

Congratulations to the Graduates of the Delta Force Leadership Academy!

Just as *Delta Force* brought the most elite top-secret special operations strike force together in the late 1970's, our own *Delta Force*, from the Special Operations Command Post of the Delta County Chamber of Commerce, had a high priority target- community leadership.

Delta Force, the descriptive title of the Chamber's leadership development program, had the mission to empower diverse individuals of our community with the knowledge, skills and inspiration to successfully assume effective leadership roles in our community, and to develop a collective resource and problem solving network to address community needs, today, and in the future.

But all good things must come to an end, and such was the Delta Force

Leadership Academy for 2003. The participants were featured as the guests of honor at a recent graduation ceremony held during the Chamber of Commerce's Annual Dinner.

The Delta Force Graduates benefited from the five views of leadership as formulated by the Delta Force Leadership Team. The five views are:

Character— Character traits of good leaders which are meaningful include honesty, wisdom in vision, helpfulness, and courage that extends to bravery.

Accountability— Leadership is about being accountable and responsible to those following you and those you affect. Effective leaders interact, listen, connect, discern, repair and respond with their actions without avoiding accountability.

Culture— The cultural values of the place you are in and the profession you are experienced in, that which you accept as dominant in your life, will define how you behave as a leader and where the lines are that you won't cross.

Ethics— Moral and principle-centered leadership in our community must be defined by the core values we hold in common, all of which are anchored in the law and a high standard of ethical behavior.

Leadership Process— Managers manage things, leaders lead people, and good leaders understand the management strengths and communications needed for the situation. Leaders are good listeners and connect to those they affect. Leaders empower those involved to do their tasks and carry out their roles successfully.



The Delta County Chamber of Commerce recently honored the graduates of the Delta Force Leadership Academy at the Chamber's Annual Dinner. Holly Peoples (above), and Dannette Viau (below), both of Michigan Works!, were two of the graduates honored.



Michigan is 9th Best State for Small Business

Governor Jennifer M. Granholm announced recently that Michigan ranks 9th in the nation, up two spots from last year, for best policy environment for small business and entrepreneurship, according to the Small Business Survival Committee (SBSC) of Washington, D.C.

"Michigan was built on entrepreneurial spirit and small business is still at the heart of our ongoing economic success," Granholm said. "With the many resources Michigan has available to promote entrepreneurship and help new companies thrive, we can expect to see even more small businesses growing in the months and years to come."

Granholm cited Michigan's Smart-ZoneSM business accelerators and Small Business Technology and Development Centers, working in partnership with the Michigan Economic Development Corporation (MEDC), as examples of resources that are helping entrepreneurs transform their ideas and business plans into successful companies.

Michigan increased its standing from 11th overall last year in the Small Business Survival Index, an annual comparative study conducted by the SBSC that analyses 21 major government-

imposed or government-related costs impacting small business. Among them are income tax rates, corporate income tax rates, state and local taxes and health care costs. According to the index, the best policy environment for entrepreneurship and small business consists of low taxes, limited government, restrained regulation and the government's ability to maintain a low crime rate.

According to the U.S. Small Business Administration Office of Advocacy, businesses with fewer than 500 employees account for 99.7% of all employers and create 60 to 80% of net new jobs. There were more than 211,000 non-farming small businesses operating in Michigan in 2002, with a total of over 2 million workers.

The SBSC's 50,000 members represent small businesses, enterprises and entrepreneurs from every industry and region across America. The Small Business Survival Index can be viewed at www.sbsc.org.

The Michigan Economic Development Corporation, a partnership between the state and local communities, promotes smart economic growth by developing strategies and providing services to create and retain good jobs and a high quality of life.

The Michigan Army National Guard

Michigan Works! and the Michigan Army National Guard recently joined forces to assist job seekers in reaching their educational and employment goals.

The Michigan Army National Guard recently was available to meet with interested individuals at the Michigan Works! Service Center in Delta County, 2831 North Lincoln Road in Escanaba.

