done with

kindness and compassion. Nicholas & Associates is family owned, but that goes so much deeper than just Papanicholas blood. It includes long-tenured people and our clients. This company is not just transactional to us. It’s about relationships. Our client relationships are true friendships.”

Nick Sr.’s lessons were not always easy. Nick Jr. explained that one time his father gave in to his request to pursue a higher profile job. Nick Jr. bid the job and was awarded the contract, but none of the superintendents wanted to travel the 80 miles each day to oversee the work. The job



I will not let a client down.

became Nick's responsibility and he traveled the 90 minutes to and from the jobsite each day, and then returned to the office to work each evening. "It was a lesson in reaping what I sowed," Nick Jr. recalled.

Nick Sr. also purposefully kept Nick Jr.'s and his siblings' salaries low so they would need to work their way into the company. "He didn't want life to be an easy street," Nick Jr. said. "He used to say, 'I'll deal with the perception that my kids are young, but I won't accept that my kids don't know what they are doing.'"

Filling Big Shoes

Nick Jr.'s career ladder to becoming the president of Nicholas & Associates started at the bottom rung. At age 12, he served as a laborer during school breaks. By 16, he was teaching other laborers the job. At 18, he moved into a summer superintendent role before heading off to college.

Nick Jr. attended St. Norbert College in Wisconsin and majored in business administration to help prepare him for his eventual leadership role at

Nicholas & Associates. From school, Nick Jr. would monitor the company's ongoing projects and then during school breaks he would go work in the field. "You have to put the field time in so that you understand the work," he said. As the jobs he was working on concluded, Nick Jr. would assist the project managers with preparing bid packages to help round out his experiences in the company.

In 2016, Nick Sr. suffered a fatal heart attack. Although his death was unexpected, Nick Sr. had learned from his own childhood tragedy and ensured that his family and his company were poised to continue in his absence. Over the years, he had groomed his children to assume critical roles at Nicholas & Associates, but more importantly, put in place assurances that the family dynamic would remain strong. During his life, he connected his four children with the professionals who supported the business. During these meetings, he clearly made his succession wishes known, including his children's salary terms, so there were no surprises or disagreements. "Dad's proudest achievement was not the success of the company," Nick Jr. said, "it was that we siblings co-existed without animosity."



A FAMILY TRADITION

Nick Jr., now the father of four of his own sons, instills in his children the same characteristics of working hard, leadership, and competitiveness that he learned from his dad. “Half-assing it is not acceptable to me, Nick Jr. said. “There is no free ride here.”

Nick Jr.’s children—ages 14, 12, 10, and 7—will each need to determine for themselves if a role in the company is in

their future. “And if they do, they will need to outwork the rest,” Nick Jr. explained. “We will need to see an ungodly commitment out of them if they want to carry the torch. It’s not about the success; you just can’t be lazy. I did not grow up silver-spooned and I don’t want that for my kids. It is a difficult world that we live in and they need that resiliency.”

If Nicholas & Associates is a future goal for his sons, Nick Jr. said he will expect them to go to college and then find

Nick Jr. assumed the presidency of Nicholas & Associates after the passing of his father, and he works diligently to preserve his dad's legacy and memory.

"I love to tell stories about my dad; cite experiences and projects," Nick Jr. said. "I do it all the time. We did so much together." Just as his dad created Nicholas & Associates while sitting at the kitchen table, Nick Jr. mindfully manages much of his work from his kitchen island. "I like doing it just like my dad," he said.

Nick Jr. believes his dad would be pleased with how the company has developed.

"He would be loving every minute of the culture at Nicholas. It's a lifestyle of work-life balance," Nick Jr. said. "He worked in a boiler room of intense stress to get Nicholas on track to where it is now.

He worked in a boiler room of intense stress to get Nicholas on track to where it is now. Today is the fruit of all his labor.

Today is the fruit of all his labor." Nick Jr. said his father would be extremely proud of the Nicholas & Associates brand, which he describes as caring, hard-working, and fun. "With these three things, work isn't work, it's living your passion.

"It's the people, the work product, the friendships, and the longevity of the company that is so special. We are the 'steady-Eddie' fixture in so many school districts and communities. I can't wait to look back 10 years from now and see how far we've come." ●

employment at a business other than Nicholas. Once they have that experience, they can bring that relevant education and work knowledge back to help advance Nicholas & Associates. "If you want to master something, you need to put the time in," Nick Jr. explained.

Most important to the Papanicholas family, however, is not the succession of their children in the company, but

that their children grow up to be loving and committed to a greater good. Nick Jr. said he would also like to see some of that traditional Papanicholas competitive spirit. "They have to have that fire," he said smiling.



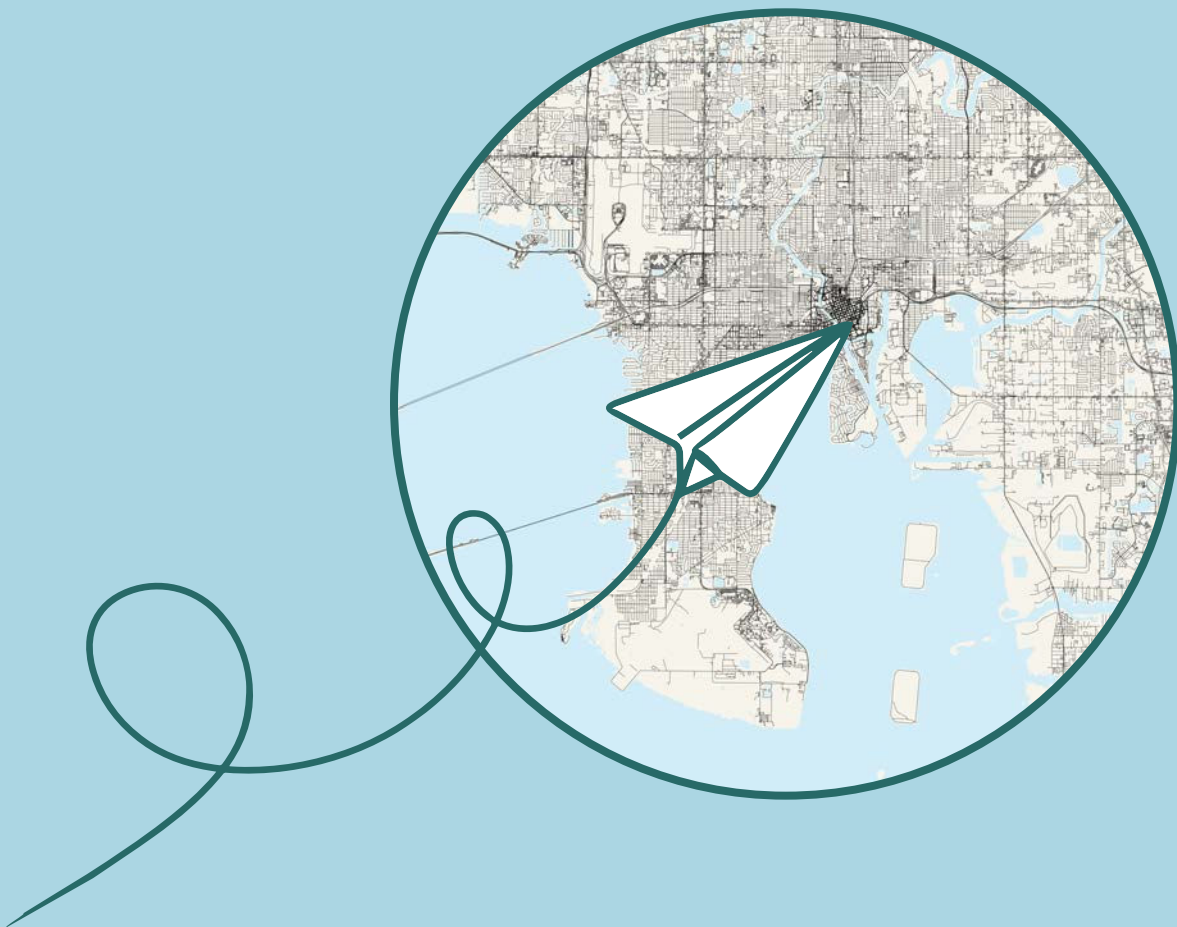
NICHOLAS' TAMPA EXPANSION

Nicholas & Associates is proud to announce that it has opened a satellite office in Tampa, Florida. This exciting expansion will serve to benefit upcoming Nicholas school district construction initiatives in the area, as well as both current and future Wingspan Development Group projects.

Developing a Florida Presence

Included under the Nicholas & Associates umbrella is Wingspan Development Group, the multifamily residential development arm of the company. Wingspan is an experienced, full-service national real estate development and investment firm that delivers high-quality projects across multiple real estate segments.

In 2016, Wingspan launched the Nicholas family of companies into a period of rapid growth. What began as an expansion in service offerings with the addition of Wingspan's local multifamily residential developments, quickly evolved into growth in other states as well as into the mixed-use development (commercial/residential) arena.



With Nicholas & Associates serving as the construction management arm for Wingspan, both companies developed impressive residential development portfolios. Nicholas & Associates has completed 1,200 residential apartment units with another 800 under construction and 2,800 in the planning stages. Wingspan's luxury apartment projects are completed/underway in Illinois, Wisconsin, and Florida, with more developments planned in four additional states.

In Florida alone, three multifamily luxury apartment projects are currently under development, with five additional sites in various stages of analysis, negotiation, and purchase.

Although Wingspan's Florida developments have been extremely successful, managing the construction from another state proved challenging for the Nicholas & Associates team. The work ethic, attention to detail, and

challenges are uncovered opportunities

commitment to quality and deadlines that are evident in the Midwest company employees, were not as evident in Nicholas & Associates' partner companies in Florida. Because of this discrepancy in workmanship and timeliness, Nicholas & Associates' ownership found it necessary to regularly send its Illinois based employees to Florida to personally oversee these developments.

Adversity = Opportunity

Where there is a challenge, Nicholas & Associates ownership strives to uncover opportunity.

When analyzing construction operations in the South, two things became evident. First, the best way to make good on the commitments to clients and investors for quality construction management would be to develop a permanent presence in the state. Dedicating current employees who understand the company's culture and work ethic to manage a Florida office was considered imperative to the protection and control of Nicholas & Associates' reputation.

Second, the next logical growth path for Nicholas & Associates would be to expand its work in the

preK-12 education market to Florida. With its great success in the school construction industry in both Illinois and Wisconsin, in combination with a reputable workforce being established in Florida, ownership believed the expansion would result in continued rapid growth for the company.

This past summer, Nicholas & Associates secured a location in downtown Tampa for its new office. Soon after, Nicholas & Associates employees were selected to transfer to Florida to help oversee operations. The experienced and trustworthy oversight team works to ensure that the established quality expectations and positive culture of Nicholas & Associates are maintained.

Current and future friends of Nicholas & Associates are encouraged to stop in to say hello to the company's Florida team. The office is located at 109 N Brush Street and team members can be reached at 813.445.5655. ●



Nicholas' new office is located in the historic Perry Paint & Glass building in the channelside area of downtown Tampa.

WHY TAMPA?

The Tampa area was selected as the site for the Florida expansion after years of due diligence, research, and in-person scouting.

