

dive and have a nice, low-key party on the beach.

So, naturally, his wife of more than three decades decided that a huge bash was exactly what he needed.

Dorothy McSweeney proceeded to issue invitations, juggle a thousand details, lie sweetly when her husband walked in on telephone conversations and lure her unsuspecting spouse to the theater with the help of pals Leon and Lynn Fuerth. It was natural to go to Ford's, where McSweeney—a longtime member of the board—thought he was going to see "Eleanor: An American Love Story," a musical based on the marriage of Eleanor and Franklin Roosevelt.

The hardest part for the guests was remembering not to blurt out something stupid in advance: "When you see someone an awful lot, it's hard not to let the cat out of the bag," said Victor Shargai, who serves with McSweeney at the Kennedy Center and Hayes awards.

The surprise worked, it seems, because the party took place two weeks before his actual birth date. McSweeney walked in, did a double take and slapped hand to forehead as his friends sang a ragged rendition of "Happy Birthday." There was much hugging and kissing. Everyone looked terribly pleased, probably because the surprise was not on them.

"I love surprise parties—for others," said Leon Fuerth.

"I want to choose the people who come to my birthday party," said Diane Rehm.

"It's about control," Rehm's husband, John, said knowingly.

Luckily, McSweeney is one of those rare creatures who like surprise parties. "I think it's the most wonderful way of all," he said. "You don't have to worry about anything. It's a very emotional thing to walk in and see all your friends."

In this case, he also got to see "Eleanor"—any resemblance to the current first lady is strictly coincidental: Then the party moved downstairs to the Lincoln Museum, where there were more hugs and kisses, a telegram from Vice President Gore, a medal from the VA's West and a presentation and testimonial by NASA's Goldin.

"He helps people," Goldin said of McSweeney. "In addition to knowing people, he helps people."

The menu consisted of McSweeney's favorite foods: hot dogs, Boston baked beans, corn pudding and Black Forest cake. McSweeney was having such a good time he kept inviting everybody to his 100th birthday party.

No wonder they like him: This is an optimist, count-your-blessings, look-to-the-future kind of guy. "Hey, Bill!" shouted Mark Russell. "Seven more years and you'll be old enough to be an astronaut!"

Meanwhile, there are plenty of ladies to kiss. ●

RHODE ISLAND RESERVE OFFICERS ASSOCIATION 75TH ANNIVERSARY

● Mr. REED. Mr. President, I rise to congratulate the Rhode Island Department of the Reserve Officers Association of the United States (RIROA) on the 75th Anniversary of its founding.

The Reserve Officers Association was established in 1922 to link together Reserves from each of the armed services. The fighting force of the 21st century is a joint force, yet Rhode Island's Re-

serves implemented this concept 75 years ago when the Army, Navy Reserve, and National Guard joined together to form the RIROA.

The purpose of the Reserve Officers Association is to support a military policy for the United States that will provide, promote, and develop the execution of adequate national security. The RIROA has dedicated itself to this purpose and to bringing all military services closer in a common bond. The RIROA is a leading proponent of developing strong Reserve forces in each of the uniformed services to work for the welfare of citizen soldiers in Rhode Island and the interests of the national security of the entire country.

The Reserves are essential members of the national security force, facing greater challenges than ever before. Today's military is leaner, yet the number of missions has steadily increased. Therefore, the services are relying more and more on reserve forces to carry out the task of protecting the U.S. and its principles. Reservists are not only an integral part of any mobilization overseas, but are increasingly on the front lines of protecting the home front from terrorist acts, information warfare, and attacks on our critical infrastructure.

With over 85,000 members nationwide, and over 600 members from Rhode Island, today's Reserves are a significant and vital part of the United States' military force. The United States military would not be the finest fighting force in the world without the commitment and professionalism of the Reserves, an integral part of the Total Force.

I commend the Reserves' commitment to the nation's defense, and I salute the dedicated members of the RIROA on this historic occasion. ●

FOCUS: HOPE

● Mr. LEVIN. Mr. President, I ask to have printed in the CONGRESSIONAL RECORD an article which appears in the April 19, 1999, edition of Forbes magazine regarding Focus: HOPE, an extraordinary organization in Detroit, Michigan which is dedicated to human development.

The article follows.

[From Forbes, Apr. 19, 1999]

TEACH A MAN TO FISH

(By Srikumar S. Rao)

Eleanor Josaitis can remember the moment in March 1965 her life changed. She was in her comfortable home in a Detroit suburb watching a television program on the Nuremberg trials. A news flash cut in: Selma, Ala. Mounted troopers, wielding electric cattle prods, charged peaceful protesters. Minutes earlier she was pondering what she would have done if she had been in Nazi Germany. A new question intruded: "What will I do now?"

Two years later Detroit exploded in flames. Touring the decimated area with Father William Cunningham, her weekend parish

priest, they swore to alleviate the suffering. But what could be accomplished by a housewife with two young children and a radical priest trained as an English professor?

