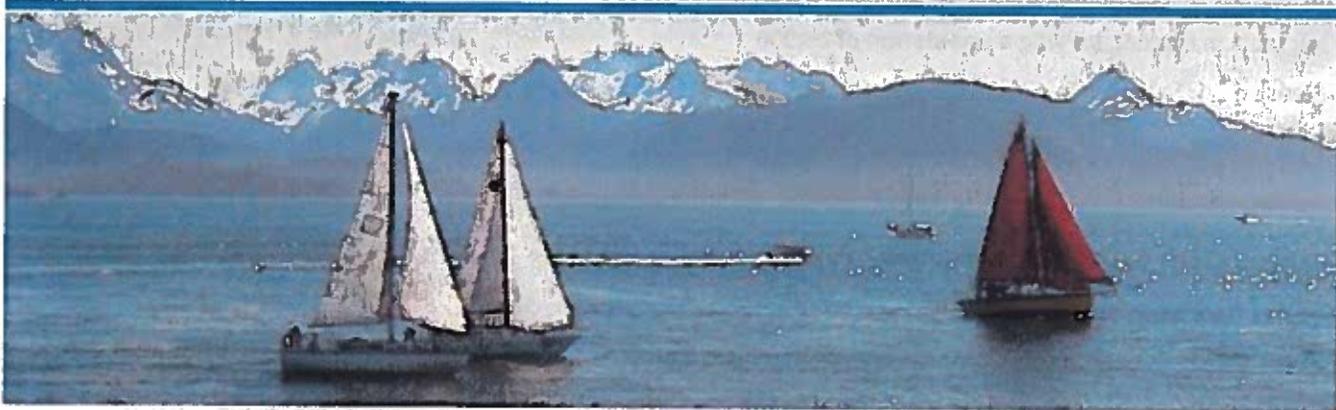




Homer Departments Government



Documents Jobs Openings Helpful Links

### Employment Application | Submitted: 03-Jan-2020

AAA

**Michael Bork**

☎ (907) 750-7010  
✉ mike@laughtership.net  
🏠 PO BOX 83461  
FAIRBANKS, AK 99708  
United States

**City Manager**

Job Location - Homer, AK  
Department - Administration  
Source - LinkedIn

### Employment History

Please list your previous employers starting with your current, or most recent employer.

#### Fairbanks North Star Borough - Current Employer

**Job Title: Parks and Recreation Director**

**Dates Employed From:** Nov/2011  
**Dates Employed To:** Currently Employed  
**Employment Length:** 8 years, 2 months

**Duties:** Direct the operations of a complex park and recreation department, serving 100,000 people. This included an \$8.4 million budget and over 100 full-time employees.

**Reason For Leaving:** Currently Employed

**Supervisor Name:** Jim Williams, Chief of Staff

**Address:** Fairbanks, AK, UNITED STATES

**Phone:** (907) 459-1069

**Ending Rate of Pay:** \$122,500/year

**May We Contact?** No

### City of Moberly

#### Job Title: Parks and Recreation Director

Dates Employed From: Sep/2009

Dates Employed To: Oct/2011

Employment Length: 2 years, 1 month

Duties: Direct operation of a medium-sized municipal park and recreation system, serving a population of 25,000

Reason For Leaving: Return to Alaska

Supervisor Name: Andrew Morris

Address: Moberly, MO, UNITED STATES

Phone: 660-269-8705

Ending Rate of Pay: 89,000/yr

May We Contact? Yes

### City of Monte Vista

#### Job Title: Parks and Recreation Director

Dates Employed From: Nov/2006

Dates Employed To: Sep/2009

Employment Length: 2 years, 10 months

Duties: Manage and direct operation of a small rural park and recreation department, serving a population of around 8,000 people.