Tampa has led the entire state of Florida in job growth last year, adding 84,600 new jobs. According to a recent report, the Tampa Bay area ranks as the seventh fastest growing metro market nationwide. Despite all the growth, rising prices, and higher rents, a cost-of-living index created by the Tampa Bay Economic Development Council reported

that it is still less expensive to live in Tampa than many other large metro areas including Atlanta, Denver, Phoenix, Orlando, and Nashville.

More job opportunities combined with the appeal of Tampa-St. Petersburg is expected to continue to attract new residents, with 34,900 more people predicted to move into the metro in 2022 compared to those who were leaving.

These numbers exponentially drive the need for additional construction in the areas of education and housing.





Playing Around

Like most great basketball players, John Fahey is not afraid to take a shot. Whether it is on the court or tackling a new life experience, John's natural drive to excel motivates him to step out on the court, do his very best, and always leave with a take away.

During the 1960s, just about everyone in the North Center neighborhood on Chicago's Northwest side knew the Fahey family. The five Fahey boys were all exceptional athletes and grew up in the neighborhood playing and excelling in a variety of sports. They were the kids that all the other local kids and coaches wanted on their teams.

Starting at age five, John, the youngest of the Fahey boys, followed his four older brothers to play at the neighborhood Boys Club in Revere Park, just six houses down from the Fahey household. Once there, John and his brothers were surrounded by hundreds of other active local youth who played in the club's sports leagues. "It was an abundance of joy playing sports all day long," John remembered fondly.

By age 7, football, basketball, and 16" softball, were John's favorites. Although John was the most naturally gifted athlete in the Fahey household, he learned a great deal from his brothers. Ranging in age from one year to 10 years older, John was a huge fan of his siblings as he watched them play at a high-level throughout their high school years.

"I looked up to all of them," John said. "I went to every one of their games."

Great athletes in their own rite, John's brothers led their teams to record wins. "Watching them, I decided I would be even better than them someday," John said. "My confidence level was off the charts and confidence goes a long way when you're playing sports. You've got to believe you can do it."

John eventually focused his efforts on basketball, a sport that was wildly popular at the time. "It's the best team sport game there is," John said emphatically.

During one of his brothers' basketball games, John became starstruck watching the coaching and support of the crowd at a rival school—Gordon Tech (GT). The program was led by basketball coaching standout Dick Versace who, at the time, recruited great high school players from across the state for GT's basketball program. "I was just looking around thinking, 'I've gotta play here,'" John said. As brothers tend to do, they



inadvertently motivated John even more by telling him that if he did eventually go to GT, he would never get the chance to play on such an elite team; a sentiment also voiced by coaches at his brother's school who were trying to recruit him. "That really motivated me because I wanted to play at a high level," John explained. Although Versace eventually moved on to coaching college basketball, the GT program continued to be the best in the area. John followed his dream and received a working scholarship to play basketball for GT.

All four years, John enjoyed leading his team as the starting point guard. "I liked the position because I enjoyed running the show," John said. "I just instinctively knew where the ball should go and who should take the shot. I didn't care about scoring—I was unselfish in that way—I just wanted the team to win."

John's freshman basketball team lost only one game during the season and won the Catholic League Conference title. His sophomore team repeated the title win the following year,

losing only two season games. By junior year, John was playing on the varsity team with five guards ahead of him on the roster. “It was my lost year,” John recalled. “I didn’t do well because I didn’t get the playing time. I had to go back to the drawing board and figure out what I needed to do and work at my game.”

The following year, three of the previous guards had graduated, leaving two plus John eyeing the starting point guard position. “I was named the starter and that year our team was ranked third in the state. We averaged 70 points per game, and I had 185 assists that year,” John said, “which propelled me into the top 10 single-season assists school record book.”

Taking a Shot From Outside the Paint

After graduation, life took a turn. “It was a life journey that I was on, that I’m still on,” John admitted.

Although John wasn’t playing basketball any longer, he couldn’t stay away from being part of the game. At age 19, he started officiating games to make a little extra money, “and I just never stopped,” he said. Interwoven with his various full-time jobs, John began reffing youth sports, then high school contests, and finally college-level games. “I love the game. It’s always been a way to give back,” John said.

Following one semester playing basketball at the local junior college, John decided to join the workforce. After a few years, at age 21, some of his brothers’ friends were coaching at a local college and asked John to play for the team. After one semester, John failed out and went back to his former job. “My mind was into basketball, not into school,” he explained. “I didn’t have the proper guidance leading me toward the importance of education.”

Over the next few years, John took advantage of employment opportunities as they presented themselves, including jobs as a circuit court manager and various sales positions. However, John learned that the jobs he liked the most were those in which he could give back to others. One such job was working as a counselor for homeless veteran men. “I learned so much about identifying and respecting mental illness,” John said. “It opened up a whole world of empathy for me.”

That empathy served him well in another such job as a teacher aide for children with disabilities. John worked with students ages 18-22 who were transitioning out of school. In the female-dominated profession, John was valued because some of the students benefited from having a male role model. “They said not to get attached to the students and the parents, but I did,” John admitted, remembering one student with whom he grew extremely close. “They communicate in their own way. They learned it was okay to be who they were around me. I treated my students exactly how I would treat anyone else. Working with them, I got an awakening of gratefulness. I was grateful for everything. You see these children



You know you have precious cargo in there.

so dependent on others that you just learn to appreciate everything you have.

“If I wasn’t working where I am today, I’d be happy just working with those children and officiating games.”

Rebounding

John’s job path eventually led him to work as a driver for a limousine company. He remembers picking up a group of friends and the mother of one of the riders calling out to him. “Excuse me, Mr. Driver,” she said. “You know you have precious cargo in there.”

John said those words have stuck with him ever since. “You really have to be mindful of that,” he said. I take that responsibility very seriously. They put a lot of faith in me to drive their loved ones around.”

John’s hard work and dedication garnered him a new account driving for the Papanicholas family. He immediately hit it off with the family as they knew many of the same people. “We really got along well,” John said.

One day, John ran into Nick Papanicholas Jr. at a

local community festival. “He asked me if I ever considered working for Nicholas & Associates as a driver for the family and company,” John said. “I remember telling my wife and thanking God that I got this opportunity. I know how they select their people—quality people—and I was honored to be considered. I had the trust and the connection with the family, and I had the availability and flexibility to do the job. It’s an amazing fit. I just love everyone who comes into that car. Generating conversation is so easy. I’m just really enjoying it.”

Today John says he has the best of both worlds, serving as the transportation director at Nicholas & Associates and reffing basketball games.

“My jobs have always been about service. I’ve always wanted to give back in a big way and looking back, I think I have.” ●

THE

understudies

5,250
hours

14
interns

1
summer

they'll never forget

The Cast of 2022 Interns

The Nicholas Family of Companies welcomed 14 interns in 2022. The 'whatever it takes' mentality was quickly impressed on the new team members who did not bow to the pressures of opening schools on time, readying the Nicholas Sportsplex for tournaments, hosting major fundraisers, preparing for project interviews, and launching another investment fund.

Friendships were made, outings were enjoyed, and a greater appreciation for the industry was realized. We're highlighting a handful of our impactful interns. If interested in information about an internship or work/study position with any of the Nicholas Family of Companies, please email communications@nicholasquality.com.



The Juggler

Brynn is a world traveler currently studying advertising at Indiana University.

Brynn exercised left and right brain thinking with the dynamic marketing team. She quickly realized the importance of multi-tasking, deadlines, and delegation as she balanced the wide array of needs that the department fulfills.

She learned the four foundational elements in photography (light, color, composition, and subject) during the lifestyle photoshoot for this publication. She dipped her toes into website design, e-commerce, and social selling, and helped develop brand standards and processes. Because Nicholas has such a robust apparel and gift line, Brynn also had the laborious task of inventory management.

The Boomerang

Tyrone is a junior at Illinois State University studying construction management. This year was his second as an intern for Nicholas & Associates.

Tyrone spent summer 2022 in the field, shepherding significant changes at Glenbrook South High School in Glenbrook High School District 225.

Last year he shadowed team members for the construction of a new middle school in Morton Grove, Illinois.

Tyrone's most significant takeaway from his internship experiences has been the importance of communication with school district personnel.



A young man with dark hair, wearing a red t-shirt, dark blue jeans, and a grey baseball cap, is smiling and looking down at architectural plans on a table. He is standing in a modern office or classroom setting with large windows in the background. The plans on the table include a site map and several tables of data.

The Perfectionist

Jason attends the University of Illinois at Urbana-Champaign.

Being a perfectionist by nature, he was assigned to Lincoln School in Skokie, Illinois. The school was approaching its one year warranty walkthrough and, as is common in the industry, had touch-up projects and fine detail work to be remedied in concert with the architect and trade subcontractors. In addition, he was involved with roofing repairs due to storm damage and the repaving of a parking lot.

It is because of exceptional team members and interns like Jason that Nicholas maintains its reputation of quality control and impeccable follow-through.



The Enthusiast

Em attends the University of Wisconsin, Milwaukee and has leveraged her internship to decide between two career paths.

She has always dreamed of being an architect but the idea of construction management had a definite appeal.

While public perception is that design and construction are male-dominated fields, Em asserts that "it is actually a more diverse industry than you think. There are many scholarships for women that want to go into the field. Nothing is standing in your way."

Em assisted at Paddock Elementary School in Palatine Community Consolidated School District 15 where the Nicholas team created a mock classroom for the district administration to preview proposed enhancements.

In addition, she was immersed in a comprehensive systems overhaul for heating, air conditioning, and boiler units at the school which still had original (although defunct) fireplaces for heat.



teamwork makes the
dream work

The Rivals

Wingspan Development Group likes to shake up the industry, and so it seems fitting it would pair three interns passionate about three separate alma maters together.

Rivals outside of work, but a steadfast team while on the clock, Owen, Tyler, and Javi were learning at warp speed. Together, they modeled pipelines, developed rent comps, reviewed schematic property plans and construction documents, compiled quarterly investment reports, projected cash flow and operating expenses, and helped with the rollout of the company's next large investment fund.

It was a summer filled with research and tangible outputs. Because Nicholas is a family of companies, they were also pulled into helping marketing with website reviews and, to Brynn's delight, inventory management. ●



chapter **2**

NICHOLAS & ASSOCIATES



The Rise of a Baker

Lavonne Marino likes to make people smile. Whether she is watching family and friends enjoy some of her baked goods, or hearing from another satisfied client at work, Lavonne goes out of her way to ensure that others are happy.

Cooking and baking seem extremely similar. Both require ingredients to be combined to create something that pleases the palate. However, there are people who seem to decidedly gravitate toward one process and against the other. Lavonne Marino is one of those people.

“I bake. I hate cooking,” she said. So, what makes baking the preferred process? “The outcome is sweeter,” she said smiling.

Lavonne has been baking sweets and tasty treats as long as she can remember. “My mom has always been a baker. I would come home from school and there would be that unforgettable smell of homemade pie,” she recalled. Lavonne’s mother would save the leftover dough from her pie crusts so she could help Lavonne cut out shapes, add some cinnamon and sugar,

and then bake them up for a delicious after school snack.

