A Tribute to...
Our Communities,
Our Students,
Our Employees

2007-2008 | Olympic College Annual Report
I AM OC...
A Tribute to Our Communities, Students and Employees

Every year, I open with a short introduction to the annual report about the achievements and successes of Olympic College the previous year. This report is no different, but we approach a challenging time as this publication goes to print.

In 2007-2008, our successes and accomplishments continued to move the institution forward to help prepare students for the 21st Century. We completed construction of one building and started another to update the college with more modern facilities and classrooms. We started new programs that catered to the needs of local employers and to the military. We also received a $2 million donation from the Bremer Trust (scheduled to be matched by $2 million from the state) to create a new child development center for students that need an affordable and safe environment for their children while they pursue their higher education goals.

While this past year created many new opportunities for the college, the current recession will present many challenges. It’s still too early to tell all of the impacts. Yet, what we do know is the college will adapt as it has for the past 60 years and continue to make its primary focus to provide quality education to those we serve in our communities.

This year’s annual report is a special one: It is a tribute to the dedication and commitment of staff, faculty, donors, elected officials and community members to the college. I am proud to present the theme for the 2007-2008 annual report, I AM OC.

On the cover, you’ll notice a picture of a person wearing an I AM OC badge. The theme is representative of each individual that works with, engages, influences, impacts, and drives the college. While most see the college collectively, the college is a sum of the work of many individuals – some out in front, others behind the scenes – but each one a contributor to bringing quality education to the region. This issue is dedicated to the individuals that make Olympic College a premier institution and push it forward.

I hope you enjoy the 2007-2008 annual report and I look forward to hearing your feedback.

Sincerely,

Dr. David Mitchell,
President, Olympic College

P.S. – Check out I AM OC faculty, student and alum stories at www.olympic.edu/IAMOC.
Bremer Trust Donates Funding to Build New Child Development Center

Many students at Olympic College must place their names on a waiting list as not enough spaces exist to put their young son or daughter in child care at the college. For students with young children, finding adequate and affordable care can be a challenge – one that keeps some students from continuing their education.

To address the need, the Bremer Trust donated $2 million to build a new 10,000-square-foot child care and development center at the college. A kickoff party was held in Spring 2008 to celebrate the donation to fund part of the cost of construction. With the Bremer Trust donation and matching funds from the state’s capital budget, Olympic College plans to bring all of the college’s child care and development programs under one roof, which are currently scattered around the Bremerton campus.

The goal is to improve service and reduce costs by offering child care instruction and care in one location, add 42 new slots for children, and make more options available on campus while students attend classes. Thanks to the generosity of the Bremer Trust, which has donated more than $6 million to Olympic College, the Sophia Bremer Child Development Center will triple the community college’s child care capacity to serve about 200 children.

Currently in the design phase and waiting funding approval from the 2009 legislature, construction of the new center is scheduled to begin in 2009.
Planning for the Future

College Updates Its Facilities, Operations

As part of the college’s long-term plan, a new building was completed, updates were made to facilities, and security enhancements were added in 07-08.

Building Upgrades

In October 2007, the college’s new 55,000-square-foot Science and Technology building celebrated its grand opening. More than 100 people from across the college and the community participated in festivities. Dr. Bonnie Dunbar, president and CEO of the Museum of Flight, was the keynote speaker.

The first new instructional building in 32 years, the building has larger laboratory space, bigger classrooms and state-of-the-art ventilation for science experiments. Technological improvements were also made to help students learn more efficiently. “It’s by far more ergonomic, functional and a better space for learning all around,” said Ted Baldwin, a college chemistry instructor who teaches in the new building.

At the Bremerton campus, the main area interior of the Bremer Student Center underwent a remodel and plans are in place to build a new child development center. The college also completed a remodel of the student area of the Poulsbo campus.

Planning for Emergencies

Safety has been a top priority at Olympic College. In recent years, the need for emergency preparedness has become even more critical.

