



City of the Village of Douglas 86 W.
Center St.
PO Box 757
Douglas, MI 49406
PH: 269-857-1438

Received By: _____
Sent To: _____
Date: _____
Appointed Date: _____

BOARD and COMMISSION APPLICATION

Name: Jim Babcock Date Submitted: 9-30-25

Address: 417 Summer Grove Drive, [REDACTED]

City / Zip: Douglas, MI 49406

Phone: [REDACTED] E-Mail: [REDACTED]

- On which board or commission would you like to serve? DDA
- Are you a registered voter in Douglas: YES X NO
- Have you been a resident of the City of Douglas for at least one year? YES X NO
- Occupation: Restaurant Server/Retail clerk/Radio show host/Event host
- Please indicate any relevant information which you think should be considered for your appointment to a board or commission: I love Douglas and have marketing, event and spokes person experience.
- Do you or an immediate family member have any professional or financial relationship that may present a potential conflict of interest for this board or commission? YES NO X
If yes, please explain:
- Are you related to anyone who is currently on any board or commission? YES NO X
If yes, to whom are you related?
- Are you presently indebted to the City of the Village of Douglas for overdue or personal property tax, special assessment, license fee or property lien? YES NO X
If yes, please explain:
- Are you currently serving as an appointee to any other City of Douglas board or commission? YES NO
If yes, which board or commission? Community Pride, MI
- Have you been convicted of a misdemeanor within the past five years or a felony within the past ten years? YES NO X
If yes, explain the circumstances on a separate sheet of paper and attach it to this application. A conviction is not necessarily grounds for disqualification.

- What kind of experience, education, community activities, organizations have you belonged to and how do you think your involvement would benefit the community? (Attach additional page if needed)

Sending along my resume to accompany this application

- Describe your understanding of the board or commission you are applying for: _____

Collaborating with other Douglas residents and business owners to enrich and celebrate the city of Douglas to make this a better place to live and work.

- Why do you want to be appointed to this board or commission? _____

Because I love Douglas and feel like I have skills to benefit the board and ultimately the city.

- Have you attended any meetings of the board or commission you are applying to? YES ____ NO X

- Have you reviewed the current meeting schedule of the indicated board(s) or commission(s) and determined that you can commit to regular meeting attendance and participation? YES X NO ____

I understand this appointment will require substantial effort on my part and I am willing to devote the necessary time to carry out the responsibilities and requirements of the position.

Signature of the applicant

Date

Return Application to:

City of Douglas

86 W. Center St.

PO Box 757

Douglas, MI 49406-0757

Email: clerk@douglasmi.gov

Fax: 269-857-4751

For further information, please call the City Clerk's Office at 269-857-1438.

Thank you for your interest in serving the City of the Village of Douglas.

SUMMARY OF QUALIFICATIONS

Innovative **Workforce Engagement** executive with more than 25 years of leadership experience building engagement strategies and experiences to support organizational growth, business transformation and employee development.

- **Communication Strategist** – Develop large-scale strategies and programs focused on brand strategy, business transformation and leadership vision using multiple communication channels to maximize business results.
- **Employee Engagement** – Design reward, recognition and on-site informational/entertainment programs/events that build employee culture and maximize employee satisfaction.
- **Leadership Development** – Develop and facilitate products and programs to elevate leadership skills among all levels of the workforce.
- **Facilitator/Host** – Since 1988, have hosted hundreds of Disney and non-Disney executive-led, employee recognition and philanthropic events for audiences ranging from 50 to 2,000, in addition to developing and facilitating managerial, support and skill-based/familiarization programs throughout The Walt Disney Company.

PROFESSIONAL EXPERIENCE

The Walt Disney Company – Walt Disney Parks and Resorts, Anaheim, CA

January 2018 – December 2020 (Retired)	FACILITATOR, DISNEY INSTITUTE Facilitate the complete portfolio of <i>Disney Institute</i> single day and multi-day business programs to external business leaders seeking Disney's approach to delivering consistently exceptional customer experiences, hiring and engaging great employees, and adapting Disney's approach to great leadership.
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The Walt Disney Company – Disney Consumer Products & Interactive Media (DCPI), Glendale, CA

July 2016 – January 2018	SENIOR MANAGER, DCPI EVENT PLANNING AND INTEGRATION Lead, collaborate and build strategic consensus among a diverse group of stakeholders – within DCPI and across other divisions of The Walt Disney Company – for the development of large-scale, complex and high-profile events. This role also oversees the collaboration of executive involvement and briefings for all high-profile media and speaking engagements, in addition to ensuring timely and concise communications for all event information to DCPI executives.
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Select Achievements:

- Bring together and lead cross-platform meetings and projects to ensure cross-divisional strategic prioritization and integration around high profile press and business-to-business events including Licensing Expo, DCPI's Licensing and Retail Summit, D23 and San Diego Comicon.
- Drive strategic development and presentation of high profile event updates with core team members to senior executives for key initiatives.
- Collaborate with Executive engagement team and other key partners to develop concise, holistic event briefs and executive direction

*June 2012 –
July 2016*

DIRECTOR, INTERNAL COMMUNICATIONS

Provided more than 7,000 employees and key business partners with strategic, engaging, timely and informative communication using optimal, multi-channel platforms. This role reported to the senior vice president, Disney Consumer Products & Interactive Media (DCPI) Communications and managed a team of nine professionals.

