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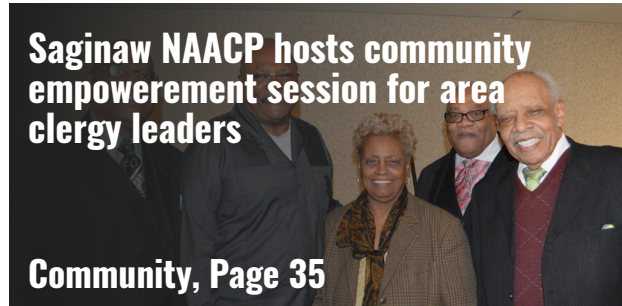


Minimum Wage to Increase from \$8.90 to \$9.25 for Michigan Workers



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Saginaw NAACP hosts community empowerment session for area clergy leaders



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Delta College welcomes Shonda Long as Head Coach of the women's basketball team



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Leading in Diversity, Empowering Communities and Changing Lives

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Capitol Theatre crowns cultural resurgence in downtown Flint

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8th Annual Adelante Awards

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Inclusion advocate from Dow to keynote regional MLK event at SVSU



courtesy photo

Karen S. Carter, the chief inclusion officer for The Dow Chemical Company, will deliver her address Wednesday, Jan. 24, at 7 p.m. in the Malcolm Field Theatre for Performing Arts. The event is free and open to the public.

As Dow's first chief inclusion officer, Carter is tasked with driving Dow into the forefront of global industries that integrate diversity and inclusion as a key element of the company's growth strategy.

Carter has more than 20 years of experience with Dow. She previously held the position of North America commercial vice president of Dow packaging and specialty plastics. In that role, Carter was a member of the global business leadership team responsible for the profits of a division of Dow worth more than \$18.4 billion in sales. She was responsible for developing and driving business strategy.

Active in a number of community-minded organizations, Carter is a member of the Board of Directors for Kids' Meals, a Houston-based nonprofit organization that delivers free, healthy meals to children in need.

An advocate for creating a more diverse and inclusive workplace globally will serve as the keynote speaker during the ninth annual Great Lakes Bay Regional Martin Luther King Jr. Celebration at Saginaw Valley State University.

Continues on pg 2, MLK SVSU Celebration

Cover Story, MLK SVSU Celebration

She also remains an active member of The Links, Inc., a nonprofit that serves the Houston community by providing educational, civic and intercultural activities.

For her innovative leadership contributions, Carter was profiled by the website fortyover40.com on its Forty Women to Watch Over 40 list in 2014. Her work has been published in the Journal of the American Health Information Management Association and featured in The Huffington Post, as well as MORE Magazine.

Carter completed a bachelor's degree in marketing at Howard University and a master's degree in international business at DePaul University.



courtesy photos

She joins a prestigious list of keynote speakers featured during the Martin Luther King Jr. Regional Celebration at SVSU, most recently former U.S. Attorney General Eric Holder in 2017.

In addition to Carter's keynote address, the program will include the presentation of regional scholarship awards by the Bay Area, Midland Area and Saginaw community foundations to high school seniors who have embodied Martin Luther King's ideals.

Officials also will announce the winners of the Drum Major Award at the event, which recognizes people whose community involvement in the Great Lakes Bay Region

serves to advance King's vision.

The event is sponsored in part by Dow; the Bay Area, Midland Area and Saginaw County chambers of commerce; the Bay Area, Midland Area and Saginaw community foundations; local chapters of the NAACP; Delta College; SVSU and many others. A full list of sponsors is available online at www.svsu.edu/mlk.

For more information about the event, please contact SVSU's Office of Diversity Programs at (989) 964-4068.

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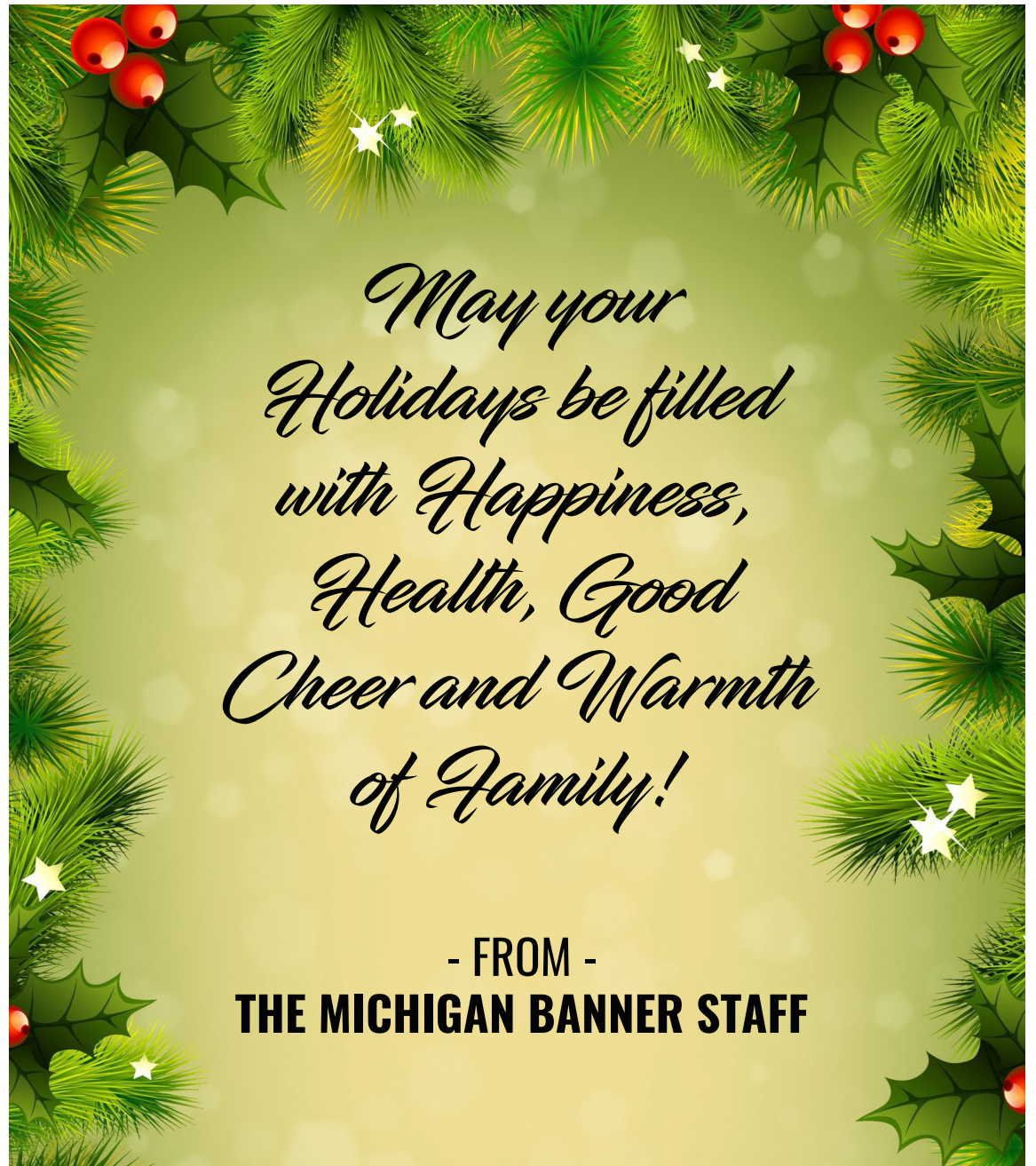
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The Michigan Banner operates and serves as a print and online media venue committed to educating, informing and enlightening our readership regarding events and news that directly and indirectly affect the communities regionally and globally. Furthermore, to serve as a catalyst and a link for cultivating young adults as entrepreneurial and business leaders for the future.

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Seen on the Scene Team One Credit Union's Annual Holiday Mixer



Seen on the Scene

Team One Credit Union's Annual Holiday Mixer



Seen on the Scene Team One Credit Union's Annual Holiday Mixer



Leadership NOW: Third Cohort Graduates, Shares Plans for Horticulture Program



courtesy photo

(FLINT, Mich., Dec. 6, 2017) – Leadership NOW’s third cohort today celebrated their completion of the intensive leadership development program, offered through the Flint & Genesee Chamber of Commerce and United Way of Genesee County.

Over the last year, the cohort has participated in more than 100 hours of training and one-on-one coaching, focused on honing personal leadership styles and developing effective partnerships.

“Today, Leadership NOW welcomes 18 outstanding professionals to its alumni group,” said Michelle Hill, Director of Core Initiatives and Shared Services, Flint & Genesee Chamber. “These individuals join a network of collaborators who share a common language around leadership, and are prepared to work together to address challenges and pursue opportunities in the community.”

During the celebration ceremony, held this afternoon at Warwick Hills Golf & Country Club in Grand Blanc, the cohort shared their plans for a sustainable, collaborative community project – a requirement for completing the program.

Specifically, the cohort developed a strategy to expand the Boys & Girls Club of Greater Flint’s horticulture program by utilizing an existing hoop house garden to plant, grow and harvest food for club members and their families. The core of this plan is a curriculum that engages children in learning about nutrition; planting and harvesting their own food; and learning to cook healthy meals with the food they’ve grown.

“Leadership NOW participants join the program because they want to learn how to improve Genesee County through their leadership,” said Jenni Dones,

Program Manager, BEST Project at United Way of Genesee County. “We teach them how to do this in theory and through practice.”

Tiffany L. Griffin, Vice President of Programs, Girl Scouts of Southeastern Michigan, had been working in Flint for just a few short months when she began Leadership NOW. She said that the experience taught her a great deal about Flint and Genesee County, and is now seeking to join the boards of some local nonprofits.

“I am part of this community now,” Griffin said. “I want to be part of everything that happens here.”

For more information about Leadership NOW, which will launch its fourth cohort in January, visit flintandgenesee.org or call (810) 600-1404.

SVSU Board approves room and board rates for 2019-20 academic year



The Saginaw Valley State University Board of Control approved the auxiliary operations budgets for the 2019 and 2020 fiscal years during the Board's regular meeting Friday, Dec. 15.