That mother-daughter baking bond has lasted a lifetime. “At 96 my mom can still recall the recipes,” Lavonne said. Although they don’t have the opportunity to bake together much anymore, the time they spent with each other in the kitchen is time that is cherished. Lavonne still bakes many of her mother’s creations using the original recipe cards written in her mother’s handwriting. There is one of her mom’s recipes, however, that Lavonne keeps for only sentimental reasons. “Pies were my mom’s thing, it is rare that I make one,” Lavonne explained. “She took the time to make the dough and I know mine would somehow never be as good.”

That love of baking has continued in Lavonne’s adult life. “Baking is almost like







therapy. It calms me,” Lavonne said. “Starting something from scratch and then seeing the end result just makes me happy.”

Baking Her Own Traditions

After years of baking at home with her mother, Lavonne eventually moved out on her own. As Christmastime approached, she thought she would bake a little something for a few of her coworkers and friends. At the time, Lavonne had a small apartment with a tiny galleyway kitchen, a hand mixer, and no dishwasher. However, her love of baking took over and before she knew it, she had created numerous gift baskets, each containing 30 different baked goods. They were such a big hit that for the next 25 years, the baskets of goodies became her annual holiday tradition.

Lavonne honed her craft over the years and eventually obtained a larger kitchen, an electronic mixer, and a dishwasher to help the process run more quickly and efficiently. Her process now includes one day dedicated to creating all the various doughs, and the next four days spent baking and decorating. Even her presentation has gotten more sophisticated with shrink wrap and bows.

Lavonne has also expanded her baking season to year-round. “It is just a given that I bring the desserts to all family and friend functions,” she said. “I love baking and people seem to love eating what I bake. It’s a hobby that I really enjoy doing.”

Her family appreciates her talents as well. Her husband craves sweets—especially chocolate; her older son has a standing request for her cookies; and her younger son still gets to lick the bowls. “When they bite into that cookie, I just want them to be happy.”

Although her family has encouraged her to open her own bakery, Lavonne says it is not the right fit for her. “It would remove the love I have for doing it,” she explained. Being required to bake specific items



every day and having to manage a business “would take the fun out of it,” she said.

Mixing Work and Pleasure

The type of work that Lavonne does enjoy is her position with Nicholas & Associates. Lavonne has been working in the construction industry as a project administrator since she was 19. In the midst of the pandemic, Lavonne was laid off by her previous employer and reached out to a former work associate for a job lead. The associate connected her with a friend of his, Nick Papanicholas Jr., who invited Lavonne to the Nicholas & Associates headquarters for an interview.

“When I walked into the offices my mouth dropped,” Lavonne said. “Just the appearance of this place and all the amenities, it shows how much they really care about their employees.” Two months later, Lavonne was Nicholas & Associates’ newest project administrator.



HONEY BUNNIES

This Easter bread tradition is shaped like bunnies and sweetened with honey.



TUXEDO CAKE

A four-layer cake with white frosting and chocolate syrup sandwiched between the layers makes this a family-function favorite.



BLACKBERRY COBLER

By collecting wild blackberries from her mother’s garden or from a farmers market, this treat is as fresh as a summer’s day.

Lavonne now works on behalf of clients, serving as the dedicated liaison between Nicholas & Associates and the architects, engineers, suppliers, owners, and tradesmen. She oversees the building process from the time the project is awarded through its completion. Lavonne draws upon her vast experience in the field to keep clients' projects and the corresponding documentation organized and on schedule. She maintains and tracks construction documentation to ensure information is current and tracks and collects submittals, ensuring that everything from the lighting fixtures and carpet colors to the mechanicals are as specified, and as intended. She

also oversees all close-out documentation for clients and the architects, including certificates of insurance, warranties, and operations and maintenance manuals.

Now, she also has a new group of coworkers who get to enjoy her baked goods.

"At Nicholas, they treat us like family and not just like another employee," Lavonne said. "They give so generously to us that if they asked me to work until midnight, I would do so happily. It's a place you want to stay until you retire," Lavonne added. "I want this to be my last stop." ●

LAVONNE'S TRIED AND TRUE FAVORITES

Lavonne's adventures in baking haven't always been as smooth as silk pie. For example, she hasn't been able to perfect a buttercream frosting. "I tried to make it, but it looked like soup when I was done," Lavonne recalled. "I don't know what I did wrong, but I have tried it since, and I still can't get it."

However, there are several recipes that she has perfected, all of which have been handed down to Lavonne by family and friends. "If I tried it and loved it, then I asked for the recipe," she said.



S'MORE CAKE

The special vanilla wafer cookie crust makes everyone want 'some more.'



GOOEY BUTTER COOKIES

This soft yellow cookie is the favorite of her eldest son.



CARAMEL BROWNIES

A soft and gooey creation, this treat has tasters licking their lips and their fingers.



THE

POWER OF

ZERO



**The ask was simple;
the task was not.
This is how Nicholas
& Associates helped
build the nation's first
renovated net-zero
energy and PHIUS
Source Zero school.**

River Trails School District 26 had high hopes to build a centralized facility in which to house its young learners and administration that also incorporated the best practices for onsite energy conservation. Although funding was uncertain and the world was deep in a pandemic, a highly collaborative team worked to re-develop Prairie Trails School—the capstone to a district-wide sustainability initiative that simultaneously raised the bar for similar facilities across the United States.

An Audacious Plan

Like many school districts, District 26 was faced with consistent enrollment growth along with a community push for early childhood education and a full-day kindergarten program. However, the existing early learning center, Prairie Trails School, had not been upgraded since its opening in 1965. The original windows, insulation, and heating systems had become unreliable, costly to maintain and operate, and did not maintain consistent comfort levels throughout the facility.

To solve these challenges, district administration eyed the development of a comprehensive school renovation plan. FGM Architects, the district's long-time architectural firm, was given a three-item wish list:

1. A building that serves as the district administration office and centrally houses the district's preschool and kindergarten programs
2. Building upgrades that align with the district's sustainable stance and commitment to significantly reduce energy across its building portfolio
3. An extremely conservative budget and tight timeline

The architects worked tirelessly to address the new programmatic space needs within the 28,000 square foot building framework. Architectural design and site planning efforts merged to provide

both indoor and outdoor instructional space to support academic, social, exploratory, and physical curriculum needs. Fourteen classrooms, areas for music and art, administrative office spaces, and ancillary environments were packaged efficiently within the building constraints.

Further, the architects' creativity and complex problem-solving skills yielded a plan that allowed 95 percent of the original infrastructure to remain intact. This allowed most of the funding to be diverted towards system upgrades and enhancements to the building's exterior walls, doors, and windows.

Funding the Future

District 26 leadership has been a long-time advocate of sustainability. The district exceeded its goal to achieve a 20 percent improvement in energy efficiency 11 years ahead of schedule and re-focused on meeting a 30 percent energy reduction goal by 2026. The 'new' Prairie Trails School was designed to provide a significant push towards this effort.

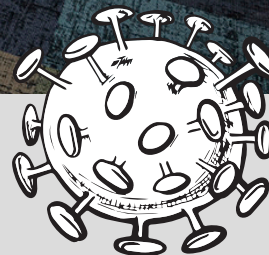
The district, architects, and Trane (a leader in heating, ventilation, and air conditioning solutions) combined efforts to investigate and submit applications for grant funding to cover the extensive energy retrofit targeted for the project.



The grant, design, and engineering processes ran concurrently, which meant that a plan redesign would be required if funding did not materialize. The application was compelling and yielded a \$2 million Illinois Clean Energy Community Foundation Grant that allowed the building to exceed energy code thresholds.

The grant was contingent on the building achieving third-party certification of 'net zero energy' status. This meant that the total annual amount of energy used in the building needed to be equal to or less than the amount of renewable energy that was created onsite. Therefore, significant upgrades to the building's exterior construction and air flow systems were required. With funding secured, the district

sought to partner with a construction management firm to help realize the vision. Nicholas & Associates joined the team, equipped with more than 40 years of experience renovating learning environments and a thorough understanding of the project goals.



A Schedule Snarled by COVID-19

The construction timeline for Prairie Trails School was aggressive, but that was standard practice for Nicholas and its bench of trade contractors. What was not standard practice was the COVID-19 pandemic that brought the U.S. to a halt in 2020, just before construction on the school was set to

TRAINING FOR THE JOB

Nicholas' project site superintendent (Dave Ryan) and senior project manager (Dave Torres), teamed up with the district's operations director (Dan Whisler) to complete the Phius Certified Builder training program in advent of constructing the early learning center.

DELIVERY TEAM

- **Architect**
FGM Architects
- **Construction Manager**
Nicholas & Associates
- **Mechanical Engineer**
IMEG
- **Photovoltaic System**
Trane/Ingersoll Rand
- **Certified Passive House Consultant**
Boeman Design LLC
- **HVAC Subcontractor**
Jensen's Plumbing & HVAC
- **Window Subcontractor**
Hargrave Builders and Madden Glass

ACCOLADES

- **Trane Corporation**
Reducing the Energy Intensity of the World
- **U.S. Department of Energy**
Building Envelope Campaign Exemplary Project (Retro 50 Category)
- **Passive House Institute**
High Energy Efficiency Certification

commence. Lockdowns, stay-at-home orders, and sickness tattered the original project schedule. Later, when construction was classified nationally as essential, the timeline was hit with supply chain issues, backorders for proprietary specifications and equipment, and the evaporation of trade labor due to exposure and contract tracing stipulations.

All efforts were made to minimize the impact to the district's employees so that they could focus on the series of pivots that were required of educators during the pandemic.

The team persevered and construction was completed in July 2021. The Nicholas team was able to recoup lost time by working throughout the winter (a time typically avoided in the Midwest due to weather conditions and cost implications), and collaborating as a solid unit with major systems distributors, architects, engineers, and trade contractors.

In fact, the construction craftsmanship and specified materials and systems garnered the attention of the Passive House Institute United States (PHIUS), an organization that challenges the industry to provide built environments that can attain and sustain comfortable indoor environments with very low operating energy. PHIUS presented an additional third-party certification to assist the district in securing its grant funding.



All Factors Point to Zero

Many factors contributed to the efficiency of the building and a carbon footprint reduction of greater than 174 metric tons per year including:

- Native landscape planting and a permeable paver parking lot to reduce stormwater runoff
- Low flow plumbing fixtures to reduce potable water waste
- Rooftop photovoltaic solar panels to create energy onsite
- Increased roof and wall insulation to reduce heating and cooling loads
- An electric variable refrigerant flow heating/cooling system, which included heat recovery pumps and a dedicated outdoor air system
- High-performing triple pane windows to minimize energy levels and to maximize natural daylight
- LED lighting systems to integrate daylight harvesting and occupancy sensors
- Educational displays, including interactive video learning, to assist with energy usage reporting
- A building automation system to monitor temperature and electrical loads

Prairie Trails School broke the mold on many levels. As a celebrated ‘first of firsts,’ the school is the:

- First net zero building in Mount Prospect, Illinois
- First net zero school in the state of Illinois
- First net zero school in the United States that also conforms with the 2018 PHIUS+ Source Zero project standards

The Nicholas & Associates team is proud to have been a part of this historic project that serves as an immersive experience and critical learning tool for young learners and adults alike. ●



Initial Facilities Plan

Build Smarter, Not Harder

Why hiring a Construction Manager (CM) at the beginning, saves headaches in the end.