Quite a bit, actually. Focus: Hope, the non-profit organization they birthed in Detroit's rubble, today occupies well over a million square feet on 40 acres of that once-devastated area. It started with urgent but limited goals—feeding poor mothers and their infants. Now it has grown into a powerful and world-recognized job-training machine. An education boot camp has lifted nearly 5,000 city residents to high school equivalence and placed them in real jobs. A machinist institute has trained 1,800 urban youngsters in reading blueprints and operating numerically controlled machine tools, and put them in high-paying positions with outfits like GM, Ford and Chrysler. A Center for Advanced Technologies has just started to churn out engineers with bachelor's degrees. Next up: an information technology center, funded by the likes of Microsoft and Cisco Systems, to teach computer skills.

Josaitis, age 67, built Focus: Hope on the simple proposition that many of the chronically underemployed yearn for an opportunity to haul themselves into the middle class. She says: "We are failing our poorest citizens when we don't provide them the means to break out of their poverty."

What welfare official has not echoed precisely that thought? The Focus: Hope difference is one of execution. Josaitis runs the centers with businesslike efficiency and sets demanding standards for the students. She coddles no one: Use profane language after two warnings and you're out. Steal something and you're out immediately. She believes that discipline and responsibility are keys to improvement. Rewards must be earned.

That philosophy has made Focus: Hope a landmark in Detroit. It has attracted more than 50,000 Detroit-area volunteers, including big names at the car companies, like Ford Chief Executive Jacques Nasser. A sizable business itself, Focus: Hope employs more than 800 people and has a budget of \$68 million, half from government, a third from contracts with for-profit companies and the rest from private contributions.

That's eons away from the rather inauspicious beginnings. To get closer to the problem, Eleanor and her husband, the owner of a chain of hobby shops, sold their house and moved into an integrated neighborhood in 1968. Her mother, alarmed for their safety, even hired a lawyer to try to wrest custody of her children away. Eleanor retained custody and bears no animosity toward her mother.

She and Father Cunningham, who died of cancer in 1997, began with food. Tapping federal funding, they launched a tiny program to distribute food to pregnant women and small children. It still does that, at last count for 46,000 people a month (half the peak in 1991). The program succeeded so well that it became a model for similar efforts in other states. A food program for senior citizens followed.

But Josaitis and Father Cunningham wanted to turn the recipients into productive jobholders. They browbeat and cajoled federal agencies and private foundations to raise \$250,000 to start a job-training program. In 1981 they opened the Machinist Training Institute to train Detroit's youths in machining and metalworking, especially for the automobile industry.

It's an intensive program that can last for 57 weeks if students choose the entire curriculum. Students spend the first 5 weeks,

eight hours a day, learning blueprint reading and some math and working the lathe. On the shop floor they later learn to work with mills, grinders and computer-controlled machine tools. In the classroom they learn more about manufacturing theory and quite a bit about computer-aided design and manufacturing.

In a more advanced program they work on commercial production contracts for about \$7 an hour in between doses of classroom instruction.

Among the students who start the machinist school, 70% stay to the end. For those that do, the job placement rate is 100%. "We have placed our graduates in all sorts of machine shops," says Josaitis. "Some had never previously hired a minority or a female."

Josaitis has structured tuition to reflect her philosophy: a helping hand—with strings attached. Tuition for MTI is \$14,500. Government grants pay about half that, depending on income. The balance is paid through a 5% loan from Focus: Hope. Repayment begins 90 days after graduation—by which time most students have jobs. A further incentive to land and keep a job is that many employers, like General Motors, will pick up half of the student's loan payments.

William Motts is one of the success stories. He dropped out of high school in the 11th grade and got his girlfriend pregnant at 18. He pulled in \$6 an hour as a maintenance worker at a hotel, struggling to help support his daughter.

But he caught a break. He was steered to MTI by his father's friend who knew Father Cunningham. He entered the program in 1992 and never looked back. In 1998, he got a bachelor's degree in manufacturing engineering from the University of Detroit, Mercy. Today Motts, 25, is an engineer at General Motors earning around \$45,000, and married to a dental hygienist.

"Focus: Hope challenged me to push my boundaries," Motts says. "It forced me to be disciplined. It gave me very marketable skills."

Focus: Hope helps students surmount practical problems. For examples, it runs a day care center and before- and after-school programs, so parents can attend classes without worry.

Josaitis also doesn't want to discard potential candidates who don't have the math, reading or social skills to succeed in a program for machinists. So for the past ten years an educational boot camp called Fast Track has taken students—average age 26—with 8th grade math and reading skills and brought them up two grade levels. And two years ago, realizing some students needed even more help, she started First Step, to offer more remedial works.

More than 80% of those who enter Fast Track finish the program and go on the Machinist Training Institute. Thomas Murphy, a former sergeant major for American troops in Europe who runs Fast Track, can take some credit for that. He is bluff, tough and good-natured. The seven-week Fast Track program runs all day Monday through Friday, and Saturday mornings.

