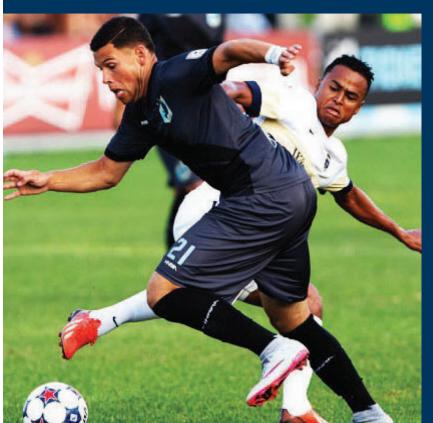
## NEWS AND PROFILES CONNECTING THE LATINO AMERICAN COMMUNITY IN MINNESOTA

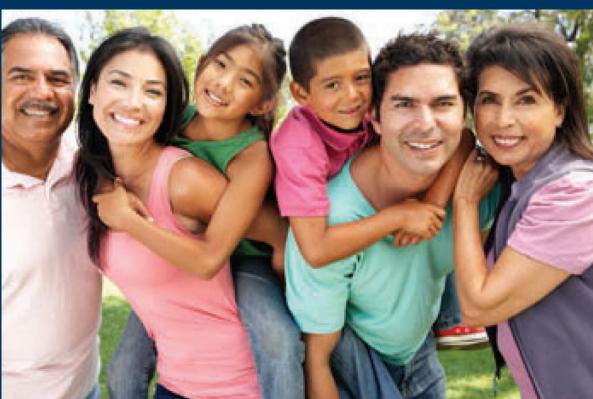






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Hispanic Heritage Month · September 15 - October 15 El mes de la herencia hispana · 15 de Septiembre - 15 de Octubre



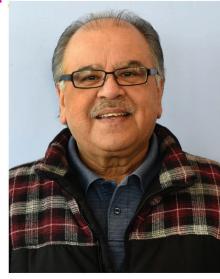
Thursday, September 29, 2022 – 6:00 - 9:00 pm

St. Paul's Historic Landmark Center, 75 W 5th Street, St. Paul MN

#### LA FAMILIA LATINO HERITAGE AWARD 2022 RECIPIENTS!

Rubén Rosario, Journalist, Author and award-winning columnist for the

Pioneer Press



Augustine "Wille" Dominguez, Latino Community Leader, Radio host and former State Legislator



**Donna Peña,** Singer, Songwriter and Producer



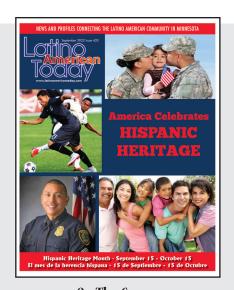
**Colonel Eduardo Suárez,** Director of Communications, Minnesota National Guard



**Rigo Aguirre,**President of the National Latino Peace
Officers Association - Minnesota Chapter



Minnesota State Parks and Trails, Latino Outreach Efforts



On The Cover:
El mes de la herencia hispana
Hispanic Heritage Month



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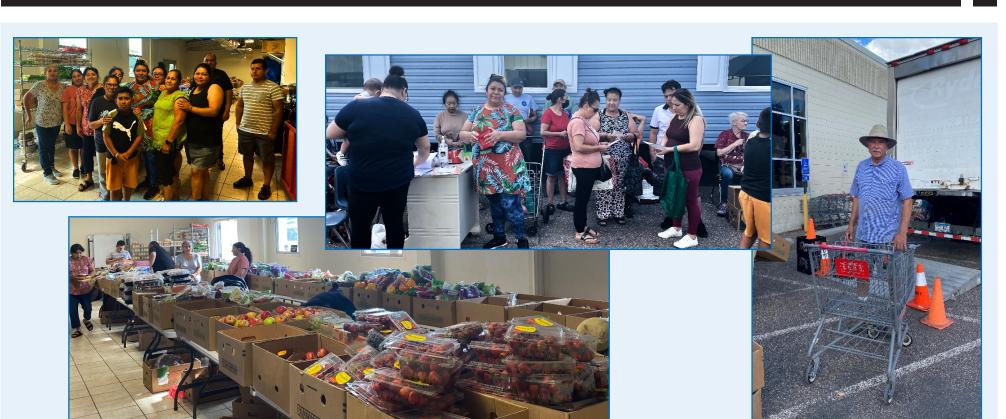
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## Todos Podemos Hacer Algo Por El Projimo.



