



TOP YOUNG LEADERS: OUR 20 UNDER 40

BUSINESS MONDAY

DOLPHINS FALL TO LIONS 20-16 IN LAST-MINUTE HEARTBREAKER

SPORTS, 1D



Miami Herald

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THE WEEK AHEAD IN THE KNOW

MONDAY EBOLA NURSE

Maine nurse Kaci Hickox's 21-day incubation period for Ebola ends, and so does her so-called quarantine unless there are signs she contracted the disease.

TUESDAY VETERANS DAY

It's Veterans Day, a time to honor those who have served in the armed forces. The U.S. stock market is open.

NEW BUSH BOOK

Former President George W. Bush releases his book about his dad "41" with an interview on NBC's "Today" show with his correspondent daughter Jenna Bush Hager and the 41st president of the United States, George H.W. Bush.

WEDNESDAY CONGRESS RETURNS

The House of Representatives is due back in session at 2 p.m., following an extended recess for the midterm elections, to get a few things done before it starts its Thanksgiving recess Nov. 25.

HEAT AT HOME

The Miami Heat takes on the Indiana Pacers at 7:30 p.m.

COLOMBIA



CHRISTIAN ESCOBAR NORIEGA

PUBLIC TRIAL: Seven FARC fighters sit before townspeople Sunday, their hands tied behind their backs, charged in the deaths of two indigenous guards. Among the Nasa of southwestern Colombia, the entire town decides the verdict and sentences the defendants.

Justice swift and sure after tangle with tribe

When guerrillas killed two indigenous guards last week, a speedy trial Sunday under tribal law led to decades-long prison terms



up a banner in a nearby village on Wednesday.

When members of the Nasa indigenous guard — an unarmed and volunteer police force — tried to force them to take down the

CAMPAIGN 2014

Democrat donors paid big price, but got little

Although they were outspent nationwide by Republicans, the \$1 billion-plus shelled out by Democrats yielded mostly disappointment in last week's midterms.

BY JOSEPH TANFANI
Tribune Washington Bureau

WASHINGTON — Facing tough midterm elections, Democrats put aside some of their remaining scruples about the new age of unlimited campaign spending and courted unions and hedge-fund billionaires for big checks in their attempt to salvage a Senate majority.

But this year, in a reversal of 2002, the big-money Democratic donors watched their investments return little on election night Tuesday. Although Republicans outspent them





LEADERS, FROM TOP

background in teaching, a passion for technology, and a deep love for the future of Miami, **Wifredo** is poised to break new ground for the next generation of students and entrepreneurs and ultimately impact the economic ecosystem of Miami and our region.

— Miami attorney **Marlon Hill**
CINDY KRISCHER GOODMAN

REBECCA FISHMAN LIPSEY

Not-for-profit consultant helps those who help others.

Age: 33
Occupation: CEO, Radical Partners, a management consulting agency
Family status: Married with two sons
Lives in: Avventura

Rebecca Fishman Lipsey bills herself as a “grower” of organizations that leave an impact on society, companies and campaigns. Last year was a bellwether year: Gov. Rick Scott appointed her to sit on the State Board of Education, and Miami Today Magazine named her “best role model.” She was building upon earlier accolades.

In 2010, the International Stevie Awards for Women in Business heralded her as the “best nonprofit executive.” That’s when Fishman Lipsey served as

executive director of Teach for America, a post she held for four years. During her time with TFA, she raised \$22 million and tripled the number of the incoming teachers.

In 2012, she left TFA to form Radical Partners. One of her first clients was Academy Award-winning actress Goldie Hawn. Her Hawn Foundation was seeking national exposure for its signature MindUP program, which is designed to help students de-stress and tune out the chaos of the modern world. “I helped them to think about who to hire and how to design their team,” Fishman Lipsey says.

Service went both ways, from Hawn as she learned breathing techniques to help calm her 4-year-old son. “It’s way more effective than a timeout,” she says.

