



THE VISION

EMPOWERING TOMORROW'S WORKFORCE

2018-19 ACADEMIC YEAR



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CELEBRATING 25 YEARS

Pictured are Winning Futures students Max McLennan (left) with a circa 1994 computer tower and monitor, Fawjia Yeasmin (center) with a 2018 smart phone, and Joshua Diop (right) with a futuristic computer hologram.

25 Years Strong. Empowering Tomorrow's Workforce.

By Kristina Marshall, President and CEO, First Mentee, Winning Futures



Kristina Marshall (left) in 1994 with Winning Futures' founder, Sam Cupp (right).



Kristina Marshall (today), President and CEO, First Mentee, Winning Futures

In 1994, as our founder Sam Cupp sat in his corner office at Hamilton Chevrolet, the most advanced technology to send information was a fax machine. The internet “super highway” and all its possibilities were mostly unknown. When Sam called someone, he would leave a message on an answering machine or page someone to call him back – no texting, no emails, no Skype.

Back then, computers were big, bulky, and sat on a desk – you could barely pick them up. Now we have handheld devices that fit in your pocket and are far more powerful. Today in the same office Sam worked in, the vice president of Hamilton Chevrolet uses voice memo to send text messages, meets by video conference, and clicks on an app to see a “live” car inventory. And that fax machine? It’s

sitting in storage collecting dust.

The use of robots and artificial intelligence (AI) is growing and will soon become normal, everyday parts of our lives. They will significantly change the qualifications and skills that employers seek. Research suggests in the future:

- Up to 60% of occupations could have 30% or more of their activities automated.
- Workers will spend more time on activities that machines are less capable of, like managing people, applying expertise, and communicating with others.
- Globally, 75,000,000 to 375,000,000 people might need to switch occupations and learn new skills.

- Occupations that currently require only high school education see a net decline. From automation, the occupations that require college degrees or higher will grow.

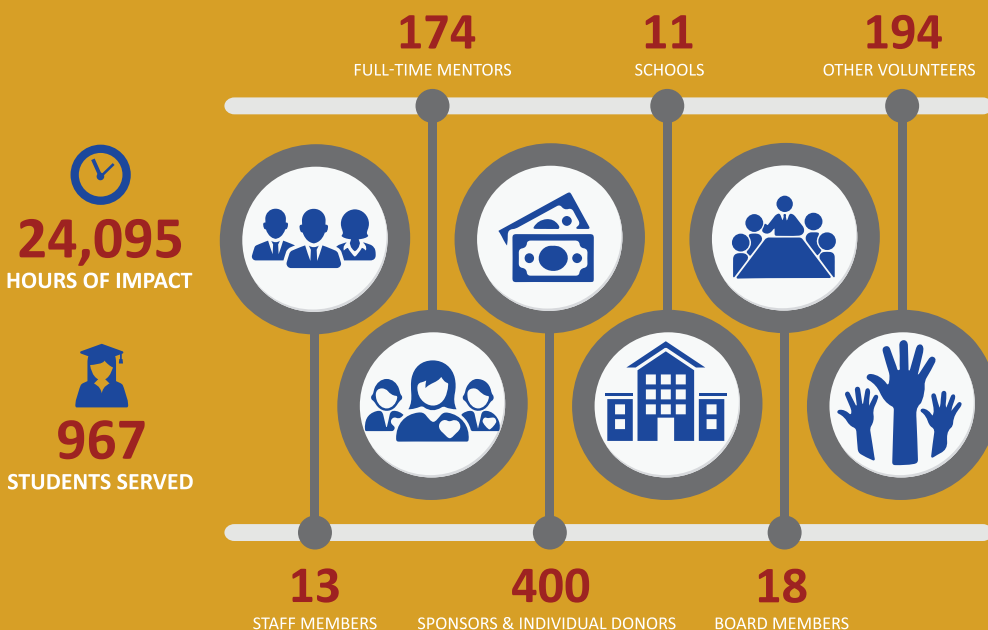
While technology has evolved over the last 25 years, so has our mentoring program, always striving to better position our students for success while meeting the ever-changing needs of the business community. As we celebrate our 25th school year, we are excited to announce the rollout of Workforce Prep, a cutting-edge experiential program that will expose students to new technologies while teaching them the humanistic skills, often referred to as soft skills, they will need to be successful in a world filled with automation and AI.

