

Fremont BUSINESS REVIEW



FCCTV: Tips to avoid donation scams

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A list of non-profits serving the East Bay, page 2

Fund raising at the Festival

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VOLUME 6, NUMBER 8

Non Profits: The Heart Of Every Community

November 2005

Building Relationships, the Kidango Way

by Robin Michel
Kidango

What does Kidango, a non profit child care and early education agency, have in common with Starbucks and Southwest Airlines? All three are leaders in their industry, all three continuously strive for increased excellence and customer satisfaction, and all three practice relationship-based reflective supervision.

Inspired by the book *The Southwest Way* and various articles on relationship-based reflective supervision, Kidango Executive Director Paul Miller and others on the Directors

Team, began to question its own culture.

"Kidango went through tremendous growth in a short period of time," said Miller. "In the space of two years, we opened approximately ten new centers. Although this was exciting, it also created some stress."

As the agency bigger, it became more difficult to keep staff current of new developments. It ran the risk that some employees might feel left out of the decision making process, and relationships were suffering. "We asked ourselves, 'How could we continue to deliver excellent service, retain and train staff, provide time for individual

and team reflection and encourage strong relationships between staff and the families we serve?' Southwest, Jet Blue and Starbucks, for profit corporations, provided models that we thought we could adapt and emulate."

Early 2004, a Kidango task force formed to begin researching principles of relationship based, reflective supervision and how different organizations-both for profits and non profits - put these into practice. By mid 2004, the Directors Team made it a priority to use some of their staff time to have

— Kidango
page 6

Chamber Supports Route 84 Moving Forward

by Billy Sandbrink
Director of Government Affairs

In the 15 years of debate over Route 84 in northern Fremont, a finish line is in sight and the future of traffic in the area is soon to be determined. All sides are closer than ever on reaching an agreement and finding a solution to the issue.

At the September 6 Fremont City Council meeting, the majority of the Council decided to have staff meet with the Alameda County Transportation Authority (ACTA) and Caltrans staff with the goal of establishing the framework, possibly in the form of a memorandum of understanding (MOU), for how the issue will proceed and to what all sides involved will agree. The reason for the Fremont Council requiring this commitment is because of the Council's perception that the other parties involved, namely

Caltrans, have constantly sent mixed messages as to what they want and require. This has led to the Council's reluctance to sign off on a project unless it is spelled out in writing.

For Route 84 to gain the Fremont Council's consent, at a minimum, Caltrans, ACTA, Fremont and Union City will probably have to enter into a MOU stating that Option 2 will get built if 1) the Fremont Council has the right to reserve final judgment on the project until the environmental and engineering work is completed and is acceptable to the Fremont Council; 2) funds will be dedicated to traffic mitigation at the Decoto Road/Paseo Padre Parkway intersection; and 3) the

sale of Caltrans land will be used for bringing the existing Route 84 up to a state of good repair and used on the Mission Boulevard/I-880 Interchange project.

Since Option 2 does not use all of the Caltrans-owned land that was originally purchased for the historic alignment of Route 84, Caltrans has stated that it will sell the excess land. Usually when the state sells its own land, the money for the sale of the land goes back to the state. The Fremont Council has proposed that part of the money from the excess sale of Caltrans-owned land go to funding the Mission Boulevard/I-880 Interchange, which is currently short \$42.4 million. To help keep discussions alive regarding Route 84 and to help build the Mission Bou-



Billy Sandbrink

Celebrating Holidays and Diversity

by Caroline Davidson and Beverly Aabjerg

How does a community service agency celebrate the holidays when its participants come from all over the world? Including multiple national, religious and cultural celebrations is a challenging, enriching opportunity. For 33 years, On Lok SeniorHealth has risen to these occasions. Honoring members' unique holidays helps everyone learn about and embrace the traditions and customs of diverse cultures.

On Lok SeniorHealth members are 950 people, 55 years and older, who speak English, Chinese, Spanish, Tagalog, Vietnamese, Hindi, Korean, Italian and everything in between. We have eight centers serving neighborhoods in San Francisco and Fremont. With a virtual United Nations of members and staff, On Lok SeniorHealth has learned to be sensitive to the needs of many very different people.

At On Lok SeniorHealth, December through February is one continuous festival filled with events, parties and food designed to help members explore new worlds as we observe holidays. For example, Thanksgiving and Christmas season bring mental pictures

"Cultural diversity doesn't simply mean ethnic diversity and flexibility; it is the key to honoring values."

to many Americans of a big turkey dinner and presents under the tree. At each of our centers we too put up a tree and our members love to give gifts. But we have some special traditions as well. In one center, some participants who speak only Chinese dialects have learned to sing Christmas songs in English. As a group they go out into the community to share the joy of the season. We hand-make holiday cards with a non-religious theme and serve sumptuous roast beef dinners

— Diversity,
page 8

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Our Mission is to promote, support and enhance a positive business environment.

— Traffic, page 8

Fremont Chamber of Commerce
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15 Years of Excellence

The United States Chamber of Commerce has acknowledged the excellence of the Fremont Chamber of Commerce by granting the designation of "Accredited Chamber" Only 12 percent of all Chambers nationwide have received this honor.

FIFTEEN YEARS



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Elise Balgley
Bernard, Balgley & Bonaccorsi

Message from the Guest Editor

Many of you may know me from my various volunteer activities rather than my law practice. For many years, I've worked hard with the League of Volunteers, Bay Area Community Services, Kiwanis Club of Fremont and, at one point, Life Eldercare. You might ask and some have "why do you do what you do?"

Likewise, this issue of the Fremont Business News is about volunteerism. Again, what does that have to do with the Chamber's mission to "promote, support and enhance a positive business environment?" I want to answer that question regarding volunteerism, and its relation to the Chamber's mission, and here's how...

First, there's a very direct way. When you, whether as an individual

or as a business, do something to help others, you help the community. When you help the community, you make it possible for people to be here; you make the community a better place. Those people may very well be customers or clients for your business.

Volunteering is another way to network. When someone sees that your business gives back to the community, he or she is more likely to want to do business with you. My business would not be the same had I not spent the time with the various organizations I have worked with over the years. Getting to know others in the community who share your feelings about a particular cause can only help to generate the relationships which create good business.

Volunteering, giving back to the community makes you and your employees feel good. People who feel good do a better job. This leads to increased productivity and a more successful business.