Por Saúl Carranza Coordinador de Ministerios Hispanos Iglesia del Nazareno

El centro de distribución de comida en Centennial square park mobile home en Blaine es parte de Manna Market y Youthway Ministries. En esta comunidad de cerca de 500 casas móviles en el condado de Anoka los vecinos se han organizado para ayudarse unos a otros a través del proyecto

de recuperación y distribución de comida.

Es motivador ver como el grupo de voluntarios se preparan durante toda la semana para organizar esta distribución de comida. Los miércoles desde muy temprano se movilizan para ir a diferentes lugares para recuperar comida y poder compartirla a las 5:30 de la tarde, con los vecinos que vienen buscando de esta ayuda. Carne, vegetales frescos, frutas y mucho más es puesto a disposición de las familias con el fin de aliviar la pesada carga de la canasta familiar.

El ministerio de Youthway y Manna market fue iniciado por Forrest y Nancy Gregory quienes dirigen el proyecto en las ciudades gemelas, el proyecto en Cenntenial square park es dirigido por Martha Limón y se realiza gracias a la participación de muchos voluntarios en su mayoría latinos que sin otra motivación que ayudar a su prójimo se esfuerzan por cargar y descargar comida, organizarla en los lugares de distribución y asegurarse que cada una de las docenas de familias que vienen al proyecto puedan llevar el alimento que necesitan para su familia.

Todos podemos aprender de estos voluntarios, porque cada uno puede hacer algo para ayudar a su prójimo y hacer de este mundo un mejor lugar para vivir. El mensaje bíblico de bienaventurado el que piensa en el pobre porque en el día malo lo librará el Señor. Es real y se manifiesta sensiblemente en esta comunidad en la que los vecinos se esfuerzan por ayudarse mutuamente. Muchas gracias a todos los voluntarios de Manna Marquet en Cenntenial Square Park. Dios los bendiga.

En un futuro cercano esperamos reiniciar el proyecto de apoyo a la juventud de Youthway ministries que se detuvo por la pandemia y apoyar a los adultos mayores de la comunidad a través del proyecto Ágape Seniors. Que bien hacen a este mundo las personas que piensan en su prójimo y que dan sus recursos y su tiempo para ayudar a los necesitados.



## To Be Treated Like a Leader, You Must Act Like One



Marcia Malzahn

By Marcia Malzahn

Many successful workers aspire to leadership; yet they forget that to be treated like a leader, you must act like one. What does that mean? It means leaders behave in a certain way to, above all, earn the respect of their employees. And to do that, they must first earn their employees' trust. Employees need to know their leader has their best interest at heart. They want to feel valued and appreciated for their work and their unique contributions to the organization.

Often companies promote their superstar performers to leadership, and they consequently fail miserably at leading others. Why? Because what made them successful at their jobs may not work in a leadership position. Why? Because the leadership traits are different from specific traits or talents needed for the various jobs that made the superstars successful in the first place. While there are certain characteristics that transfer well from a high performer to a leader, the key talent required to lead is the "ability to influence others – naturally." That is what the talent of leadership is all about.

#### Let's examine seven behaviors that make leaders successful:

#### Be humble – ask for help. It's not about you.

Humility is the first trait I observe when I coach new leaders. It takes humility to ask for help and, especially, to recognize that it's not about you. It's all about your employees! When you focus on your employees first, then the goals of the organization are accomplished. You achieve success together.

#### Be coachable

Leaders who are not coachable are not true leaders. You cannot expect your employees to receive criticism well or be taught anything new if you, as their leader, don't set the example. Coachable (or trainable) people are those "capable of being trained." If you can be trained or coached, now you can learn how to do things better – including how treat your employees better. It takes humility to accept that you need coaching – especially as a new leader.

#### Keep learning.

Now that you humbly accept coaching, you open yourself to learn new ways to lead others. You learn that each person you lead is unique and that you cannot treat everyone the same. You must be "fair to all" which means to treat each person differently based on their needs. This may be a new concept for you as many people feel that everyone should be treated "equally." But doing that would actually be unfair to most. For example, if an employee needs flexibility in their schedule and requests to work 7:30 a.m. to 3 p.m. You as the leader can approve the request and

"to be fair to everyone" you decide to change everyone's schedule to the new one. You will upset employees and they'll say that's not fair to them as they don't need that schedule. Therefore, treating everyone "equally" doesn't work. Leaders need to treat employees differently based on their unique needs and personalities.

#### Seek a mentor and mentor others

In addition to needing a coach, you may also need a mentor – someone who's been in leadership for a long time and who can share their wisdom with you. Again, it takes humility to seek a mentor in whom you can confide your feelings of inadequacy or questions about your own ability to lead others. An experienced mentor shares his/her experiences which help you grow into your leadership position. At the same time, take the initiative to mentor others coming after you.