The Board approved a \$30.9 million auxiliary fund budget for the 2019 fiscal year and a \$31.4 million auxiliary fund budget for the 2020 fiscal year. Auxiliary services include self-supporting campus operations such as housing, dining and conferencing.

The Board had previously approved room and board rates for the 2018-19 academic year. Incoming freshmen who reside in a Living Center unit with shared bedrooms will pay \$9,786 for the upcoming year, including their meal plan; that is an increase from \$9,378 currently. The increase includes an additional \$150 charge to cover improvements made to the wireless network for residential students, as negotiated with the SVSU Student Association two years ago.

SVSU has changed its housing policies for students who choose to reside in the First Year Suites; all suites will now feature individual bedrooms. Students residing there will pay \$10,186 next year, up from \$9,874; this also includes funding the wireless improvements.

Housing rates for returning students in 2018-19 generally will remain unchanged, ranging from \$4,380 to \$7,430 for students whose meal plan

participation is optional. The total weighted increase for the 2018-19 academic year is 1.6 percent.

For the 2019-20 academic year, incoming freshmen who reside in a Living Center unit with shared bedrooms will pay \$10,030, including their meal plan. Residents in the First Year Suites will be charged \$10,440. The total weighted increase for the 2019-20 academic year will be 2.4 percent.

SVSU's housing has been recognized as the best in Michigan and No. 19 nationally, according to the website Niche and its "Best Dorms" rankings. Niche calculates their rankings using a weighted formula where 70 percent of a school's score came from students' satisfaction with their housing, as well as data from the U.S. Department of Education. The ranking assesses 1,398 four-year colleges and universities.

In other business, the Board:

- Passed a resolution to congratulate the 2017 SVSU men's soccer team and head coach Andy Wagstaff. The team qualified for the NCAA Division playoffs, and Wagstaff was named GLIAC Coach of the Year.
- Passed a resolution to grant undergraduate and graduate degrees.
- Approved sabbatical proposals for 12 faculty: David Cline, teacher education; Tony Crachiola,

mathematics; Eric Gardner, English; Jaime Huffman, nursing; Art Marin, biology; Jason Pagano, chemistry; Beth Roe, nursing; Ross Singer, communication; Chris Surfield, economics; Paul Teed, history; Lee Trepanier, political science; Yu Zou, electrical and computer engineering.

- Approved the confirmation of board members for previously authorized public school academies.
- Approved the appointments of Bill Allen, Veronica Horn and Ryan Tarrant to the SVSU Board of Fellows, a community advisory board.
- Approved 2 percent raises for the 2018 calendar year for executive staff. President Bachand's salary was set at \$286,200; Deb Huntley, Provost and Vice President for Academic Affairs, will receive a salary of \$228,900; and James G. Muladore, Executive Vice President for Administration and Business Affairs, will be paid \$218,500.



THE LATINO BANNER

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Vamos Adelante



Seen on the Scene:
Adelante Awards



- LB, Pg 3 -

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The Great Lakes Bay Hispanic Leadership Institute is Now Recruiting for the 10th Anniversary Class



Established in 2009, the Great Lakes Bay Hispanic Leadership Institute is a community leadership development training program in the Great Lakes Bay Region. The program provides individuals the opportunity to develop the skills and relationships to become effective leaders and provides a program that prepares and supports highly skillful visionary leaders who improve their lives and the community. The Great Lakes Bay Hispanic Leadership Institute is now accepting applications for the 10th Anniversary cohort, 2018-19 training program.

For program information and class dates, please visit our web site at www.glbhispanicleadership.org or email glbhi@svsu.edu

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We encourage readers to send letters, story ideas, comments and questions.

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Seen on the Scene: 8th annual Adelante awards



2017 Fiesta Hispana Gala!

The Annual Fiesta Hispana Gala has served as the Hispanic business community's premier social event for nearly 30 years. Every year, Fiesta Hispana offers an extensive program featuring prestigious guest speakers, awards, dinner and dancing. This year's event took place on Friday, December 1st, at the MGM Grand Detroit.

The keynote speaker, JoAnn Chavez, MHCC Chairman and Vice President Legal & Chief Tax Officer at DTE Energy delivered an inspiring speech and call to action to the Hispanic community. "My story is the same as that of millions of Hispanic-Americans living in the United States today. We need to tell our story. We need to tell it to each other and to other non-latinos if we are going to change our narrative and implement the future direction of this country. All Latinos must become activists. We have to be vocal activists and we cannot do it alone."

The following Fiesta Hispana Awards were given:



High Impact HBE Class 3 – 4:
BAE Industries, accepted by
Jesse Lopez, CEO



High Impact HBE Class 1 -2:
Garcia Law Group accepted by
Lawrence Garcia, Owner



Corporate – Business Award: General Motors
Company accepted by LaShawn Henderson,
Supplier Diversity Program Manager,
General Motors



Corporate – Training & Development: Comerica
Bank, accepted by Monica L. Martinez, Senior
Vice President, External Affairs for
Comerica Bank



Corporate – Community: Blue Cross Blue Shield
of Michigan accepted by Lynn Garrison, Supplier
Diversity Administrator at Blue Cross Blue
Shield of Michigan

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When a community works together, anything is possible. That's why we strive to create opportunities through jobs, education, and promoting the responsible use of our technology.

That's why we proudly support the Michigan Banner and congratulate its team on the occasion of the Banner's 15th anniversary!



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HEALTH

SVSU professors to use Braun Fellowship to study signs of metabolic syndrome, managing patient flow in health care



istock.com

Saginaw Valley State University will support two professors in their scholarly endeavors to improve people's health. Jay Scott, associate professor of biology, and Danilo Sirias, professor of management, have been awarded SVSU's Braun Fellowship.

Scott intends to continue investigating the influence of dietary fats, carbohydrates and contaminants on health and disease. Sirias plans to produce case studies regarding the management of patient flow in health care environments.

Each will receive research support grants totaling up to \$37,500 over the next three years to further their scholarly and professional activities. Funds may be used for research expenses, equipment, travel and/or other related support.

Scott has studied metabolic syndrome, characterized by an increase in body weight, fat accumulation, inflammation, and altered metabolism. These symptoms have proven to lead to an increased risk of diabetes, stroke, and cardiovascular disease.

Through his latest research, Scott plans to examine the signs of metabolic syndrome induced by diets with varying macronutrient ratios and work to determine if diet-related changes in physiology are modified by the exposure to environmental contaminants. This study should increase

understanding of how dietary components lead to disease states, and help to identify whether environmental contaminants in food are independent risk factors for disease.

Through other grant-supported research, Scott has previously investigated related topics such as cardiovascular disease. He completed a postdoctoral fellowship in the cardiology division of the Carver College of Medicine at the University of Iowa. An active researcher, Scott has written 12 scholarly articles and given 19 invited scientific presentations.

Scott joined the SVSU biology faculty in 2012. He completed his bachelor's degree at SVSU, where he played on the baseball team. A native of Ontario, Scott completed his Ph.D. at Queen's University.

As a result of his research, Sirias plans to publish three teaching case studies on the topic of managing patient flow in different health care environments. The three areas he will examine are primary or specialist care, admitted patients, and operating rooms. Sirias will outline the most common difficulties associated with each environment, as well as offering strategies to address the problems detailed throughout the case studies and suggestions for how the material should be taught.

Sirias has prior research experience on the topic. In 2015, he presented "A Proposed

Framework to Determine Chokepoints Preventing Better Patient Flow in Emergency Departments," to the International Academy of Business and Public Administration Disciplines. Sirias has received six prior grants -- four of which were through SVSU -- in order to fund research related to labor force, coordination in health care systems, virtual education and management techniques.

Sirias joined the SVSU management faculty in 2001. He completed his bachelor's degree in industrial engineering at the National University of Engineering in Nicaragua. Sirias then completed a master's degree and a Ph.D. from the University of Memphis.

Established in 2005, the Braun Fellowship program was created through a \$1.5 million endowment from the Saginaw-based Harvey Randall Wickes Foundation. Administered by the Saginaw Community Foundation, the program's purpose is to recognize the exceptional accomplishments and potential of select SVSU faculty and staff. It is named in honor of Ruth Braun and her late husband, Ted.

Michigan Ranks 45th, amongst the lowest in Protecting Kids from Tobacco

WASHINGTON, Dec. 13, 2017 /PRNewswire-USNewswire/ -- Michigan ranks 45th nationwide in funding programs that prevent kids from smoking and help smokers quit, according to a report released today by leading public health organizations. Michigan is spending \$1.6 million this year on tobacco prevention and cessation programs, which is just 1.4 percent of the \$110.6 million recommended by the Centers for Disease Control and Prevention (CDC).

The report challenges states to do more to fight tobacco use – the nation's leading cause of preventable death – and make the next generation tobacco-free. In Michigan, 10 percent of high school students smoke, and 5,200 kids become regular smokers each year. Tobacco use claims 16,200 Michigan lives and costs the state \$4.6 billion in health care bills annually.

Other key findings in the report include:

- Michigan will collect \$1.2 billion in revenue this year from the 1998 tobacco settlement and tobacco taxes, but will spend only 0.1 percent of the money on tobacco prevention programs.
- Tobacco companies spend \$295.3 million each year to market their deadly and addictive products in Michigan – more than 180 times what the state spends on tobacco prevention. Nationwide, tobacco companies spend \$8.9 billion a year on marketing – that's \$1 million every hour.

The report – "Broken Promises to Our Children: A State-by-State Look at the 1998 Tobacco Settlement 19 Years Later" – was released by the Campaign for Tobacco-Free Kids, American Cancer Society Cancer Action Network, American Heart Association, American Lung Association, the Robert Wood Johnson Foundation, Americans for Nonsmokers' Rights and Truth Initiative.

The report spotlights the need for stronger efforts to reduce tobacco use in Michigan, which has a high adult smoking rate at 20.4 percent. While Michigan has a higher-than average cigarette tax (\$2 per pack) and a comprehensive smoke-free law, it has consistently provided only minimal funding for tobacco prevention and cessation programs. In addition to increasing funding for such programs, health advocates are urging state lawmakers to raise the tobacco sale age to 21 statewide.