Reason For Leaving: Move to Missouri

Supervisor Name: Don Van Wormer

Address: Monte Vista, CO, UNITED STATES

Phone: 719-852-2692

Ending Rate of Pay: 75,000/yr

May We Contact? Yes

### City of Valdez

#### Job Title: Director of Parks, Recreation, and Cultural Services

Dates Employed From: Feb/2003

Dates Employed To: Nov/2006

Employment Length: 3 years, 9 months

Duties: Manage and direct operations of the municipal parks and recreation department, civic center, and Carnegie Library.

Reason For Leaving: Move to lower 48

Supervisor Name: John Hozey

Address: Valdez, AK, UNITED STATES

Phone: 907-835-4313

Ending Rate of Pay: 72,000/yr

May We Contact? Yes

### Village of Lincolnshire

#### Job Title: Recreation Supervisor

Dates Employed From: Jan/2001

Dates Employed To: Nov/2003

Employment Length: 2 years, 10 months

Duties: Manage programs and parks for a small suburban community.

Reason For Leaving: Promotion, move to Alaska

Supervisor Name: Lydia Scott

Address: Lincolnshire, IL, UNITED STATES

Phone: 847-883-8600

Ending Rate of Pay: 42,000/year

May We Contact? Yes

### United States Marine Corps

**Job Title:** Air Support Operations Operator (MOS 7242)

**Supervisor Name:**  
Captain Lawrence

**Dates Employed From:** Aug/1993  
**Dates Employed To:** Nov/1995  
**Employment Length:** 2 years, 3 months

**Address:** Camp Pendleton, CA,  
UNITED STATES  
**Phone:** (760) 725-3253

**Duties:** Combat Air Traffic Control

**Ending Rate of Pay:** E-3

**Reason For Leaving:** Honorable Discharge

**May We Contact?** Yes

### Education

List below your educational background, including high school, all colleges, trade and military service schools. Please enter N/A if the field is not applicable.

#### Western Illinois University | College or University

**Degree:** Bachelor of Science  
**Major:** Recreation, Park, & Tourism Administration

**Graduated?** Yes

#### St. John's Military Academy | High School or Equivalent

**Degree:**  
**Major:**

**Graduated?** Yes

#### Walden University | Graduate School

**Degree:** Master of Science  
**Major:** Industrial & Organizational Psychology

**Graduated?** Yes

### Resume

You can provide us with your resume here. You may either upload a file containing a formatted version, or cut & paste a text version in the space provided.

*Click on the link to open the resume file if you wish to print the formatted resume.*

#### File Name

#### Link

Bork Resume 11-19.docx

[Q Preview](#) [Download](#)

#### Text Only Resume

No Text Only Resume on File

#### Admin Uploaded Files

There are no admin uploaded files for this applicant.

## References

Please fill out the information below regarding references.

### Jason Avery

**Relationship:** Former Colleague/Subordinate  
**Years Known:** 17

**Phone:** 907-590-9351

### Matt Steffy

**Relationship:** Colleague/Former Employee  
**Years Known:** 17

**Phone:** 907-750-6304

### Donn Hayes

**Relationship:** Current Employee  
**Years Known:** 7

**Phone:** 907-799-5004

## Job Questions

### City Manager 2019 |

#### Question

**What do you think are the most important elements of the City Manager position? \*\*\* (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) \***

**Describe a professional accomplishment that you feel best demonstrates your ability to be the City Manager of Homer. \*\*\* (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) \***

#### Answer

I believe that knowing how to consolidate information, and synthesizing that data into usable and relevant decision-making tools is one of the most important elements to a City Manager. A City Manager needs to be an authentic, collaborative, encouraging, and visionary leader who relies on the expertise and trust of all they work with and for the specific purpose of the improvement of those they serve.