In 2007, the college formed an Emergency Preparedness Task Force to review, evaluate and update plans currently in place to help the college prepare for unexpected emergencies, including earthquakes, fires, floods, and violent situations. Since its inception, the task force has worked with police and fire departments to coordinate and upgrade security measures on its Bremerton, Shelton and Poulsbo campuses, updated emergency communication tools, started mapping access points across the college with police, and adopted new building emergency procedures.

“When upgrades to each campus are done, we will be able to evacuate the college in less than half an hour,” said Bill Wilkie, facilities director for Olympic College and a representative on the task force. “These next steps will take the college to a new level of preparation for emergencies.”

Expanding the College

Many projects are in the works or in the planning stages to enhance the quality of education at Olympic College in the next 10 years.

OC Bremerton:
- Humanities and Student Services Building
  - Projected opening 2010
- Sophia Bremer Child Development Center
  - Projected opening 2010
- 300-space Student Parking
  - Projected completion 2010
- College Instructional Center
  - Proposed for 2015
- Shop Building Renovation/Addition
  - Proposed for 2015

OC Poulsbo and OC Shelton:
- Master plan in progress

Ribbon cutting ceremony for the new Sci-Tech building.

“Olympic College constantly, every day, serves to insert better people back into our community – people better prepared with enhanced skills and wider horizons; people having achieved a greater sense of personal fulfillment through learning; people well on their way to more responsible citizenship. Its value to the community is, indeed, immeasurable.”

I AM... James Robinson, owner James Robinson & Co. and OC donor
Humanities & Student Services Building Construction Begins

In Spring 2008, a celebration was held for the ground breaking of a new Humanities and Student Services building, the latest structure under construction to replace an older building and prepare the college for meeting 21st Century education demands.

On Thursday May 8, 2008, more than 100 attended the event at the Bremerton campus and speakers shared the value the new building would bring to the college. The 80,000-square-foot facility will provide a new home for humanities courses such as the social sciences, languages, and writing. The building will also create a one-stop location for all student services, which will make it easier for students to get the information they need. Currently, students must visit as many as four locations to register for classes.

The environment will be more conducive to learning and will meet the needs of both students and the faculty. “I’m excited about the new building. It will put the faculty in a place where we can teach our students well,” said Dr. Tom Cameron, an instructor of English at Olympic College. “It will be really good to be in an environment that matches with our abilities, and our desires and goals.”

Among the services that will be offered at the new Humanities and Student Services Building include admissions, financial aid, registration and records, counseling, testing center, veterans’ services, career center, Running Start, high school outreach, academic advising, access services and women’s programs.

Paid for with $20 million in state capital funds, construction is taking place on the site of the old Math and Science Building. Completion of the project is scheduled for 2010. The new structure is one of many construction projects that have been in the works at the college (see related story on changes to the college on page 2).
Olympic College Hosts First High School Counselor Summer Institute

In its efforts to build community relationships and increase awareness of Olympic College among Kitsap and Mason county high schools, the institution hosted its first Counselor Summer Institute. The three-day workshop for high school counselors was held in June 2008. Twenty individuals from more than 10 area schools attended the institute. The program was held immediately after schools adjourned for the summer to make it easier for participants to attend.

Counselors toured the Bremerton and Poulsbo campuses and were introduced to the Shelton campus via a live video conference. During the workshop, Olympic College staff discussed program funding, student services, financial aid and scholarship options for students. Resource binders were also distributed for the counselors to take with them. Counselors visited different programs, met and talked with student panel members and heard from students involved in student leadership activities.

Counselors shared that they learned Olympic College had more to offer than they realized and students have a multitude of options for continuing their education through courses, certificate and degree programs.

“Our goal was to familiarize local high school counselors with what Olympic College has to offer,” said Cindy Wyman, director of Program Development and Outreach. “The institute was fun, educational and gave the counselors personal experience and knowledge of the college’s three campuses, programs and services.”
In the 2007-2008 year, Olympic College received recognition for its efforts to meet the unique needs of the military, whether stationed nearby at Naval Base Kitsap on the Kitsap Peninsula or deployed across the world.