From Fishman Lipsey: “Don’t wait for someone else to make your vision come to life. Breathe life into it.”

About Fishman Lipsey: “Rebecca has a lightness and warmth. Her real talent is finding the untapped potential and growing really great ideas and growing really great leaders.”

— **Christine Conforti**, a former teacher who met Lipsey at Teach for America and now works for Radical Partners
Sabrina Morosky

FABIOLA FLEURANVIL

Entrepreneur and marketer gives voice to her generation

Age: 32
Occupation: CEO of Blueprint Creative Group, a marketing and branding agency

Family status: Single
Lives in: Miami

Fabiola Fleuranvil was born with a briefcase.

The eldest of three children whose parents emigrated from Haiti, Fleuranvil showed entrepreneurial skills as early as the seventh grade, when she sold candy to earn spending money. As an undergraduate

studying business at Florida A&M University, she styled the hair of friends in her home and made more money in tips than she would have charged, she says. While

earning her MBA at Clark Atlanta University, she started an online business selling women’s shoes, teaching herself eCommerce and website design.

Bill Diggs, former president and CEO of the Miami-Dade Chamber of Commerce and alumnus of Clark Atlanta, credits Fleuranvil with helping stem the brain drain of black professionals from South Florida through her work as a board member with the chamber’s Young Professionals Network. Fleuranvil also chairs the Beacon Council’s New Leaders Taskforce.

A Miami native who is ahead of her time, Fleuranvil attended North Miami High School, skipping her senior year to begin attending college. By age 24, she founded Blueprint Creative Group, which is flourishing at home and abroad.

In early November, she traveled to Sharjah in the United

Arab Emirates to assist its culture and media department. Later in the month, she will see the fruits of her marketing efforts for the Florida Classic at Orlando’s Florida Citrus Bowl. The annual grudge match between Florida A&M University and Bethune-Cookman University brings in \$30 million in the two-day weekend, according to Fleuranvil.

“In managing the entire marketing, multimedia, fan engagement, advertising, PR, everything that it takes to sell out a 55,000-seat stadium,” she says.

From Fleuranvil: “My business philosophy is: find a way or make one. Also, when I see a problem, I fix it. I don’t wait for someone to tell me about the problems.”

About Fleuranvil: “I am a huge fan of this young lady. I am fighting tooth and nail so that she gets all the accolades that she deserves. I keep telling her that eventually I’m either going to work for her or my kids will.”

— **Bill Diggs**, president of the Mourning Family Foundation
Sobran Hornsby

XAVIER GONZALEZ

eMerge executive is helping South Florida realize its own potential as a tech hub.

Age: 34
Occupation: Executive director, eMerge Americas, a global technology event

Family status: Married with two children
Lives in: Coral Gables

As South Florida emerges as a technology hub, Xavier

Gonzalez is at the forefront. Gonzalez helped execute the idea that a tech-y concourse called eMerge Americas could compete South Florida’s branding as an innovation hub. In his role of executive director of eMerge Americas, Gonzalez helped create a nonprofit organization to run the event (the Technology Foundation of the Americas) and recruit a talented team to act on the vision, and led the marketing initiatives to draw the audience.

Now he’s preparing for the second eMerge Americas conference in May in which he’s expecting an even larger turnout. “We’re making it bigger and better without increasing the wheels,” he says.

The goal is to make it the global must-attend event in the technology space.”

Before leading eMerge Americas, Gonzalez was part of the Terremark leadership team that built the Miami public company and attracted the attention of Verizon, which acquired Terremark for \$2 billion in 2011. At Terremark, Gonzalez headed global

corporate communications, overseeing 12 data centers on three continents. His boss there, Manny Medina, sponsored the eMerge concept and brought in Gonzalez and others to make it a reality.

Outside of his tech efforts, Gonzalez also serves as a community leader through participation on the board of directors of Camillus House, as a member of the Orange Bowl Committee and the Greater Miami Chamber of

Commerce.