Schematic Design

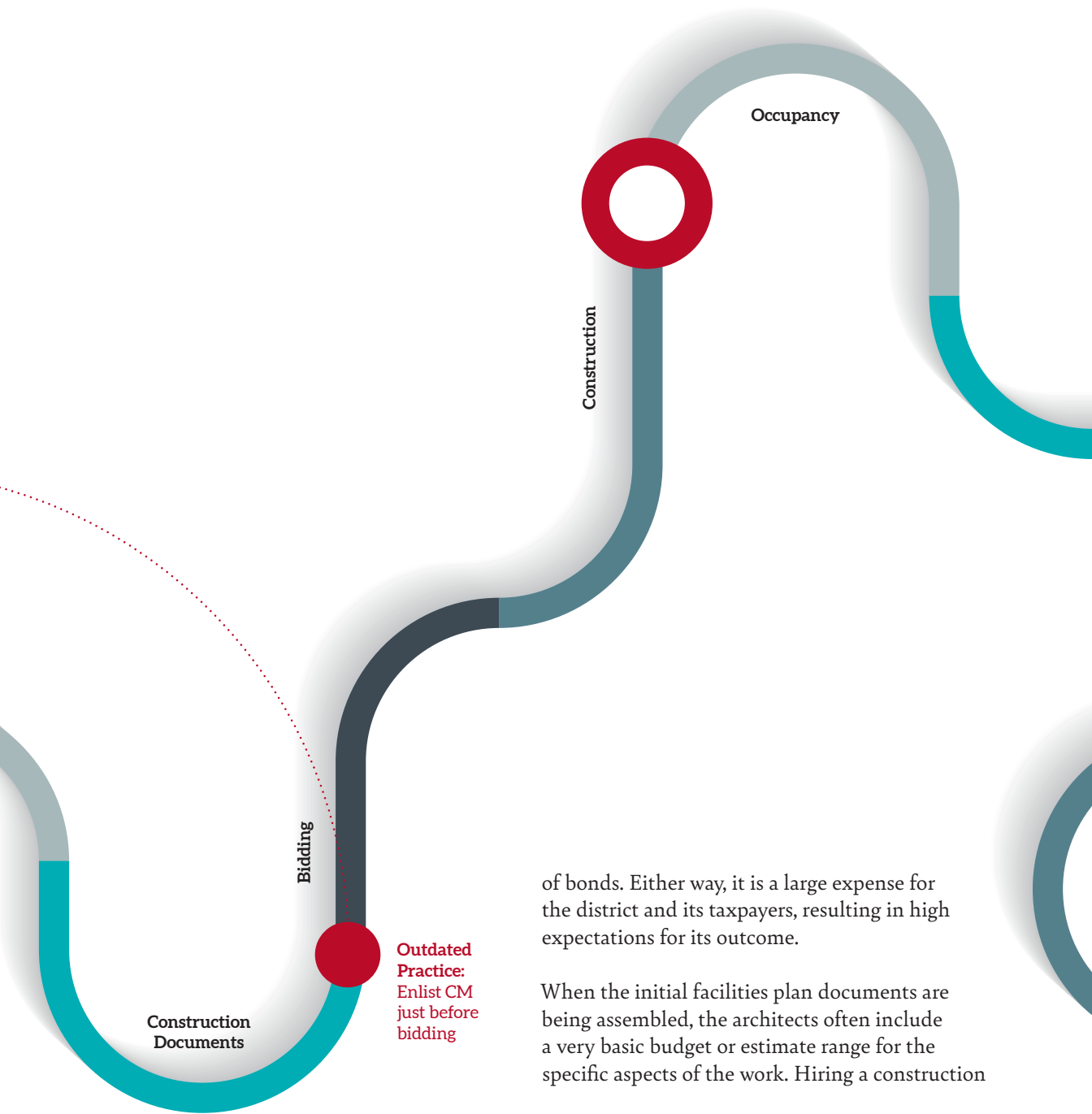


Best Practice:
Enlist CM during
schematic design

Design
Development

Every school district reaches a point in time in which a major building project or projects must be considered due to a growth in enrollment, deferred maintenance, safety and security, and/or the modernization of learning spaces. The advent of the process is usually met with great excitement but also trepidation, as large facility projects also require a large budget.

Therefore, one of the first questions that is usually asked by a district's board of education is the cost of the project. While districts may have some available money reserved in their fund balances or have non-referendum debt capacity, most require additional support from the community to fund new construction by way of a referendum for additional tax dollars or to support the sale



of bonds. Either way, it is a large expense for the district and its taxpayers, resulting in high expectations for its outcome.

When the initial facilities plan documents are being assembled, the architects often include a very basic budget or estimate range for the specific aspects of the work. Hiring a construction

BEHIND THE BUILD

For the purpose of ongoing facility planning, school districts generally maintain a **Capital Plan Document (CPD)** as well as a **Master Facility Plan (MFP)** document that is tied to the overall strategic plan of the district. While both documents are vital to the facility planning process, they are considered uniquely different.



The CPD is primarily an internal document that outlines a timeline of updates for existing facility needs, often developed by the architect, facility director, and chief business official. The CPD offers direction on projects that are generally completed over the summer months and shared with a board facility committee for the purpose of planning and budgeting. Work outlined in the CPD can also be completed as part of larger projects generally tied to a referendum. Each are considered “living documents” that need to be updated and modified over time as work is completed or as shifts in educational delivery occur.



MFP documents take a comprehensive look at school facilities and help leadership to assess and evaluate both the educational and physical needs of the school building. The process of facility evaluations for an MFP is most often a collective effort of many stakeholders within the district with the assistance of an architect. Participants from the district may include the superintendent, chief school business official, facility director, representatives from the administrative teaching and learning realm, as well as principals, teachers, and other school employees. The board of education may also create a board facility committee to help keep board members informed as the process evolves. In the end, the board of education receives the MFP as a document and an executive report.



manager early in the process helps to ensure that the budget, timeline, and project expectations are nailed down, so that decisions are well informed, and the information released to the public is accurate.

Teaming for Success

Once a plan's priorities are determined and the architects develop the initial schematic design and cost estimates, districts should strongly consider forming a partnership with a construction manager. Some districts, depending on the size and scope of the facilities plan, even choose to engage a construction manager while the initial budget estimates are developed.

As the architect moves forward through the preliminary schematic design phase, it is important for the construction manager to be a key partner in establishing the costs. Absent a construction manager, the architect-created budget estimates are typically based on the cost-per-square-foot. While this may be a good starting point, many other factors come into play that can lead to estimates falling short of reality in the construction marketplace. A construction manager has access to current building costs in real-time that allow estimates to be as close to accurate as possible. School districts should not wait until the project is set to go to bid before bringing a construction manager onboard and risk going public with an unrealistic budget. If this does

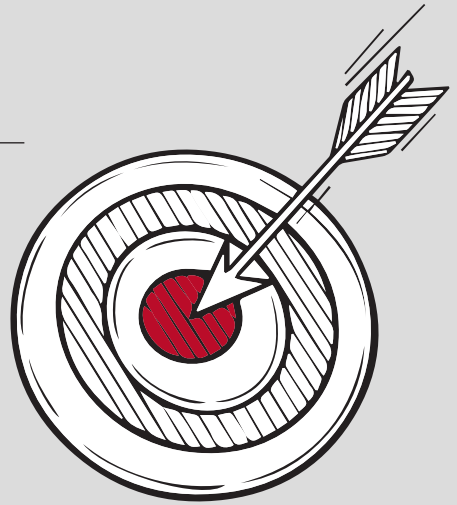
occur, the architects are typically charged with finding less costly replacement items (value engineering) in order to maintain the set budget. This often leads to the elimination of items that are desired by the district. The resulting disappointment for all involved can be avoided by introducing early in the process a construction manager who understands more thoroughly the current bidding climate.

Understanding the many facets of the construction market is a key contributor to a successful project's planning, bidding, construction, and completion. The current post-COVID market has been impactful in several ways. Supply chain shortages, long lead times, and workforce shortages, all have made construction bidding costs much less predictable. Those in the construction management field are on the front lines of the industry's everchanging market and bring that real-time expertise to the table when working through a project.

A strong partnership between the school district, architect, and construction manager is crucial to a successful build. Thoughtful planning and knowing how and when to assemble these key parts of the team are critical. The inclusion of a construction manager early in the process helps to ensure that the project maintains the budget, results in successful bidding, and upon completion, meets the high expectations of the district and the community. ●



Hitting the Mark



Jeff Borg works hard and plays hard, and when he finds something that interests him, he dedicates himself to be the best. From his lifetime career in construction to his life-long passion for archery, when Jeff sets a target, he aims to hit it.

Almost as far back as he can remember, Jeff Borg has been involved in construction.

Jeff said he was born into the trade, as he closely followed in the footsteps of his father who was a lifelong contractor. Although Jeff's father was a primary influence on his entering the field, construction was a natural draw. "I liked being outside and working with my hands," Jeff explained. "I liked working on something and being able to see a finished project. I just can't sit in an office. I need to be involved with all the moving parts."

His father's career in the construction industry led to job opportunities throughout the country, and by the time Jeff was a young man, he had already lived in seven different states. Born in Moline, Illinois, Jeff moved with his family to Florida,

Indiana, Michigan, Arkansas, Maryland, and Pennsylvania before returning to his birth state as a young adult.

When Jeff graduated from high school in Arkansas, his father started a company that installed stone veneer fireplaces. “I was his laborer,” Jeff recalled. By the age of 20, Jeff was living in and working with his father on construction sites in Kankakee, Illinois. With an impressive resume of construction work already under his (tool) belt, he joined the local union and was employed as a union laborer for the next 25 years.

When a job opportunity took his father to Maryland, Jeff followed and for the next three years he worked just over the state border on a Pennsylvania highway project. When the project was completed, Jeff and his father returned to his home state of Illinois and landed a job in Aurora. “He was the project manager and I was a laborer,” Jeff explained.

“My dad was a problem solver—always thinking outside the box,” Jeff recalled. “There are so many different personalities in the field and in the industry, in general. He just knew instinctively how to communicate with everyone. He knew what their drivers were and how to get the best out of them.”

While Jeff enjoyed working closely with his father/mentor, it did come with its own set of challenges. “Work was different for me. Since I was riding on my dad’s coattails, I had to constantly prove myself to show that I could do the job,” Jeff explained. “That’s how I also inherited my dad’s strong work ethic.”



Another Arrow in his Quiver

While his father led him on his career path, Jeff’s stepfather influenced him in another area. A consummate hunter and fisherman, Jeff’s stepfather would occasionally take him along on his outings. “I just liked being outdoors,” Jeff said, “and I’m terrible at golf.”

One day, Jeff happened upon an archery shop and saw a used compound bow and target for sale. Jeff bought the items, met up with a friend who also wanted to try the sport, “and my interest in archery just grew from there,” Jeff said.