In this issue, you will meet just a few of the many volunteer organizations in our city. There are so many groups and individuals doing their part to help. Pick one and support it. Your business will prosper and all of us will have a better place to live and work.

Non-profit Organizations Serving the East Bay

Charitable Organizations

Afro-American Cultural & Historical Society, Inc -Tri-City Area

Nancy Eady, President
P.O. Box 743
Fremont, CA 94537
Phone: (510) 793-8181
aachs-tri-city@yahoo.com

Alameda Alliance for Health
Duane Oshinomi, Director of Marketing

1240 S. Loop Road
Isleton, CA 94502
Phone: (510) 747-4555
Fax: (510) 747-4591
doshinomi@alamedaalliance.com
www.alamedaalliance.com

Alameda County Community Food Bank

Suzan Bateson, Executive Director
7900 Edgewater Drive
Oakland CA, 94621
Phone: (510) 635-3663
Fax: (510) 635-3773
sbateson@accfb.org
www.accfb.org

American Cancer Society

Caryl Ingellis, Community Services Manager
1900 Mowry Ave., Ste. 405
Fremont, CA 94538
Phone: (510) 742-8346
Fax: (510) 742-8417
caryl.ingellis@cancer.org
www.cancer.org

Ardenwood Historical Farm

Ira Bletz, Supervising Naturalist
34600 Ardenwood Blvd.
Fremont, CA 94555
Phone: (510) 796-0199
Fax: (510) 796-0231
ardenwood@ebparks.org
www.ebparks.org

Baywood Apartments

Margaret Perry, Property Manager
4275 Bay St.
Fremont, CA 94538
Phone: (510) 651-1075
Fax: (510) 657-2608
mbaywood@lmi.net

Black Adoption Placement and Research Center

Gloria King, Executive Director
7801 Edgewater Drive, Ste. 2000
Oakland, CA 94621
Phone: (510) 430-3600
Fax: (510) 430-3615
family@baprc.org
www.baprc.org

Child Care Links

Carol Thompson, Executive Director
39155 Liberty St., Ste. D430
Fremont, CA 94538
Phone: (510) 791-9256
Fax: (510) 713-0385
carol@childcarelinks.org
www.childcarelinks.org

Child, Family & Community Services, Inc.

Karen Blinstrub, Executive Director
35699 Niles Blvd.
Fremont, CA 94536
Phone: (510) 796-9511
Fax: (510) 796-4326
hbknaatt@cfsinc.org

Community Child Care Coordinating Council of Alameda County

Hazel Knowles, Community Education/Operations Manager
39155 Liberty St., Ste. D410
Fremont, CA 94538
Phone: (510) 582-2182
Fax: (510) 582-1552
hazelk@4c-alameda.org
www.4c-alameda.org

Dominican Sisters of Mission San Jose

Jane Rudolph, O.P.
43326 Mission Blvd.
Fremont, CA 94539
Phone: (510) 657-2468
Fax: (510) 657-1734
jane@msjdominicans.org
www.msjdominicans.org

East Bay Innovations

Tom Heinz, Executive Director
303 West Joaquin Ave., Ste. 110
San Leandro, CA 94577
Phone: (510) 618-1580
Fax: (510) 618-1570
www.eastbayinnovations.com

East Bay Regional Park District

Jim Larrance, Park Supervisor
2250 Isherwood Way
Fremont CA, 94536
Phone: (510) 795-4883
Fax: (510) 795-4887

Falun Dafa

Angela Tay, Coordinator
P.O. Box 2586
Dublin, CA 94568
Phone: (925) 216-4716
angelabuya@hotmail.com

Fremont Art Association

Therese Ely, President
37659 Niles Blvd.
Fremont, CA 94536
Phone: (510) 792-0905
www.fremontartassociation.org

Fremont Education Foundation

Nina Moore, Board Member
36680 Cuenca Court
Fremont, CA 94536
Phone: (510) 659-2561
Fax: (510) 794-5140
nmoore@earthlink.net
www.fremont-education.org

Fremont Football League

Clyde English, President
P.O. Box 624
Fremont, CA 94537
Phone: (510) 783-5700
Fax: (510) 783-5702
engbros@earthlink.net
www.FremontFootballonline.com

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Tyler Thayer, General Manager
1114 Irwin St.
San Rafael, CA 94901
Phone: (415) 456-3276
Fax: (415) 453-7502
marincofarmers@aol.com
www.marincountyfarmersmarkets.org

Fremont Symphony Orchestra

Eman Isadiar, Executive Director
P.O. Box 104
Fremont, CA 94537
Phone: (510) 794-1659
Fax: (510) 794-1658
info@fremontsymphony.org
www.fremontsymphony.org

Fremont Unified District Teachers Association

Greg Bonaccorsi, President
39221 Paseo Padre Parkway, Ste. J
Fremont, CA 94538
Phone: (510) 791-8366
Fax: (510) 791-0181
fudtapres@aol.com
www.fudta.org

Furry Friends Rescue

Emily Verna, President
P.O. Box 7270
Fremont, CA 94537
Phone: (510) 794-4703
Fax: (510) 471-2521
emily@furryfriendsrescue.org
www.furryfriendsrescue.org

HERS Breast Cancer Foundation

Cheryl Maloney, Executive Director
38775 Stivers St., Ste. C
Fremont, CA 94536
Phone: (510) 505-9255
Fax: (510) 505-9160
cheryl@hersfund.org
www.hersfund.org

Hurricane Katrina Hits Local Non-Profits



by Brendon Whateley
CEO, Dark Indigo, Inc.

Recent natural disasters have tugged at many people's hearts and led to unprecedented levels of donations to help survivors. Donations for the Southeast Asia tsunami exceeded \$1.3 billion. Support for Katrina now exceeds \$1.7 billion. Organizations are just starting to raise money for the recent earthquake victims.

This great generosity however, is really starting to hurt local non-profits such as SAVE, our local domestic violence shelter. Rodney Clark, SAVE's Executive Director, reports that the normal flow of donations has dried up dramatically. People and companies have graciously opened their wallets to help survivors of the national and international emergencies but the unfortunate result is that they have little left to give to the local organizations. When you combine the reduction in revenue with the added load of supporting the many Katrina survivors who have moved to the Bay Area, organizations are being forced to make hard choices.

