

# SYNERGY

## LINC Graduates Leading by Serving

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In a recently compiled survey LINC Comprehensive Leadership participants from the past four years indicated that LINC Alumni are putting what was learned from LINC to work to make Newaygo County a better place to work and live.

Our survey shows that LINC graduates enjoy challenging profes-

sional lives and yet choose to invest and give of their time, talents and resources in the community. LINC Alumni, on an average invest over 13 hours per month in our community leading and serving.

The survey also showed that LINC Alumni invest their time and talents in over 100 organi-

zations and/or causes in our community and region.

What is the impact of LINC in our community? Over 75% of the Alumni began or increased their investment in community service after completing the LINC series.

Thank you for making our community a better place to work and live!

## LINC Honors Pat Gacchina 2001 LINC Alumnus of the Year

Leadership In Newaygo County is funded through a partnership with



LINC is delighted to honor Pat Gacchina, Class of 1999-2000 and Administrator of Continue Care-Gerber Memorial Health Services as the 2001 LINC Alumni of the Year.

Pat was selected by a ballot vote from all LINC Comprehensive



Leadership Series Alumni. Pat's life and work is a living testament to her commitment to her family, profession, community and her commitment to

servant leadership. Pat was honored, along with finalists Ursula Bulthouse, Phil Loesch, Julia Bird and Bob Baldwin, as a part of the 2001 LINC Community Leadership and Service Awards presented on Thursday, May 17, 2001 at the Ramshorn Country Club.

## SERVANT LEADERSHIP CONFERENCE BEST WORKSHOPS VALUES SHIFT – JOHN IZZO

The American workforce has changing values and we need to learn to lead in our organizations to meet their needs and wants.

Some interesting facts to keep in mind as you try to lower your turnover rate, increase morale or just keep your workforce smiling:

### Talent Crisis

- 55% of baby-boomers want to “retire” early from their “real” job, but continue to work at something until they can no longer physically do so.
- Unskilled workers are harder to get than skilled workers and it will only get harder to find them.
- More women are leaving the workforce than joining it.
- Part-time opportunities are the wave of the future.

### Balance & Synergy

- People are giving up money and hours to have more time to themselves.
- 61% of college grads say they will not sacrifice personal life for worklife.
- 71% of union members fight for less work time, less stress and more time off to deal with personal issues.

- Men are beginning to say they can’t get ahead at work and have a home life.

### Partnership

- Employees want to be able to challenge anything with dignity and respect; want to feel their opinion counts.
- The younger the worker the more they distrust – accept their cynicism and take the time to explain the big picture to them (Repeatedly if necessary) .
- The number one reason people quit is that they felt they weren’t respected and not listened to.
- Looking for a role model – does my boss sacrifice work to deal with personal issues/family events?
- The number one reason people turn down other job offers is that they feel that are continually learning and have career growth potential where they are at.

### New Ideas

- Offer shift times that begin after the school day starts and ends right before so employees can take care of their children.
- Treat employees like alumni; call them after they leave the com-

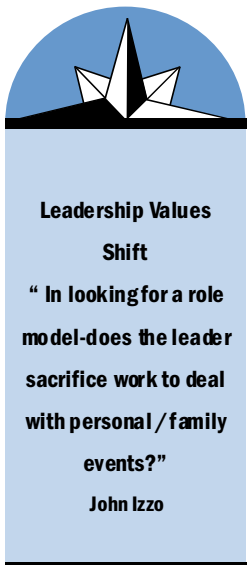
pany to find out how they are doing and let them know that they can return.

- At one company, employees are allowed to take as much vacation as they want (only so much is paid time) if they have the permission of the team.
- Provide “outside-of-the-box” learning; one company needed a website redesign and asked for internal volunteers versus a consulting company. One out of three of their employees were interested in the assignment and most were well qualified!

As servant leaders during these changing times, it is important to **listen** and **act** upon what your workforce wants and not give them what you did in the past. As organizations and communities we have to grow and change to keep people excited about their work.

If you want to find out more you can pick up John Izzo’s book *Values Shift – the new work ethic and what it means for business*.

Summarized by Terri Yeomans, Donnelly Corp, Class of 2000-2001.