#### Be confident.

As you apply what you learned from your coach and mentor, your self-confidence as a leader increases. Similarly, you may discover that leading others is, indeed, not for you – and that is okay. Often, strong performers – whether a top salesperson or engineer – fail as leading others because their very drive that makes them successful in their trade cannot be transferred to their employees. Again, it takes humility to accept that leadership may not be for you. Once you make the change, you experience freedom and the success you felt before you took on the new role in leadership.

#### Communicate

As mentioned at the beginning, employees want to feel valued and appreciated for their individual contributions. Often leaders do appreciate their employees, but they never tell them. They assume they know. I encourage you to communicate with your employees and tell them "I appreciate you" and "You're valuable." Those few words go a long way and result in increased loyalty. Humans need to hear the words to sink into their hearts. Remember, you need to be sincere and authentic when you communicate to your employees

#### Take initiative to lead.

Lastly, remember, if you want to be treated like a leader, you must act like one. Leaders take the initiative to lead. One of those initiatives is to hire smarter people than you. When you do so, trust your employees they will do the job you hired them to do. As a leader, build your team and also be part of it by behaving like a leader.

I hope adopting these behaviors help you grow in your leadership journey.

Marcia is an inspirational keynote speaker and published author of five books:











You can contact Marcia for speaking engagements through her website at https://crowning-achievements.com/ or email her at mmalzahn@crowning-achievements.com. Marcia Malzahn is also president and founder of Malzahn Strategic a management consulting firm for community financial institutions.

COMMUNITY

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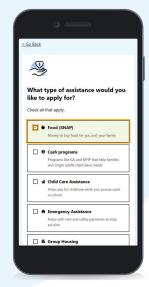
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# Nachito Herrera and the Havana Jazz All Stars Performing CUBA LIVE at the Ordway!

#### Saturday, September 24, 2022

Minnesota jazz icon Nachito Herrera returns to the Ordway stage for the third time, leading a band made up of superstars from the Cuban music scene. They will bring the sounds of Havana to the Twin Cities, playing a program of both original and well-beloved tunes that will have audiences dancing in their seats.



#### **About Nachito Herrera**

Ignacio "Nachito" Herrera Hot Classic Cuban Piano Latin Jazz stunned Cuban audiences at the age of 12, performing Rachmaninoff's Concerto No 2 with the Havana Symphony Orchestra. He later joined the famed "Cubanismo" as the lead pianist, arranger, and Musical Director. He was also a special guest for Afrocuban All Stars. Nachito has played at many of the world's finest concert halls and prestigious jazz festivals. He has had many awards, including City Pages Best Jazz Artist for four years, Emmys, Grammys, Minnesota Music Awards, the Immigrants of Distinction Award, among many others.

Nachito has been playing with his own band, as well as with different projects and orchestras, including the Minnesota Orchestra, The Wayzata Symphony Orchestra (Marlene Pauley, Music Director), Youth Symphony, Metropolitan Orchestra,

Cuban National Symphony, Naples Philharmonic Orchestra, Chippewa Valley Symphony, University of Wisconsin-Eau Claire Big Band, and many others. Nachito's musicianship continues to wow audiences everywhere.



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Prepared & paid for by Kim Crockett for Secretary of State Committee, PO Box 752, Excelsior, MN 55331



"Throughout my career as Secretary of State, in the State
House and then Senate, I've always respected Kim's
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State Senator and former
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## Hispanic Republican Assembly of Minnesota Endorse Kim Crockett for Minnesota Secretary of State



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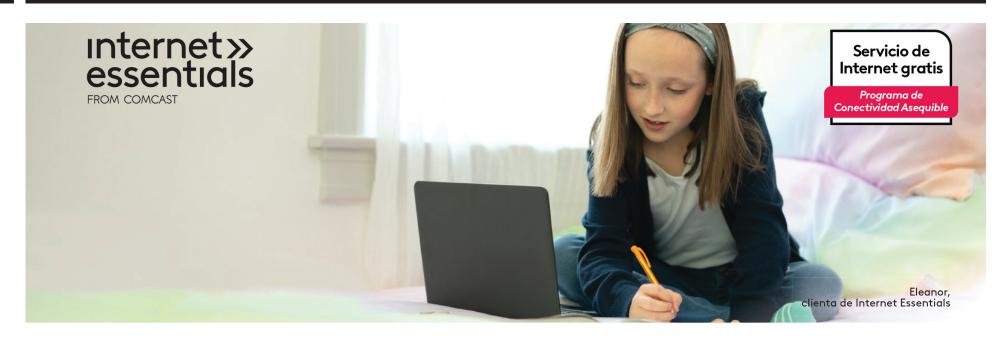
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# State Fair DNR Building a Beehive of Activity in Days Leading to Re-opening

By Deborah Locke, DNR Information Officer Photos By Deborah Locke

#### It's back!

During the two-year COVID pause, the Minnesota State Fair Department of Natural Resource building at the southwest corner of Carnes Ave. and Nelson St. remained closed. This year for the Aug. 25 - Sept. 5, 2022 run of the fair, the building will be open.