Through the Michigan Army National Guard interested job seekers have the opportunity to get up to 95% of their college tuition paid, with a possibility to earn up to \$50,000 for college by working one weekend a month and two weeks in the summer. Currently, there are also signing bonuses for Military Police and Combat Engineers.

In addition to tuition assistance and signing bonuses, the Michigan Army National Guard can provide job seekers with: college credits for the on-the-job training that is received, leadership, skill and adventure training, retirement program with military pay and benefits, state tax free income and much more!

Michigan Works! has many services available to all job seekers. Through

one of our six Michigan Works! Service Centers in the central Upper Peninsula, job seekers can access: the Internet, information and workshops on writing resumes, job searching and preparing for the workplace, a comprehensive list of area job postings and much more.



Sergeant First Class Brian Smith, and Sergeant Craig Nelson recently met with job seekers at the Michigan Works! Service Center in Delta County.

Michigan Works! also has more in-depth resources available to eligible job seekers designed to give them the assistance needed to make them a success.

If you have any questions, you can contact the Michigan Army National Guard at 428-2169, or call your local Michigan Works! Service Center. The contact information for each is listed on page eight.

Global Awareness Event Planned

The Bay College Global Awareness Committee working with the Michigan Global Awareness Consortium has announced the schedule for this year's Fall Event. The subject country is Vietnam and the MGAC has put together an initial program of five presentations with an additional two or three to follow later in the semester. The topics covered include: An Overview of Education in Vietnam; The Geography of Vietnam; Vietnam Refugees (One Family's Story); The Vietnam War; and The History of Vietnam into the 20th Century.

This year's participants include John K. Whitmore who is an adjunct Associate Professor in the Department of History and Research Associate in the Center for Southeast Asian Studies at the University of Michigan B Ann Arbor. He is a specialist in pre-modern Southeast Asia and Vietnam, working mainly on the fourteenth to sixteenth centuries. He received his doctorate from Cornell University and has taught at Yale, Michigan, Virginia, and UCLA.

Le Thi Thanh Thu holds the position of Director of the Office of Research, Foreign Relations and Post Graduate Studies at Ho Chi Minh City Open University in HCMC, Vietnam and is also the Dean of Foreign Languages at Binh duong University in Bing duong, Vietnam. She specializes in teacher evaluation and curriculum development and received her doctorate from La Trobe University in Melbourne, Australia.

Thuc Thi Tran who left Vietnam in 1975 for Kalamazoo, just one week before the Communist North Vietnam took control of Saigon. Prior to her departure she had worked as an expert accountant for nearly 15 years. She has since worked as a Coordinator Assistant at Kalamazoo Valley Community College ELS program and the Michigan State University Nutrition Extension program and is now an active volunteer in the Kalamazoo community. Thuc was one of the very first Vietnamese refugees to return to Vietnam in 1987 and at least annually organizes Adisaster relief trips to Vietnam.

Huan Le also left Vietnam in 1975. He was born in Quang Tri, which is situated on the former DMZ, and after

graduation from high school moved to Saigon (now Ho Chi Minh City) to attend the University where he was granted a BA in the French Literatures and holds a MA in Communications from Western Michigan University. He was drafted in 1961 and served until 1967 in the Vietnamese Armed Forces. For approximately five years Huan served as an officer of Political Warfare, studying Aspecial warfare and Acounter-insurgency at Fort Bragg, North Carolina.

Thomas Warstler has been a geography instructor at Bay College for seven years. Prior to teaching he held such positions as Director of Development, Chief Planner and chief administrative positions at various municipalities. He has BS and MA degrees in Geography from Aquinas College and Northern Michigan University respectfully. He has also attended the U. of Michigan taking classes towards a MBA. He had the good fortune to travel to Vietnam last summer as part of a Group Fulbright Project.

The schedule at Bay College is as follows: An Overview of Vietnam Education at 10 am on 4 November; Vietnam Refugees at 10 am on 6 November; and The Vietnam War at 2 pm on 6 November. All events will be held in the Bay College LRC Auditorium, are free of any charges and open to the community. Please contact Tom Warstler at 786-5802, extension 1118, if you have any questions.