Select Achievements:

- Created an executive communications program that influenced where, when and how leadership communicates business strategies and goals to internal audiences. Positioned executives as thoughtful, forward-leaning leaders and enhanced DCPI's reputation as a transformative force within the consumer product, publishing and gaming industries.
- Developed a structure to support licensee and retailer communications that utilized key channels (including DisneyConsumerProducts.com, newsletters, licensing meetings, and more) to deliver messages and critical information in a coherent, timely and compelling manner.
- Built, supported and optimized new and existing message delivery platforms to maximize impact and engagement, while providing metrics and analysis to influence communications planning and strategy.
- Ensured that all internal meetings, events and activities were fueled by the overarching objective to bring business priorities, employee engagement opportunities, and executive messaging to life, enhancing and celebrating DCPI's unique culture.

*July 2008 –
June 2012*

DIRECTOR, CAST COMMUNICATIONS

Conceived and constructed a communications and culture-building function from the ground up that provided strategic, engaging and informative communications for all levels of Disney's vertical Disney Store business, including more than 250 store locations, a distribution/call center and a corporate office location of nearly 5,000 employees.

Select Achievements:

- Partnered directly with president and senior executive team to communicate key strategic business messages.
- Developed, managed and maintained multiple communication vehicles including town hall meetings, conferences, employee portal, company newsletter, email, executive meet and greets, and more.
- Created, launched and maintained culture building program that included events, celebrations and programs.

*March 2005 –
July 2008*

DIRECTOR, RETAIL SALES AND MARKETING COMMUNICATIONS

Responsible for developing, implementing and maintaining an internal communications structure for the Retail Sales and Marketing (RSM) division of Disney Consumer Products, including managing a team of two professionals.

Select Achievements:

- Worked directly with executive vice president of RSM to develop all messaging for the division including emails, portal articles, speeches and town hall meetings.
- Developed the strategic objectives for bi-annual global sales meetings in North America, Canada, Japan and Europe that provided information and direction to more than 5,000 top Disney licensees.
- Implemented an annual RSM Global Summit that provided development, informational presentations, best practice sharing, and divisional recognition to more than 100 RSM business leaders.

*October 2000 –
November 2004*

DIRECTOR, CAST DEVELOPMENT AND COMMUNICATIONS

Provided strategic vision and day-to-day management of 11 professionals comprised of corporate development, employee communications, employee events and field development. Reported to vice president, Human Resources.

Select Achievements:

- Worked directly with president and senior executive team to communicate quarterly “state of the company” presentations for 500 corporate employees.
- Developed and implemented key human resource strategies, including diversity, employee retention, and succession planning with senior HR management team.
- Led the development and execution of an annual management conference with worldwide attendance of 500 field-based managers, senior field managers and corporate managers.

*October 1997 –
October 2000*

MANAGER, CAST DEVELOPMENT AND COMMUNICATIONS

Established vision for and day-to-day management of the Field Employee Development and Employee Communications teams. Position reported to vice president of Human Resources.

December 1993 – **TRAINING SUPERVISOR /CAST DEVELOPMENT MANAGER**
October 1997 Managed the Field Development team of three training professionals responsible for designing, writing, implementing and facilitating development programs for store employees and managers.

The Walt Disney Company – The Disney University, Burbank, CA

June 1993 – **SENIOR EMPLOYEE DEVELOPMENT REPRESENTATIVE**
December 1993 Developed and facilitated managerial, support and familiarization classes for nearly 5,000 Burbank, California-based Disney employees while supervising a staff of three training professionals and one support position. Additional responsibilities included employee scheduling, financial reporting and departmental budget.

October 1989 – **EMPLOYEE DEVELOPMENT REPRESENTATIVE**
June 1993 Responsible for developing and facilitating all corporate employee programs including managerial and support staff development/skill-building, crisis management and new employee orientation.

The Walt Disney Company – Disneyland, Anaheim, CA

June 1986 – **THEME PARK OPERATIONS HOST/LEAD/TRAINING FACILITATOR**
October 1989

EDUCATION

April 1985 **Western Michigan University, Kalamazoo, Michigan**
Bachelor of Arts, with Major in Marketing and Minor in Business Administration

AWARDS

- *Spirit of Disneyland Award – 1988*
- *Disney Store Spirit Award – 1995*
- *Disney Store Coaches Award – 1998*
- *DCP Retail Sales and Marketing Collaborator of the Year – 2007*

ADDITIONAL INTERESTS

April 2002 – **Performed in numerous improvisational comedy shows as a co-founder of**
Present **Stage 10 Theatre Company, a board member for Arroyo Working Theatre and a member of LA's Impro Theatre.**



JIM BABCOCK had a long and rich career with The Walt Disney Company (his dream job), spanning nearly 35 years before retiring in 2021. He joined the Disneyland Resort in Anaheim, California in 1986, selling candy on Main Street. Over the years, Jim has held leadership positions at Disney Corporate offices, Disney Consumer Products, and as a facilitator at *Disney Institute*.

Since 1989, he has hosted hundreds of internal and external events for Disney and other companies/non-profits with audiences ranging from 15 to 2,000. They have included award presentations, fund-raising galas, red-carpet interviews, and televised home shopping appearances.

Jim has also performed short- and long-form improv comedy throughout Los Angeles since 2002 as a member of Arroyo Working Theatre, Impro Theater Student Company and Stage 10 Theatre Company.

Today, Jim is happily in semi-retirement and living his best life with husband Armando in the fabulous village of Douglas, MI. He is a server at Saugatuck's acclaimed Coast 236 restaurant, a frequent co-host on "Saugatuck On Sunday" radio show with Gregory Muncey, a Community Pride MI board member, and a host for various local events and fundraisers.