Olympic College received the Navy’s endorsement to become a Navy College Program Distance Learning Partner in spring 2008. Students who choose the Associate of Arts Transfer (ATA) Degree in Business & Economics can complete it online or utilize self-contained courses on a portable USB drive. A student’s military service is evaluated for college credit to help shorten the number of classes military servicemen and women need to take. The program is designed to prepare students to transfer to a four-year institution for completion of a business-related undergraduate degree.

In January 2008, Naval Base Kitsap was one of eight pilot sites selected for the Career Advancement Account (CAA), a program created by the Departments of Labor and Defense to provide funding for military spouses to pursue an education and contribute to their communities despite frequent moves. Olympic College, along with other community partners, participated with Naval Base Kitsap on the program. More than 160 military spouses took part during the year.

As a result of these and other programs, Olympic College was named one of 30 top military-friendly schools in the nation by Military Advanced Education magazine for 2007. It was the only higher education institution in Washington State to receive the award.

“The efforts and recognition that took place this past year have given the college more exposure, and have strengthened our presence among the Navy and our peers. We’re proud that we can offer these programs to help create even more educational opportunities,” said Wendy Miles, OC director of Military and Continuing Education.

“We’re making education even more convenient and accessible to the military.”

I AM...Wendy Miles, OC director of Military and Continuing Education
“We need trained employees who recognize the value of being part of a team, possess a good work ethic, and understand the manufacturing process. The Olympic College manufacturing technology program offers another way to teach our employees critical thinking and fundamental ‘soft skills,’ essential for success on the job.”

I AM... Guy Cashman, Rigging & Finish manager, SAFE Boats International

Grant Funds New Manufacturing Technology Program

While manufacturing products range from furniture for emergency communications departments, to concrete forms, to jet boats, the general need is the same: companies in Kitsap and Mason counties are seeking employees with basic manufacturing skills.

In response to the workforce skills gap, Olympic College pursued a grant in 2007-2008 to offer a new manufacturing technology program to fill the need. Funding for the program came from a Department of Labor (DOL) grant geared toward increasing capacity in programs identified as “Pipelines to Advanced Manufacturing.”

Olympic College along with Bellingham Technical College, Grays Harbor College, and Peninsula College applied for the three-year grant and were awarded $1.5 million in 2007-2008 to start or expand programs at their colleges that fit within the DOL grant. Olympic College will receive a total of $452,000 of the pie over three years to develop curriculum, purchase equipment and pay new faculty salaries for its program in manufacturing technology.

To begin developing the program, the college asked what employers needed to help build employee skills. Companies said they would provide the specific “hands on” training for individual jobs. They wanted the college to teach prospective employees the basics of working in manufacturing and “soft skills” such as being dependable, working as a team, communicating with others, and showing up on time.

The two-quarter, 27-credit program is expected to begin in 2009 at the Bremerton and Shelton campuses.
The welding program in Shelton allows students to pursue welding certificates and degrees much closer to home.

I AM...Dr. Dick Strand, OC dean of Business and Technology

The Shelton campus had a new program arrive in 2007. Welding, a staple on the Bremerton campus for sixty years, expanded to Mason County to meet the increasing need for high-demand welding skills in the area.

In fall 2007, the college partnered with Shelton High School to offer welding training that would benefit both high school and college students in the highly industrial Shelton area. Based on local salary figures, entry level welders can make between $14 and $15 per hour at manufacturing companies and $20 or more per hour in shipyards.

Ron Buchanan, a student in the program, is a testament to the demand for trained welders in the area. Buchanan got a job before completing his welding degree. “This program has prepared me for what’s expected,” said Buchanan.

The welding program was partially funded by a $192,500 high demand grant from the state to help create a more highly trained welding workforce. By bringing the program to Shelton, students would be able to stay in Shelton, rather than traveling to the Bremerton campus or elsewhere.

“This program allows students to pursue welding certificates and degrees much closer to home,” said Dr. Richard Strand, dean of Business and Technology. “It also serves the needs of employers by providing a larger, closer employment base.”