Building upon our evidence-based program, Workforce Prep expands to a four-year model beginning with 10th graders in our structured life skills and goal-setting mentoring program. Our 11th and 12th grade students will be immersed in activities ranging from education/career tours and testing out new technology, to human resource training and internships. As our alumni move into their credentialed program (vocational education, community colleges, or universities), we will provide monthly support and professional development workshops.

Students will leave Workforce Prep with a continuous learning mindset that will help them navigate the many changes they will have in their career. They will have the knowledge and skills that employers need while knowing how to think, problem solve, and be nimble in the face of rapid change. In 25 years when a Winning Futures alum is told her position will be changed because a computer can automate her job, she will be able to use her communication and critical thinking skills to transition into a new role. She will have an advantage over her peers because of what she learned in Winning Futures.

In our first newsletter Sam wrote, “Showing students the basics and the framework of goal-setting, achievement, and five-year planning is providing them a unique opportunity to learn about goal setting tools that will be good for a lifetime.” When Sam created Winning Futures in 1994, the world operated vastly different. However, the core concepts of the program are just as important today as they will be in the future: skills in goal setting, five-year planning, communication, problem solving, critical thinking, and positive attitude. Some things never change.

2017-2018 ACADEMIC YEAR





Mike Boguth (left) in 1996 with Sam Cupp (right) and Winning Futures student Heather Chakroff from Warren Mott High School.



Mike Boguth today in the Hamilton Chevrolet showroom with a 2018 Corvette.

With Us From the Beginning, Hamilton Chevrolet Celebrates 25 Years of Support

An interview with Mike Boguth, Vice President, Dealer Operator, Owner, Hamilton Chevrolet

When Sam Cupp first launched Winning Futures, what was your reaction?

I felt it was an extremely generous thing for him to do. Giving or investing your time is a huge commitment but he believed that he could make a difference with high school students, and he definitely did!

What is your personal history with Winning Futures?

I was hired by Sam in 1978 to work at Hamilton Chevrolet. Sam and his partner, Don Hamilton, were my business mentors. I knew firsthand the positive influence mentors have, so I volunteered and mentored in the program for many years and served on the Winning Futures Board of Directors.

What impact has Winning Futures had on Hamilton Chevrolet?

All of the Hamilton Chevrolet team members that volunteer feel they get more out of the program than they put in. Winning Futures improves attitudes of our team members that get involved. The program is a great community service to families in our area, and Hamilton Chevrolet has always been a proud member and big supporter of our community.

How has the Hamilton Chevrolet dealership changed in the last 25 years?

We have continually upgraded our dealership and the personal services we offer to all of our customers. Technology has grown exponentially in the high-quality products Chevrolet offers, and we make the commitment to stay ahead of that curve so we can present these awesome vehicles in an understandable way to our customers.

How do you see the dealership changing over the next 25 years?

Technology will continue to evolve, leading to safer vehicles. The core of the business will never change though: one-on-one personal service to each and every customer to help them find the best vehicle option and terms, and then being there to help them maintain and care for that vehicle.

Is there anything you'd like to say about our 25th anniversary?

We are very pleased to have supported Winning Futures since its founding in 1994. The organization does amazing work that is real and meaningful. It's the kind of thing we want to be a part of and that we're very proud of. Congratulations Winning Futures!

\$30,000 in Scholarships

Twenty local high school students received a combined total of \$30,000 in scholarships at our June 7 Awards Ceremony. The Cupp-Hamilton Scholarship was established in 1994 and is awarded to Winning Futures students who have demonstrated excellence in developing realistic and detailed education and career plans. Since its inception, we have awarded more than \$1.9 million to more than 600 students.