Economics in the Classroom

General Motors, with MCEE, granted NMU's Center for Economic Education \$7250 to sponsor a T'NSTAAFL Teacher Institute for Michigan Teachers in the Upper Peninsula of Michigan. The NMU-CEE used the funding to subsidize fifteen K-12 teachers in their participation in Economics for All Teachers (ED596) at NMU.

Larry Wuokko, Senior Examiner, Office of Financial and Insurance Services, Department of Consumer Industry Services, State of Michigan spoke to teachers about economic education and the importance of blending it into class room activities across the curriculum and grade levels. By doing so, K-12 educators can help influence our youth and help them become intelli-

Century of Leadership Award

Leadership was the resounding theme of all presentations and speakers leading up to the ceremony for the Delta County Chamber of Commerce's graduating class of the Delta Force Leadership Academy. It was therefore no surprise to the audience when Linda Hirvonen, the Director of the Delta County Economic Development Alliance, presented Bink's Coca Cola Bottling Company with the Century of Leadership Award.

The Century of Leadership Award, co-sponsored by Michigan Works! The Job Force Board and the Delta County Economic Development Alliance was given to Bink's Coca Cola not only in celebration of the 100 years of business, but also in recognition of the community impact of the Bink Family.

Bink's Coca Cola has made good customer service, as well as community service their top priorities for the 100 years. Bink's Bottling demonstrates excellence in continuous improvement in staying flexible and changing with the times, and in loyalty to the community.

"But most importantly," said Linda Hirvonen, "they exemplify commitment to making Delta County Fertile Ground not



only for their business, but for everyone here to grow and prosper.

"Michigan Works! is proud to be able to honor Bink's Coca Cola with this award," said Will Carne, President of The Job Force Board.

Bob Bink, when presenting to the Delta Force Leadership Academy class this past year, summed up one of the defining principles of leadership, "Always be truthful. People will always respect the truth even if it's something they don't want to hear. Don't bend the truth, promise something you can't provide, or sugar-coat a situation. Your actions will come back to you."

Congratulations and best wishes for the next 100 years!

Workforce Development at Bay College

Alan Yeck, Dayton, Ohio, has been hired as the new Executive Director for Workforce Development at Bay College.

For the past six years, Yeck has managed workforce development programs at both Wright State University and

Sinclair Community College, specializing in IT training and computer security. The center at Sinclair Community College has been named the preferred provider by Wright Patterson Air Force Base for two consecutive years, with a staff of 18 delivering more than 25 programs per quarter. He has been recognized by the Ohio High Tech Criminal Investigators Association for quality development and delivery programs for law enforcement professionals.

Prior to his career at Wright State and Sinclair, he was a communications officer, special intelligence for the US Department of State Force Service Diplomatic Corp, serving in this capacity from 1984 to 1991. He also served in the US Marine Corp where he worked as a crypto operator handling classified communications.

Yeck is a 2003 graduate of Wilberforce University with a bachelor of science degree in information technology and is currently completing requirements for his masters degree in business administration from Franklin University.



Teachers recently got a lesson about the importance of blending economic education into the classroom.

The Decisive Season is a Huge Success for Northern Michigan University



Northern's first-ever comprehensive fundraising effort, This Decisive Season: The Campaign for Northern Michigan University, ended on June 30. Recently, the NMU Development Fund publicly announced the campaign's total as \$36.6 million, nearly \$7 million over the \$30 million goal.

"Northern's first campaign was a resounding success and it was so because of tremendous support from NMU alumni and friends," said John Beaumier, national chair of the campaign and a member of the Development Fund Board. "This is an outstanding accomplishment for a university of our size in a first campaign."

This Decisive Season began on June 1, 1996 with a \$2 million gift from the John Berry Family. Berry, a 1971 NMU graduate and a national business leader, designated his gift to go toward the construction of a new ice arena, which was completed in 1999 and dedicated that year as the Berry Events Center.