Organizations get funding from several different sources, grants from Federal and state government along with county and city funding. Ever since 9/11, govern-

ment grants have either been eliminated or reduced in size. California's budget problems have reduced state funds and indirectly cut the funding from both the county and cities. The balance of the funding comes from corporate donations and individual contributions. Corporate funding was devastated by the dot-com downturn and has yet to recover. Now, the last pillar of funding is being cut due to the natural disasters.

"The eroding funding over the last several years has cut into our ability to provide quality services," Rodney Clark shared. "Our aim is to provide victims with the resources to get them on their feet. We now have to decide between turning victims away or simply patching them up and letting them return to the batterer." SAVE has had to cut over 20% of its staff. This has limited their ability in providing the counseling and other rehabilitation services which help victims get back on their feet, outside the dangerous relationship. Mr. Clark added "We now have no choice but to turn some mothers and their children away."

"People and companies have graciously opened their wallets to help survivors of the national and international emergencies but the unfortunate result is that they have little left to give to the local organizations."

I was personally surprised to find the highly interlinked relationships between the various non-profit organizations. When SAVE runs out of space at its shelter, it tries to help by referring victims to other shelters, including homeless shelters in the Bay Area. At the moment, many of these organizations are trying to help Katrina refugees. It's a sad fact that the much needed services provided by non-profits are in the most demand at the times when their economic support is at the lowest.

As the private donations shrink, the local effects will increase. Not only does this hurt the local victims, but indirectly hurts our local companies and the local economy.



The Future of Education Public Policy Forum

Featuring Speakers:
Doug Gephart, FUSD Superintendent
Jeff Poe, FUDTA President
Scott Plotkin, CSBA Executive Director

Friday, December 9, 2005

11:45 a.m. - Registration
Noon - 2 p.m. - Main Program

Fremont Marriott
46100 Landing Parkway, Fremont, CA 94539

California is facing an education crisis. California is one of the largest economies in the world, yet funding levels are some of the lowest in the nation. Class sizes are growing, while resources for students are decreasing. In recent years, Proposition 98 funding has been reduced, with even greater potential impacts to the education system riding on the outcome of Proposition 76, the "Live Within our Means Act", a centerpiece of the November 8, 2005 Special Election. To address these issues and inform people about the direction of our educational system, the Chamber will be hosting "The Future of Education". Don't miss this chance to learn more about the future of education on December 9, 2005. Panelists will give opening remarks, followed by a question and answer period with the audience. Lunch is included.

Register by phone: 510/795-2244 or register online at www.fremontbusiness.com



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November Calendar of Events

1 **Fremont City Council Meeting**
7 p.m., City Council Chambers

2 **Ambassadors Club Meeting**
8 a.m., Chamber Conference Room

Fremont Professional Massage & Bodyworks Mixer
5-7 p.m.
40900 B Fremont, Fremont, CA
Phone: (510) 659-9313

With a goal of providing safe, relaxing and therapeutic massage and facials for men, women and children, Fremont Professional Massage & Bodyworks has an experienced staff educated in Swedish, deep tissue, hot stone therapy and prenatal massages. Various session lengths accommodate all budgets.

7 **Executive Board of Directors Meeting**
7:30 a.m., Chamber Conference Room

Communications/Web Site Team Meeting
1:30 p.m., Chamber Conference Room

FCCTV November Show "" Premieres
8:30 p.m., Fremont Cable Channel 29

8 **Election Day**

Fremont City Council Meeting
7 p.m., City Council Chambers

10 **Board of Directors Meeting**
7:30 a.m., Chamber Conference Room

11 **Veteran's Day**
Chamber Office Closed

15 **Newsletter Deadline**

Government Affairs Committee Meeting
7:30 a.m., Chamber Conference Room

Fremont City Council Work Session
Time TBD, City Council Chambers

16 **Connection Club Leaders Meeting**
8 a.m., Chamber Conference Room

Member Briefing
11:45 a.m., Chamber Conference Room

Fremont Flowers & Gifts Mixer
5-7 p.m.
37085 Fremont Blvd., Fremont, CA
Established in 1958, Fremont Flowers & Gifts is owned and operated by the Lorenz family and has been honored with the distinction of being one of the top 100 florists by FTD.

17 **Leadership Fremont, Class of 2006 Session**
8:30 a.m., City Hall, Ardenwood Room

21 **Communications/Web Site Team Meeting**
1:30 p.m., Chamber Conference Room

22 **Leadership Steering Committee Meeting**
8 a.m., Chamber Conference Room

Fremont City Council Special Work Session
5:15 p.m., City Council Chambers

Fremont City Council Meeting
7 p.m., City Council Chambers

24 **Thanksgiving Day Holiday**
-25 Chamber Office Closed

28 **Toys for Tots Drive Begins**
Drop Point: Chamber Office

Welcome, New Members

Business Consulting

The Entrepreneur's Source

Ruth Yong, Consultant and Coach

43639 Greenhills Way
Fremont, CA 94539

Phone: (510) 657-7490
Fax: (510) 402-4962

r_resource@comcast.net

www.theesource.com/ryong

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bgelesic@cmitsolutions.com

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Bay Aerials Gymnastic

Lisa Aguirre, Owner

4883 Davenport Place

Fremont, CA 94538

Phone: (510) 651-5870

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flip4fun@bay.aerials

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Amit Inamdar, President

571 Bernal Common

Fremont, CA 94539

Phone: (510) 364-6686

Fax: (510) 580-9438

amit@ownsweethome.net

www.ownsweethome.net
Located in Mission San Jose, Own Sweet Home Realty caters to the needs of home buyers and sellers. This family-owned brokerage provides one-stop services to its clients ranging from mortgage loans, purchase, and selling of real estate. We also specialize in real estate investments and 1031 exchanges.