"The Winning Futures program was a wonderful experience. With help from my mentor, Mike O'Brien, I figured out what I want to do with my life."

— Joshua Diop, 2018 Cupp-Hamilton Scholarship recipient, Madison High School, Madison Heights



Mentors reported the following changes in their students:



are better prepared to overcome future obstacles



have a more positive view of their future



improved the skills required to succeed at a career



increased their self-confidence



improved their attitude

The Servant-Leader

For some, success means fancy cars, nice houses, and more money than they know what to do with. For Terrell White, a recent Winning Futures graduate from the west side of Detroit, success is measured by something else.

"I want to be a servant-leader," said Terrell. "I believe it's the most powerful thing you can be."

Terrell's Winning Futures mentor was Michael Wooley of Flex Automotive. Michael was instrumental in helping Terrell define and plan for his future.

"Michael took me to his job and introduced me to people who work in marketing. They taught me about presentations and customer relationship management," said Terrell. "He helped me expand my network and gave me lots of insight on being an entrepreneur and the corporate environment."

Terrell graduated from high school in June and has big plans for his future. This past summer he represented the State of Michigan at the Young Entrepreneurs Conference in Nashville, TN, and participated

in the Grand Circus Coding Bootcamp program in Detroit. Next on his agenda is an undergraduate degree in business administration.



Terrell White (right) graduated this year from high school and the Winning Futures program, and is on his way to getting a bachelor's degree in business administration. Pictured with Terrell is his mentor, Michael Wooley (left) of Flex Automotive.

SAVE the DATE

Corks & Forks, February 23, 2019
25th Anniversary Awards Celebration, May, 2019
Lear Golf Classic Benefiting Winning Futures,
September 9, 2019

A Teacher's Perspective

By Erin Prim, English Instructor, Cass Technical High School, Detroit



Erin Prim (right) is an English Instructor at Cass Technical High School in Detroit. Cass Tech has hosted our Winning Futures program for seven years. Pictured with Erin is 11th grade student, Chloe (left).

I have been nothing short of impressed with the Winning Futures program, the leaders, and each and every mentor who interacts with my students. The curriculum is hands on, applicable to my students' current lives and professional futures, and is so

clearly appreciated by my class. The program gives my students a great opportunity to think through their future in a realistic and goal-oriented setting, allowing them the opportunity to meet and network with a variety of local professionals, and feel supported by responsible, trustworthy adults.

As I reflect on how Winning Futures is celebrating its 25th year of mentoring students, I am extremely grateful to have participated in this program. I often refer to myself and my students as a team. This year I felt so lucky to extend our team to include the mentors of Winning Futures.

On both my students' bad days and best days, they would express the need to talk with their mentor - and that recognition itself feels invaluable. This program and the people who so fiercely dedicate their time to students have ensured that our whole team (our school, the junior class, and my students) will continue to grow stronger.



Lee Ellen Kerr (right) received the 2018 State of Michigan Governor's Service Award as Mentor of the Year. Pictured with Lee Ellen is her husband, John Kerr (left), and Michigan State University men's basketball coach, Tom Izzo (center).

Mentor Receives Governor's Award

Lee Ellen Kerr joined our mentoring team at Pontiac Academy for Excellence four years ago. This past year she received the State of Michigan's 2018 Governor's Service Award as Mentor of the Year for her commitment to serving her community through volunteerism. Lee Ellen recently retired from Dow Automotive and has moved north with her husband – too far to continue as a Winning Futures mentor. Her spirit and mentoring legacy serve as a reminder of the importance of our work and as an example for others to follow.

"I'm not an educator; I'm not trained to teach students," said Lee Ellen. "Yet the Winning Futures program is so well designed and supported, it makes teachers out of any business person with a desire to impact students."

Contagious Courage

By Katie Pusz, 2013 Winning Futures Alumna, Warren Mott High School

Like many high school students approaching graduation, I was facing my first encounter with choosing a direction for my life. Taking time to sit and grapple with what I truly wanted wasn't something I ever thought to do. I was also recovering from anorexia and overwhelmed with rebuilding my health, while preparing for life after high school.