The four priorities for This Decisive Season were helping student access and success, enhancing Northern's learning environment, investing in the people of NMU and developing partnerships.

Student scholarships received the largest number of gifts during the cam-

paign, according to Martha Van Der Kamp, executive director of alumni and development. More than 100 new scholarships were endowed during the campaign.

"Alumni and friends were particularly generous when it came to investing in Northern students," Van Der Kamp said. "So many times donors said they wanted to give back to students in the same way they had been helped when they attended college."

Van Der Kamp added that gifts were designated for use in 29 academic departments, numerous student programs and organizations, and several university facilities during the fundraising effort.

Examples of student programming that benefited from the campaign were the Honors Program, the Stratford Festival Studies Program and the Student Leader Fellowship Program.

Facilities helped by campaign giving included the Seaborg Science Complex, Northern's largest-ever brick and mortar project, and the Izzo-Mariucci Academic Center as well as the soon-to-be-completed Reynolds Concert Hall.

The campaign had 10 premier gifts that were \$500,000 or larger totaling \$12 million. It received 36 premier gifts of

\$100,000 to \$499,999 worth \$4.2 million. Thirty-nine major gifts of \$25,000 to \$99,000 had a total of \$1.5 million and another 65 special gifts of \$10,000 to \$24,999 contributed \$650,000 to the effort. Gifts of less than \$10,000 totaled \$18.3 million.

The success of the campaign played a significant role in Northern's ability to weather the recent decline in state appropriation support, according to Interim President Mike Roy.

"Without the investment in Northern by alumni and friends, last spring's budget reductions would have been even more painful and devastating, especially in the area of outside the classroom learning opportunities and student activities," said Roy.

Phyllis Maki, president of the NMU Development Fund Board of Trustees, recalled that when the board was studying the feasibility of Northern embarking on its first campaign and trying to establish a goal, the late Ellwood Mattson, an NMU Board of Trustee member as well as a Northern alumnus and longtime member of the Development Fund Board, encouraged the university to "aim high."

"Ellwood was convinced that Northern alumni and friends valued NMU as a quality and vital institution of higher education," said Maki. "He repeatedly

told us that he believed we could raise \$35 million in private giving to NMU even though many others had told us that \$30 million was a challenging goal for a school our size in a first campaign.

"Well, Ellwood was right, as he usually was in money matters," Maki said. "Not only did Northern's alumni and friends invest in NMU's present and future with their gifts, but this campaign helped us reconnect with people and re-energize them to get involved with the university. While the campaign has ended, that reconnection with many alumni and friends is the best gift of all, the one that will benefit the university for decades to come."

The United Way

NMU has kicked off its 2003-04 workplace campaign to support the United Way of Marquette County, which is celebrating its 60th anniversary of focusing community resources to meet community needs. There are 45 local non-profit agencies that rely on support from the United Way. General donations are allocated to programs that address one of more of the following areas of need: domestic violence and addiction services, elderly citizens and adults with disabilities, health awareness, unemployment and underemployment, and youth programs. The goal of this year's NMU campaign is \$33,000.

"This year's campaign theme, 'doing what matters,' really speaks to the necessity of our Northern Michigan University community's history of making a difference in the lives of children, adults and families in Marquette County," said Lenny Shible (Health Promotions), NMU workplace coordinator. "The level of our contributions and financial support is definitely important, especially in a year when our national, state, and local economies remain challenged to provide the most basic services to those who need them the most.

"As each of us makes the very personal decision about how we want to help, we have to remember how much power we have to make a difference in our community and in the life of one person – just by 'doing what matters.'"

Fall Semester Enrollment Up at NMU

Fall-semester enrollment at Northern Michigan University has increased 4 percent – or 345 students – over last year, according to 10th-day figures released by Institutional Research. The total headcount is 9,009. This compares with 8,664 reported at the same time a year ago.

"The university's enrollment management network projected a fall enrollment of about 9,350 and Northern is on track to meet that target," said Paul Duby, Associate Vice President for Institutional Research. "Between the 10th day and the end of the semester, the number will climb because it currently does not include enrollment in educational programs that start later in the semester. Overall, the numbers are pretty upbeat."