Restaurants

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Gianni Chiloiro, Owner

3720 Mowry Ave.

Fremont, CA 94538

Phone: (510) 793-1853

Fax: (510) 794-4105

pasta@sbcglobal.net

www.pastaq.com

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Transportation

A.C. Transit

Jason Hodge, Director of

External Affairs

1600 Franklin St.

Oakland, CA 94612

Phone: (510) 891-7168

Fax: (510) 891-7157

jhodge@actransit.org

www.actransit.org

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Historical Society Inc. -
Tri-City Area
American Cancer Society
Ardenwood Historical Farm
Robert H. Avon, CPA
The Club At Mission Hills
Family Service of the Tri-Cities
Harmon M. Shragge & Co.
Hawthorn Suites
Marquee Pest Management
MassMutual Financial Group
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Troy Van Sloten CPA &
Associates, PC

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Teresa Tran Mercado, DDS
Benton In Fremont
BisSilv Rentals
Casa Arroyo Apartments
FedEx
Fremont Art Association

Fremont Foreign Auto
MitraJobs.Com
Safeway Inc. - Warm
Springs
SmilePlus Dentistry
State Farm Insurance -
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Team
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Peet's Coffee & Tea
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milestones*



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Connection Clubs

Meeting Dates, Times, Places

The Chamber's Connection Club is a "business to business" referral program, designed to give maximum support and opportunity to Chamber members who understand the value of networking and doing business with people they know and trust. No duplications of business types allowed. Each club may only have one representative of any given profession or specialty.

To visit a Connection Club, please call the Chair or Vice Chair to reserve your space.

Tuesday Noon meets at 11:45 a.m.

Fellini O's
3900 Newpark Mall Road, Ste. 101, Newark
Chair: Stefanie Pavis, 510-252-4653
Vice Chair: Tom Schmidt, 510-657-2501
www.tuesdayconnectionclub.com

Connect 2 Succeed 2nd & 4th Thursday at 11:45 am

La Piñata Restaurant
39136 Paseo Padre Parkway, Fremont
Chair: Dr. Joe Joly, 510-249-9037
Co-Chair: TBD
www.connect2succeed.com

Fridays Women In Business meets at 7:30 a.m.

Best Western Garden Court Inn
5400 Mowry Ave., Fremont
Chair: Sharon Scipilliti, 510-659-1212
Vice: Harriett Whitney, 510-793-7405
www.fremontwib.com

Pro Source meets at 11:30 a.m. on 3rd Thursday See website for location

Chair: Kevin Dean, 510-687-9737
Vice: Rich Hemmerling, 408-234-4394
www.theprofessionalsource.com

Wednesday Noon meets at 12 noon

La Piñata Restaurant -- NEW LOCATION
39136 Paseo Padre Parkway, Fremont
Chair: Gordon Golletto, 510-827-7727
Vice Chair: Staci Talan, 510-745-7445
www.fremontreferrals.com

Thursday AM meets at 7:30 a.m.

The Depot Cafe
37260 Fremont Blvd., Fremont
Chair: Terri Landon, 510-796-8300
Vice: Renee White, 510-440-1100
www.thursdayam.com

Referrals Plus 1st & 3rd Thursday at 11:45 am

Nouvelle Bistro
43543 Mission Blvd., Fremont
Chair: Andrew Draeseke, 510-299-4968
Vice Chair: Melinda Yee, 510-651-2448
www.thursdayreferralsplus.com

Friday AM Connection Club meets at 7:15 a.m.

The Depot Cafe, Fremont
37260 Fremont Blvd., Fremont
Chair: Mark Buechler, 510-520-1922
Vice: Jose Gonzalez, 510-894-0764
www.fridayconnections.com

Member Benefit: Member Briefing

Are you fully utilizing your Chamber benefits? Do you remember all the benefits and services the Chamber has to offer? When you first joined the Fremont Chamber of Commerce, chances are you just started at a new business and were overwhelmed with many details, or perhaps you had an ongoing business and were deep in the trenches with day-to-day operations. Whatever the circumstances, you are most probably loaded with work and all kinds of things to fill your mind.

Understandably new members, and some not so new members, lose track of the many services and benefits available to you as a Chamber member. Our job at the Chamber is to remind you

of those services and benefits and help you to apply those to your business to assure long-term success.

Bi-monthly, the Fremont Chamber of Commerce hosts an hour-long Member Briefing filled with a review of membership benefits and services, including tips on how to make the most of your investment in this nationally accredited business organization. Some of the topics covered include membership benefits, professional development, various levels of participation, methods of publicity and exposure, how to network, plus a glimpse into the history of the Chamber and the City of Fremont.

In addition to meeting Chamber

Ambassadors, Chamber staff, SCORE representatives, and Connection Club members, there is time allotted before and after the briefing for networking. It's a perfect opportunity to get to know your fellow Chamber members and learn how to maximize the return on your investment in the Fremont Chamber of Commerce.

If you need to become reacquainted with your membership benefits, please contact KK Kaneshiro at (510) 795-2244, ext. 101 or email kkaneshiro@fremontbusiness.com to join us for the Member Briefing Brown Bag Luncheon is scheduled for November 16, 2005. We hope to see you there.

Member News

LOV Kicks-off the Holidays with Boutique

The *League of Volunteers (LOV)* will host its annual Holiday Boutique and Craft Show on November 12, 2005 from 9:00 a.m.-3:00 p.m. at 36120 Ruschin Drive, Newark. Lots of great holiday gifts, cards, wrapping paper all at fabulous prices. For more information call 510-793-5683 or visit www.lov.org.

Chamber Members to Receive Honors

On November 16, from 5:30 - 7:30 pm, the Alameda County Green Business program and the Sustainable Business Alliance will honor local businesses whose environmental excellence has earned them certification as a Bay Area Green Business. *Kate's Caring Gifts* and *Ohlone College*, both Chamber members are among those to be honored. Through their conservation of water and energy, waste re-

duction and recycling efforts, and pollution prevention practices, they have demonstrated an active and ongoing commitment as environmental leaders. Congratulations to these members. For more information on certification or a directory of Green Businesses, contact Pamela Evans at 510-567-6770 or visit www.greenbiz.ca.gov.

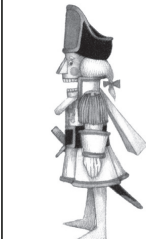
LOV Hosts 17th Annual Thanksgiving Day Meal Program

The *League of Volunteers (LOV)* will serve up a Thanksgiving meal on November 24th from Noon-3:00 p.m. The event will be held at the Newark Pavilion, 6430 Thornton Avenue in Newark and is free to all. Entertainment will be provided and free boxed food will be available to take home. Dinner will also be available for delivery to those who are homebound, or rides to the dinner will be provided. For more information call 510-793-5683 or visit www.lov.org.