"By failing to adequately fund tobacco prevention and cessation programs, Michigan is putting kids' health at risk and costing taxpayers more in tobacco-related health care costs," said Matthew L. Myers, President of the Campaign for Tobacco-Free Kids. "We can win the fight against tobacco and make the next generation tobacco-free, but Michigan needs to do its part to help achieve these goals. Raising the state's tobacco age to 21 would be an excellent step forward."

The U.S. has reduced smoking to record lows – 15.1 percent among adults and 8 percent among high school students. But tobacco use still kills more than 480,000 Americans and costs the nation about \$170 billion in health care bills each year.

Today's report also highlights large disparities in who smokes and who suffers from tobacco-related diseases in the United States. Smoking rates are especially high in a swath of 12 states in the Midwest and South, including Michigan, an area called "Tobacco Nation" in a recent Truth Initiative report. Nationwide, smoking rates are highest among people who live below the poverty level and have less education, American Indians/Alaska Natives, LGBT Americans, those who are uninsured or on Medicaid, and those with mental illness. These differences are in large part due to the tobacco industry's targeting of vulnerable populations through advertising, price discounting and other marketing strategies.

By funding tobacco prevention and cessation programs at the CDC's recommended levels, states can reduce tobacco use among all Americans. But most states are falling far short:

- The states will collect \$27.5 billion this year from the tobacco settlement and tobacco taxes, but will spend less than 3 percent of it (\$721.6 million) on tobacco prevention programs.
- The \$721.6 million that the states have budgeted for tobacco prevention is a small fraction of the \$3.3 billion the CDC recommends. Not a single state funds tobacco prevention programs at CDC-recommended levels, and only two states – California and Alaska – provide more than 90 percent of the recommended funding.
- States with well-funded, sustained tobacco prevention programs have seen remarkable progress. Florida, with one of the longest-running programs, has reduced its high school smoking rate to 5.2 percent, one of the lowest rates ever reported by any state.

The report and state-specific information can be found at tfk.org/statereport.




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Michigan health officials monitoring Hepatitis outbreak

DETROIT — Michigan health officials say the southeastern part of the state is seeing a serious outbreak of hepatitis A cases.

An analysis by the Detroit Free Press found that Michigan has led the U.S. in hepatitis cases per capita this year, with more than 500 reported cases so far. California was the only state with more cases reported this year, with more than 660.

“Typically what we would see this time of year is about 14 times lower than what we’re currently dealing with,” said Angela Minicuci, spokeswoman for the Michigan Department of Health and Human Services. “I don’t know if we’ve seen a hepatitis A outbreak like this before.”

There have been 20 deaths linked to hepatitis A in southeastern Michigan since August 2016, The Detroit News reported.

“We’re continuing to see new cases almost every day so it is a concern,” said Macomb County Health Department Director Bill Ridella. “I think there is a strong connection to a number of these cases with the opioid and heroin problem. About half of the cases in Macomb County has some connection with drug use and/or heroin.”

The majority of cases involve drug users, homeless people and current or former inmates, health officials said. The outbreak has particularly affected Wayne, Macomb and Oakland counties.

The state Department of Health and Human Services is encouraging high-risk individuals to get vaccinations, but increased demand in recent months has created a vaccine shortage. Hepatitis A can be prevented if a vaccine is given within two weeks of exposure.

The Centers for Disease Control and Prevention says hepatitis A is an extremely contagious liver disease caused by the hepatitis A virus. The disease causes symptoms including abdominal pain, nausea, diarrhea, fever and jaundice. It can be spread during sex or by eating contaminated food or water.

Flint families can get nutritious food at mobile pantry in December

LANSING, Mich. – Flint families may get nutritious food that can limit the effects of lead exposure during mobile food pantry hours set for December at locations throughout Flint.

The Food Bank of Eastern Michigan in Flint and the Michigan Department of Health and Human Services are announcing the upcoming schedule for mobile food pantry stops to distribute foods rich in calcium, vitamin C and iron.

Families in December will receive produce that include apples, carrots, potatoes, onions and cabbage.

The program is funded through the more than \$300 million in state taxpayer funds that have been provided to help the residents of Flint. Food distribution sites remain open while supplies last.

Upcoming dates are:

Saturday, Dec. 9, at 10 a.m. – Flint First Wesleyan Church, 3825 Davison Road.

Saturday, Dec. 9, at 10 a.m. – Flint Muslim Food Pantry, 4400 S. Saginaw St.

Tuesday, Dec. 12, at noon – St. Michael Catholic Church, 609 E. Fifth Ave.

Wednesday, Dec. 13, at noon – Salem Lutheran Church, 2610 Martin Luther King Ave.

Thursday, Dec. 14, at 11 a.m. – Church Without Walls, 4121 Martin Luther King Ave.

Friday, Dec. 15, at noon – St. Luke’s NEW Life Center, 3115 Lawndale Ave.

Wednesday, Dec. 20, at 10 a.m. – Hispanic Tech Center, 2101 Lewis St.

Thursday, Dec. 21, at noon – United Methodist Community Center, 4601 Clio Road.

Friday, Dec. 22, at 10 a.m. – My Brother’s Keeper, 101 N. Grand Traverse St.

Thursday, Dec. 28, at noon – St. Michael Catholic Church, 609 E. Fifth Ave.

This schedule is subject to change, and information about additional food distribution dates will be announced as they are scheduled. For more information or to find out about any changes in the schedule, visit the Food Bank website at www.FBEM.org and find the updated schedule on the Mobile Pantry Distribution page, or call 810-239-4441.



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INTERSECTION OF BUSINESS & WEALTH

Capitol Theatre crowns cultural resurgence in downtown Flint



courtesy photos

LANSING, Mich. – Nearly two decades since the last audience strolled from Flint’s Capitol Theatre, a new generation of theatre-goers will enter through the doors of Italian Renaissance-style building. The historic theater located off downtown Flint’s main thoroughfare (Saginaw Street) will open for the first time in 20 years following a ceremonial ribbon cutting on Thursday.

“The Capitol Theatre is a symbol of Flint’s history and its renovation and reopening showcases the resilience and commitment to the city’s future,” said Lt. Gov. Brian Calley, who attended the ceremony along with Flint Mayor Karen Weaver; Jarret Haynes, Executive Director of the Whiting; Ridway White, President of The Charles Stewart Mott Foundation; Phil Hagerman, Founder and Co-Owner, SkyPoint Ventures; and, Tim Herman, Uptown Reinvestment Corporation.

“Restoring the historic Capitol Theatre was a smart, innovative investment,” said Congressman Dan Kildee, who represents the Fifth Congressional District, which includes Flint. “The theater will bring much-needed growth, jobs and creative projects to Flint. I am proud of all of the partners for their hard work to make this project possible.”

In February 2016, the Michigan Strategic Fund approved a \$5.5 million Michigan Community Revitalization Program (MCRP) performance-based equity investment to support the redevelopment of the Capitol Theatre, which is expected to generate a total capital investment of more than \$31.4 million and create 82 full-time jobs.

“The Capitol Theatre is the most recent project in a strategy aimed at attracting people and investments to downtown Flint,” said Jeff Mason, CEO, Michigan Economic Development Corporation, the state’s chief marketing arm that administers programs and services along with performing due diligence on behalf of the MSF.

“With the recent opening of the award-winning Ferris Wheel Innovation Center, popularity of the Farmer’s Market and upcoming development of the Mott culinary teaching facility, it is evident downtown Flint is well-position for sustainable growth,” he said.

In addition, the project received a \$500,000 grant from the Michigan State Housing Development Authority, an expected \$3.7 million federal historic tax equity, \$15-million grant from the C.S. Mott

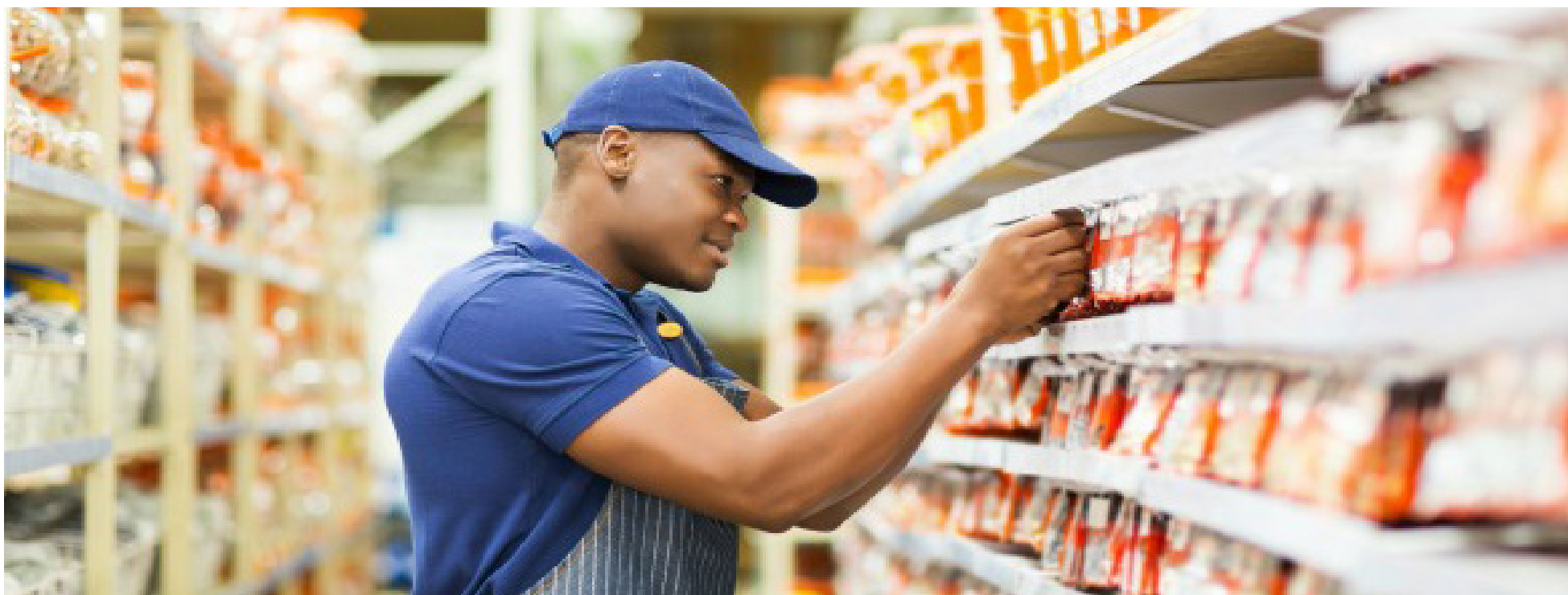
Foundation, and \$1 million short-term loan from the Community Foundation of Greater Flint along with private contributions.