## Meet the Class of 2001-2002

In just a few weeks, the 2001-2002 LINC Comprehensive Leadership Series Class will convene on September 13, 2001 for the Opening Retreat. LINC Alumni are invited to attend a special "Meet and Greet" reception for the class of 2001-02 on September 13, 2001, from 6:00-7:15 pm at the Shack Country Inn. Join us in welcoming these new members of the LINC family.

**Patrick Bishop** is new to the Newaygo County Community and serves our community as the Community Relations Officer at the Fremont Area Community Foundation.

**Laurie Brueker** serves our community as our Newaygo County Clerk and lives in Fremont.

**Christine Frisbie** is an Attorney in private practice serving our community. Christine and her husband live on a farm outside of White Cloud.

**Michael Cook** grew up in Grand Rapids and has returned to West Michigan to serve as Pastor of Living Hope Lutheran Fellowship in Newaygo.

**Kellie Crandall** is the Director of Administration for the ARC-Newaygo County. Kellie lives in the Woodland Park community.

**Brenda Dulaney** is the RN Case Manager with GMHS Continue Care and resides in Newaygo.

**Amie Edgerton** lives in Newaygo and is a Supplier Quality Engineer at Donnelly Corporation.

**Kristine Fields** serves our community as the Newaygo County Outreach Worker for WISE (Women's Information Service) and resides in Fremont.

**Micki Hilbrand** and her family live on a farm in Grant.

Micki is a reporter for the Times Indicator.

**Joseph Kaltz** serves as a Civil Engineer with the Newaygo County Road Commission and lives with his family near Kent City.

**Jim Lyals** is the Managing Broker/Realtor for Coldwell Bank Schmidt Real Estate in Fremont. Jim and his wife reside on Pickeral Lake in Newaygo.

**Rob Mani** is a Commercial Underwriter for Fremont Mutual Insurance Company and serve as a member of the Fremont City Council and reside in Fremont.

**Betty Mousel** is the Agent/Owner at State Farm Insurance in Fremont. Betty and her family live in Fremont.

**Victoria (Tori) Nader** and her family live in White Cloud. As a stay at home mom, Tori has been instrumental in starting a number of programs provide learning and recreation opportunities during the summer vacation.

**Rob Nordin** is the Executive Director of the Fremont Area Chamber of Commerce and resides with his family in Fremont.

**Rosa Ortiz-Coucke** is a Bilingual ES Specialist with the NCISD. She and her family reside in Fremont.

**Devon Pettis** serves as High School Principal at White Cloud Schools. Devon and his family reside in Fremont.

**Melodie Potter** is a Job Development Specialist with Goodwill Industries of West Michigan. Melodie and her partner reside in Casnovia.

**Sherry Powell** is a lifelong resident of our community and serves as Deputy Clerk/Treasurer for the City of Grant.

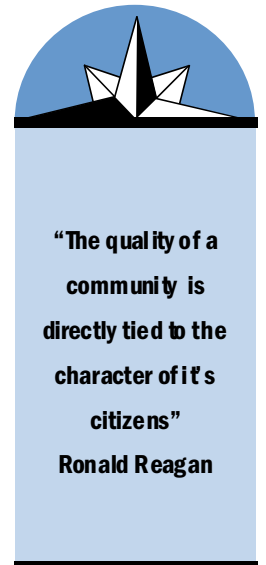
**Lucille Rose** coordinates Project Literacy for Newaygo County. Lucille and her husband live in Fremont.

**Francis Stankus** comes to LINC from NARCO where he wears a number of hats as team leaders and IS support. Francis and his family reside in Fremont.

**Todd Sytsma** serves as Director of Development and Recruitment for Fremont Christian School resides in Newaygo with his family.

**David VanNuys** is the Associate and Conference Director at Camp Henry and resides with his wife in Newaygo.

**Chris Yonker** serves as the City Manager in Fremont. Chris and his family reside in the City of Fremont.



## LINC PHOTO GALLERY

### Graduation Celebration May 17, 2001



Tobi Lake receives credit for his many contributions to the LINC Class



"Who could ask for anything more"...Class project presentation



Rae Zimmerman survives the leadership line



Buck Geno is pinned by mentor partner Roger Ungrey

MORE LINC PHOTO'S ON LINE SOON AT [WWW.NCLINC.ORG](http://WWW.NCLINC.ORG)



## LINC ALUMNI ASSOCIATION UPDATE

By Ursula Bulthouse  
Alumni Association Co-Chair

First and foremost, we are also pleased to report that three of our recent graduates have accepted a seat on our committee. They are Tobi Lake, Terri Yeomans, and Don Palmer. Thank you in advance for your continuing involvement in LINC!