Pump It Up Hosts Katrina Fundraiser

Pump It Up of Union City held an 8-hour Katrina Fundraiser on October 13th. While children frolicked and bounced on inflatables, parents were treated to complimentary pizza, donuts and sodas. The fun continued with children spinning a prize wheel and winning a *Pump It Up* t-shirt, hat or goodie bag while a clown passed out balloons. Parents also had the opportunity to purchase raffle tickets for a chance of winning prizes donated by local businesses. *Pump It Up* staff donated their salaries for the day to the fundraiser, and *Pump It Up* donated \$25 for each party booked that day. At the end of the day, *Pump It Up* and guests raised \$1,420 for Katrina relief.

FREMONT SYMPHONY ORCHESTRA



Proudly present Fremont's *FIRST* full-length production of Tchaikovsky's

NUTCRACKER BALLET

with

Yoko's Dance and Performing Arts Academy and guest artists

Friday, December 2 at 8 pm
Saturday, December 3 at 8 pm
Sunday, December 4 at 2 pm

The Fremont Symphony Guild has organized a special *Sugar Plum Party* following the Sunday matinee performance with holiday treats and photo op with costumed dancers.

Concert tickets: \$15 children/students, \$25 adults
Sugar Plum Party tickets: \$5

To order tickets, visit
www.fremontsymphony.org
or call (510) 794-1659

Doing Business Over Lunch

Some of the best business deals are made over lunch. If you would like to have your restaurant featured here, please call (510) 795-2244, or you can send an email to fmcc@fremontbusiness.com



39116 State St, Fremont
(510) 791-1688
Lunch: 11 am - 2 pm
Dinner: 5 pm - 9:30 pm
Sundays: 4 pm - 9 pm



39233 Fremont Bl.
(In the Hub)
(510) 742-6221
Open 7 Days a Week
11 am - 10 pm



39136 Paseo Padre Pkwy
Fremont **(510) 790-6550**
Open Daily 8 am - 11 pm



5200 Mowry Ave, Fremont
(510) 792-2000
Lunch (M-F): 11:30 am - 3 pm
Dinner: 5:00 pm - 10 pm
Saturdays, dinner only
4:30 pm - 9:30 pm



Pearl's Cafe
4096 Bay St.
Fremont (510) 490-2190
Lunch (Mon-Fr): 11:30 am - 5 pm
Dinner (Mon-Sat): after 5 pm
NEW! Longer lunch hours



39401 Fremont Blvd
Fremont **(510) 657-2436**
Sun-Thurs: 11 am - 9 pm
Fri & Sat 11 am - 10 pm



40645 Fremont Bl, #23, Fmt
(510) 668-1850
Tu-Thur: 11:30 am - 9 pm
Fri-Sat: 11:30 am - 9:30 pm
Sun: 1 pm - 8 pm



45915 Warm Springs Bl.
Fremont **(510) 656-9141**
Lunch M-F: 11:30 am - 2:30 pm
Dinner: 5-10 pm (M-F & Sun)
5 pm - 12 am (Sat)
Sun. Brunch: 10 am - 2 pm



zpizza

46703 Mission Blvd.
Fremont
(510) 360-9900
Sun-Thur: 11 am - 9 pm
Fri-Sat: 11 am - 9:30 pm

Kidango—

from page 1

ongoing discussions and look at other models of relationship based service delivery and supervision, framing research around the question "What does this look like for Kidango?"

"One of the issues that grew out of our discussions included how do we investigate problems? There is a difference between blaming and viewing the situation as an opportunity to learn and change," said Miller. "Through honest reflective discussion, we have an opportunity to create better systems and processes, and deliver better service to children and families."

Research resulted in a presentation Miller gave to the Board of Directors in July 2004, which included the following principles:

- **Communication** In a relationship-based organization, openness, honesty, and trust are highly valued. Effective and direct conflict resolution is supported. Communication is top-down, bottom-up and lateral.
- **Leadership** Leaders are credible,

caring and compassionate. Leaders model relationship-based practices. Leaders are visionary and inspiring.

- **Supervision** The organization is committed to the growth and development of each employee. Employees are provided with tools and time to develop their performance. Supervisors recognize that relationships are central to all employees' success. Reflective supervision is practiced.

- **Empowerment** Employees are encouraged to solve problems. Employees are supported in innovation and risk taking. Individuality and independence is valued.

- **Team Work** Employees are encouraged to work across departments to solve problems. Employees at all levels of the organization are seen as contributors to planning and agency development. Employees understand and work towards the overall goals of the organization as well as their particular job goals.

- **Staffing and Employee Development** Employees are hired and trained for relational competence. Employees are seen as individuals. Employees are seen as influenced by and influencing

their work environment. Accountability and reward are related to the overall agency goals as well as specific job performance goals.

Asked if Kidango has been successful in making this moved to relationship-based reflective supervision, Miller is enthusiastic. "We think we have made great progress in our culture shift," he said. "Teamwork is thriving and employees seem happier and healthier, less inclined to hide mistakes, more willing to actively problem solve with one another. Everyone at Kidango is deeply committed to its mission, which is to serve children and families. Increased communication and enthusiasm has resulted in a Sunshine Committee to celebrate milestones, an Advocacy Committee to identify and work on issues, and a staff newsletter. All of this means that our families and children will receive the best possible care in our centers and programs; and our community partner-



To nurture relationships and stay young at heart, team members from the admin office visit centers often

ships will be stronger and more effective."

Robin Michel, former FCOC director of marketing, launched the Fremont Business Review in 2000. Now working for the executive director of the Bay Area's leading non-profit early care and education provide, Michel says, "I wanted to work for Kidango because I have long admired how this non profit operates on a strong business model without ever losing sight of its commitment to children and community."