Ashley was my Winning Futures mentor. She helped us work through our issues (personal and academic) while providing each of us with individual attention. She created a supportive and nonjudgmental environment where she opened up about trying times she had been through. Her courage was contagious and empowered me to be honest and vulnerable about my own struggles. Ashley helped me find a stronger sense of self-confidence and strength that I never knew before, and she helped me get on a healthy track for making good decisions.

Thanks to Winning Futures and Ashley, I realized what I wanted to do and created a plan to get there. I attended Wayne State and earned a degree in public relations. After graduating, I founded a small public relations consulting business, and enjoy

a fulfilling career as a full-time copywriter. I'm happy. I'm healthy. And I'm a proud Winning Futures alumna.

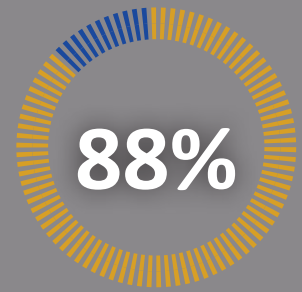
For all you have done for me, the previous 25 years of students, and the next 25 years of students- thank you, Winning Futures!



Katie Pusz, Winning Futures alumna, Warren Mott High School, struggled with choosing a direction for her life and anorexia. Today she is happy, healthy, and a proud Winning Futures graduate.

IMPACT

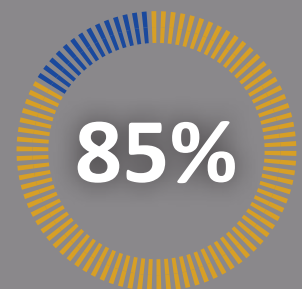
Teachers reported the following changes in their students:



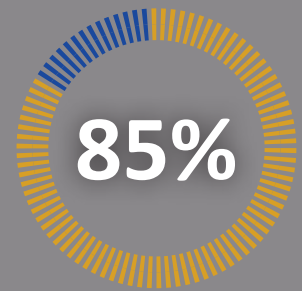
are more likely to continue their education after high school



improved their goal setting skills



improved their attitude towards school



improved their classroom behavior



have more positive view of their future

Students, teachers, and mentors had a **great experience**:

98%

of mentors rated the program as "Good or Excellent"

98%

of mentors believe they made a difference

97%

of students said they benefited from the program

87%

of teachers said students have a more positive view of their future

100%

of the teachers recommended the program

2018 Mentors of the Year

The success of our program relies on the passion, drive, and dedication of local business professionals who volunteer at least one hour per week for 22 weeks, mentoring three to four students in their school. It's a significant investment of their time, energy, and emotion for the kids they mentor.

At our 24th Annual Awards Ceremony, seven mentors received our Mentor of the Year Award, recognizing their outstanding work in helping students develop leadership skills and strategic plans for their futures. The recipients are (left to right, top to bottom):

Stephen Hatfield, Fiat Chrysler Automobiles, Pontiac Academy for Excellence

Bob Foyt, Retired – JHP Pharmaceuticals, Madison High School

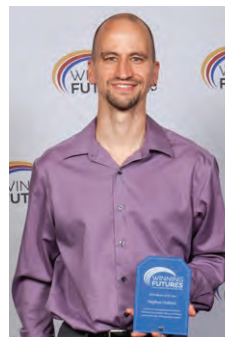
Patricia Powell, Retired – DTE Energy, Harper Woods High School

Dan Hubbard, Flagstar Bank, Community High School

Willie Davis, Primerica Financial Services, Cass Technical High School

Jessica Jeffery, General Motors, Warren Mott High School

Senthil Vivekanandan, Lear Corporation, Cornerstone Health + Technology High School



"I strongly believe in the concept of 'giving back' and sharing knowledge and wisdom with the students that will become our future leaders."