The theater is expected to draw between 60,000 and 80,000 patrons per year, bringing significant foot traffic and economic activity to the downtown area. Construction on the 1,600-seat theater began shortly after the Whiting and Uptown Reinvestment Corp. purchased the 90-year-old building in 2016. The Whiting manages programming and operations at the theater.

During the last several years, the MSF has supported a range of developments in downtown Flint, including the Farmers Market, Health & Wellness District, rehabilitation of the Woolworth Building into the new Mott Community College Culinary Arts Teaching Facility, Pure Michigan Micro Lending (to assist small business financing), and Huntington Bank’s expanded call center.

In addition, the Michigan Council for Arts and Cultural Affairs, which is located within MEDC, has awarded grants to the Flint Institute of Arts, Flint Jewish Federation, Friends of Modern Art and the Whaley Historical House Association.

Minimum Wage to Increase from \$8.90 to \$9.25 for Michigan Workers



courtesy photos

Effective January 1, 2018, the minimum hourly wage will increase to \$9.25 an hour. This is the final scheduled increase provided for in Public Act 138, the Workforce Opportunity Wage Act of 2014. Any future adjustments after January 2018 shall not exceed 3.5 percent and will be established by the State Treasurer based on the unemployment rate and the Consumer Price Index.

Public Act 138 (WOWA), took effect on May 27, 2014, replacing the Michigan Minimum Wage and Overtime Act (Act 154). WOWA is enforced by the Wage and Hour Division – an agency within the Bureau of Employment Relations (BER). The law generally applies to Michigan employers with two or more employees, age 16 and older. A copy of WOWA and related resources including the required poster may be obtained by visiting the Wage and Hour Division website at www.michigan.gov/wagehour.

Training Wage: The training wage remains at \$4.25 an hour for newly hired employees aged 16 to 19 for the first 90 days of employment.

Tipped Employees: WOWA allows employers to take a tip credit on the state minimum wage rate under certain conditions for employees who customarily and regularly receive tips. Employees who are tipped may be paid 38% of Michigan's minimum wage.

The following conditions apply to taking a tip credit on the state minimum wage rate:

- The employee must be in a position that customarily and regularly receives gratuities from a guest, patron or customer for services rendered to that guest, patron, or customer.
- If the gratuities plus the minimum hourly wage rate do not equal or exceed the minimum hourly wage that is otherwise established, the employer must pay any shortfall to the employee.
- The gratuities are proven gratuities as indicated by the employee's declaration for the Federal Insurance Contribution Act.
- The employee has been informed by the employer of the provisions of Act 138.

- If a credit is taken for gratuities received by an employee, then the employment records for each pay period shall contain the credit taken along with a written statement of the amount of gratuities received by the employee. The statement shall be signed by the employee and dated prior to the date on which the paycheck was received.

Overtime Requirements: Employees covered by the overtime provisions of WOWA must be paid one and a half times their regular rate of pay for hours worked exceeding 40 hours in a work week.

For further information, please call the toll-free telephone number of the Wage and Hour division at 855-464-9243 or visit the agency's website at www.michigan.gov/wagehour.

Kick Off Your 2018 Professional Development with these January Workshops

With the end of 2017 fast approaching, the Flint & Genesee Chamber of Commerce is gearing up for productive new year. Through partnering with the University of Michigan, Michigan SBDC, Disability Network and others, the Chamber will offer six different professional development opportunities during January—with several others planned for the following months.

Stay tuned for the release of the complete Training and Development catalog for 2018. And in the meantime, be sure to save the date for:

January 16: Working in a Multigenerational Space

Millennials will make up roughly 50 percent of the U.S. workforce in 2020 and 75 percent of the global workforce by 2030. Learn how to make the most of your multigenerational workforce and deepen your understanding of this generation and their unique potential. During this workshop, you will learn to identify the characteristics of each generation's view of the workplace, develop strategies to collaborate with all generations and follow effective communication practices for a multigenerational workplace.

January 17: Starting a Business

Do you know what it takes to turn your skill into a successful business? Find out during this seminar, which is designed for individuals who are considering self-employment or are at the beginning stages of starting a business. Aspiring entrepreneurs will learn how to assess their abilities to lead and manage a company, as well as evaluate market and sales potential for their products and services. The session will also cover start-up costs, financing options, business planning and the necessary steps to get started.

January 18: The Uncommon Factor

Improve your business's bottom line by leveraging the perceived weaknesses of your employees. Using powerful self-assessments from Dave Rendall, author of "The Freak Factor," you can identify weaknesses and learn how to leverage them into strengths. With the right perspective and an uncommon approach, what was once thought of as liability is actually an asset.

January 24: Leading from Within

In Co-Active Leadership, there are five key leadership styles: Leader Within, In Front, Behind, Beside and in the Field. In this session, we will focus on the "Leader Within" – the foundation on which all other leadership styles are built. Attendees will learn to give themselves permission to be their best selves, and model the self-awareness and authority necessary to be whole leaders. This is the first session in a four-part series; it may be attended as a standalone workshop.

January 29: Vision Board Party

Developing a business plan doesn't have to be a stressful experience. In fact, it can be fun! Find out for yourself during this Vision Board Party, which focuses on goal setting, strategic planning, resource awareness, scheduling and assessment. Participants will be given the tools to create a vision board that plots out different elements of their start-ups or existing businesses. All supplies will be provided.

January 31: Writing a Business Plan

For individuals who want to launch or grow their business, a carefully considered plan and course of action will increase the probability of success. This seminar covers business planning in detail and will use real-life examples to illustrate effective planning. Attendees will leave with the tools and information needed to draft their own business plans.

For more information, visit www.flintandgenesee.org/training.

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FUNDRAISING GOOD TIMES

What's under the tree for your nonprofit?

Christmas is soon to be celebrated. We rejoice in the birth of Christ and enjoy time with family and friends. We give gifts, prepare food, travel, write cards, and attend parties. We hug our loved ones, phone those who are far away, and we miss those who have departed. Sometimes we fight. We get tense, depressed, angry, jealous, overworked and overwhelmed. Or maybe we don't! Some are struggling and depending on the kindness of strangers. Others are shopping for people we may never meet; wrapping gifts for children in our community; and bringing food to the local food bank and senior centers.

What will be in the boxes you wrap and give? To spur your Christmas giving, we share ideas that can benefit nonprofits you believe in. If you are 70 1/2 or older you may want to give from your retirement funds. No matter your age, you may want to give appreciated stock. In either case you'll want to talk with your tax advisor or local community foundation: learn how to give more than you thought you could while reducing your taxable income. Bottom line: there are many of us for whom this is a time to review investment portfolios, philanthropic priorities and to decide how and when to give.

Don't worry if you can't give from investments: that's most of us! But there are special things you can do: make a cash gift to an organization you believe in. Consider giving more than you gave last year. Volunteer some time now, over the holidays, or in 2018. If you run your own business or make decisions for your company,

consider increasing the in-kind services you provide, or making a stronger push in the coming year to have employees volunteer. If you're writing or adjusting your will, include a nonprofit that is meaningful to your family.

Want more ideas? Consider serving on a nonprofit board. Or recruit someone you know to join you in your current board service. If you have established an endowed fund with your alma mater, church or a hospital, consider adding to it. You could choose to be a "secret Santa" and make a payment on a loan an organization is carrying. You can donate a piece of equipment. And you can commit to advocacy.

The ways to give are limitless. We hope the love in your heart is limitless too. Merry Christmas.



Mel and Pearl Shaw | Courtesy Photo

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Mel and Pearl Shaw are authors of four books on fundraising available on Amazon.com. For help growing your fundraising visit www.saadandshaw.com or call (901) 522-8727.

EDUCATION

Breckenridge native receives posthumous degree at SVSU ceremony



courtesy photo

One year after Evan Willman's funeral, family and friends will gather for a different kind of ceremony where they will honor his legacy as a beloved classmate and dedicated student.

During Saginaw Valley State University's commencement ceremony Friday at 7:30 p.m. in O'Neill Arena, Willman's mother accepted an Honorary Master of Science in Occupational Therapy degree on her son's behalf.

Before he died following a fall from a moving vehicle in December 2016, Willman was on schedule to graduate this week alongside a close-knit cohort of 58 classmates enrolled in the same master's program. SVSU's occupational therapy program teams the same group of students in courses and activities from their first semester in the program until their graduation. This particular cohort will be among 570 SVSU total graduates participating in commencement ceremonies Friday and Saturday.

"I hope that he would have been proud of himself for accomplishing enough to receive this degree," said his mother, Rebecca Willman. "I know I'm proud of what he accomplished."

Her son was a standout member of the latest class graduating from SVSU's Master of Science in Occupational Therapy program, classmates and faculty

say. His outgoing personality and radiant charm won him friends, impacted lives and influenced wardrobe choices.

"He originated something we called 'Flannel Fridays,'" said Cody Zietz, a classmate from the master's program who befriended Willman.

Willman and his classmates followed the program's dress code: khakis and polos, as is typically worn by professionals in occupational therapy. But Willman convinced faculty members to allow the group to don flannel attire on Fridays as a way to express camaraderie. The weekly tradition also involved bringing pancake ingredients to campus and cooking breakfast for the group.

"He wanted you to be personable like that," Zietz said, "because he was personable like that. He was the kind of person where, if you were walking in the hallway and he knew you, he was going to stop you and make you smile."

The 23-year-old's death devastated many on campus who knew him. Weeks later, when Willman's parents visited campus to close their son's affairs with the university, they were met by students, faculty, staff and administrators who encouraged them to request a posthumous degree.