The Alumni Association has been very busy. We hosted the June Breakfast of Champions to honor the 00-01 Comprehensive Leadership Series graduates. We were also fortunate to hear our Alumnus of the year, Pat Gacchina, speak. We would encourage you to attend the BOC events. They don't take a lot of time out of your workday starting at 7:30 a.m. and typically ending no later than 8:45 a.m. and they are a great way to network with fellow LINC Alumni as well as community representatives that attend. Look for the 2001-02 BOC schedule coming soon!

The Youth Leadership Camp was well attended and an overwhelming success as reported

by campers and LINC Alumni that participated. Meetings and discussion have already begun for next year's camp. If you are interested in becoming involved or would like more information, please call the LINC Office.

We are currently accepting submissions for service projects that we can participate in. We'd like to do a minimum of four per year, hitting a diverse geographic area of Newaygo County. If you know of any upcoming projects that could benefit from our service, please call us! The White Cloud Dug-out Project has been postponed until August 18. Please mark your calendars to come and help out. It is a great time to network with fellow LINCers!

The goal of the LINC Legacy Alumni Association is to bring together the graduates of all previous classes in order to work together to accomplish the goals that Leadership in Newaygo County stands for. This includes encouraging participa-

tion in the Breakfast of Champions, Leadership Seminar Series, the various committees that have been established, and helping out wherever, whenever we can to help make Newaygo County an even better place to live and work.

LINC is entering its fifth year of programming with the class of 01-02. Your LINC Legacy Alumni Association will be planning a Five-Year Anniversary celebration on August 5, 2002. This will be a family event. Please mark your calendars. Anyone is more than welcome to help out with this. Our goal is maximum participation by everyone that has contributed to the success of LINC since it's inception almost five years ago.

If you have questions or would like information regarding the LINC Alumni Association please call Jim Richard at (231) 924-7904.

**You're Invited to meet the Class of 2001-02 at an Hors D'ouvres Reception, Thursday, September 13, 2001 from 6:00-7:15 pm at the Shack Country Inn in White Cloud. RSVP by September 1, 2001 to 924-7904.**

## LINC Alumni News and Updates

### Class of 1997-98

**Carla Burmeister** has been selected to serve as the President of the Fremont Area Chamber of Commerce. In addition early this summer Carla became a Regional Manager for Chicago Title. Carla's new business address is Chicago Title, 28 D. West Main Street, Fremont. She can be reached by phone at 924-5025.

### Class of 1998-1999

**Phil Deur** recently completed a year long Police Command

School offered through Eastern Michigan University. Phil was chosen to be one of 34 members of this elite class of law enforcement leaders representative of city, county and state police agencies.

### Class of 1999-2000

**Sandra Knes (Enders)** now a resident of Grand Haven and Associate Director of the Lakeland Li-



brary in Grand Haven announces her marriage on June 16, 2001 to Mr. Michael Knes. Sandra's new address is 13230 Forrest Park Drive, Grand Haven, MI 49417.

### Class of 2000-2001

**The Class of 2000-01** is planning a class reunion on Sunday, July, 29, 2001 at Fremont Lake City Park in Fremont. Festivities kick off at 1:00pm with a potluck picnic.

Have News? Call us...924-7904.

## ALUMNI LEGACY PROJECT NEEDS YOU ! SATURDAY, AUGUST 18, 2001

We have a service project for Saturday, August 18, 2001 at 9AM! The City of White Cloud is having dugouts built that will benefit little league through high school as well as adult leagues. The dugouts will need painting and the concession stand will

need a freshening coat of paint and general cleanup as well. The city is supplying the paint and brushes. We need to supply the painters!

The project is on the ball field behind the airport on

North Street. From the stop light on M37 turn West to North Street. Turn North. Go up the hill to the middle field & concession area. Donate a few hours if you can. RSVP to Pat Gacchina @ pgacchina@gmhs.org

## Changed Your E-mail Address ?

If your not getting "LOVING MONDAY" delivered to your e-mail box every Monday morning... let LINC help you get your week started off with a bit of inspiration. Drop us your new address to jrichard@ncisd.net and get ready to start Loving Monday !