After gauging student demand and receiving positive responses to the program, Olympic College applied for a grant to move welding instruction to a larger facility from the high school. In fall 2008, the welding program will start anew in the Bronze Works, a foundry near Shelton that will be refurbished and adapted to meet the needs of the college. With state-of-the-art welding and cutting equipment and clean air technology, the 2,600-square-foot facility will be transformed into a full-service welding training facility.

In addition to the welding program, Olympic College is exploring plans to add electronics and manufacturing programs to Bronze Works in the coming years. “Anytime we can provide residents and employers with new programs, it’s a good thing,” said Strand.

“I feel teaching is a special calling. All people are called to live out their lives on this earth and use their gifts to make the world a better place. It’s amazing to me the transformation that takes place in people’s lives when they get a glimpse of the possibilities.”

I AM...Chris Hobson, OC welding instructor for the new Shelton welding program
In Summer 2008, Dr. Kristin Poppo joined the Poulsbo campus of Olympic College as its new director. Poppo brought with her an extensive background in creating and implementing higher education programs, most recently directing a graduate residency program in education, environment and community at IslandWood on Bainbridge Island in Kitsap County, in partnership with the University of Washington.

A seven-year Poulsbo resident, Poppo made the move to Olympic College to promote social justice and educational equity. She was impressed by the college’s broad range of educational opportunities, offering everything from English as a Second Language classes to bachelor’s degree transfer programs. “Community colleges provide opportunities for all,” Poppo said. “I’m really excited to work with community leaders and faculty to identify projects that will meet the needs of the community.”

Poppo plans to continue the work of the previous director and create additional programs to distinguish classes offered in the North Kitsap area.

The hiring of Poppo followed the recent remodeling and renovation of Olympic College’s Poulsbo campus in North Kitsap County. Completed in late 2007 with funds from the state capital budget, the $500,000 project reworked the existing layout to create more space efficient design, including a study area, tutoring room, private space to meet with students, and offices for faculty and students.

“I’m really excited to work with community leaders and faculty to identify projects that will meet the needs of the community.”

I AM...Kristin Poppo, Poulsbo campus director
Helping Students in Need

Tuition Help for Flood Victims

As part of the college’s practice to help students in need, Olympic College stepped in and applied for a state program that allowed the institution to waive 80 percent of tuition costs for students in Kitsap and Mason counties affected by a severe storm in December 2007.

Olympic College students in both counties who suffered an economic loss or hardship as a result of the storm or flooding could apply and receive the tuition waiver. A state board that represents all 34 state community and technical colleges awarded funding to Olympic College for the program, which the institution matched to ensure that Olympic College students could receive financial help immediately. In total, $6,341 worth of tuition was waived in winter 2008 and $2,875 in spring 2008 for students.

Dr. Richard MacLennan, vice president of Student Services, noted that the students who applied for the waiver were grateful to continue their education at such a traumatic time in their lives. “We had some students who had been flooded out of their dwellings, or lost their jobs because of a business flooding, so this waiver was a great help to them,” MacLennan said.

The application process required documentation of the impact of the storm on students’ lives, including information gathered from FEMA (Federal Emergency Management Agency) applications, insurance claims and photos of the devastation.

“The photos showed substantial damage to homes and property,” said MacLennan.”
With new vision and values statements to guide it, Olympic College is defining itself as a progressive institution that will grow with the communities it serves.

More than a decade ago, the college developed mission, vision, and values that would lead the institution and serve as a compass for its strategic initiatives, goals and objectives. As the college and local communities changed over time, a new set of statements was developed to help keep the college moving forward.

Beginning in 2006, input was sought from students, faculty, staff, college administration and community members to develop statements that would focus the college for the next 10 years. Their thoughts and comments were incorporated into new vision and values statements. (The mission was found to well represent the college and was not revised.) After two years of development and discussion, the final statements were approved by the college’s Board of Trustees in summer 2008.

The mission serves as the umbrella for everything the college does. The new vision statement focuses on what the college will look like in the future and is a roadmap for where the college wants to go. Its focus is to promote life-long learning for a global society, empower employees with resources to achieve the college mission, and be recognized as a cornerstone of learning via partnerships and outreach.