As a young adult, Jeff’s enjoyment in archery fell victim to his passion for his construction work



and his desire to be more present in the lives of his children. “I wanted to focus on raising my kids,” he explained.

However, as his children grew, so did Jeff’s renewed interest in archery. He joined a local archery club and started leaning towards the competitive side of the sport. “I liked it because it fed my need to challenge myself and work hard at something to be the best,” he said.

Jeff began participating in local archery competitions on the weekends, advanced to the state level, and eventually began traveling and competing nationally. “I feel like I’m good at it because I’m passionate about it,” Jeff said. “It’s something different. It goes along with my

enjoyment of hunting and the outdoors because you just work to get that one good shot.”

Earning his Shot

Eventually, Jeff and his father started working for different construction companies. Jeff worked in high-rise multifamily construction and his father found his way to Nicholas & Associates. The housing crash of 2008 halted Jeff’s work and he was looking for a new opportunity. Once again, his path led him back with his father and to a job with Nicholas & Associates.

“It didn’t take long before I realized how family-oriented this company was,” Jeff said. “Nick Sr. and



Nick Jr. drove onto a job that I was on just to stop by and say hello. You just don't see that from other owners." After working so closely and so long with his father, Jeff was instantly drawn to the tight-knit Papanicholas family. "I love the atmosphere," he explained. "People here know you; it's home. There are a lot of new faces, but we're still close."

Jeff settled into his new job and re-focused on balancing his strong work ethic, competitive drive, passion for archery, and desire to spend time with his loved ones. Jeff discovered that the best way to achieve all his goals was to invite his wife into the sport. She took to archery instantly and now the couple travels together to compete across the country.

Jeff's personal goal is to shoot professionally, and he practices for 2-3 hours each evening, drawing his arrows at the various lifelike, three-dimensional foam animal targets in his Big Rock, Illinois backyard. His hard work has led him to the award podium dozens of times, which is "just enough to keep me coming back," he said.

After years of various learning experiences and intense practice—both at work and at play—Jeff has made his mark in both the construction industry and at archery tournaments.

"In my work with Nicholas and my competitive archery, there is no room for second place," Jeff said. "I am always working to be my best." ●

SHARPENING THOSE SKILLS

- Jeff competes in the Senior Pro division of the Archery Shooters Association.
- The competitive archery season is held from February through August.
- Approximately 2,000-2,500 archers participate in each of the six national Pro/Am competitions that are held across the country each year.
- Each ASA Pro/Am tournament consists of two rounds of 20 individual 3-D targets contested over a one- or two-day period.
- Jeff competes in the unknown distance competition, whereby he must instinctively determine the distance between himself and the target by sight.
- Contestants are judged on the distance between where the arrow hits the target and the marked center ring.
- The foam animal target practice "zoo" in Jeff's backyard includes a leopard, deer, wolverine, and javelina pig.
- Jeff's 11-year-old granddaughter has inherited his talent and recently earned a fifth place ranking in a national tournament.



Hardworking Humble Gracious Authentic
Polite Respectful Responsible
Thoughtful Confident Appreciative
Honest Patient Loving
Kind

The Move to Full-Day kindergarten

Many adults who attended kindergarten will recall that it was typically a half-day program held during either a morning or afternoon session. For both parents and the students, it was a great way to ease into the journey of a structured education. Memories of snack time, nap time, and other fun activities is often what is recalled, however, an integral part of the experience focused on establishing the building blocks of learning.

As education evolved, research began to focus on the impact of early education and how it relates to lifelong learning. Researchers surmised that younger children who had access to early education enhanced their ability to read, and in turn, would cognitively perform better throughout their entire educational life. The impact of a full-day program was also discovered to not only have an influence on future educational success, but lead to enhanced social and emotional development. With that research in hand, many



public schools began to contemplate offering the opportunity for kindergarten students to attend classes for a full school day.

A Numbers Game

As with any new initiative, there were challenges that had to be overcome. Whenever a school district adds instructional time, a primary issue is the cost to offer the new instructional program. In general, some of the obvious costs associated with a full-day kindergarten program include increased staffing costs, instructional supply costs, and other ancillary costs. While these are the most obvious,

the largest cost that may challenge school districts is where to house the program. In the traditional half-day program, one classroom can serve 40-50 students who are divided between morning and afternoon sessions. To implement a full-day kindergarten program, school district leadership must first evaluate the anticipated incoming kindergarten enrollment to determine if moving to a full-day program is even possible. Most districts have demographic enrollment studies that are used to forecast the number of incoming students over the next decade. This information is used in conjunction with actual registration numbers to predict the possible influx of full-day kindergarten students and the space that will be needed to accommodate the future kindergarten enrollment.



The Case for Space

As districts move towards offering a full-day kindergarten program, the spaces that are being considered to house the young learners need to be carefully vetted. Traditionally, kindergarten classrooms require a larger than average footprint, allowing for more square footage. This helps accommodate the kindergartners who tend to move around more within the classroom. In addition, kindergarten classrooms also tend to be furnished with tables instead of the smaller desks, and the classrooms are often subdivided into multiple learning areas, which require additional floor space.

Access to restroom facilities is also an important consideration in both distance from the classroom as they may need to be accompanied, and the size/height of the toilets and sinks. It is not uncommon for primary grade classrooms to have attached bathrooms, but if considering housing a kindergarten classroom in a room previously used for students in the upper grades, it may not come with toilet facilities or it may need significant remodeling. Given the activities that occur within a kindergarten classroom, immediate access to a sink is vital.

While some school districts have the luxury of available spaces that can easily be adapted for

Multiple school districts in Illinois and Wisconsin have enlisted Nicholas & Associates as their construction manager to accommodate full-day kindergarten within their learning facilities.

Photos: Oconomowoc School District facilities, designed by Eppstein Uhen Architects and constructed by Nicholas & Associates





a full-day kindergarten program, most will either need major renovations or an addition on the building.

Building Expectations

Many Nicholas & Associates clients have walked through the previously outlined process to determine that additional space would be required to accommodate a full-day kindergarten program in their districts. While this is not always an easy decision due to the larger funding needs, the academic benefits tend to prove worthy of the investment. Once a district has made the decision to address additional space needs, an architect is contracted to investigate options for renovations, additions, or even new building construction. Engagement in the process should include not only the district's administration team, but representation from staff members, and often the community as well.

For districts that have buildings on small parcels, this can be very difficult. A concern that is generally raised is the loss of outdoor space, as the area is used by the rest of the school population for play or outdoor classes. Elementary schools are often neighborhood based, adding concerns about local construction noise and traffic. Determinations also need to be made as to if the program will be tuition-based versus a free offering.

Once these issues are resolved, the process moves to the design document phase. This is the critical time to consider the addition of a construction manager to the team so that budgets can be determined and presented to the board of education and community members.

In the end, a full-day kindergarten option is a welcomed addition for parents as an enhanced educational opportunity, as well as a practical option for households with two working parents. Across the U.S., the desire for a full-day kindergarten option continues to grow, placing districts currently without a program on notice to start planning to address the anticipated demand. ●

chapter **3**

ARCHITECTURAL DOOR SOLUTIONS



**ARCHITECTURAL
DOOR SOLUTIONS**

Opening Doors

Doors are an often-undervalued component of construction.

While the need to have doors is obvious, their style, design, materials, and specific purpose tend to be an afterthought. The doors and hardware needed to safely secure a school are vastly different than the doors leading customers into a trendy retail space, or those used to ensure privacy in an office's interior. Add to the calculation the number of doors that are needed in a space and the corresponding cost, and one realizes the importance of having a knowledgeable partner to ensure those dollars are spent wisely.

That is what makes Bill Zanon, director of sales for Architectural Door Solutions (ADS), special. He knows that a door's details make a significant difference in the building's overall function and look. Therefore, Bill works tirelessly to guide his clients through the decision-making process, ensuring they receive exactly what they need for their build.

As the ADS lead, Bill manages multiple projects detailing the specific doors, frames, and hardware needed for each. This requires exceptional organizational skills since the average multifamily residential development property requires approximately 3,000 doors.

In addition, one entry door to a multifamily residential building could require as many as six or more contacts with others to keep installation on target, including discussions with the construction project manager, access control vendor, electrician, door manufacturer, subcontractor, building owner/developer, and hardware installer.

When managing various vendors and installation crews, there are often unexpected obstacles that need to be addressed. For example, delivery and installation delays due to the pandemic and corresponding supply chain issues (see Broken Chains on pages 68-71) have continued to impact the door manufacturing industry, furthering the need to improve and increase communication between all parties.

With 40 years of experience, expertise, and connections, Bill excels at keeping delivery schedules on target and clients informed. However, his greatest strength as he coordinates the entire process from the initial order through its installation, is the strong relationships he works to develop with his clients. To Bill, it is about more than just meeting his clients' expectations; it is about opening the door to forming long-term, trusting relationships. ●



Bill Zanon, Director of Sales



Logistics Disruption

The freight industry was heavily affected by the pandemic. Specifically, the trucking industry saw a seismic shift in the number of truck drivers, which decreased significantly primarily due to an already aging driver population.



Workforce Reduction

This is the root of most issues attributed to supply chain disruptions. Simply put, many workers did not return to their pre-COVID jobs. The causes can be debated, but what is undisputed is that the workforce in general is smaller now than it was prior to the pandemic.



Processing Shortcomings

Ports in the United States saw unprecedented delays/backlogs in the offloading of goods from foreign based manufacturers. It was common to hear that products were on a shipping container off the coast waiting to be unloaded.

Broken Chains

Beginning in late 2019, COVID disrupted the way the world operated. Forced to pivot from their operational protocols, business owners now face a “new normal” that includes a dysfunctional supply chain that appears will persist well into 2023. [Read more on page 71.]

A Perfect Storm of Disruptors



Component Shortages

Items such as copper, steel, aluminum, and plastic continue to be in short supply. Specifically, semiconductor chips are in short supply while facing high competing demand from other industries including the manufacturers of cars, smartphones, and washing machines.



Component Pricing

When the workforce stagnated post-COVID, manufacturing facilities did not have enough employees to operate efficiently and were forced to close. At that point, supply and demand kicked in and prices escalated. Volatility in pricing for items such as lumber tripled in 2022.



Lead Times

The lead times for products have skyrocketed. To understand just how significant these issues are, consider the timeframes noted on the next page.

that was then, this is now.

Lead Time Differences: 2019 vs. 2022

0 vs. 8 weeks

Maple floors used in many school gymnasiums, could be immediately filled on an as-needed basis. Post COVID, lead times for these products stretched out to 6-8 weeks.

0 vs. 20 weeks

Premium appliances such as range cookers and side-by-side refrigeration may have lead times of up to 20 weeks.

3 vs. 45 weeks

Windows typically took 2-3 weeks to arrive in 2020 and now take 20-30 weeks with some window types extending out to as much as 45 weeks.

0 vs. 14 weeks

Lead times have increased across nearly all appliance brands. Many dishwashing and refrigeration products have lead times of more than 14 weeks, with premium appliances experiencing lead times of up to 20 weeks.

3 vs. 9 months

In 2020, HVAC unit orders could be fulfilled in 2-3 months compared to current estimates of 6-9 months.