I have spent the past eight years as the Parks and Recreation Director for the Fairbanks North Star Borough, and in the time I have been at the helm, I am proud to say that employee morale is high, turnover is low, the public is wholeheartedly in support of what the department offers, and we consistently provide high-quality recreation programming. The FLiP (Fairbanks Loves its Parks) program is something I am particularly proud of in starting. It is an online branding and

#### Disqualifier?

advocacy campaign that just surpassed 1,000 members in just 2 years. The campaign is centered around area-specific "Did You Know?" facts that become a central part of all of the messaging we do. These free-to-join members not only get regular email newsletters and program information, but access to VIP events and other members-only benefits. Additionally, this easy-to-implement system has created a powerful advocacy group that is informed and passionate about their issues. The FLiP program has gotten the community engaging in meaningful and fact-based dialogue; not just about WHAT we do, but WHY we do it, and what the community and personal BENEFITS are of the programs. As we train our staff when developing our "Did You Know?" facts, we want to answer the "What?" and the "So What?" I believe that, while not perfectly suited for everything, this model is an effective public engagement, education, and advocacy process that could be applied to the residents of the City of Homer, with equally amazing, engaging results.

**A new policy, is introduced at a council meeting. You do not agree with it. How do you proceed? \*\*\* (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) \***

If a new policy is passed by the City Council, I will assume that it has gone through the public meeting process, allowing for competing viewpoints, arguments, and support. So long as it is a lawful and properly vetted policy, my job as the Chief Administrator of the municipality is to put the policy into effect, to the best of the City's abilities. There will be many times that my opinion is different than the City Council's, the same as it will be with the employees who work for the City, or even my spouse of 20 years. Disagreements are healthy, so long as they are handled in a constructive, positive manner; and so long as due diligence in decision-making has been done to ensure the best data is used to make the decision. I am not averse to plainly making my opinion known, and advocating for that position passionately; but I will also strive to do so in a respectful, "active listening" framework. I will always try to clearly communicate the factors I considered in my opinion, but at the end of the day, the

power to promulgate policy is the City Council's authority, and my job is to carry it out; with no feet dragging, grumbling, or undermining. My overall goal, though, would be to create a respectful, positive, and authentic relationship with the Mayor, City Council, and others, which would go a long way to preventing a lot of future conflicts.

Basketball Coach John Wooden said: "Whatever you do in life, surround yourself with smart people who'll argue with you." So I have always tried to do just that. I am an authentic leader that uses elements of applied positive psychology. In fact, I teach professionals around the world about how to use Authentic Leadership in the workplace. Authentic leaders, as defined by Harvard Business School's Bill George, share five key traits: -Authentic Leaders do not ascribe to a particular leadership style; instead, they have the ability to change styles as needed. -Authentic Leaders compassionately lead with both their head and their hearts. -Authentic Leaders create connected relationships & networks. -Authentic Leaders ensure that their values align with their actions. -Authentic Leaders are aware of and admit to, their faults. I believe in authentic leadership because it works; especially when combined with an Applied Positive and Organizational Psychology framework. I am a consistent and dependable leader who knows how to hire, retain, motivate, and inspire staff. I am also a visionary leader, always looking to the horizon and the potential of individuals and organizations. Finally, I am an approachable leader, who can create strong relationships with nearly anyone. My overall leadership goal is to help those that I work with be the best version of who they can be; which makes the organization the absolute best it can be.

**What is your leadership philosophy?  
\*\*\* (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) \***

**In reviewing the job description, please highlight areas you bring particular experience. \*\*\* (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your**

I bring a well-rounded set of municipal skills and experience, gained over the last 20 years, all over the country. I have enjoyed working in communities of very similar size to Homer; but as a department head, working for a City Manager. My current position as the Parks and Recreation Director for the

resume or cover letter) \*

Fairbanks North Star Borough is similar in size to Homer. I oversee over 100 full-time benefited employees and manage an \$8.4 million Operating Budget. Specifically, I bring knowledge and at least some experience in all of the typical duties listed. My particular strengths include employee management, municipal budget planning, professional communications, human resources, strategic planning, capital planning, and organizational behavior. Because I believe in surrounding myself with people smarter than me, I am not intimidated or ashamed to admit when I do not know something, and I am a lifelong learner. There is not one particular skill or bit of knowledge that makes me your best candidate. It is my dedication to public service, my passion to positively lead and change organizations, and the justified confidence I have gained through over twenty years of managing municipal systems that make me an excellent fit to be your City Manager.