Duby reports increases at each undergraduate class level, from incoming freshmen to seniors. The only drop is in graduate enrollment, which is down 6.2 percent, or 42 students.

The academic credentials of first-time, full-time freshmen are identical to 2002. Those pursuing baccalaureate degrees enter NMU with an average ACT composite score of 23.2 and 3.02 high school GPA. Northern continues to draw a large market share of Upper Peninsula students.

"Fifty percent of U.P. graduates going to one of the state public universities choose Northern," Duby said. "In Marquette County, it is closer to 80 percent. However, the size of the pool is shrinking as high school graduating

classes decline in the region. Dominating a smaller pool doesn't help much in terms of achieving our enrollment goals, so we are putting more resources and energy into recruiting in Wisconsin, northeastern Illinois and Minnesota in addition to traditional markets."

To illustrate the point, Duby said Upper Peninsula students once accounted for 60 percent of first-time, full-time freshmen, but that figure has dropped to 47 percent. About 330 students, or one-fifth of incoming freshmen, hail from Illinois, Wisconsin and Minnesota.

Duby said other positive trends include increases in the following areas: credit hours, undergraduates enrolled on a full-time basis, and transfer students.

COMMUNITY EVENTS



Ready for Work?

Ready or not, Michigan Works has unveiled a new and exiting initiative called "Ready for Work." This workshop series responds to the needs of the business community and helps provide businesses with quality entry level workers who have a solid understanding of workplace requirements.

For more information, contact your local Michigan Works! Service Center.



www.jobforce.org 1-800-285-WORKS!

Benefit from workshops at Michigan Works!

Managing Change/Assessments- Easy to do assessments that help you bring your hidden skills and talents out. They also help you decide what interests you have. The workshop includes discussions on current issues.

Computer Basics- Learn basic computer skills, the components of the computer, and how they interact. Learn to use word processing software to create resumes and cover letters and how to use the internet as a tool for your job search.

Computer Lab- Utilize computer systems to do your job search, access educational websites, practice typing, OPAC, and follow up or complete any assignments.

Resume, Thank you & Cover Letter writing- Discussion and tips on how to write an effective resume and cover letter that will get you noticed.

Labor Trends/Job Search- Learn new techniques that you can apply to your job search, both online and in networking. Learn to use labor market statistics to help you decide what choice or employment your future has to offer.

Ready for Work- *Would you hire you?* Learn about employment issues and get tips for interviewing. Knowing the right things to do and say when job hunting can make you successful.

Budgeting/Self-Assessment Review and Occupational Outlook- We use this time to review assessments from Monday's class and also to present you with budgeting alternatives and forecasts for specific occupations.

Networking- Discover successful job search methods. Leave with a better understanding of the power of networking and how your own personal list of contacts can help you find employment.

October 29

Business After Hours

Hilltop RV
Call the Delta County Chamber of Commerce
For more information (906) 786-2192

October 29

Conducting Effective Interviews

Call the Lake Superior Community Partnership for more information (906) 226-6591

November 3

Business After Hours

Landmark Inn
Call the Lake Superior Community Partnership for more information (906) 226-6591

December 1

Business After Hours

STS Consultants
Call the Lake Superior Community Partnership for more information (906) 226-6591

December 3

Business After Hours

M-TECsm at Bay College
Call the Delta County Chamber of Commerce for more information (906) 786-2192

December 18

Business After Hours

Norway Mountain
Call the Dickinson Area Partnership for more information (906) 774-2002

January 12

Business Showcase

Superior Lanes
Call the Lake Superior Community Partnership for more information (906) 226-6591

January 21

Business Showcase

Dental Associates
Call the Lake Superior Community Partnership for more information (906) 226-6591

February 9

Business Showcase

Northern Michigan University's Starbucks Coffee
Call the Lake Superior Community Partnership for more information (906) 226-6591

Find us on the web at: www.jobforce.org
or call toll-free: 1-800-285-WORKS

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