12 vs. 86 weeks

Pad-mounted transformers, which typically took between 6-12 weeks to fulfill in 2020, now have lead times of 52-86 weeks.

The synergy between the design/development of a project along with setting the associated budget milestone checks, separates Nicholas & Associates from its competitors. As much as weather can be expected to factor into a construction schedule, the Nicholas team has learned to account for supply chain disruptions in each project timeline.

The relationships built between Nicholas and its clients, architects, engineers, subcontractors, and vendors/manufacturers, have been critical to staying ahead of any hurdles before they negatively affect the project. Together, they establish a reasonable and attainable construction schedule. By working collaboratively as specifications are constructed and designs are conceived, product sourcing issues are avoided. In addition, long lead time items are identified at the beginning of the process and if issues arise, the Nicholas team's understanding of what manufacturing options are available allows the company to pivot and obtain appropriate alternate materials.

Supply chain challenges also affect Architectural Door Solutions (ADS), a Nicholas sister company. Prior to 2020, wood doors had a typical lead time of 8-12 weeks. During COVID, lead times doubled and then jumped in some cases to 26 weeks. More specialized door designs saw lead times beyond 26 weeks. Hardware lead times were better but

depended greatly on the manufacturer. Standard lead times on hardware were 6-8 weeks and post COVID, lead times jumped to 12-16 weeks. Much like the doors, if custom hardware is desired, lead times could stretch longer than 30 weeks.

To avoid issues that affect scheduling, the ADS team builds at least one calendar quarter into all door/hardware delivery schedules, so orders can be placed with ample lead times. In some cases, an expedited process is used to meet timelines and avoid schedule delays. Working with architects and owners to impress upon them the importance of getting these specifications created and approved early in the process remains one of the best game plans to ensure a successful project.

The Nicholas and ADS teams are determined to ensure that clients experience a positive building process from start to finish. It is because of this philosophy that Nicholas and ADS employees work diligently to adapt and overcome the challenges that supply chain disruptions have presented. ●



chapter **4**

WINGSPAN DEVELOPMENT GROUP



WINGSPAN
DEVELOPMENT GROUP

The Finer Things

There is a saying that if you can dream it, you can achieve it.

Jason Macklin has been doing both since he was a teenager. Jason envisioned his life as a real estate developer, and today he serves Wingspan Development Group as its director of development. As with his selection of fine wines, his real estate selections are made with high-standards and impeccable taste.

It was a hot Chicagoland summer, and Jason Macklin was laboring to transport a wheelbarrow of sod down a steep-sloped yard that led to Lake Michigan. As a young teenager working on the crew for his father's high-end landscaping and design-build company, he seemed to get the brunt of the hard work. "My dad would always give me the hardest jobs because he wanted me to develop a good work ethic," Jason said.

Though the work was difficult, Jason found the views remarkable. "I was laying sod in the yard of a beautiful all-glass house," Jason recalled. "The house was magnificent. I'd see these beautiful houses and wondered what the owners did to afford them. When I asked my dad, there was one common theme. They all worked in commercial





The fun part is putting that puzzle together.

real estate or real estate development. That was when I first acquired my love of real estate.”

Over the years, Jason’s father formed close relationships with his clients and began modestly investing in their real estate developments. “He would receive the company prospectuses and he would review them with me,” Jason said. “I found it fascinating that so much went into a single project. The desire I had to be a part of the industry led me to work in a residential real estate office during high school.”

So, when Jason went off to college, he knew exactly what he wanted to major in—meteorology.

WAIT, WHAT?

Apparently, family dinners at the Macklin household included watching the Weather Channel so the father and son could plan the next day’s landscaping/snow removal work. “I’d see Tom Skilling every night and thought, ‘this could be cool,’” Jason said. However, the long, early morning college science classes quickly helped Jason refocus his aspirations. “By week two, I dropped the class and thought through my options,” he said. Since the school did not have a real estate program, Jason studied business administration and transferred midway through the year to Arizona State University to concentrate his studies on real estate.

Developing in Real Estate

Jason’s senior year of college brought him to another crossroad—pursue an internship with a development company or work as a server at a fancy restaurant for more money? This time, Jason followed his real estate passion and learned to entitle, permit, and build developments for a national retail pharmacy. His work putting together real estate packages garnered the attention of the company’s ownership and Jason was offered a development manager position. “I started working deals and meeting with landowners,” Jason recalled. “I got a feel for how to select development sites and I learned the importance of spending time in the car driving around to get a feel for the site’s geography, traffic patterns, and competition. I loved finding the right site, whether it was currently available or not, and seeing if I could make the deal happen. The fun part is putting that puzzle together.”

Jason’s success resulted in an expansion of his service area, which included fast-paced Las Vegas. “I spent many days driving and putting together very complicated deals,” he said.

During the midst of the recession in 2010, Jason returned to the Chicago area from the Southwest and took a job with a national real estate company performing asset management work. “I didn’t love

it, but I learned a lot about property operations, including multifamily residential,” Jason said. “It was a big missing piece in my skillset.” An affiliate development company recruited Jason since he knew both the development and property operations sides of the business. Jason was named the assistant vice president of development and tasked with building a national pipeline of multi-family projects.

Along with the many ‘pros’ of working for a large corporation, for Jason, there were also some ‘cons,’ primarily the politics and policies. “I was talking to a design consultant and he said that there was this young company doing work in the northwest suburbs. He told me that I needed to talk to Nick Papanicholas Jr.”

In 2018, Jason met with Wingspan Development Group President Nick Papanicholas Jr. and Vice President Christopher Coleman. “At the time they were a smaller organization—young and talented with a leadership that was hungry and motivated,” Jason said. “Wingspan wasn’t even an official company yet and I had the opportunity to come in on the ground floor and help build something great.” Building something great is exactly what Jason has been doing at Wingspan. “I get to take nothing and create from it something special. I love solving the puzzle. Everything needs to come together perfectly, like an orchestra. I get to be the conductor of the orchestra,” he said. “No day is the same. Every day is busy, but it is something I truly enjoy doing.

Now that he has been with the company for almost five years, Jason’s admiration for the organization has only grown. “The owners genuinely care about the employees. It’s the culture I really like at Wingspan. That level of caring emanates from the top down and inspires everyone.”

The Other Side of the Story

“Throughout my 20s I was traveling all the time—out entertaining clients and at conferences. I would be out to dinner with executives who had a ‘what the client wants the client gets’ mentality, so with all the gourmet food and drinks, my pallet started to get a little more refined. I started to become more particular. Then came wine trips to Napa.”

Through trial-and-error, Jason developed a distinctive set of standards for his preferred beverages, using a very simple guideline: “I drink what I like, and I don’t drink what I dislike,” he said.

Over the years, Jason’s wine preferences developed into a fun hobby, and now an irresistible passion to find the perfect bottle to enjoy. An outcome of which is that Jason now serves as the company’s unofficial connoisseur for restaurant, food, and beverage recommendations across the country.

As a bachelor, Jason joined a wine club, created a flavor profile, and was sent five bottles to taste that corresponded to his profile. He and his wife Sarah’s third date was spent tasting those bottles to determine their favorites. Their honeymoon



in Montalcino, Italy introduced them to their favorite grape—the Sangiovese grape—and corresponding Brunello Di Montalcino wine. The search for fine bottles of wine has also become a family affair as the family travels together on annual trips to wine country.

“Wine is a huge part of our family get-togethers,” Jason explained. It is also a huge part of his work as a development director. “A good portion of what we do is relationship-based,” he said. “We have a lot of meetings done over a meal. I get to

JASON'S WINE RECOMMENDATIONS



PINOT NOIR

Merry Edwards
Pair with seafood and sushi.



ZINFANDEL

Anything by Turley or A. Rafanelli
Pair with any and all things BBQ.



SANGIOVESE

Il Cocco Brunello di Montalcino Riserva
Pair with anything or nothing.



CABERNET SAUVIGNON

Cliff Lede or Tamber Bey Vermejo
Pair with Steak – medium rare.




SPARKLING

Dutton Ranch Rosè de Noir
Pair with charcuterie and cheese.

share my passions with them, and we learn from each other.”

Today, Jason said he is living his dream ... almost. “I have a wonderful family and I’m doing a job I love. I get to travel and I’m working with great people,” he said. “I may not have that big house on Lake Michigan, but someday I will. Rome wasn’t built in a day.” ●



THE FUND

PART DEUX

As the owner of Nicholas & Associates and Wingspan Development Group, the Papanicholas family ownership has completed many successful development projects over the last four decades. Projects have included commercial and industrial buildings, mixed-use residential projects, townhouses, and retail franchise units. For many of these projects, the family invited business associates, friends, and family to be equity investment partners.



Todd Younger, Wingspan Fund & Investor Relations Manager

In 2021, the Papanicholas family took another strategic step in its growth by raising a private equity fund and partnering with a larger network of business associates and friends to invest in Wingspan Development Group's growing pipeline of multifamily apartment projects. The fund, WDG GP Fund LLC, closed on June 30, 2021 raising roughly \$12 million through the contributions of more than 100 investors. As an "unregistered investment security" under

Regulation 506(b), all investors in the fund had to be accredited, as defined by the U.S. Securities and Exchange Commission. An accredited investor qualifies either by having income earnings of at least \$200,000 over each of the last two years or by having a net worth—excluding one's primary residence—of more than \$1 million.

The fund was invested with the Papanicholas family as co-general partner equity in three

of Wingspan Development's multifamily projects: HUB13 and The Ruby at Brookfield Square in Wisconsin, and NÍCHE in Florida.

Multifamily Real Estate Investing

There are many reasons to invest in commercial real estate, however there are certain benefits that are unique to the multifamily asset class.

RELATABLE

Multifamily real estate is one of the most popular types of commercial real estate investments. This is largely because investors can understand and relate to residential housing, since most people have lived in an apartment or currently own a home.

STABLE

In general, unless a developer drastically overpays for a site, overleverages the balance sheet, or grossly mismanages the construction process, an investor's downside is typically protected. Everyone needs a place to live, and increasingly, there is not enough supply to keep up with demand.

RELIABLE

Multifamily investments are also a great way to hedge against inflation. Rents typically rise at least as fast as the rate of inflation, although in an inflationary environment, the owner's expenses may correspondingly rise as well. However, thoughtful planning can ensure that rents rise faster than both inflation and expenses to help to strengthen the cash flow and the overall bottom line.

Wingspan focuses on ground-up development projects located in targeted growth markets. Its typical project is a 175-300-unit Class-A garden, wrap, podium, or horizontal building type. Ideal locations are near amenities that serve to enhance lifestyles and drive occupancy such as public transportation, schools, essential retail, lakes, parks, and other outdoor amenities.