From Gonzalez: “Just a few years from now, I think you will see a drastically different technology community for the better. Miami is still an up-and-coming city, and it’s exciting to help mold what we are going to become and how we are going to mature as a city.”

About Gonzalez: “Xavier serves as the ultimate connector of the various components of the technology ecosystem developing in Miami. He is a significant thought leader in terms of developing the final steps required to catapult our city into the ranks of other leading technology communities.”

— **Just Davis**, co-managing shareholder of the Miami office of Greenberg Traurig
Andy Kischer Goodman

JOSE ANTONIO HERNANDEZ-SOLAUN

Easton Group executive also works with entrepreneurship efforts and the American Diabetes Association.

Age: 39
Occupation: President of The Easton Group, a commercial real-estate firm based in Dorset

Family status: Married with two children
Lives in: Coral Gables

Jose Antonio Hernandez-Solaun commands influence in both the business and nonprofit communities. He’s a leader

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• TURN TO LEADERS, 21G

CENTERPIECE

Savvy leaders working to position Miami as global technology hub



not surprised she came up with something that is this different as a way of melding her expertise as a professional art conservator with her family's background in commodities."

— **Rosa Lowinger**, sculpture conservator in Miami and Los Angeles
SIOBHAN MORRISSEY

ROBIN SCOTT MARTIN

HOPE South Florida leader seeks to ease the way for Broward County's homeless.

Age: 37
Occupation: Executive director of HOPE South Florida
Family status: Married with three children
Lives in: Fort Lauderdale
Born and raised in South Flor-



ida, Robin Martin has a deep passion for the community and wants to make it better for all — especially the homeless. While a teenager, Martin's parents divorced and his family lost their home. Martin says his personal experience with homelessness shaped

his interest in working with families in crisis.

As executive director of Hope South Florida, Martin has created key partnerships with Christian community services and churches to provide housing, mentoring relationships and community one-stop service centers for families in need. "We are making a tangible difference, and we are the only ones doing this type of service," Martin says.

Beyond a meal, Martin tries to give the homeless a place to live. "In temporary shelters, they are still homeless," he says. Under his leadership, HOPE has put Fort Lauderdale on the forefront of obtaining a new style of housing funded by the U.S. Housing and Urban Development (HUD) called Rapid Re-Housing. Since 2012, HOPE has secured HUD funds for over 100 new apartment units for homeless families and veterans in Fort Lauderdale.

Martin says the real face of homelessness is not the person who you see lying on the street. It's the mother with young children: "That's who we are helping."

From Martin: "No single mom or child should be forced to sleep on the street because of unfortunate circumstances. That is unacceptable and what we want to stop."

About Martin: "Robin is an innovator leader in the nonprofit world. He is tackling a big issue but he is creative and passionate in addressing and solving homelessness."

— **Kathleen Cannon**, executive director, United Way of Broward County
CINDY KRISCHER GOODMAN

FRANCESCA MENES

Working for immigrants through government.

Age: 29
Occupation: Policy and Advocacy Coordinator/ Florida Wage Theft Task Force coordinator at the Florida Immigrant Coalition
Family Status: Single
Lives in: North Miami Beach
A Miami native, Francesca Menes wants to make South Flor-

ida the best community it can be. For her, that means empowering immigrants who live here by urging local, state and federal government on issues of importance to the Florida Immigrant Coalition.

Her recent efforts have centered on voter engagement as she traveled from Tallahassee to Homestead, signing up voters and encouraging Hispanic and Haitian citizens to turn out and vote on issues that affect their communities. Those include immigration reform, minimum-wage standards, in-state tuition for undocumented students and driver's licenses for undocumented immigrants. "It's education and awareness," she said.

Her language skills help: She speaks Creole, English and French. She has her bachelor's and master's degrees from Florida International University and a certificate in national security studies.