Receiving such an honor is a relatively rare occurrence. Academic committees, administrators and registrar officials must review each request to determine the student's eligibility based on several factors. Willman's honorary degree was approved in time for the university's May commencement, but his parents asked to postpone the recognition until he could be honored along with his classmates, scheduled to graduate this week.

Ellen Herlache-Pretzer, an SVSU assistant professor of occupational therapy who worked with Willman's group, said the honorary degree is a fitting tribute to her former student and a solemn comfort to his classmates.

"A lot of people looked up to Evan," she said. "They are happy to see him have a chance to finish with them, in a way."

Willman's journey to SVSU began long before his freshman year, his mother said. When his grandmother

suffered a stroke in 2006, the family's involvement in the recovery process exposed the then-middle school student to occupational therapy.

"He was fascinated by her therapy sessions," his mother said. "That's where he figured out what he wanted to be. He had a strong desire to help people."

Willman's other interests included athletics. He was a member of all-area football and baseball teams while at Breckenridge High School, where he graduated in 2011. When he enrolled at SVSU, he joined the men's rugby club team, eventually becoming a team captain.

Classmates also were aware of his love for the outdoors. When Willman befriended Zietz, the two became hunting and fishing buddies.

At SVSU, Willman also met Mary Iott, a student in the Master of Science in Occupational Therapy cohort one year ahead of Willman's group. The couple fell in love and were engaged to be married in August 2017. She graduated from SVSU days before his death.

In the wake of that tragedy, Willman's classmates organized a GoFundMe webpage, raising more than \$10,000 to pay for their classmate's funeral. Because of that support, his family was able to afford using Willman's life insurance to create The 3-Cent Scholarship in honor of Willman and the amount of money left behind in his bank account.

"We have this saying about Evan," his mother said. "We say, 'He lived life to the fullest ... and a bank account to show it.'"

The scholarship is available to Breckenridge High School graduates. Earlier this year, the Willman family awarded three \$1,000.03 scholarships to college-bound students.

His SVSU classmates weren't finished honoring Willman. During this week's ceremony at SVSU, members of his master's program cohort pinned flannel fabric to their commencement robes, observing Flannel Friday one last time for their friend.

"Even though he's not going to be there with us, we wanted to show he made a lasting impression," Zietz said, "because that's what he did."

Baker College partners with Michigan Council of Women in Technology to support females in IT education

FLINT TOWNSHIP, Mich. – The Michigan Council of Women in Technology (MCWT) is working to expand its support of females who are pursuing higher education in technology, and Baker College is among the organizations lining up to connect its students with MCWT.

“We will establish three regional student chapters this academic year for our students in technology programs at Baker College campuses across the state,” said Richard Bush, Ph.D., Baker College dean of the College of Information Technology. “MCWT can open the door to scholarships and internships for our female technology students. They will be able to network with female students at other colleges and universities and, most importantly, with female professionals who can serve as mentors.”

The mission of establishing the link between college-age students and MCWT has been taken on by Cindy Swiantek, a member of MCWT’s advisory board. She’s a veteran in the IT field, having served in senior-level positions for international companies.

“MCWT has already established extensive programming to encourage girls in K-12 to engage in technology, and we are doing a good job of

offering mid-to-late career support for women,” Swiantek said. “We’ve always welcomed college students as members. It’s time we specifically link with them at their colleges and universities. Their success in completing their degree programs is crucial to getting more women into the IT workforce.”

She said MCWT is asking colleges and universities in Michigan to start student chapters on their campuses.

Bush is working to establish three regional student chapters: Southeast Michigan, Central Michigan and Western Michigan. They will be open to students of any technology-related program at Baker College. This includes information technology, engineering and several health science programs, such as health information technology.

A free annual MCWT membership is available to every full-time female student. It offers e-learning opportunities, professional development programs and forums for relationship-building and outreach. Students would have access to MCWT’s job posting database and LinkedIn group, and would be able to participate in the MCWT mentoring program.

Through participation in a college-based chapter, students will be exposed to the technology industry through the eyes of successful, professional women.

“Students will be able to meet Michigan’s IT leaders at MCWT special events,” Swiantek said. “Female students will also have internship opportunities to help introduce them to a real-world working environment.

“Our members are eager to volunteer. It helps them create stronger relationships while giving back to the community by helping attract females to the technology field.”

Bush said, “Women are greatly underrepresented in STEM fields – science, technology, engineering and math – and employers want and need a workforce that is diverse and includes females. These are rewarding careers with excellent pay.”

STEM-related occupations are projected to grow among the fastest of all occupations through 2022, reaching employment of more than 9 million. That’s an increase of 1 million jobs over 2012 STEM-related employment.

The vision of the Michigan Council of Women in Technology Foundation is to make Michigan the No. 1 state for women in technology. The organization supports Michigan’s female IT workforce, students, corporate partners, schools and the overall community with programming, scholarships, networking, learning, mentoring and technology experiences.

Find more information at www.mcwt.org and connect via LinkedIn, Facebook and YouTube.

For more information about Baker College technology programs, contact Kevin Pnacek in the admissions office, at (810) 766-4000 or [kevin.pnacek@baker.edu](mailto:kpnacek@baker.edu).





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Delta College

CMU students to benefit from spectrum auction proceeds

Trustees approve \$14 million to be used to support students

The Central Michigan University Board of Trustees approved funding of three new student support initiatives using the \$14 million received from the Federal Communications Commission for the sale of part of its public broadcasting spectrum.

Half of the proceeds — \$7 million — will fund the new Bellows Scholarship, named after CMU's first president, Charles Bellows. All gifts to the Bellows Scholarship will be matched 100 percent using the spectrum auction proceeds. Gifts to any other CMU program will result in a 50 percent match to the Bellows Scholarship.

The Bellows fund will support students who have the academic strengths to succeed at CMU, yet have a financial need that jeopardizes their access to a degree, President George E. Ross said.

Another \$5 million will fund the Forever Maroon and Gold advising initiative. This program will expand academic and career advising starting at orientation and continuing as students progress toward their degrees. Career advising will extend to alumni after graduation.

The third initiative allocates \$2 million of the spectrum auction proceeds to support students in learning experiences through WCMU Public Media. Working beside seasoned professionals, students will learn newswriting, on-air performance, production, engineering, marketing, programming, social media, public relations and emerging technologies. Students will be paid for their work, so any student can afford to take advantage of the opportunities.

"This is a well-thought-out plan," Board Chair Bill Weideman said. "This is very consistent with the direction we gave the president as the Board of Trustees. We wanted to make sure the money was focused on student success and that it had long-lasting impact."

"This investment is transformational for students now and in the future," Trustee Bill Kanine said.

The board also approved a \$28.5 million capital outlay request to the Michigan Legislature for the renovation of Brooks Hall, a primary science facility on campus. Brooks was constructed in 1964. Its renovation would foster greater collaboration, enhance support for students and high-demand science programs, improve safety and energy efficiency, and create modern research facilities for health and medical research.

During committee meetings Wednesday, trustees also heard about a study of potential new residence life projects. Barrie Wilkes, vice president for finance and administrative services, indicated he will return to the board in February with a formal proposal.

In other action, trustees:

- Approved a new endowment and 20 naming opportunities. CMU's baseball field will be named Keilitz Field after former CMU baseball coach Dave Keilitz and his wife, Sue. Keilitz played baseball for CMU as a student and was the university's first All-American in baseball. He also served a decade as CMU's athletic director. Several naming opportunities are for rooms in the newly renovated Grawn Hall.
- Approved more than 1,900 graduates who will receive degrees or certificates next week.
- Accepted the research awards report of \$10.2 million received during the past three months.
- Approved deferred maintenance projects for fiscal year 2018 of \$5.7 million, focused on masonry restoration, parking lot asphalt, roof replacement and field hockey turf replacement.

President turns down compensation increase

CMU's board each year reviews the president's performance in December and determines whether to make a salary adjustment. Board Chair Weideman said the trustees are very pleased with Ross' performance and offered him a salary increase. Ross, however, declined it.

Weideman noted a long list of accomplishments from the past year, including adoption of an updated strategic plan, maintenance of the university's strong financial position, graduation of CMU's first physicians, realignment of the university's advancement board, an equity and inclusion study and report, and several student success projects.

"This is a vote of confidence," Weideman said. "I can't think of any better ambassadors for the university than George and Elizabeth Ross."

Ross thanked the trustees and turned the focus immediately to his leadership team and faculty and staff throughout the university.

"These accomplishments are done through the work of everyone at the university," Ross said. "It's your work that makes all of this happen. ... CMU feels like home to Elizabeth and me. We invest our time, talents and treasures in CMU. Let's continue to move forward with the focus on students."

Trustees last year unanimously approved a 2.5 percent salary adjustment for Ross — an increase he and Elizabeth Ross donated back to CMU students as a scholarship.

This fall, the Rosses also announced a \$1 million gift to endow three scholarships to benefit vocal music, accounting and medical school students.

Merry Christmas from Our Staff!



Sabrina Beeman-Jackson
Saginaw ISD Head Start/Early Head Start Program Director

About Saginaw ISD HE/EHS

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Head Start programs promote school readiness by enhancing the social and cognitive development of children through the provision of educational, health, nutritional, social and other services to enrolled children and families.

Early Head Start, launched in 1995, provides support to low-income infants, toddlers, pregnant women and their families.

EHS programs enhance children's physical, social, emotional, and intellectual development; assist pregnant women to access comprehensive prenatal and postpartum care; support parents' efforts to fulfill their parental roles; and help parents move toward self-sufficiency.

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For additional information concerning Saginaw ISD Head Start visit: www.saginawheadstart.org

Source: www.saginawheadstart.org

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Joe Baca, former Dem. Calif. Congrsmn., Dist. 43.

“Our mission is to provide high quality services, developing school readiness and family empowerment for prenatal to age five children and families by working in partnership with parents and the community.”
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COMMUNITY

Dow Community Engagement Leader to Deliver SVSU Commencement Address this Month



courtesy photo

The global director of Corporate Citizenship for The Dow Chemical Company will speak to graduates of a university nationally recognized for community engagement during Commencement exercises at Saginaw Valley State University. Rob Vallentine will deliver the keynote address to SVSU's newest graduates.