Monthly Visits to the Chamber Website

www.fremontbusiness.com

9,601

Total number of visits during the month of September 2005

10,264.875

Average # of visits per month (2005)

[data provided by Deep Metrix LiveStats]

DEEP METRIX



Non-Profit Organizations —

from page 2

Indo-American Community Federation

Jeevan Zutshi, President
P.O. Box 14902
Fremont, CA 94539
Phone: (510) 589-3702
Fax: (510) 623-8593
jeevanzutshi@aol.com

The IndUS Entrepreneurs (TIE)

Raj Desai, Executive Director
2903 Bunker Hill Lane, Ste. 108
Santa Clara, CA 95054
Phone: (408) 567-0700
Fax: (408) 567-0777
raj@tie.org

IRIS Alliance Fund

Mary Hayashi, President
One Embarcadero Center, Ste. 500
San Francisco, CA 94111
Phone: (415) 773-2878
Fax: (415) 773-2872
mary@irisfund.org
www.irisfund.org

League of Volunteers (LOV)

Shirley Sisk, Executive Director
35233-C Newark Blvd.
Newark, CA 94560
Phone: (510) 793-5683
Fax: (510) 793-5689
lov@lov.org
www.lov.org

LIFE ElderCare

Mary Anderson, Executive Director
3300 Capitol Ave.
Fremont, CA 94538
Phone: (510) 574-2091
Fax: (510) 574-2089
manderson@ci.fremont.ca.us
www.lifeeldercare.org

Mediation Services

Tomas West, Executive Director
22227 Redwood Road
Castro Valley, CA 94546
Phone: (510) 733-4940
Fax: (510) 733-4944
tjwalda@mediationservices.org
www.mediationservices.org

Music for Minors II

Carol Zilli, Executive Director
37141 Second St.
Fremont, CA 94538
Phone: (510) 733-1189
Fax: (510) 713-9879
czilli@aol.com
www.musicforminors2.org

Na Mamo O Ke Anuenue A Kamakani

P. Kamakani Santos, Owner
4673-N Thornton Ave.
Fremont, CA 94538
Phone: (510) 745-0141
Fax: (510) 745-0218
namamao@aol.com

One Child

Bernadine Dutra, President
2000 Mowry Ave.
Fremont, CA 94538
Phone: (510) 713-8643
Fax: (510) 713-8642
dadlove1@comcast.com
www.onechildca.org

Pacific Grove Supportive Housing

Jolanda Chatman, Resident Manager
41247 Roberts Ave.
Fremont, CA 94538
Phone: (510) 668-1159
Fax: (510) 668-1429

RAFT - Resource Area For Teaching

Butch Coyne, Marketing Director
1355 Ridder Park Drive
San Jose, CA 95131
Phone: (408) 451-1420
Fax: (408) 451-1428
butch@raft.net
www.raft.net

Rental Housing Owners Association - Southern Alameda County

Timothy May, Executive Director
1264 A St.
Hayward, CA 94541
Phone: (510) 537-0346
Fax: (510) 537-0340
info@rhosource.com
www.rhosource.com

Sequoia Manor

Site Manager
40789 Fremont Blvd.
Fremont, CA 94538
Phone: (510) 770-1378
Fax: (510) 770-0619
msequoia@lmi.net

Serra Residential Center

Lisa Senadenos, Chief Operating Officer
39217 Liberty St., Ste. B-10
Fremont, CA 94538
Phone: (510) 608-3900
Fax: (510) 608-3915

Shelter Against Violent Environments

Rodney Clark, Executive Director
39155 Liberty St., Ste. C310
Fremont, CA 94538
Phone: (510) 574-2250
Fax: (510) 574-2252
kalasdad@aol.com
www.save-dv.org

Sisters of the Holy Family

Sharon Flannigan, Congregational President
P.O. Box 3248
Fremont, CA 94539
Phone: (510) 624-4597
Fax: (510) 624-4550
www.holyfamilysisters.com

Spectrum Center

Stephanie Martin, Assistant Director
725 Whipple Road
Union City, CA 94587
Phone: (510) 471-5363
Fax: (510) 475-3942
smartin@spectrumcenter.org
www.spectrumcenter.org

Stage 1 Community Theatre

Judy Byrne
P.O. Box 243
Newark, CA 94560
Phone: (510) 791-0207
jqbyrne@yahoo.com

Stopwaste Partnership

Rachel Balsley, Program Manager
777 Davis St., Ste. 100
San Leandro, CA 94577

Phone: (510) 614-1699

Fax: (510) 614-1698
rbalsley@stopwaste.org
www.StopWaste.Org/partnership

Tri-City Volunteers, Inc.

Bryan Bevers, Executive Director
37350 Joseph St.
Fremont, CA 94536
Phone: (510) 793-4583
Fax: (510) 793-1974

Service Organizations

American Business Women's Association

Colleen Ganaye, President
P.O. Box 7655
Fremont, CA 94537
coleen@ganayeskincare.com
www.abwa-pathfinder.org

Centerville Lions Club

Tom Ford, Treasurer
3006 Kemper Road
Fremont, CA 94536
Phone: (510) 792-2223
tford30@yahoo.com

Citizens for Better Community

Anna Muh, President
P.O. Box 1
Fremont, CA 94537
Phone: (510) 226-8678

Fremont Elks Lodge

House Committee Chairman
38991 Farwell Drive
Fremont, CA 94536
Phone: (510) 797-2121
Fax: (510) 797-4532
elk2121@aol.com

Fremont Fire Fighters, Local 1689

Alan Baxter, PAC Coordinator
39100 Liberty St.
Fremont, CA 94538
Phone: (209) 522-5833
Fax: (510) 657-8619

IAAP-TriCity Chapter

Diana Smith, Chapter President
4857 Pardee Ave.
Fremont, CA 94538
Phone: (510) 284-6506
Fax: (510) 226-2370
diana.smith@abgenix.com
www.geocities.com/tricity_iaap

Kiwanis Club of Fremont

Elise Balgley, Vice President
P.O. Box 2068
Fremont, CA 94536
Phone: (650) 852-5133
Fax: (650) 852-4628
charleskoehler@attbi.com

Niles Main Street Association

Judy Zlatnick, President
P.O. Box 2038
Fremont, CA 94536
Phone: (510) 742-9868
Fax: (510) 742-8525
info@niles.org
www.niles.org

Niles Merchants Association

Marie Dear
P.O. Box 2672
Fremont, CA 94536
Phone: (510) 792-8023

Rotary Club of Fremont Sunrise

Gerri Hussey, Treasurer
39120 Argonaut Way, PMB 301
Fremont, CA 94538
Phone: (510) 471-0513
gerri.hussey@mail.com

Rotary Club of Warm Springs

Don Brown, Sergeant-At-Arms
P.O. Box 14665
Fremont, CA 94539
Phone: (510) 608-3221
Fax: (510) 791-8340
donbrown1140@sbcglobal.net
www.rotaryclubofwarm Springs.org

Soroptomist Int'l-Fremont

Chrisann Nicholson, President
P.O. Box 1744
Fremont, CA 94538
Phone: (510) 538-7577
www.sifremont.org

What's Lov Got To Do With It?