- Patricia Powell, Mentor of the Year



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TOMORROW'S WORKFORCE.**

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in your will or trust.*

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20 Year Mentor and Sam Cupp Legacy Award



Dave Fernholz (right) received our 20 Year Mentor and Sam Cupp Legacy Award recognitions. Pictured with Dave is Jamas Whitaker (left), a student he mentored at Community High School in Sterling Heights.

Dave Fernholz wanted to be better prepared for when his own kids became teenagers. Little did he know that his desire to be a better parent would lead to two decades of mentoring and receiving our 20 Year Mentor Award and Sam Cupp Legacy Award. The awards were presented at our annual Awards Ceremony in June. The recognition is for Dave's decades of service helping students reach their goals.

Back in 1998, Dave noticed a mentor recruitment poster at work that was hung by Mike Fitzpatrick, owner of Fitzpatrick Manufacturing. Mike was mentoring in our program at the time and hoping to recruit new mentors. Dave was one of the first to sign up.

"My daughters were in grade school and I heard how 'difficult' high school students could be," explained Dave. "I wanted to give back to my community, but I also wanted to better understand my soon-to-be teenage daughters. I thought this program would help."

Dave became a volunteer mentor at Community High School in Sterling Heights and quickly discovered something very important about teenagers. "I realized these 'difficult' students merely needed someone who would just listen and encourage them to strive for their passions."

Finding great joy in that first year, Dave has returned every year since and has mentored more than 70 students. He also inspired staff and countless others. Although every student is different, he always celebrates the "aha" moment when the mentoring lessons begin to take hold. "I so enjoy seeing their eyes light up when they 'get it.' That feeling is nearly indescribable. It's why I still mentor."

His daughters have grown up and moved on to their own careers. One of them works with Dave and Mike at Fitzpatrick Manufacturing. Dave is the plant manager and just reached his 40th work anniversary. He and his wife Barbara recently celebrated their 30th wedding anniversary. Now he has reached one more amazing milestone: 20 years as a Winning Futures mentor.

First in Michigan to Earn National Quality Member Designation

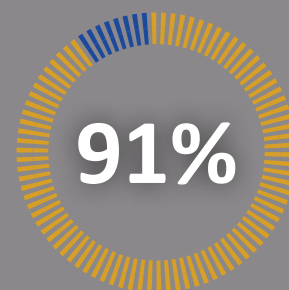
In March 2018, we became the first and only mentoring organization in Michigan to earn the National Quality Member designation from MENTOR: The National Mentoring Partnership (MENTOR).

MENTOR is a national organization that promotes quality mentoring programs through evidence-based standards, research, and tools. To earn this designation, we participated in a comprehensive self-assessment that was facilitated by representatives from Mentor Michigan, an affiliate of MENTOR. From program design and financial operations to data collection and outcomes, all aspects of our program were analyzed and deemed safe, effective, and aligned with national best practices to support quality mentoring.

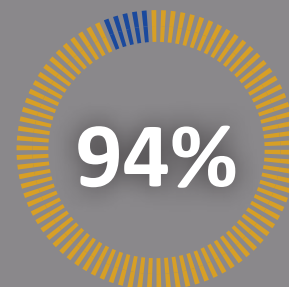


Winning Futures earned the National Quality Member designation. Pictured is Jermel Ray (standing), senior buyer at General Motors and Winning Futures mentor, with students at Warren Mott High School.

Students reported the following changes in themselves:



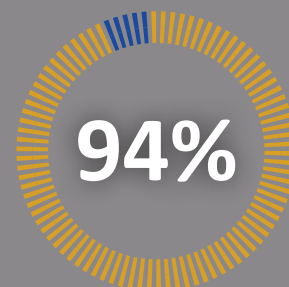
are better prepared to overcome future obstacles



better understand the steps needed to improve their grades



have increased self-confidence



have completed one step towards their continuing education or career goal



have changed their continuing education plans to better fit their career goal

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2018-2019 WORKFORCE PREP SCHOOLS

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Community High School, Sterling Heights

Harper Woods High School, Harper Woods

Madison High School, Madison Heights

Mumford High School, Detroit

Pontiac Academy for Excellence, Pontiac

Warren Mott High School, Warren