The values statement provides guidance on how the college will “act” to meet the mission and the vision. It is also the engine that drives college. The values statements focus on:

- A quest for community and environmental health
- The practice of civil and constructive discourse and respect for diversity
- The thoughtful use of finite resources

“Our college and our community created the statements and helped us discover where we want to be and what the college’s role is in the future. This process also helped us identify ways as a college we can help each other accomplish goals,” said Kim McNamara, director of the Shelton campus, who lead the effort to develop the new vision and values statements. The new statements will be used to help with future planning of the college.

The new vision and values statements can be read online by going to www.olympic.edu/AboutOC.

"Our college and our community created the statements and helped us discover where we want to be and what the college’s role is in the future."

I AM...Kim McNamara, Shelton campus director
College Goals

Taking Aim at the Future: 2007–2010 Olympic College Strategic Initiatives

The two-year strategic planning process is an effort to ensure Olympic College is meeting the needs of the students and the community. The 2007-2010 strategic plan was created with involvement by the college. It provides a common vision and actionable plan for the future. Each year, steps are taken to meet established goals and objectives of the initiatives. Six initiatives were selected and implemented beginning Fall 2007. Progress for the 2007-2008 year is mentioned below.

**Strategic Initiative #1**
To facilitate student progress toward goal completion, implement a seamless advising process and a comprehensive student success program.

- The new student advising center reporting structure was changed to facilitate a more seamless exchange between the advising center and faculty. The advising section was also improved to help students.

**Strategic Initiative #2**
To be more deliberate and effective in our efforts to deliver education at a distance, finalize and implement a long-range distance education plan.

- Registration processes were identified and mapped so they could be adapted to distance learning and discussions were started to create a distance student entry process.
- Two possible distance programs were identified that would allow students to complete degrees in the same time as a traditional program.

**Strategic Initiative #3**
To be more mindful of our diversity, to improve the inclusiveness and efficiency of our communication processes, and to enhance the quality of our interpersonal relationships, initiate more effective and respectful communication practices.

- More than 350 people participated in identifying and understanding the college mission, vision and values to help the college reaffirm and create new statements.
- A variety of professional development opportunities and training were provided and new methods of communication across the college were developed.

**Strategic Initiative #4**
To maximize community access to Olympic College, especially for underrepresented and underserved populations, develop and implement an ongoing enrollment management system that informs instructional programs, student support services, and facilities planning.

- Enrollment increased for military and other populations as a result of college efforts. Proposals for 2008-2009 were funded to continue progress on the initiative.

**Strategic Initiative #5**
To focus attention on learning and to help students, faculty, staff, and administrators see themselves as a community of learners, foster a college-wide culture of assessment that embraces the assessment of learning outcomes and promotes the scholarship of teaching and learning.

- Faculty signed up or participated in assessment activities and shared experiences and project results with the college and at a state conference.

**Strategic Initiative #6**
To increase the educational options available to our communities, actively pursue opportunities to bring baccalaureate programs to our district.

- Documents for the Bachelor's of Science in Nursing accreditation process were drafted and the college began addressing activities that need to be implemented by a baccalaureate granting institution.
- The college is in the final stage of approval with a university to help students complete a bachelor's degree in engineering.
2007-2008 Snapshot

STUDENT DEMOGRAPHICS

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<td>Part-time—less than 12 credits*</td>
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AGE OF STUDENTS

- Under age 20: 19%
- 20 - 29: 16%
- 30 - 39: 38%
- 40+: 27%
Median age: 24.5 years

AREA OF STUDY

- Academic Transfer & Support: 35%
- Professional/Technical Programs: 12%
- Developmental Studies: 5%
- Basic Skills: 48%

FACULTY & STAFF

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<th>Year</th>
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<th>Administrative Staff</th>
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<td>159</td>
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<td>81</td>
<td>163</td>
<td>324</td>
<td>353</td>
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FINANCIALS - REVENUE

- State Appropriation: $22,171,459
- Tuition & Fees: 10,824,665
- Interest Income: 385,346
- State Grants and Contracts: 3,518,740
- Contract Training: 0%
- Federal Grants and Contracts: 0%
- Donations: 0%
- Other Sources (Includes Fines, Admin. Allow): 55,859
Total: $37,264,770*

*These figures reflect actual revenues and expenditures for 2007-2008 and include a planned drawdown of fund balance.