In the Tri-Cities, LOV has a lot to do with it through its many programs that serve children, seniors, and those in need for the past 26 years.

In the aftermath of Proposition 13, when both the city and the local school district were forced to slash a number of services, a trio of local people, Shirley Sisk, Gene Baranowski and Dr. Joe Roberts, hoped that volunteers would fill the gap left by the cuts and be able to assist in providing some services to the community. To that end, the League of Volunteers - Newark was founded in 1972 to promote volunteerism and meet community needs.

When the City of Newark managed to re-open the boarded-up Community Center, it also gave LOV a CETA funded job slot which enabled LOV to have its first Executive Director, Ann Joly. Housed in a small room of the community center, the volunteer board donated pencils, pens, paper, a filing

cabinet - and LOV's volunteers assisted in their first program - dog licensing. Though the initial philosophy was to be a clearing house for volunteers and volunteer service needs, it soon became apparent that when possible, LOV should initiate programs to meet those needs.

The first program operated by LOV was free summer recreation in the parks which has just completed its 24th season. Over the years, LOV's outreach has expanded to cover the entire Tri City community and beyond. The Board, realizing the scope of LOV's service, adopted the name The League of Volunteers - LOV, with the motto serving Fremont, Newark and Union City. And in 1989, Shirley Sisk became Executive Director following the retirement of Ann Joly.

Over the years, LOV's programs have expanded. Now the free summer recreation is in two parks and includes lunch, a teen program, Y.E.S! - Youth

Encouraged to Serve, is in its 10th year, the Newark Arts Council was formed and is starting its 17th season of concerts. Responding to the state's budget cuts in 1993, LOV developed the Arts in Schools program, bringing assemblies to Fremont, Newark and Union City children. 2006 will mark the 17th year for the Thanksgiving Day Feast where last year 4,351 meals were served at LOV's Center and to the homebound in the Tri Cities as well as Hayward, San Leandro, San Lorenzo and Castro Valley. It will also be the 12th year for LOV to be the official U.S. Marine Corps Toys 4 Tots collection and distribution center, providing agencies in the Tri Cities with toys for their client/children.

Today, LOV operates approximately 30 service programs and has three full time staff members, Executive Director Shirley Sisk, Assistant Executive Director Harold Colon and Program Director Joanne Paletta. The

success of LOV's service is not possible without the dedication of volunteers. Last year 770 volunteers donated 31,285 hours of service to the community and has achieved LOV's original goal - to be a catalyst for volunteerism.

By the time you receive this newsletter, LOV will have moved to its sixth location with main offices at the former Ruschin School in Newark. The ultimate goal has still not been met, for LOV to have a building of its own, and the vision for an umbrella Community Resource Center where service agencies have space, services and volunteers for their various programs. It is hoped that some day this vision will become a reality for the Tri City Community.

Elise Balgley Attorney at Law

3900 NewPark Mall Road
Third Floor, Newark
www.elisebalgley.com

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510 • 791 • 1888



Boy scouts from the Mission Peak district help put up the food booth signs at the 2005 Fremont Festival of the Arts

Non-Profits Raise Funds at the Festival of the Arts

Food Service is one of the areas at the Festival of the Arts that is dedicated solely to non-profits as a fundraising activity. Through proceeds from their food sales, non-profit organizations raise hundreds of thousands of dollars for their organizations who use the funds to send kids to camp, purchase new uniforms, conduct scientific research, and provide children's programs and social services. Nearly all participating non-profit organizations say the Festival is one of their major fundraisers conducted during the year.

American Business Women's Association
American High School Grad Nite 2006
Boy Scout Troop 110
California School of the Deaf
Centerville Lions Club
Centerville National Little League
Citizens for Better Community
Daughters of the American Revolution
Dawn Breakers Lions Club
Festival of India

Fremont American Little League
Fremont National Youth Baseball
Fremont Rainbow Girls
Fremont Rotary Club
Furry Friends Rescue
Irvington Business Association
Irvington High School

Advanced Drama
Job's Daughters Bethel 253
Kiwanis Club of Fremont
Knights of Columbus - Council 2692
Leadership Fremont
League of Volunteers
Milpitas Host Lions Club
Mission SJ High Girls Softball
MSJ Spirit
Niles Essanay Silent Film Museum
NorCal Tsunami
Orient Chapter #177, Order of the Eastern Star
Our Lady of Guadalupe School
Prince of Peace Lutheran Church
Rotary Club of Fremont Sunrise
Rotary Club of Mission San Jose
South Bay Chinese Service Club
St. Joseph School
Stage 1 Theatre
Tri-City Ecology Center

Top of the Week REPORT Linking the Business Community

The Top of the Week Report is a weekly digest of important Chamber events, local news, government updates, and Fremont's companies making news. Just send an email message to nbatalao@fremontbusiness.com, with "SUBSCRIBE" (all caps, no quotes) in the subject line. You will receive a confirmation notice immediately and instructions for unsubscribing.

Linking the Business Community

Are you linked?

Members are linked to our online business directory at fremontbusiness.com. Make sure you update your link info: fmtcc@fremontbusiness.com

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Contact: Allan Huty
510.791.8962

 AMERICAN TAX PROFESSIONALS
Preparing Taxpayers, Not Just Forms

15 Month Oct 2005 thru Dec 2006 Firefighter Community Calendar

Featuring Firefighters from Fremont, Newark, and Union City, California

Our bravest heroes are captured in a variety of photos depicting their work and involvement in the community. The calendar is a celebration of the firefighter's dedication to the safety and well being of our community. A portion of the proceeds from the sale of this calendar will go to the Alisa Ann Ruch Burn Foundation.
\$18 per calendar. Call 795-2244 or visit www.fremontbusiness.com to order your calendar

Each month features community events around the Tri-City area (Fremont, Newark, Union City) along with event contact info.