She takes particular pride in her efforts to combat wage theft in Miami-Dade. The wage-theft task force, created in 2010, provides resources for workers who feel they are owed earnings. Thus far, \$1.5 million in stolen wages have been recovered from employers by the county for residents who made claims.

With results like those, it's no wonder fans have encouraged her to run for public office.

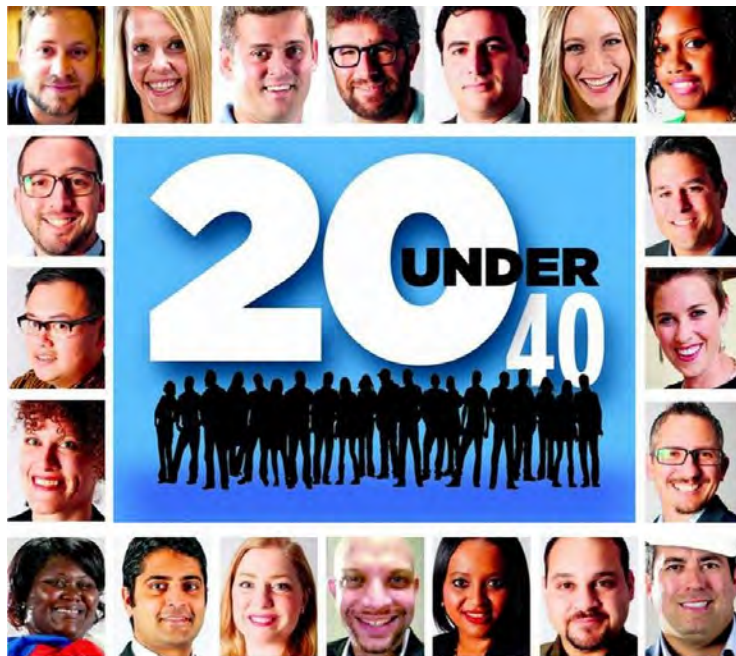
From Menes: "I'm in the phase that people see leadership in me. I like to be in the background making things happen, but I'm beginning to come into my own."

About Menes: "Francesca Menes is a clear example of the power of youth and how when we trust them, nurture their leadership capabilities and give them the space to grow, they can make a significant impact in their communities, in our future. Francesca is smart, bold and decisive in her efforts to change policies that impact immigrants, women and workers in general. I admire her resilience and determination to

These 20 emerging South Florida leaders promise a bright future for all

BY CINDY KRISCHER GOODMAN AND SIOBHAN MORRISSEY - SPECIAL TO THE MIAMI HERALD

11/09/2014 6:00 PM | Updated: 11/09/2014 11:00 PM



These 20 emerging South Florida leaders promise a bright future for all, combining their savvy, successful business acumen with community-minded thinking.

If passion and creativity are critical to success, South Florida's future as a culturally rich metropolis is in good hands. That's the takeaway from 300-plus nominations for the 2014 Miami Herald 20 Under 40 class of emerging leaders.

Those chosen as honorees share a strong bond with the area; many grew up here, and all embrace the diverse culture. Unlike prior generations of leaders who often sought to climb corporate hierarchies, these emerging leaders are self-starters who are creating their own niches, then influencing the larger community.

The 2014 awards are made possible by support from CityYear, whose executive director, Saif Ishaq, was honored in 2010. Says Ishaq, "City Year is committed to unlocking the potential of the students we serve through the transformational service of our AmeriCorps Members. We felt it only right to highlight what emerging leaders are doing in our community, especially to showcase to our students what they can accomplish in the future."

The 20 leaders under 40 honored today are making a difference in the technology, entrepreneurial, arts, law and real-estate communities. They are involved in multiple projects and find a way to balance business passions with community service in a region where ingenuity and diligence can make a significance difference.

Ernie Hsiung, who moved to Miami from San Francisco, recognizes South Florida's unique opportunity. Hsiung has helped organize the tech community, bringing together bright minds to work toward improving the way governments operate: "A lot of us have started to realize the amazing things we can start here and the demand for it. What's great is that we are able to run with it."