FINANCIALS - EXPENDITURES BY PROGRAM

- Instructional Services: $21,713,652
- Student Services: 4,983,170
- Institutional Support: 4,970,441
- Plant Operations/Maintenance: 3,263,221
- Primary Support Services: 1,260,321
- Learning Resources Center: 1,304,846
Total: $37,495,652

2007-2008 Capital Expenditures is $6,234,086

NOTE: 2007-2008 figures were current at time of printing Facts & Figures publication, September 2008.

“OC inspired me to have goals and to work hard to achieve them, for both academic and personal growth.”

I AM...Chuck Taylor, OC alum
During the previous year, The Legacy Partners Endowment Campaign continued to pick up steam. Because a college education is viewed as the baseline for future success in the world, this campaign is committed to making college accessible to all students who seek the opportunity to improve their lives through learning. The focus is to raise a minimum of $5 million for endowments, with an emphasis on student scholarships. Once the goal is met, the permanently invested dollars will generate $250,000 annually, in perpetuity, to support Olympic College students.

So far, more than $4.1 million has been raised during the “quiet phase” of the campaign, including several named scholarship funds that honor key supporters of Olympic College’s mission. These new gifts support students pursuing nursing, teaching, math, science, engineering, music, fine arts, culinary arts, business, and multidisciplinary subjects. The campaign’s endowments will make education a reality for generations of students.

Each student who attends Olympic College benefits from the experience, reaping a lifetime of rewards from successfully completing their education. The community reaps rewards as well – gaining educated, accomplished citizens who are committed to the region, to their families, and to their professions.

The Legacy Partners Campaign will create opportunities now and for generations to come.

“It is a great honor to know that someone has left a legacy and trusted that I will use their gift wisely to better my future.”

I AM...Trevor DoBell-Carlson, OC student and scholarship recipient

Growing Generations of Success
Fund Balance and Revenue & Support

The fund balance of the OC Foundation on June 30, 2008 was $7,426,903. Revenue and support totaled $743,922.

Support to Olympic College included scholarships, college programs, student emergency grants, and faculty and staff professional development awards.

“I AM...Christin Hundley, OC student and scholarship recipient

"Scholarships have helped me stay in school to complete my education and become self-sufficient. I know I will be able to provide myself and my son with a strong, stable future."

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The Olympic College Foundation thanks all its contributors for the 2007-2008 year and the valued partnerships that have been developed. We look forward to working with you over the next year.

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James & Emily (Sue) Johnson
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BENEFACTORS ($5,000+)
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Estate of Benjamin Boyce
Martin Luther King Memorial Scholarship Fund

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Anonymous
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Kitsap Credit Union
Kitsap Sun
Marine View Beverage, Inc.
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Roger Meyer & Sydney Costigan
Cotton
Herbert Myers
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Windermere Foundation
Ken and Kaye Winslow

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Olympic College Mission
We serve and enrich all our communities by providing quality education and training for all who seek to improve their lives through learning.

Olympic College Vision
At Olympic College we envision learning as a life enhancing journey of discovery where:

— Our students are life-long learners in a global society.
To realize our vision, we will focus on student learning and success, promoting learning through accessible education, personalized service, adaptive and innovative teaching, and an ongoing commitment to academic excellence.

— Our employees are empowered to achieve the college mission.
To realize our vision, we will appreciate and value our employees, providing opportunities to enhance professional skills, encouraging learning and advancement, and prioritizing and sharing institutional resources.

— Our community recognizes the college as its cornerstone of learning.
To realize our vision, we will develop strong community partnerships and fulfill our role as a cultural center, enriching those we serve by creating relevant educational options and bringing a diverse array of activities to the region.