"We've reopened for business," said Dawn Bahajak, the DNR staffer who oversees the DNR's state fair participation. Typically, 300 employees become involved with fair preparation which kicked off this year with planning meetings

in January. Early in the process on-stage entertainers and contractors are hired.

In the weeks before the fair, Fish and Wildlife Division staff catch as many as 1500 fish for the "fish dump" into the fishpond; other employees from the Forestry or Parks and Trails divisions prepare new exhibits or spruce up the old ones, or prepare for fish and deer license sales, or clear away brush and wipe off dust, or prepare brochures, or clean the huge fish tanks and fishpond, or research and write informational public lectures.



James Stone, Fisheries Technician, and Genevieve Furtner, fish hatching supervisor, check the well that provides water for the DNR fishpond and aquariums. A total of 1500 to 2000 fish will be released into the pond, which includes minnows.



Danny Spearman of St. Paul assists with trail cleanup at the state fair DNR building

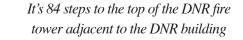
In addition to the DNR employees who keep busy, more than 500 volunteers help each fair season, Bahajak said. Some volunteers are master wildlife naturalists who answer questions from the public; some act as greeters, others don the Smokey Bear costume and become a fire-prevention mascot.

The week before the state fair opens, DNR parks and trail staff cut back shrub,

trimmed low tree branches, cleared away walking paths and installed new signs. Fish and Wildlife staff checked the well and installed speakers near the fishpond. The noise from power drills rose from the DNR area, and from nearby places of business. A food services semi was parked just outside the turkey food stand behind the DNR building; women opened and cleaned a nearby Mexican food stand. Vehicles moved up and down the state fair streets; traffic into and out of the Como Ave. entrance was steady.

The busyness in that location is long-standing since the DNR building was erected in 1934 as a Civilian Conservation Corps project. At that time, gate admission was 25 cents. Since then, millions of visitors have passed through the entrance gates. The DNR building and surrounding park area are visited by about 500,000 people each year. The fishpond with its seven daily lectures is a big draw," said Jeff Ledermann, Fish and Wildlife Education and Skills Team Supervisor. "We get up to 25,000 people each year who come by to hear the talks," he said.

Traditionally the lecture series starts with a talk from Kao Thao, an interpretive naturalist from Fort Snelling State Park who has been speaking at the fishpond for more than 20 years. At 9:45 a.m. on Aug. 25 Thao will talk generally about fishing



in Minnesota and will then focus on species in the pond.

"If a lake sturgeon swims by, I'll describe how long it lives, that it is an ancient species, and I'll describe other large species," he said. The pond will be loaded with as many as 1,500 fish on Aug. 24, 2022. That encompasses about 40 different species of fish, from tiny minnows to the 40-pound lake sturgeon. Publications with translations of Minnesota fishing regulations, including a Hmong translation, are available at the information table on the north side of the DNR building.

Ledermann said that planning for the fishpond starts two to three months before the fair, which means, among other tasks, determining which staff members will be assigned to the seven talks that occur each day of the fair. The 15-minute mini-lectures at the fishpond take place each day at 45 minutes past the hour starting at 9:45 a.m. and going until 4 p.m. Topics might include fish management, fish biology, fishing tips, and information of what is in the fishpond that year. A live webcam captures the fish underwater, and can be seen at



Amy Ellison and Katie Immel install new signage at the state fair DNR building grounds

https://www.dnr.state.mn.us/statefair/webcam/fish.html

The Parks and Trails Division returns with a kayak and water trail display, an ATV display that includes two ATVs, activities organized by park interpretive naturalists, and the opportunity to hike the one-tenth-mile "Loon State Trail."



# Thursday, September 29, 2022 – 6:00 pm to 9:00 pm

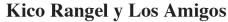
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- Rigo Aguirre

- Colonel Eduardo A. Suárez
- Donna Peña
- MINNESOTA STATE PARKS AND TRAILS

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