Savvy young leaders like Hsiung and Xavier Gonzalez are working to position Miami as a global technology hub. Zalmi Duchman, founder of The Fresh Diet; Wifredo Fernandez, co-founder of The LAB Miami; and business owners Jon Sastre, Fabiola Fleuranvil and Tom D'Eri highlight South Florida's position as an entrepreneurial hotspot. Scott Cunningham, Kareem Tabsch and Emily MacDonald-Korth are working through the culture-sphere to enrich the region. Elisa D'Amico, Alison Smith and Jane Muir are using legal careers as the basis for change. Rebecca Fishman Lipsey, Robin Scott Martin Jr., Jessica Kizorek and Francesca Menes are working in the nonprofit sector to improve life for many who often are voiceless. And Nitin Motwani, Jose Antonio Hernandez-Solaun and Manny Antonio Varas are literally reshaping our earth.

Even as they stand out for combining business acumen with community-minded thinking, most are making time to mentor the generation below them.

Clearly, this is a group of doers who put into practice the leadership philosophy of Fabiola Fleuranvil: "When I see a problem, I fix it. I don't wait for someone to tell me about the problem." Already recognized leaders, expectations are high for what this talented group of up-and-comers can accomplish.

The 2014 Miami Herald 20 Under 40 class are:

20 under 40: Emily MacDonald-Korth

BY SIOBHAN MORRISSEY -

11/09/2014 6:00 PM | Updated: 11/09/2014 11:00 PM



EMILY MACDONALD-KORTH, 36: "What I do does not reflect the changes of value in the market, not for Warhol or Rothko or any of the big boys. Those artists will still stay in favor. But if the buyer were to buy a piece that has such significant degradation that it cannot be shown any more — they may instead buy a different Rothko. It's about adding another layer of transparency in an otherwise opaque area of the art market." CARL JUSTE / MIAMI HERALD STAFF

Art conservator-turned-entrepreneur rates the physical longevity of artworks.

Age: 36

Occupation: Art conservator, CEO and co-founder of Art Preservation Index/APIx

Family status: Single

Lives in: Coconut Grove

Emily MacDonald-Korth wants to take the guesswork out of buying art. She won't tell you which artists will stand the test of time, but she can help assess whether their artwork will last.

To that end, MacDonald-Korth created the Art Preservation Index/APIx rating system. The patent-pending system is the first of its kind to standardize the measurement of risk involved with the purchase of high-end fine art, of the sort often found at Art Basel.

MacDonald-Korth knows the business from the inside-out. A printmaker who studied at Pratt Institute of Art and Design and later obtained a master's degree in fine art conservation from the University of Delaware, MacDonald-Korth knows how to make art and how to conserve it so that the materials used will be durable. Condition has a direct bearing on value, she says.

Her role is analagous to that of a bond rater, she says.

"Standard & Poor's and Moody's rate bonds on the likelihood the investor will pay back the bond," she says. "This is the same concept, but with art." She looks at the physical stability of the materials used to make the art, examining the current condition and how quickly those materials will deteriorate over time, thus eroding the work's value.

She came up with the idea after a discussion with her father, who has a background in finance and is also the company's co-founder. They launched Art Preservation Index this summer. One day, they hope, it will become the industry standard for art sales — much like getting a house inspection prior to purchase.

From MacDonald-Korth: "What I do does not reflect the changes of value in the market, not for Warhol or Rothko or any of the big boys. Those artists will still stay in favor. But if the buyer were to buy a piece that has such significant degradation that it cannot be shown any more — they may

instead buy a different Rothko. It's about adding another layer of transparency in an otherwise-opaque area of the art market."

About MacDonald-Korth: "She is unbelievably smart and savvy, a real creative thinker. I am not surprised she came up with something that is this different as a way of melding her expertise as a professional art conservator with her family's background in commodities." — **Rosa Lowinger**, sculpture conservator in Miami and Los Angeles