Here are the primary reasons why WDG GP Funds are invested in Wingspan's multifamily development projects:

- Historically the best real estate investment asset class
- Provides an alternative to traditional stocks, bonds, and Real Estate Investment Trusts
- Allows for diversification across multiple Wingspan projects
- Access to exclusive deal flow
- Investments are made side-by-side with the Papanicholas family

Investors looking to minimize their risk and maximize returns are hard-pressed to ignore the benefits multifamily has to offer. ●

**A Papanicholas family philosophy is to
“focus on protecting the downside and the
upside will take care of itself.”
This is especially true as it pertains to
investing in multifamily real estate.**



REASONS TO INVEST WITH WINGSPAN DEVELOPMENT GROUP



EXPERIENCE

\$500 million of multifamily projects completed with more than 2,000 units built and rented



COMMUNICATION & SERVICE

Investor portal for easy access to updates and tax reporting



TRACK RECORD

Returns created through real value creation and not financial engineering

Wingspan Development Group's second investment fund, WDG GP Fund II, was launched in late 2022 to capitalize on and invest in Wingspan's 2023 pipeline of multifamily development projects. Targeted projects include markets in Arizona, Florida, Illinois, and Wisconsin.

Inquiries about these funds can be directed to Wingspan Fund and Investor Relations Manager Todd Younger at tyounger@wingspandev.com.



Trending Lifestyles

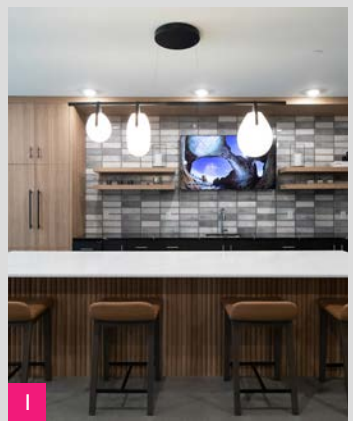
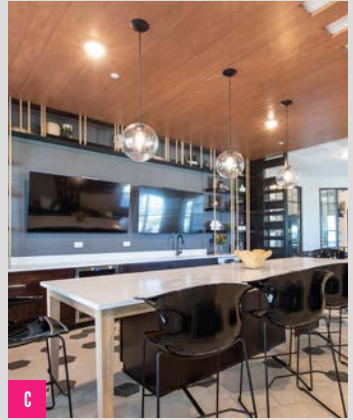
Apartment rentals are not what they used to be.

Years ago, living in an apartment complex was often the most affordable option and a steppingstone to the dream of home ownership. Today, many people with the financial resources to own a house of their own are choosing to reside in apartments, and for good reasons. Luxury apartments offer residents a home without the necessary maintenance responsibilities, and with incredible amenities that make living convenient and enjoyable.

In order to meet these new luxury apartment expectations, the Wingspan Development Group team is deliberate in conceptualizing how to best elevate the resident experience in each of the company's developments. While the boutique-size developments may not have the footprint to incorporate the entire amenity wish list, it is an expectation at the larger properties. At a minimum, this includes a resort style pool, hot tub, dog park, pet spa, and coworking spaces.

The Wingspan team has built upon that initial list and also incorporates into its high-end developments fitness rooms with free weights and cutting-edge equipment, yoga studios, resident lounges with complimentary coffee stations, keyless entry systems using one's mobile phone, hi-speed internet access, garage parking, onsite storage lockers, 24-hour access to secure package rooms, and outdoor recreation areas, sundecks, and grilling stations. Additional features selected for properties with the available greenspace may include bocce ball, horseshoes, putting greens, and other outdoor activities.

Continually evolving to stay ahead of current lifestyle trends, properties now include expanded dog park exercising areas that include obstacle courses and/or a separate dog run for smaller





WINGSPAN PROPERTY AMENITY EXAMPLES

A	Fitness Center
B	Resident Lounge
C	Demonstration / Catering Kitchen
D	Bark Park
E	Coworking Space
F	Secure Package Room
G	Grilling Station
H	Pet Spa
I	Hospitality Station / Bar
J	Resort-style Pool / Sundeck

breeds. Zen gardens and additional gathering areas with varied seating options are also popular additions, as are electric car charging stations and car washing bays within the secure garages.

Many Wingspan properties offer additional opportunities based on residents' needs, such as dry cleaning and laundry services through an onsite locker service. Based on location, properties may also offer the use of outdoor recreational equipment such as bicycles and skis.

As the Wingspan team continues to develop high-end multifamily housing across the country, future properties will continue to benefit from the team's commitment to consistently raising the bar. Additional amenities currently under consideration include golf simulators, tap (beer) rooms and/or wine cellars, pickleball courts, and offerings to further enhance the pet-friendly environment.

Regardless of the location or the size of the property, meeting expectations to create quality residential experiences with the most on-trend amenities is how Wingspan Development Group continues to stand out in the multifamily residential market. ●

chapter **5**

NICHOLAS SPORTSPLEX

**NICHOLAS
SPORTSPLEX**

The background features several light gray icons of skating techniques, such as a toe stop, a crossovers, and a heel stop, each enclosed in a rounded rectangular frame. A red dashed line with an arrow at the end starts from the top left and curves around the title.

Skating Through Life

Colin Van Hauter likes a challenge almost as much as he likes hockey—which is good since his life has been full of both. Through hard work and an unrelenting passion, he faces off against adversity, finds the strength to breakaway, and faithfully follows where the ice leads him.

It was the all-American sport and Colin Van Hauter showed promise—as much as a 6-year-old baseball player could muster. It was his general athleticism that caught the eye of one of his teammates' father, who asked Colin's dad if Colin would consider playing hockey on his inline roller hockey team. So, in addition to a baseball and bat, Colin picked up a pair of inline skates and a hockey stick. "The first time my dad put the skates



on my feet, I skated around the block and he knew I would take off in this sport,” Colin recalled.

As predicted, Colin took to the sport immediately. By age 8, he was playing competitive roller hockey and at age 10, he was selected to play for Team Illinois in the annual State Wars Hockey tournament—a position he maintained for five consecutive summers. “I loved the speed of the

game and the camaraderie on the bench and in the locker room,” Colin said. “Hockey games were intense and quick compared to the long, slower-paced baseball games.”

Colin remained a two-sport athlete through age 14. “I wanted to play ice hockey,” Colin said. “I dreamed of playing at a higher level and roller hockey did not have professional teams.” So, when



Colin's parents finally gave in to his request to transition to the ice, he concentrated solely on hockey and his dream to play NCAA collegiate hockey.

Hitting the Ice

Colin found the transition to playing on the ice fairly easy. After he adapted to the differences in the edge work (being on a blade compared to wheels) and learned certain technical aspects of the sport (such as checking and off-sides), Colin realized that through roller hockey, he already had developed the skills he needed as a forward on his freshman high school ice hockey team.

"I loved it immediately," Colin said. "I couldn't exactly tell you why, but I have this competitive nature and there is this thrill you get playing ice hockey. You forget about everything else in your life and you just live in the moment."

The following two years, Colin played for a high school hockey club that included players from his high school, Elk Grove, as well as those from surrounding high schools. Playing in the forward and right-wing positions, Colin helped lead his team to a state championship, scoring three goals and an assist in his team's 5-2 win his sophomore year.

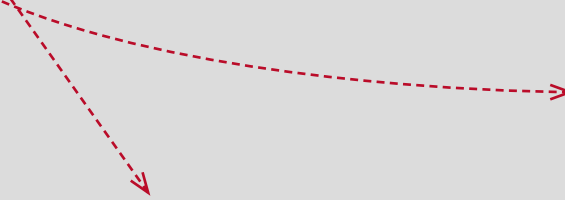
"I was always the kid who was practicing," Colin said. "I wanted to see how far I could take my hockey career."

Colin said that he had a lot of friends at high school, even though he was quite shy. However, it was a different story once he stepped on the ice. "I was the complete opposite on the ice. I was very competitive, focused, and determined," Colin explained. "One of the hockey fans in Wisconsin once told my dad that he loved the way I played, and was surprised when he met me off the ice because I was one of the nicest people he had ever met," Colin said laughing.

Starting at age 15, Colin began receiving recruitment offers from junior hockey leagues across the nation. So, as he entered his senior year of high school, he signed his first contract with the Central Wisconsin Saints in Stevens Point, Wisconsin. "My parents didn't think I was ready to leave as I was only 17, but they knew that to grow in hockey, I would need to go," Colin said. "It was somewhat close to home and they trusted the high school I would be attending, so they finally agreed. I was excited to leave. I was ready to move on and live a different kind of life."

A Different Kind of Life

Life for Colin now included living with a host family, along with another hockey contract player from Michigan. "It was that experience that changed me as a person," Colin said.



Beyond hockey and high school, Colin's new independence also came with added responsibilities such as doing his own laundry and keeping his busy schedule. Colin said it was tough balancing school and hockey with much of his schoolwork needing to be done online during the 20-hour bus rides to games.

Colin said it was his older teammates who helped him with the transition. "They were great mentors and they definitely took me under their wings and helped me grow up at a time when I was young and vulnerable," Colin explained.

Colin did well in hockey that year, finishing at the top of the team with 46 points in 45 games (22 goals and 24 assists).

With his contract with the Saints up for renewal, Colin decided he wanted to move back home for the last two months of school and graduate alongside his friends at Elk Grove High School. However, his return home was short lived.

Prior to the next hockey season, Colin participated in a summer U.S. Junior Development Program training camp in Colorado. For two weeks, he was on the ice three times a day and in the weight room twice a day, being scouted by coaches from across the nation.

Colin found a match with the Omaha Lancers AAA program in Nebraska and was one of only three high school graduates on the team. "Every day was a battle," Colin said. "It was grueling and

mentally draining." Colin's daily life consisted of training, practice, a second training session, and two-hours of video review before going back to the home of his new host family. "I never felt that I was doing anything right," Colin recalled. "It wears on you. The coach was preparing us to be professionals. I just wasn't ready for the change, the intensity, and his coaching style. I was just overwhelmed, honestly."

After two months, Colin decided to return to Stevens Point, the Central Wisconsin Saints, and his former host family to play another season. Success followed Colin as he was consistently first or second on the team in points. After the season, Colin transferred to the Dells Ducks in Wisconsin, helping his new team advance to the national tournament. "In the first four games of the season, I scored 16 points," Colin said. "It felt great."

Colin had hit his stride and was getting noticed. His coach had told him that after the weekend's games, he should expect an important call—he was finally getting his once-in-a-lifetime opportunity to advance into the North American Hockey League.

With his parents watching the Friday night game from home, Colin secured both a goal and an assist within the first period for his team. His coach took him out of the game, but Colin insisted that he continue to support his soon-to-be former team on defense. Colin was allowed back on the ice. He played hard and body checked a player, sending him flying backwards, skates up in the air. Colin's



momentum also pushed him forward, and into the opposing player's skate blade, deeply lacerating his wrist, and just missing his artery and tendon.

Saturday, the team played without Colin. Sunday he was back on the ice, scoring a goal and an assist, "but it went down from there," he recalled. "I couldn't play because I couldn't grip the stick." As Colin struggled for the next 15 games, his

transfer to the North American Hockey League became someone's else's once-in-a-lifetime opportunity.

Delay of Game

"I didn't take time off to heal, which affected me mentally," Colin explained. During another

There is nothing like a hockey player. They are a different breed.

fight on the ice, he tweaked his neck which compounded years of issues and stress to the area, once again taking him off the ice. “I knew it would be a fight to get back to the level where I wanted to be,” Colin said, so he looked for a fresh start on another team. He transferred to the Wisconsin Rapids River Kings where “I knew I could be a top player,” he said. At 20, Colin aged out of junior hockey and briefly committed to Western New England University before the desire to be closer to home brought him to a crossroads.