Vallentine, who serves as both the global director of Corporate Citizenship for Dow as well as president and executive director of The Dow Chemical Company Foundation, will speak at both of SVSU's

commencement ceremonies this month. The first event is scheduled Friday, Dec. 15 at 7:30 p.m. and the second ceremony is set for Saturday, Dec. 16 at 11 a.m., both in O'Neill Arena of the Ryder Center.

Commencement exercises for graduates in the colleges of Business & Management and Health & Human Services will be held Friday evening. Students completing degrees in the colleges of Arts & Behavioral Sciences; Education; and Science, Engineering & Technology will take part in the ceremony scheduled for Saturday morning.

The graduating class consists of 639 students who are expected to complete degrees, including 570 individuals who have indicated that they intend to don regalia and march in the ceremonies. The class includes 520 who will receive bachelor's degrees, and 119 who will receive master's or education specialist degrees.

As is tradition, SVSU President Don Bachand will congratulate each graduate as he or she crosses the stage.

Vallentine is responsible for corporate engagement with Dow stakeholders at the global, regional and local levels. He drives business decisions at the intersection of sustainability, innovation and citizenship while utilizing Dow's capabilities to achieve business and social impact.

He works closely with Dow's Foundation Board of Directors to provide strategic direction on the company's philanthropic priorities around the world. A number of those community-minded endeavors have benefited SVSU initiatives to promote STEM (science, technology, engineering, math) education for both college-level and K-12 students. Most recently, the foundation partnered with the university in June to create a program where SVSU prepares K-12 students to serve as leaders and "chief

science officers" in their schools.

In addition, Vallentine manages a team responsible for public affairs strategies and programs at Dow's 50 sites in North America.

Throughout the 30 years he has been at Dow, Vallentine has been committed to weaving together the personal and the professional to change the world for the better. He believes that a harmonious balance of life, work and community service is the key to "doing good and doing well," and is at the heart of good business. Through his leadership of the company's global citizenship activities, Vallentine helps people find their purpose and then share that purpose to contribute to society.

Actively involved in community service, Vallentine currently serves on the boards of directors for the Council of Michigan Foundations, the Great Lakes Bay Regional Alliance and the Chemical Educational Foundation. He also serves as a community director at Chemical Bank. Vallentine previously served in board positions for the United Way of Midland County, the Delta College Foundation, and Hidden Harvest.

Vallentine completed a bachelor's degree in marketing at Southeast Missouri State University and a Master of Business Administration at Drake University. He and his wife Nancy have four children and reside in Midland.

In 2015, SVSU received the Community Engagement classification from the Carnegie Foundation for the Advancement of Teaching, a distinction achieved by only 7 percent of U.S. colleges and universities. By their senior year, 84 percent of students have engaged with community employers and agencies in internships, field placements or some other component of their academic preparation.

Q&A ASK JACK



JACK W. NASH, DDS

Dear Dr. Nash,

I am a basketball coach for a local youth league and over the years I have seen a few kids either hit the floor or get elbowed resulting in their teeth fracturing. Could you explain to me the different kinds of fracture of the tooth and actually what I should do if one of my ballplayers, unfortunately, has a tooth fractured.

All the best,
Rosco

Rosco,

First, I have to commend you for being considerate of your young athletes and the possibility of fractured teeth. This is actually the first time a coach has asked me about tooth fractures, so I am very pleased to help you out.

There are 3 different types of fractures that you will probably see during a basketball game or from routine practice. Before I explain each fracture, I will give you the simple guidelines on what to do when the fracture first occurs. Outlined below are the first steps to take.

- Rinse with warm water.
- Use an ice pack or cold compress to reduce any swelling that might occur.
- Use ibuprofen and NOT aspirin for pain.
- Immediately get to a dentist so the dentist can determine the actual damage that the tooth may have and also determine the type of fracture that has occurred. Only a dentist can clearly determine the exact extent of the fracture and the treatment that may be needed.

Now I will explain the 3 types of fractures that the dentist will look for, and as I promised I will explain each fracture and also the suggested treatment.

- **Minor Fractures:** These are just small fractures with a lost or chipped-off portion of the tooth that can just be smoothed off by a licensed dentist without any further treatment or maybe just left alone. At times the dentist will make a repair to the fracture with composite resin. Be gentle with these teeth for a few days and in many cases, this is all the treatment needed.
- **Moderate fracture:** Moderate fractures include damage to the enamel, dentin and/or pulp (nerve and other live tissues). If the pulp is not permanently damaged, the tooth may be restored with a full permanent crown. If damage to the pulp does occur, further dental treatment will be required.
- **Severe fracture:** Severe fractures often mean a traumatized tooth with a slim chance of recovery. The tooth will have to be removed and an implant or bridge may have to be placed to fill the gap and restore your basketball player's smile. There are times when a tooth just can't be saved and has to be removed.

I am so happy that you are concerned about the basketball players and the preservation of their smiles. But please make sure they all get mouthguards to use while they are on the courts, even during practice times! That alone will save a lot of teeth. Until next time... Floss on!

Good health and good promise,

Jack W. Nash, DDS



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Stars to hold public information hearing regarding new routes



Saginaw Transit Authority Regional Services (STARS) will hold a public information hearing regarding decided changes to the City bus route system. The hearing will be at the Saginaw City Hall Council Chambers at 6pm on Wednesday, December 27. All are welcome to attend. STARS will provide free rides home for attendees who need transportation after the hearing. The hearing is planned to last until 7:30pm.

STARS recently held a town hall for input for route changes in October. “The last hearing was great. The public was here and STARS was able to confirm our findings about what does and does not work under the new system.” stated Glenn Steffens, STARS Executive Director.

According to Steffens, STARS will be making “tweaks” to most of the routes and will provide materials and more information on the changes in the coming days. The changes are planned to take effect on December 31.

Free STEM Class in Saginaw open to area students



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City of Saginaw Community Development Block Grant

Women of Colors invites your child to participate in the Students and Future Technology (SaFT) STEM program. SaFT is a Women of Colors science education program taught in collaboration with First Ward Community Services. This is a free STEM program. The primary goal of the SaFT program is to bring advanced STEM training to 2nd – 12th grade students in Saginaw County. The SaFT classes are provided at SVRC, 1000 Tuscola St., Tuesday and Thursday from 4:00 to 6:00 pm.

Women of Colors is creating a science center staffed with volunteer mentors and AmeriCorps STEM members of United Way of Saginaw County who use personalized project based learning (PBL)

tools to teach science and engineering practices as real-world models along with other soft skills to students. PBL core tools include a variety of STEM/STEAM training tools such as zSpace 3D virtual reality, conventional and programmable breadboards, Raspberry Pi and Arduino computer hardware, Lego Robotics, littleBits electronic blocks, FL Studio and numerous online educational software programs. The PBL training allows students to advance at their own pace and helps them take charge of their education. The SaFT program is year-round but students can participate as their schedule permits and start again where they left off when they return.

Parents can sign up their children by emailing saftwoc@gmail.com and providing their contact information.

Saginaw NAACP hosts community empowerment session for area clergy leaders



Photos Courtesy of Tabari Harvin, Community Connections

On Thursday, December 7, 2017 more than thirty Black clergy leaders from the Saginaw area gathered in downtown Saginaw for a meeting hosted by the NAACP Saginaw Branch at the historic Temple Theater. The meeting was billed as a “community empowerment brunch” for the primary purpose of exploring ways the NAACP can strengthen its long-established relationship with the religious community for the purpose of addressing issues impacting the quality of life for many residents in the community. The meeting examined steps that need to be taken to educate area residents about the importance of the 2018 mid-term elections and the 2020 general election and increasing voter turnout in the African-American community.

The attendees included area pastors and clergy leaders across several denominations. Several individuals presented comments largely directed at encouraging and fostering greater unity and the level of commitment needed to address important issues in the community including education, employment, criminal justice, healthcare and civic engagement. Speakers included Reverend, Rodrick Smith, Pastor of Zion Missionary Baptist Church and Moderator of the Saginaw Valley District,

Reverend Roy L. Manning, Pastor of Corinthian Baptist Church and President of the Wolverine State Conference and

Elder James Snead, Pastor of Greater Love Ministries Church of God In Christ who also serves as President of the Saginaw COGIC Alliance. The featured speaker for the event was Reverend Wendell Anthony, Pastor of Fellowship Chapel Church in Detroit, Michigan. In addition, Reverend Anthony is President of the Detroit NAACP Branch, the largest in the nation and is a member of the NAACP National Board of Directors. He presented a spirited message encouraging local members of the clergy to address the issues of injustice, inequality, economic parity and civic engagement on an ongoing basis as part of their messaging to their congregations.

President of the Saginaw NAACP Branch, Leola Wilson reminded members of the clergy of the importance of sustaining the local partnership with the NAACP which has existed more than 90 years. “We need each other to effect the kind of change that will positively impact the lives of the citizens we collectively serve”, Wilson stated.



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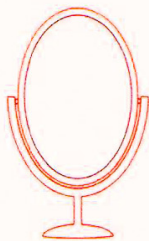
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There are a number of Mid Michigan Waste Authority services that can be impacted by weather



courtesy photo

Winter doesn't officially start until December 21, but we all know that Mother Nature follows her own calendar. There are a number of public services that can be impacted by snowstorms and freezing rain, and refuse collection is no exception. While drivers make every effort to collect materials on schedule, they are cautioned against attempting service if driving conditions are hazardous. Safety is always MMWA and Waste Management's shared priority. In preparation for this season's weather challenges, MMWA would like to again share our Inclement Weather Service Impact Plan.

- Roads that are found to be impassable when a truck goes by will not have collection service reattempts until the community's regular collection day the following week. If an area is unable to be serviced two weeks in a row, MMWA will work with the affected community to develop an alternate service option, such as a roll-off dumpster being placed at your township hall for resident use. Please contact us if you would like to learn more about this option.
- MMWA staff work closely with Waste Management to get timely information about road conditions. When there is weather that adversely affects service in a community – whether it is a complete cancellation of that day's service or an area/road that cannot be

completed – MMWA communicates these impacts to the affected community's trustee via email. On snowy and icy days please keep an eye on your email so you have the latest information about how the weather could be affecting collection in your community. We encourage trustees to forward these weather updates to appropriate office staff and other key contacts within the municipality.

