

THANK YOU

Thank you to Lakeview National Golf Course and the following businesses and individuals that sponsored holes & made prize donations to the Agate Boys Basketball & Football Golf Scramble.

The coaches & players appreciate your support of Agate Athletics!

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- ◆ In Memory of Doug Norlander-Don Norlander & Family
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Prize Donations:

- ◆ Judy's Café
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- ◆ Minnesota Timberwolves
- ◆ McQuades
- ◆ Roxanne Sternberg

Age Friendly Lake County wants to hear from you!

Submitted by: LaReesa Sandretsky, Community Health Educator
Lake County Health & Human Services

What would make Lake County a great place to grow up and grow old? Fill out our survey at <https://bit.ly/Age-FriendlyLC> to help us guide a community action plan to accomplish just that.

In October 2021, Lake County joined a global network of Age Friendly Communities. The network encourages our community to focus on and strengthen the features and services that help to make communities livable for residents of all ages, from the cradle through retirement.

Our coalition is working towards a more livable Lake County by pursuing things such as safer and more walkable streets, needed housing and transportation options, better access to key services, and opportunities for residents to participate in community activities. The sky is the limit, so we need community input to help us decide where to focus our efforts.

Make sure to enter your contact information at the end of the survey to be entered in a drawing for a \$50 gift card!

Prefer to fill out a paper copy? They are available at:

- The Lake County Service Centers in Two Harbors or Silver Bay
- Community Partners
- North Shore Area Partners
- Silver Bay Public Library
- Two Harbors Public Library
- Cedar Coffee Company

Our Age Friendly Coalition includes Lake County Public Health, Community Partners, North Shore Area Partners and the Arrowhead Area Agency on Aging.

The 2022-23 School Year is off to a Strong Start

By: Rick Evans

It seems that there is always a high degree of positive energy at the start of every school year. Students are typically excited to be back in the classrooms with their peers and teachers and administrators are happy to get back to the work of educating students.

This positive energy was certainly evident at the Lake Superior School District Board of Education meeting on Tuesday night, September 13th. A partial explanation for the good vibes is the simple fact that after two years of Covid restrictions and related pandemic challenges, both for students, their families and the district's educators, things are finally returning to normal.

Several district principals were on hand and reported that the open houses that were held to welcome students and families back were well attended. Minnehaha Principal Brett Archer stated that it was evident that both students and staff were excited to get back in the swing of school routines. William Kelley Principal Joe Nicklay echoed these sentiments and lauded the great community support that is evident in the district. He also recognized the generous donation for new scoreboards made by Cliffs Corporation. Two Harbors Assistant Principal Gina Kleive talked about the enthusiasm of staff as they met for professional development prior to the start of the school year

and also mentioned the joy of seeing school alumni who came to school with their children who are now THHS students.

Another reason for the good vibes was the presentation given by Ekalath Sophaphana from the consulting firm CSI. Sophaphana and a colleague reviewed the district's construction projects highlighting both work that has been completed and proposals and timelines for future work. The presentation included architectural renderings of redesigned spaces for Two Harbors High School. Additional presentations are planned for October and November for Minnehaha and William Kelley schools, respectively.

Superintendent Jay Belcastro noted that over the last two years, staff and administrators have gone above and beyond their typical workloads to meet the needs of their students during the pandemic. He sees this year as a reset to a more typical and productive school year.

The meeting ended on a sad note. Belcastro mentioned the passing of former Superintendent Bill Crandall, noting Dr. Crandall's integrity, gentle demeanor and commitment to the students of the Lake Superior School District. Dr. Crandall will be greatly missed by all those who knew him.

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The Long Way Home

By Steve Fernlund



Benjamin Franklin notably wrote, "nothing is certain except death and taxes."

When I entered the world of commerce in the 1970s, Sears & Roebuck and Montgomery Wards were the two dominant retailers in America. K-Mart was rising in smaller cities, but no one thought it would topple Sears and Wards. Walmart and Target were just getting started. In those days, we (my peers and I) were absolutely certain the retail giants of the day were unbeatable. So how did that turn out?

In my efforts to understand business leaders over the years, this issue of "certainty" seemed to always be lurking. Whether successful or not, leaders needed to appear certain.

One thing I was certain of as a budding young capitalist was that a business needed to grow, and grow at double-digit rates, to succeed and survive. I was certain that growth was not only necessary for success, but was itself the primary objective of a business.

Turns out, I'm no longer certain I was right. The captain of the HMS Titanic was absolutely certain of his goal. He was the Chief Operating Officer of the world's largest, fastest, and most luxurious steamship. His goal, cross the Atlantic to New York City faster than any ship had done before. (His version of my double-digit growth.)

He had the right tools--an experienced crew with a modern, unsinkable (according to the experts), and well-powered vessel. As a long-time captain, he'd led many a voyage to a successful conclusion.

But his absolute certainty ultimately put his

ship and passengers in a fatal position when he showed no flexibility toward icebergs. Depending on the story you hear, the captain of the Titanic either ignored or misunderstood the warnings of icebergs in the shipping lanes. He continued on his mission, full speed ahead.

In all aspects of life, from running a non-profit organization, a government body, or a traditional business, there are three types of leaders:

The absolutely certain (and inflexible) leader, like the captain of the Titanic. They can appear bullheaded (and inspiring sometimes) as they steer towards a goal, full speed ahead, and damn the icebergs. They may arrive at their destination safely, but often they sink.

The certain and flexible leaders are quietly confident and steady. They adjust their organization to the conditions surrounding them while keeping the ultimate goal in mind. They often arrive safely and are celebrated for their wisdom and courage. They rarely fail.

Too many leaders of organizations enter the iceberg-filled waters with no clear destination in mind. Uncertain where they want to end up, they speed up, slow down, or change course for no apparent reason--at least to those around them. They bounce from one iceberg to the next, rarely hitting hard enough to make a fatal mistake, but sustaining cumulative damage from each hit. When they fail, there is nothing spectacular about it. On the rare chance they succeed, there are no accolades.

There are many icebergs in the course of every organization. The unexpected loss of a key employee(s) or customer. Cash flow problems. Market changes. Pandemics. Environmental degradation. Political changes.

Let's look for and support leaders who are certain of their mission but flexible enough to miss the icebergs.

Steve Fernlund is a retired business owner, living in Cook County. He was publisher and editor of the Cook County News Herald in the 90's. Got a good Cook County story for him? Let us know. Call 218-226-3335 or Email: steve.fernlund@gmail.com