FCCTV:

Fremont Chamber of Commerce Television

Non-Profit Donations Choosing a Worthy Organization

As a nation, we continue to reel from a number of natural disasters that has rocked our country and world. Many non-profit organizations have reached out for help in the recovery effort. Human nature tells us to respond generously to help others in need. And while we all want to follow that natural instinct during times of distress, we must also be aware of those who use disasters to take advantage of human kindness with fraudulent organiza-

tions who call themselves charitable non-profits. During November's FCCTV "Non-Profit Donations: Choosing a Worthy Organization" KK Kaneshiro, director of member services and host of the Fremont Chamber of Commerce television show (FCCTV) interviews Renee Brown with LTL Financial who gives common sense tips to help you determine whether you're donating to a legitimate organization.

Traffic—

from page 1

Interchange and receive the money from the excess Caltrans land sale. In all likelihood, Caltrans will not support a LATIP for the Mission Boulevard/I-880 Interchange if a consensus is not reached on Route 84 and will use its influence with the CTC to get the CTC to deny the LATIP.

If all parties involved sign the MOU, ACTA will have to conduct a new environmental study, including traffic flow analysis and noise pollution mitigation analysis. This process will take time and money to complete, a process that ACTA is probably willing to undertake as long as the Fremont Council can assure that if the environmental work and design work is satisfactory, the Fremont Council will support Option 2. Basically, ACTA and Caltrans will not want to go through the time and effort of doing the environmental and design work if Fremont will not support the project.

There are few people that doubt the need for traffic relief projects in north Fremont. Traffic analysis shows that if nothing is done to the area, traffic ratings over the next 25 years will receive "F" ratings, meaning significant wait times and congestion. Caltrans recognized this area as a high priority for improvements and has shown that

through its determination in getting Route 84 built in some fashion. The ACTA Board has recognized this area as a high priority and has determined that even if Option 2 of Route 84 does not get built, it will still dedicate millions of dollars to the area to relieve traffic. The city of Fremont has determined that this area a high priority and has planned to spend \$27 million of its own limited resources to improve the intersection of Decoto Road and Paseo Padre Parkway.

From our perspective, we want to see a MOU developed to build option 2, given the following conditions:

1. Fremont can reject Option 2 if the environmental work that is required before the project can be built is unsatisfactory for lack of mitigation (environmental or otherwise) or lack for traffic relief.
2. Caltrans supports a (LATIP) that will fully fund the Mission Boulevard/I-880 Interchange, which has a current price tag of \$42.4 million.
3. Existing Route 84 is brought up to a state of good condition or better by Caltrans prior to relinquishment.

We also fully support the passage of AB 1462, which was signed into law by Governor Arnold Schwarzenegger on October 6 and applaud Assemblymember Alberto Torrico and Senator Liz Figueroa for passing this legislation.

FCCTV

Times & Channels

Fremont-	
Ch 29	Mon 8:30 p.m.
Ch 26	Mon 7:30 p.m.
Newark-	
Ch 27	Fri 5 p.m.
Alameda-	
Ch 28	Sat 3:30 p.m.
	Sun 8:30 p.m.
Union City-	
Ch 15	Thu 10 p.m.
	Sat 3:30 p.m.
	Sun 8:30 p.m.
Hayward, San Leandro, San Lorenzo and Castro Valley-	
Ch 28	Thu 10 p.m.
	Sat 3:30 p.m.
	Sun 8:30 p.m.

FCCTV is shown in over 646,000 households! Would you like to be a guest? Call KK Kaneshiro at 510-795-2244, ext. 103



**Friday, October 28, 2005
Shotgun start at 12 noon**

Sunol Valley Golf Club
6900 Mission Rd.
Sunol, CA 94586

Registration deadline: Friday, October 14, 2005

To register, visit www.fremontsymphony.org and click on "Golf Tournament" or call (510) 794-1659

The Fremont Chamber has said that it will support an east/west project in North Fremont that: 1) sufficiently relieves traffic congestion in the region; 2) does not create negative traffic impacts within Fremont; and 3) will have a positive impact on the businesses in the immediate area and throughout the region.

We think Option 2 can meet our criteria and deserves the chance to move forward. The time has come for all of the parties involved to come together, work out an agreement to build Option 2 and bring the traffic relief in north Fremont that has been so desperately needed.

Legislative Priority Update!

The Fremont Chamber of Commerce is pleased to announce that it has completed Legislative Priority: Transportation. Legislative Priority: Transportation is the first Legislative Priority completed by the Chamber. It describes the Chamber's basic stance on transportation issues such as focusing on maintenance, support for Proposition 42 money, etc as well as listing specific priority projects that the Chamber SUPPORTS, beginning with the Interstate 880/Mission Boulevard Interchange.

The purpose of establishing Legislative Priorities is two-fold. First, the Chamber will use Legislative Priorities

as an internal guide with the goal of creating clear, concise, and directed positions and actions concerning public policy issue. Second, establishing Legislative Priorities will allow the Chamber to work closely with stakeholders, focusing on the areas of common interest while working through and discussing any areas of disagreement. The Chamber will be releasing Legislative Priorities on other topics, like housing and land use, when complete.

To read Legislative Priority: Transportation, visit our website at www.fremontbusiness.com.

For more information on this issue or any other policy issue impacting Fremont businesses, contact Billy Sandbrink, director of government affairs, at (510) 795-2244 x107 or bsandbrink@fremontbusiness.com.



Alert the media

Chamber members are encouraged to submit newsworthy press releases for inclusion in our Member News section.

Send press releases to:
Editor, Fremont Business Review,
39488 Stevenson Place, Suite 100,
Fremont, CA 94539

or email:
cbonior@fremontbusiness.com
with "Member News" in the subject line.

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Diversity—

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as a treat to the members. Alongside the roast beef, however, you might find sticky rice to keep those with an Asian appetite happy and full. For Buddhist members who don't eat meat, our dietary staff creates a special meal that honors their needs. In late winter we also celebrate Three Kings Day, a Latino holiday, and Kwanza, an African-American holiday about community.

Cultural diversity doesn't simply mean ethnic diversity and flexibility; it is the key to honoring values. At Easter, some of the eight centers celebrate in a more secular way, because who doesn't get excited looking for Easter eggs and enjoy the company of a talking bunny? At the Fremont Center, however, where 60 members are Catholic Sisters, Easter celebration has a strong

religious focus.

Being creative, flexible and inclusive is important to a community-based agency's success. But in today's multicultural environment, it also is critical to recognize the distinctive values and traditions of your agency's members and staff. The richness within your midst gives you special opportunities to honor people and increase understanding of different views.