**Additional Questions**

**Employment |**

Question	Answer	Disqualifier?
Have you previously filed an application? *	No	
If yes, Please give dates applied	This question was not answered.	
Have you ever been employed with the City? *	No	
If yes, Please give dates:	This question was not answered.	
Are you prevented from lawfully becoming employed in this country because of VISA or Immigration Status? (Proof of citizenship or immigration status will be required upon employment) *	No	
On what date would you be available for work? *	Negotiable, After April 1, 2020	
Can you travel if the job requires it? *	Yes	

Have you been convicted of a felony within the last 7 years? (Conviction will not necessarily disqualify an applicant from employment) \*

No

If yes, Please explain

This question was not answered.

Are you 18 years of age or older? \*

Yes

## Education |

Question	Answer	Disqualifier?
Describe any specialized training, apprenticeship, skills and extra-curricular activities. *	International public speaker Adjunct faculty for School of Management at UAF Leadership and Organizational Consulting and Coaching	
Describe any job-related training received in the United States military. *	Leadership, communication	
List any professional, trade, business or civic activities and offices held. (You may exclude membership that would reveal gender, race, national origin, age, ancestry, disability or other protected status. *	President, Alaska Recreation and Park Association Commandant, Marine Corps League	

## Additional Information |

Please enter N/A if the field is not applicable.

Question	Answer	Disqualifier?
Knowledge and Specialized Skills: *	Expert in organizational behavior and industrial psychology, skilled communicator, arbitrator, collaborator, and educator.	
What type of computers and software have you used? *	All PC desktop systems. Office 365, Windows 10, OneSolution, NovaTime, MyRec, NeoGov	
Other qualifications specific to this position? *	I am dedicated to Alaska and creating happy people!	
List any certifications you have received: *	Certified Parks and Recreation Professional Certified Laughter Yoga Teacher Certified MentorCoach	
List any family members employed by the City, family members means the spouse of the employee; a life partner or person cohabitating with the employee; a child, including stepchild and/or an adopted child of	n/a	

the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. \*

State any additional information you feel may be helpful to us in considering your application \* n/a

**Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE READ THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.**

Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities described in the job description for which you have applied? \* Yes

**Applicant Statement**

I certify the information provided in my application and resume (if attached) is true and complete to the best of my knowledge.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that the City of Homer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

This application for employment shall be considered active for a period of time not to exceed one year. If the applicant is not selected for this position they must submit a new application for consideration for other positions that may be advertised.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and the federal immigration laws require me to complete an I-9 Form in this regard.

The City of Homer does not tolerate unlawful discrimination in its employment practices. No questions on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state, or local law. The City of Homer likewise does not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other

protected status. Examples of prohibited harassment include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes, epithets, threats, insults, name-calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited whether it is committed by a manager, coworker, subordinate, or non-employee (such as a vendor or customer). The city of Homer takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

In the event of employment, I understand that false or misleading information given in my application, resume (if attached) or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the City of Homer.

**DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT.** I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement. Please type your name below to confirm that you have read and accept this Applicant Statement.

I agree to the above.

**Signature:** Michael A. Bork

**Date:** 2020-01-03 02:40:11pm

**IP Address:** 216.115.120.4

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Signature

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Date

# **Michael A. Bork, MS, CPRP**

[mike@laughtership.net](mailto:mike@laughtership.net)

PO Box 83461

Fairbanks, AK 99708

(907) 750-7010

## **Professional Experience**

### **Parks & Recreation Director, Fairbanks North Star Borough, Alaska 2011-Present**

- Direct the operations of a \$10 million dollar operating budget, \$25 million dollars in annual capital projects, 75 full-time equivalencies, and five divisions.
- Manage over \$250 million dollars in park and facility assets, including three indoor swimming pools, two ice arenas, 25 parks & playgrounds, over 5,000 acres of developed property, a 44-acre historic-themed park, a 6,000-seat event center, cross-country ski facility, multi-use recreation areas, and over 800 miles of trails.
- Provide strategic planning and leadership for the department and borough, serving a community of 100,000, in multiple communities in the Alaskan interior.