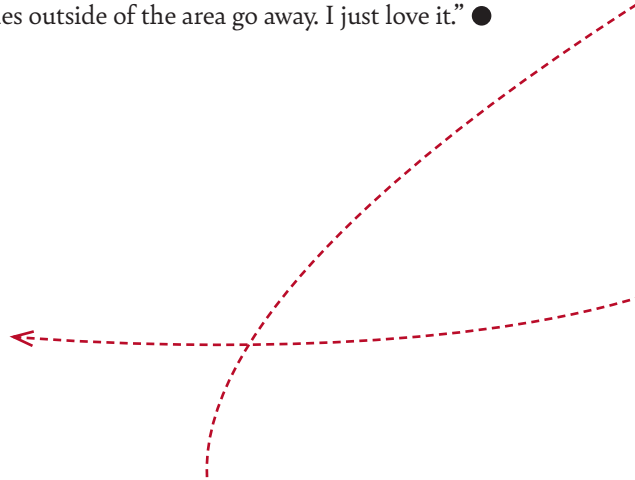
“I decided to hang up my skates,” Colin said. “It wasn’t easy. For two years after that I struggled with the decision. Eventually I got an offer from Worcester State University and decided to accept. But when I got on the ice again, it just didn’t seem worth it. It was my closure. Now I had to reinvent myself. I really didn’t know what I was going to do outside of hockey. I really didn’t.”

Ultimately, Colin earned his Emergency Medical Technician (EMT) license and was working for an ambulance company when he returned to hockey in 2015 as a coach of the Northwest Chargers. In 2016, the new Mount Prospect Ice Arena (MPIA) opened and became the home ice for the team. Ryan Zanon, who served as the assistant general manager of the MPIA, knew Colin from the local hockey community. When they bumped into each other at a practice, Ryan mentioned an open position at the arena as a custodian and offered Colin the job.

Both the EMT and the custodial positions were equal in pay, but the custodial job was more conducive to his hockey coaching schedule. So, Colin accepted the position at MPIA, and within five months advanced to a rink attendant position and drove the Zamboni. After two more months, Colin was tasked with starting an adult hockey league and in six additional months, he was named an assistant general manager. Two years later, Colin helped guide the transformation of the MPIA into the expansive Nicholas Sportsplex and joined Ryan as the facility’s two managers.

“I’m always looking for challenges,” Colin said. “I want to be the best in everything I do.”

In whatever ways life continues to evolve for Colin, his passion for hockey will remain constant. “There is nothing like a hockey player. They are a different breed,” Colin said. “We are such a close-knit community. I feel the joy being around the game, watching the game. It makes your problems and worries outside of the area go away. I just love it.” ●



A man with a beard and long hair tied back, wearing a black quilted jacket with "NICHOLAS SPORTSPLEX" on the left chest, is holding a hockey stick. He is standing in an indoor sports facility with red bleachers in the background. A red dashed box highlights his head and shoulders. A red rectangular box on the right contains his name and title.

Colin Van Hauter
Facilities Manager
Nicholas Sportsplex



Hockey for All

At 16-years-old, J.J. O'Connor was a busy teenager, going to school and enjoying playing on the Chicago Patriots junior level hockey team. Never could he imagine that in less than a year, an accident on the ice would change his life forever.

An avid hockey player since age 5, J.J. loved the sport. In his first game of the 1995 season, he was playing center for the McFetridge Patriots when the puck was dumped in the corner for a line change. "I came off the bench and headed to the attacking zone," J.J. recalled. "I was the first forward in and chased after the puck lying on the boards with the defensemen from the other team. As we approached the puck, the defensemen and I bumped into each other and both fell into the boards. He fell in feet first and I fell headfirst."

The impact broke the cervical portion of J.J.'s spinal cord, leaving him paralyzed from the neck down. The once active teen was now learning how to live his life as a quadriplegic.

Progressing Through Positivity

J.J.'s friend, Jim Smith, regularly visited J.J. in the hospital after the accident. The tragedy strengthened their friendship and the two became inseparable. They became college roommates, even declaring the same major, which provided J.J. some needed assistance in traveling between classes.

Although many things changed for J.J. after the accident, his love for hockey did not. There was an obvious gap in hockey programming for disabled youth in the Chicagoland area, so together, J.J. and Jim set out to create a sled hockey program for individuals with disabilities. Sled hockey (known

You don't know someone else's silent journey.

as sledge hockey in other countries) is primarily played the same as typical ice hockey, except that the equipment players use caters to their disabilities.

“It’s not about the game, but the value of a person’s life,” Jim explained. “There are not many opportunities to improve your quality of life when you are battling a disability.”

In 2002, the Hornets Sled Hockey Team began, named in recognition of a former area club. The team consisted of five players who practiced out of the Bensenville Ice Arena. The program quickly grew, topping out at 20 participants ranging in ages. Jim noticed as the number of players grew, so did the friendships and confidence within the players, as well as the need to further expand the program.

New Ice

The Hornets secured their program’s new home at the Mount Prospect Ice Arena in 2016, which is now the centerpiece of the Nicholas Sportsplex. Not only was the new facility impressive, it also came along with multiple benefits to the team—most notably a partnership with its owner, the late Nick Papanicholas Sr.

Nick Sr. felt so passionately about the special opportunities provided to children through the

Hornets that he became an incredibly generous and caring benefactor of the team. He funded the venue rental and travel costs, donated jerseys and hockey gear, and even provided food and beverages. This allowed the Hornets to offer the program at no cost to participating families, which was both needed and appreciated.

“I am filled with joy when I see my daughter and the amount of confidence that she developed by being on the ice,” said Hornets hockey parent Paul Kuczek. “Jacqueline’s sense of belonging grew, as did her ability to be herself. And, that’s so important because you don’t know someone else’s silent journey.”

Jacqueline Kuczek is not only a player on the Hornets, but a part-time employee at the facility as well.

“I like that (sled hockey) is different and works the whole body,” she said. “With the sleds, it is all in the hips, abs, and weight transfer. Not only is it physically a sport, but it is also very mental deciding where your next move will be.”

Jacqueline explained that the Hornet players skate with assistance from a sled that straps on their legs. They have a hockey stick, but one that is much lighter than a traditional hockey stick. While some teammates have physical disabilities, others are deaf and require a specialized puck for sound, she said.



Jacqueline Kuczek (Nicholas Sportsplex Custodian) with her father, Paul Kuczek (Nicholas & Associates Facilities Manager)

“I enjoy interacting with so many different individuals on the team,” Jacqueline said. Although medical issues have Jacqueline sidelined for a bit, she said she enjoys working with her coworkers at the Sportsplex and still feels close to the team.

Under the direction of Jim and J.J., the Nicholas Sportsplex’s Hornets team continues its efforts to help children and adults with disabilities to feel freedom outside of their disabilities. “The feeling of freedom on the ice for the players is more than just a game; it is an opportunity to break out of their wheelchairs or walkers,” Jim said. ●



Love hockey and interested in joining the Hornets, donating, or volunteering? Please call the General Manager J.J. O’Connor at 847.778.9019 for information or to get involved.

MORE THAN HOCKEY ON TAP



CORTLAND'S ICEHOUSE TAVERN & PIZZA

After 16 years in business and less than a year after closing its original Chicago location, Cortland's Garage Tavern & Grill in Arlington Heights expanded its offerings into the Mount Prospect Ice Arena (MPIA) with a restaurant and lounge.

MPIA, the cornerstone of the Nicholas Sportsplex at 1501 Feehanville Drive, Mount Prospect, welcomed the new Cortland's Icehouse Tavern & Pizza to its location in the fall of 2022.

"We are thrilled to be able to offer our families the great food, upscale drinks, and welcoming atmosphere that are the hallmarks of a Cortland venue," said Nick Papanicholas Jr., owner of the Nicholas Sportsplex.

Open to the general public, Cortland's Icehouse offers a customized menu specific to its MPIA location. Wood-fired pizza, sandwiches, salads, and appetizers are menu staples, explained Brian Roginski, co-owner of the Cortland restaurant venues. Food selections are also available for takeout. For those who prefer to eat onsite, food can be ordered in both the restaurant and lounge.

In addition, both the bar and restaurant offer upscale adult beverage options including 20 draft beer selections on tap and a variety of micro-brews, high-end bottled wine offerings, and specialty cocktails. Brian described his new venue as "a cozy, off-the-beaten-path destination for those looking to relax with an exceptional cocktail and a wood-fired pizza."

Cortland's renovated restaurant area overlooks the North Rink and Center Rink and provides easy access to a variety of food and drinks from the hockey arena. From the newly constructed lounge and bar area, patrons can view activities occurring on the South Rink, sit at a table and enjoy the company of friends, or watch sporting events on one of the televisions above the bar.

In addition to the restaurant and lounge, an outside beer garden offers patrons



using Nicholas Sportsplex’s outdoor athletic fields or synthetic ice rink a more centralized location to enjoy a drink and meal, weather permitting, Nick Jr. explained.

Cortland's



Brothers Brian and Randy Roginski opened their first Cortland’s Garage Tavern & Grill restaurant 16 years ago in Chicago’s Bucktown neighborhood. The restaurant was named

for a combination of its location on Cortland Street and the new garage doors they added to the restaurant. In 2015, the brothers opened their Arlington Heights, Illinois location, which became the primary site after they sold the Bucktown location in February 2022. The opportunity to expand into the Nicholas Sportsplex was of great interest to the brothers due to its close proximity to the established Arlington Heights location. In addition, the Roginski family has a personal connection to the area as they grew up in Mount Prospect and now reside in the nearby suburbs.

Nicholas Sportsplex

In 2016, two ice rinks were built at 1501 Feehanville Drive in Mount Prospect. In 2019, a multipurpose gym was built across the street and turf fields were added in the spring of 2020. In 2021, a third ice rink was added. Today, the Nicholas Sportsplex offers 17 acres of indoor and outdoor recreational space.

Mount Prospect Ice Arena (MPIA) is a state-of-the-art sports facility designed for hosting major hockey tournaments and special events. MPIA offers a variety of public and private programs on and off the ice, including ADA accessible activities. The 104,000 square foot arena offers three regulation NHL sheets of ice and parking for approximately 600 guests. The facility provides spectator seating for 450 fans at each rink and includes 22 team locker rooms, a full-service pro shop, and temperature-controlled indoor spaces within an onsite restaurant and an academic lounge.

Nicholas Field is the centerpiece of Nicholas Sportsplex offering two outdoor areas that encompass more than 59,000 square feet of specialized synthetic turf. Fields are striped for football/soccer (80x50 yards) and baseball/softball (50x50 yards). Fields are also used for additional athletic programs including lacrosse and dance fitness, as well as other outdoor events. ●

EAT. DRINK. PLAY.



Cortland's Icehouse | Nicholas Sportsplex
1501 Feehanville Drive
Mount Prospect, IL



... Company Roundup at Martin Farm (Elburn, IL)



... running a 5k for Northbrook/Glenview School District 30



... supporting Hillsborough Education Foundation




... supporting Folds of Honor in the Knicker Open

behind THE SCENES IN 2022



... bringing our Tampa, Florida office space to life



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