- MMWA will keep its Facebook page and website updated with collection service impacts, and this information will be added to MMWA's outgoing phone greeting. Press releases will be distributed to all daily media outlets. In addition to these longstanding communication platforms, we are pleased to announce a new tool that MMWA will be utilizing with the goal of reaching even more residents. Three area television stations – NBC25, WEYI25, and FOX66 – will now be including refuse collection cancellations (when services are canceled for the entire community) in their weather delay/school closing lists. Please encourage your residents to check these stations' emergency closing lists in the event of inclement weather on their service day. Remember, this information will only be on the school closing list if there is a complete cancellation of service in a community.

- As a reminder, the media sometimes refers to other communities and counties as being located in "mid-Michigan," which can cause confusion. This is why it is important to remember that MMWA will always make an announcement when weather conditions impact service. If you do not hear from us and there is no announcement on our Facebook page or website, you and your residents should assume that trash collection will be attempted as scheduled. Please encourage your residents to follow the MMWA Facebook page, because that is the easiest way to get timely service updates.
- Please note that while MMWA staff are committed to keeping our community partners informed about weather-related collection service issues, we too live in areas that may be impacted by weather conditions or resulting power outages. Please be patient if you cannot reach someone at our office, and leave a message so we can respond to your questions or concerns as soon as we are able.

If you have any questions about MMWA's Inclement Weather Service Impact Plan, please contact MMWA Administrative Director Katharine Tessin at ktessin@recyclemotion.org or (989) 781-9555.

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Saginaw, MI 48607
989-759-6400

Houghton-Jones Task Force

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Lighthouse Outreach Center

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Mobile Medical Response

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The Saginaw Community Foundation

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989-790-7933

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Pastor Genevieve Benson
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Saginaw, MI 48601
989-754-2444

Christ Fellowship Baptist Church

Rev. Robert Davis, Jr.
818 N. Washington Ave.
Saginaw, MI 48601
989-754-4435
PastorD818@gmail.com

Corinthian Baptist Church

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989-754-1820

Faith Harvest Church

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office@faithharvestministry.org

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LifeInChristMinistries07@gmail.com

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Pastor Otis Washington
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Assistant Pastor Rex Jones
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**Transforming Life Ministries**

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**True Vine Baptist Church**

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989-752-0751

Victorious Belivers Ministries Church

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Wolverine State Baptist Church

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POLITICS & PUBLIC POLICY

House vote on Career Pathways legislation shows Michigan is coming together to lead nation in developing talent



courtesy photo

LANSING, Mich., Dec. 13, 2017— Talent and Economic Development Director Roger Curtis and State Superintendent Brian Whiston, co-leaders of the Michigan Career Pathways Alliance, issued the following joint statement today after the state House of Representatives approved the Michigan Career Pathways package – House Bills 5139-5142 and 5145:

“Michigan students need to be more aware of great career opportunities, and our schools need additional tools to help them prepare the next generations of Michigan’s skilled workforce. Our partners in the state House of Representatives today approved bills that focus in on some of the biggest challenges facing schools.

“These bills will help districts find and hire people experienced in the professional trades to lead career and technical education classes. Districts across the state have either cancelled some classes or have been unable to offer them because of the challenges in finding instructors.

“The legislation will help students of all ages start thinking about careers and skills needed for great jobs. And they will help educators gain valuable experience outside the classroom to better help teach and advise students with the most up-to-date information.

“These are bills that would address opportunities for all of our students, no matter which career pathway

they choose.

“The overwhelming bipartisan support for the bills today shows that Michigan is coming together to lead the nation in developing talent, and that this is vitally important to continue Michigan’s momentum. We look forward to continuing this conversation with our partners in the state Senate.

“We want to thank all House members, but especially Reps. Bronna Kahle, Daire Rendon, Julie Alexander, Robert Kosowski and Sue Allor for sponsoring legislation, and Rep. Ben Frederick for his leadership of the House Workforce and Talent Development Committee.”

Gov. Rick Snyder names Manvel Trice, III to 10th Circuit Court, Saginaw County



courtesy photo

LANSING, Mich. – Gov. Rick Snyder today announced the appointment of Manvel Trice, III, to the 10th Circuit Court, Saginaw County.

“Throughout his career, Judge Trice has demonstrated a commitment to the law and his community,” Snyder said. “I am confident that his diverse experience and knowledge will prove to be a great asset to the Saginaw Circuit.”

Trice has been on the 70th District Court in Saginaw since being appointed in July 2016, where he has been active in implementing a Sobriety Court. Prior to serving as a judge, Trice was an Assistant United States Attorney with the Eastern District of Michigan from 2015 to 2016. In 2011, Trice joined the Saginaw County Prosecuting Attorney’s Office where he co-founded the Saginaw Witness Assistance Program and was assigned to the Major Crime Unit Task Force where he prosecuted violent felonies and drug conspiracies. From 2001 to 2011 he worked as a partner at Braun Kendrick law firm in Saginaw focusing on insurance defense, commercial litigation, municipal law and sports

and entertainment law. Trice began his career in 1996 as an intern with the Federal Bureau of Investigation before joining the Saginaw Valley State University Police Department.

Trice is a member of the State Bar of Michigan, the Saginaw County Bar Association, and Bishop Cistone’s Community Action Committee. He is a board member of the Saginaw Valley State University Alumni Relations Foundation and the Emmaus House. He has been an active member in other various organizations and associations over his career, including as a former board member of the Boy Scouts of America.

Trice earned a bachelor’s degree from Saginaw Valley State University in 1998, and a law degree from the Michigan State University-Detroit College of Law in 2001.

He will fill the vacancy created by the resignation of Judge Robert Kaczmarek. Trice must seek election in Nov. 2018 for the remainder of the term.

FCC votes to repeal net neutrality

The Federal Communications Commission voted 3-2 on Thursday to repeal Obama-era net neutrality rules, first implemented in 2015. The vote, led by Republican Chairman Ajit Pai, was split along party lines.

The commission stated that it had restored the Federal Trade Commission’s (FTC) jurisdiction over broadband providers who engage in unfair business practices.

Net neutrality was first passed under President Obama in February 2015 and prohibits internet service providers (ISPs) from slowing down or speeding up certain websites. In 2016, the D.C. Circuit Court of Appeals reaffirmed that the internet was considered a public utility, rather than a luxury, allowing it to be regulated as such.

Net neutrality rules protect free speech, small businesses, and especially marginalized communities who depend on an open internet for social justice. No one has to pay more to access a specific site — and providers stream your email, favorite show to binge watch, and social media in the same manner. Following Thursday’s vote, media companies began weighing in on the FCC’s decision to gut net neutrality protections.

As of yet, ISPs like Comcast, AT&T, and Verizon have not weighed in on the FCC’s decision. However, on Wednesday, David Cohen, senior executive vice president at Comcast, claimed that any criticisms over net neutrality repeal were based in hysteria.

“This is not the end of net neutrality. Despite repeated distortions and biased information, as well as misguided, inaccurate attacks from detractors, our Internet service is not going to change,” Cohen wrote in a blog post. “Comcast customers will continue to enjoy all of the benefits of an open Internet today, tomorrow, and in the future. Period. Consumers will remain fully protected. We have repeatedly stated, and reiterate today, that we do not and will not block, throttle, or discriminate against lawful content.”

Delta College welcomes Shonda Long as Head Coach of the women's basketball team



courtesy photos



Delta College welcomes Shonda Long as Head Coach of the women's basketball team. Long had a standout basketball career at Central Michigan University and played professionally for one season.

"We're thrilled to have Shonda as the women's basketball head coach because of the guidance and development she will provide both academically and athletically," said Shelly Raube, Delta College Athletic Director. "Shonda is a great addition to our program and we are looking for her to carry on the strong winning tradition of women's basketball."

Long played for the Chippewas from 2008-2011 tallying 1,439 points which is good for sixth all time at CMU. Also, she finished second in career 3-pointers with 230 and her 510 points during her

senior campaign which ranks fifth for a single season. Long became the 19th player in CMU history to score 1,000 career points on December 11, 2010 against Northwestern. She also went on to finish 12th in the Mid-American Conference in career 3-pointers and is the only player to have 50+ triples in three seasons. After both her junior and senior seasons she was named to the All-MAC Third Team. Long earned her bachelor's degree in Health Administration with a Minor in Athletic Coaching, graduating from CMU in 2012. After CMU, Long went on to play professionally in Poland for one season.

Long returned to Michigan to join the staff at Alma College for three seasons. In 2015, Long took a position with her Alma Mater, Central Michigan

University as a Video Coordinator. In the 2016-17 season, the Chippewas claimed their first regular-season MAC Championship since 1985, achieved the second highest win total in program history and made their sixth post-season appearance in their last seven years.

The Lady Pioneers have won two of the five games they've planned so far this season. Upcoming home games are on December 19 against Rochester University JV, December 21 versus Muskegon Community College and December 30 against Glen Oaks Community College.

There is nothing new about poverty. What is new, however, is that we have the resources to get rid of it.”

Dr. Martin Luther King, Jr.

Thank you, Dr. King, for inspiration of a better world today and every day.



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Changes Abound for Loons Front Office

Three new additions to the staff, along with other restructuring



courtesy photo

MIDLAND, Mich. - Since the conclusion of the 2017 Minor League Baseball Season, the Great Lakes Loons front office has undergone some change with the addition of three new members and four others shifting into new positions.

Thom Pepe, who just finished his fourth season with the organization, has moved into the role of Assistant General Manager of Ticket Sales. In this role, he will be responsible for the daily management of all aspects of the Loons ticket department. Thom came to the Loons in 2014 after serving in a number of professional capacities within the fields of business, education, and medicine. He prides himself on providing and modeling the very best customer service possible.