### **CEO, Laughtership LLC 2016-Present**

- Organizational Leadership Development Consulting
- International Keynote Speaker, Authentic Leadership Educator, and Coach

### **Parks and Recreation Director, City of Moberly, Missouri 2009-2011**

- Managed a workforce of over 50 employees, 30 park properties and facilities, and an operational budget of more than \$7 million dollars. This position served a community of 35,000 residents.

### **Parks and Recreation Director, Monte Vista, Colorado 2006-2009**

- Directed the operations of 5 full-time employees, 17 park properties and three recreation facilities, which served a population of 14,000 people.

### **Director of Parks, Recreation & Cultural Services, Valdez, Alaska 2003-2006**

- Served a community of 5,000 people, directing the operation of the recreation and park department, which included the Valdez Carnegie Library and cultural arts functions of a small coastal Alaskan cities.

### **Recreation Supervisor, Lincolnshire, Illinois 2001-2002**

- Entry-level special event and program supervisor

### **United States Marine Corps, Air Support Operations 1993-1995**

- Combat Air Traffic Control

## **Education**

**Walden University, Minneapolis, MN 2016**  
Master of Science, Industrial & Organizational Psychology

**Western Illinois University, Macomb, IL 2000**  
Bachelor of Science, Recreation, Park and Tourism Administration

**St. John's Northwestern Military Academy, Delafield, WI 1993**  
College Preparatory

*Continued...*

# **Michael A. Bork, MS, CPRP**

[mike@laughtership.net](mailto:mike@laughtership.net)

PO Box 83461

Fairbanks, AK 99708

(907) 750-7010

## **Memberships/Leadership/Awards**

- **National Recreation and Park Association**
  - Annual presenter (Speaker score 6.9/7.0) for last five years
  - Graduate of NRPA Director's School
  - Member of the Public Policy Committee
- **Alaska Recreation and Park Association**
  - Current At-Large Board member, Past President
  - Conference Committee Chair 2014, 2018, 2019
  - Bob Robertson Service Award, 2017
  - Professional Award, 2015
  - New Professional Award, 2006
- **Laughter Yoga International University**
  - Awarded title of global "Laughter Ambassador"
- **National Speakers Association (NSA)**
  - Professional Member

## **Certifications**

- Certified Parks and Recreation Professional (CPRP)
- Level 1 Coach Certification - MentorCoach
- Certified Laughter Yoga Teacher (CLYT) 2017 – Laughter Yoga University
- Certified Laughter Yoga Leader (CLYL) 2015 – Laughter Yoga University
- Competent Communicator (CC) 2016 – Toastmasters International
- Advanced Leader Silver (ALS) – 2016 – Toastmaster's International

## **Recent Presentations**

- *"Set Sail" Aboard the SS Laughtership!*
  - CHATCOLAB - Northwest Leadership Laboratory - Rathdrum, ID
- *Lead With Laughter!*
  - Play Craft Professional Development Training - Medford, OR
- *Laughing for the HELP of it!*
  - National Recreation & Park Association Annual Conference - Baltimore, MD
- *Applied Laughter & Purposeful HAppiness (ALPHA) Training*
  - Full Lives Disability Access Conference - Anchorage, AK
- *Health, Happiness, & World Peace through Laughter*
  - TEDx Talk – Fairbanks, AK
- *If You're Happy & THEY Know It, Happy Staff!*
  - National Recreation & Park Association Conference – Indianapolis, IN