"Saturday classes serve clear notice that we expect real hard work and commitment from them in return for the opportunity we provide," Murphy says. Clock in at 8:01 and you get a demerit. Enough demerits and you get booted out.

Murphy was initially shocked when a candidate asked him if there was a place where he could nap during breaks. Turned out that he left the institute at 4 p.m., worked an eight-hour shift at a job to support his fam-

ily and was back at 8 a.m. the next day. Murphy found him a place to nap and overlooked occasional tardiness.

"One of our graduates called me up the other day to announce that he was missing his first day of work in years," says Murphy. "He was closing on a brand new home. His home. The first home anyone in his family had ever owned."

Josaitis also understands that getting and holding a job requires certain social skills. Thus trainees are taught how to shake hands, make eye contact and absolutely, positively get to jobs on time.

Every month Josaitis brings a group of students to a formally laid out dining room where she teaches table manners, from which fork to use to how to make small talk. "I want you to feel comfortable when you are invited to the White House," she tells them. She also takes trainees to formal affairs, such as the opening of the Michigan Opera hosted by Ford's Nasser.

In 1993 Focus: Hope decided to offer its best and brightest students a further step up the ladder. It opened the Center for Advanced Technologies, which, in collaboration with local colleges, offers bachelor and associate degrees in manufacturing engineering and technology. The executive dean is Lloyd Reuss, who took the nonpaying job after he was ousted as president of General Motors in 1993.

CAT students get classroom instruction plus work in a for-profit manufacturing company located on Focus: Hope grounds. Using next-generation equipment from Cincinnati Milacron, says Reuss, students produce machined parts for outfits including GM, Ford and the Department of Defense. Students accept a below-market \$8 an hour on these contracts. In return, they get free tuition.

The hands-on part of this apprenticeship is as important as the classroom instruction. Denise Ankofski, candidate for an associate degree and single mother of a 6-year-old son, was milling brake shoes for 5-ton trucks on a defense contract and figured she could do it better by splitting operations and performing them on different machines. She was encouraged to give a technical presentation and her suggestion reduced cycle time on some operations by 80%.

When they graduate, CAT students do extremely well. Last year the six CAT bachelor graduates were paid an average of \$47,200, compared with the \$45,300 earned by Massachusetts Institute of Technology mechanical engineering graduates. "Graduates are not hired for diversity reasons or charity," says Reuss. "They are hired because they are skilled workers with an excellent ethic."●

TRIBUTE TO JEFFREY POLLOCK, OF BEDFORD, NEW HAMPSHIRE

● Mr. SMITH of New Hampshire. Mr. President, I rise today to honor Jeffrey Pollock on being named "New Hampshire's 1999 Small Business Financial Services Advocate of the Year" by the Small Business Association.

As President of New Hampshire Business Development Corporation in Manchester, New Hampshire, Jeffrey was selected for this award for his outstanding advocacy for entrepreneurs in New Hampshire. In fact, Jeffrey's strong support and dedication to small businesses has been a pivotal force in helping many small businesses succeed.

During the banking crisis of the early 1990's Jeffrey worked alongside

the Small Business Administration and state leaders to revive the New Hampshire Development Corporation for the purpose of providing loans to credit-starved small businesses in New Hampshire.

Today, the New Hampshire Development Corporation offers a wide array of financial products and services aimed at helping small businesses succeed. Over the past nine years, Jeffrey has been instrumental in providing \$12 million of investment to New Hampshire businesses.

In 1995, Jeffrey represented New Hampshire as a delegate to the White House Conference on Small Business, and in 1998 New Hampshire's current Governor appointed him to the State Board of Education. In addition, Jeffrey has also served on numerous state and congressional boards and advisory committees.

As a former small business owner, I recognize the important contributions that Jeffrey has made to the Small Business Administration and, especially, to small businesses across the Granite State. Mr. President, small business is the backbone of our economy in the United States. I am proud to honor and congratulate Jeffrey for receiving this award and it is an honor to represent him in the United States Senate.●

TRIBUTE TO FREDERICK LOEFFLER

● Mr. SMITH of New Hampshire. Mr. President, I rise today to pay tribute to Rick Loeffler, on being named the "New Hampshire 1999 Small Business Person of the Year" by the U.S. Small Business Administration. This recognition is a great achievement.

Rick is the CEO of Shorty's Mexican Roadhouse, a successful chain of restaurants in New Hampshire. Rick started his business ten years ago, with thirty five employees and one restaurant. Today, Shorty's employs over four hundred and fifty people and has five locations.

Rick attributes the success of his chain to his partners and employees; always stressing the importance of attention to the customer. Rick and his employees are also involved in the community in other positive ways. Rick is a member of a number of civic organizations and serves on many charitable organization's board of directors.

As a former small business owner, I understand the difficulties of starting a business. Rick demonstrates excellent entrepreneurial spirit and management skills. New Hampshire has always been a state that prides itself on the success of small businesses and Rick is an excellent example.

Once again, I would like to congratulate Rick on receiving this prestigious award. It must have been a great sacrifice and risk to Rick as well as his