Three staff members have also begun serving in elevated roles in the last few months: Tony Garant, Group Venue Sales Manager; Tyler Kring, Director

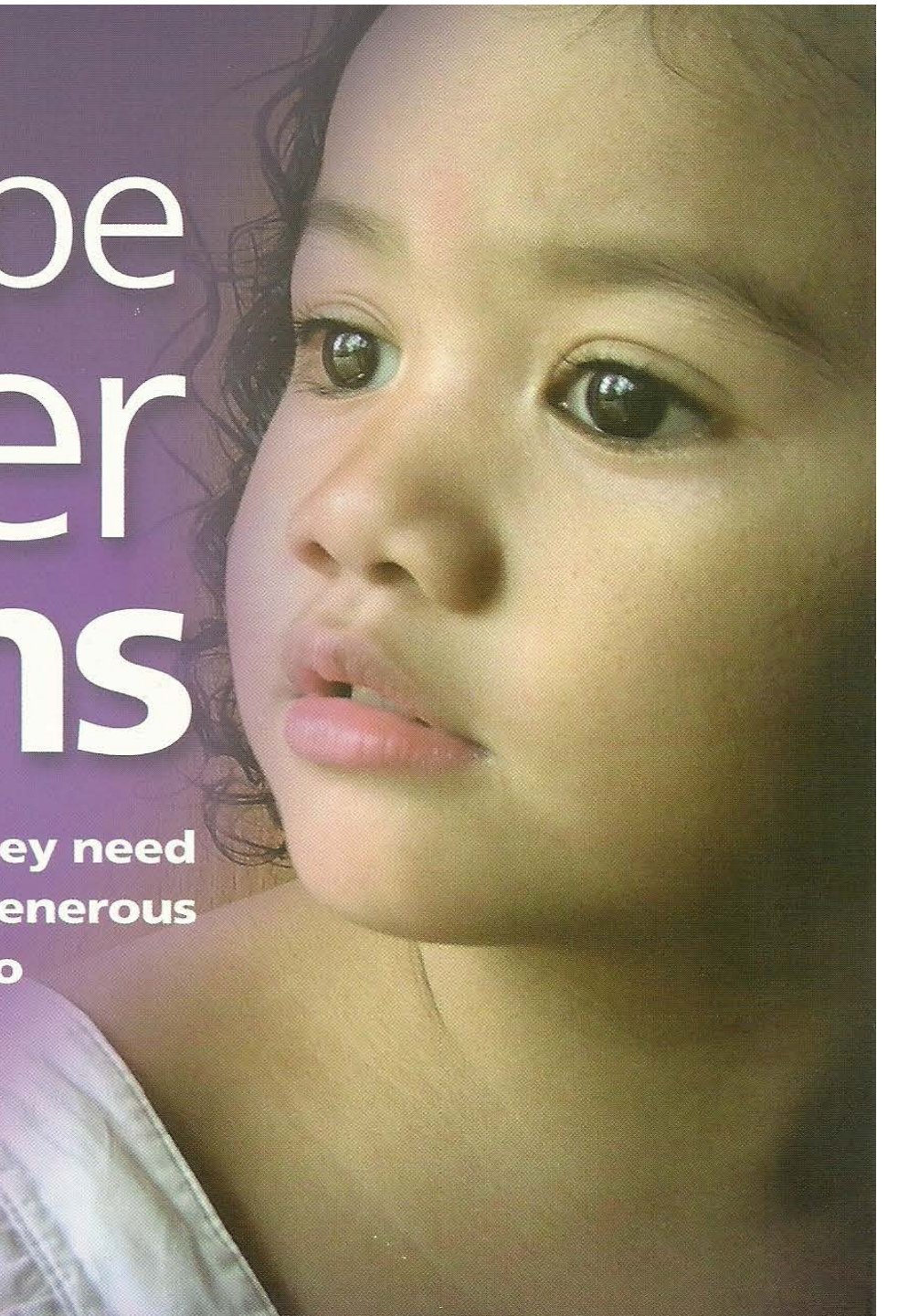
of Partnership Activation; Sam PeLong, Group Ticket Sales Manager.

A fixture in the Loons ticket department since 2010, John Metevia has joined the staff in a full-time capacity as the Ticket Operations Manager. John will work with the ticket staff to sell ticket packages, group tickets, and individual tickets while focusing on the technical aspect of the ticket department. John is also the past chairman of the City of Midland Parks and Recreation Commission.

Riley Paulus joins the Loons as the Group Ticket Sales Coordinator after receiving his degree in Sport Management from Central Michigan University. Riley will work with churches, schools and youth organizations in the scheduling of group reserved box and lawn outings. Riley had previously held internships with CMU Athletics and the Iowa Cubs (Triple-A).

Born and raised in Midland, Nicole Wilson has joined the Michigan Baseball Foundation staff as the Program Manager with Momentum Midland. After graduating from Western Michigan University, Nicole has spent time with Downtown Kalamazoo Incorporated and the Midland Area Community Foundation.

The Great Lakes Loons are the 2016 Midwest League Champions and have been the Single-A partner of the Los Angeles Dodgers since 2007. Dow Diamond, home of the Loons, also houses the Michigan Baseball Foundation and ESPN 100.9-FM. For tickets and more information about the Loons, call 989-837-BALL or visit Loons.com.



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NIGHTLINE

Thurs-Sat Hourly Service - 9pm-2am

First Departure:

SVSU Student Center at 9:00pm

Last Dropoff:

SVSU Student Center at 2:00am

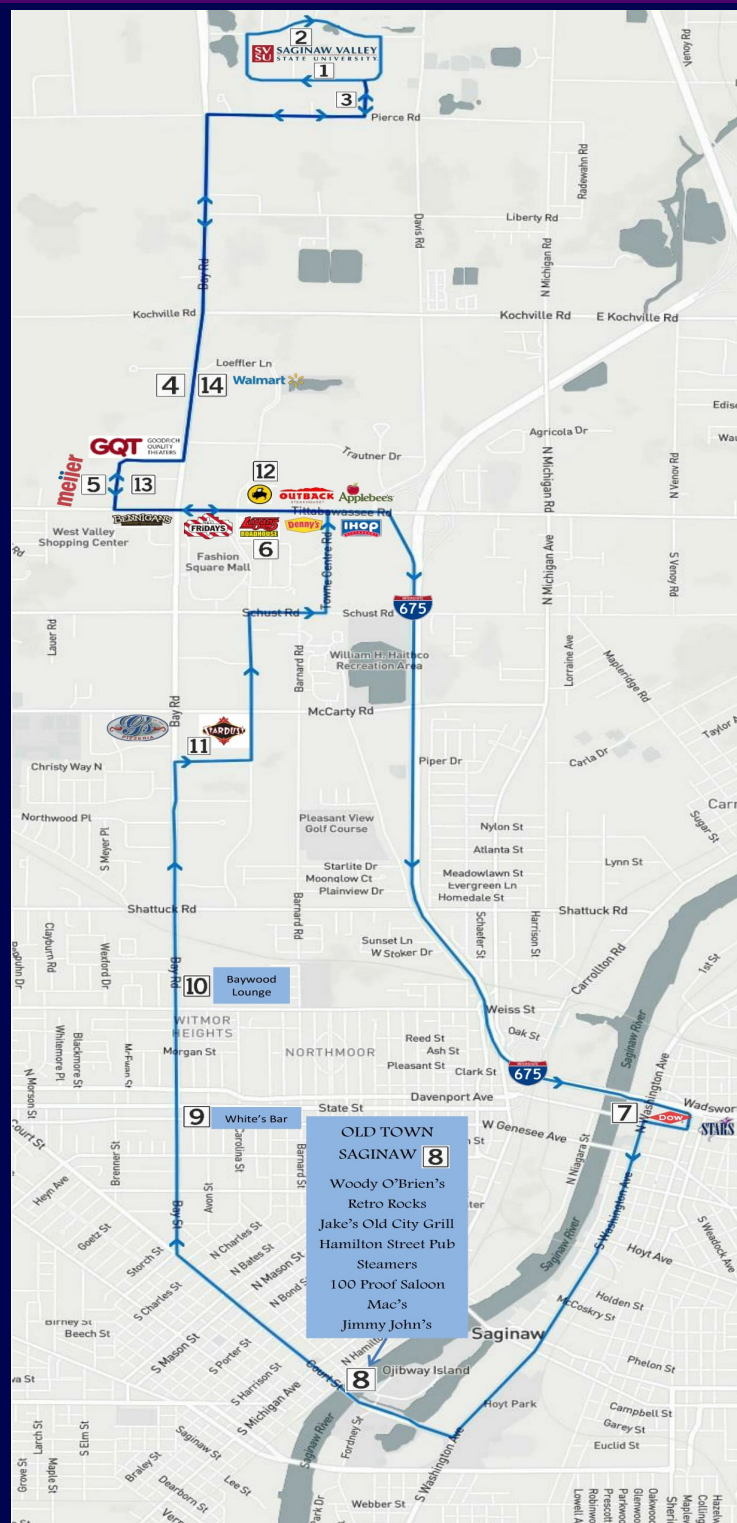
Please arrive 5 minutes before
scheduled time

THE ROUTE

START: SVSU STUDENT CENTER

- 1: Student Center on the :00's
- 2: Pinegrove on the :03's
- 3: Police Station on the :04's
- 4: WalMart (W. Side Bay) on the :08's
- 5: Meijer/Theater on the :10's
- 6: S. Side Tittabawassee on the :12's
- 7: Dow Center on the :20's
- 8: Old Town (Court/Mich) on the :25's
- 9: White's Bar on the :35's
- 10: Baywood Lounge on the :37's
- 11: Stardust & G's Pizzeria on the :40's
- 12: N. Side Tittabawassee on the :45's
- 13: Meijer/Theater on the :47's
- 14: WalMart (E. Side Bay) on the :50's

END: SVSU STUDENT CENTER



OLD TOWN SAGINAW 8
Woody O'Brien's
Retro Rocks
Jake's Old City Grill
Hamilton Street Pub
Steamers
100 Proof Saloon
Mac's
Jimmy John's



PIC OF THE WEEK

Mid-Michigan Area Labor Council President Angie Miller (middle) was recognized on Friday, December 8, by the Saginaw County Community Action Committee (CAC) for her commitment to community service.



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