



PO Box 313 | Becker, MN 55308

The Chamber Connection



Nov./Dec. 2010 Volume 7, Issue 6

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Becker Chamber of Commerce invites you to the annual Holiday Social.....

"Taste of the holidays"

December 3rd, 2010
Gily's Banquet Center 5-8 p.m.

Join us for an evening of wine tasting, hors d'oeuvres, socializing, silent auction, and prizes as we celebrate the holiday season!!



Becker Chamber Members \$15 per person
(Employees of your business are welcome to attend.)

RSVP by November 29th
Watch for more information and your invitation!



Special Points of Interest

- ◆ Taste of the Holidays
- ◆ Business Expo
- ◆ October Harvest Fest
- ◆ Networking meetings
- ◆ Membership renewal
- ◆ Member news

Becker's 18th Annual Business Expo

January 22nd, 2011
10-2 pm @ Becker Field House

Over a 100 vendors! 1000's of attendees!

Many businesses and services, entertainment, food, and fun!

We welcome volunteers, prizes, and ideas !!



Check your mailbox, our website(www.beckerchamber.org), the Citizen, or call the office for registration forms and more info!



18th Annual Business Expo

January 22, 2011

10—2 pm

The best Expo in the area!

Watch for your forms in the mail and online!

Sign up along with membership and get a discount!

From the Chair, Bruce Tyler

Six Things You Don't Want to Have to Admit in Court

Many times, the easiest way to train managers about HR issues is to ask them to imagine themselves on the witness stand. When they realize what they will have to admit to, they learn fast.

"I fired him for no reason."

This is the statement that "at-will believers" will have to make on the witness stand. They've always been told that if an employee is "at-will" they can fire the employee for any reason or no reason. And although that's technically true, it's always unwise.

That employee is going to say he was fired because of his protected status-race, religion, national origin, sex-and your only defense is going to be "No, no, I didn't fire for that illegal reason, I fired for no reason. No jury has believed that yet.

"No one ever says anything anyway."

This is the reason often given for not doing reference checks. These managers say, "You can't get anyone to open up and talk about the person you're trying to get a reference on, so why bother."

Again, think of yourself on the witness stand. One of your employees has committed a violent act. It turns out that she's done it before. The injured party's attorney is going to ask, "Well, did you do your due diligence and do a thorough back-ground check?"

You're going to have to reply, "No I didn't do a reference check because they usually don't yield much information." That's not going to sit well.

"Too old? Oh, I didn't mean anything by that."

This is the "stray comments" defense. While one "stray comment" like "too old" probably won't mean a conviction for age

Continued on page 3...

Board of Directors

Bruce Tyler , Chair Home Run Human Resources 763-263-2655	Ken Larson , Director Jubilee Foods 763-26	Tanya Danielson , Treasurer Sherburne State Bank 763-261-4200	Dawn Hammill , Director Anytime Fitness 763-262-2333
Chris Weise , Vice-Chair Connections, Etc. 763-262-4100	Lynette Brannan , Secretary LB Productions 763-262-9705	Cindy Shore , Director Xcel Energy-Sherco Plant 763-261-3117	Paul Bergley , Director Great River Spine & Sport 763-263-4848

"Our Vision for the Becker Area Chamber of Commerce is organized to advance the general welfare and prosperity of the Becker Area so that it's citizens and all areas of its business community shall prosper. All necessary means of promotion shall be provided and particular attention and emphasis shall be given to the economic, civil, commercial, industrial and educational interests of the area."

Ambassadors

Jody Buesgens All Star Embroidery 763-261-2566	Patti Mayer Magic Moments Photography 763-295-2727	Audrey Orton , Welcome Ambassador Mary Kay Cosmetics 320-743-2636
---	---	--

Amy Chmielewski
American Family Insurance
763-261-5959

Would YOU be interested in helping with our mission to promote businesses and the chamber? Please call !

Chamber Office

Julie Brandt, President
Gaye Kirchoff, Administrative Assistant
PO Box 313
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"Our Mission is to promote a positive business environment, offering participation, encouragement and support to the Becker Area Businesses."



Network meetings

We are forming a new local networking group!!! The Becker Chamber along with Paul Bergley from Great River Spine & Sport are looking for ideas and participation from you! There is NO cost to you - just businesses trying to help each other and themselves get more clients and business. Have any good ideas? Want to help?

We have only met once and have a few more dates on the books so far:

Nov. 11th -7:15 am @ Java me Kraze
Nov. 23rd -5:15 pm @ Nix Bar & Grill

Becker's Business Expo: JANUARY 22, 2011

If interested in being on the committee or have some ideas, please let us know!

Forms will be sent or check out our website: www.beckerchamber.org

HAPPY HOLIDAYS
THE BECKER CHAMBER OF COMMERCE
STAFF AND BOARD OF DIRECTORS
WOULD LIKE TO WISH YOU A
HAPPY HOLIDAY SEASON !!

PEACE
JOY
&
HAPPINESS

TO ALL OF YOU!

HAPPY 2011 !



Monthly Member Meetings

The Becker Chamber Member meetings are usually held the 2nd Wednesday of the month at various locations. We meet at noon, enjoy lunch, networking, and often a speaker.



October 13th meeting was at Liberty Paper. Thanks to Liberty for their generous lunch and

interesting tour of their facility!!

Our November meeting will be held on Wednesday, November 10th at the Becker Fire Hall from 12-1p.m. Direct Processing Solutions will speak on credit card issues. Java Me Kraze will provide lunch.

Many chamber announcements and information at this meeting! Join us!

No member meeting in December !

Extreme Networking

The Extreme Networking meeting with Big Lake & Monticello has been cancelled until further notice due to low attendance and busy schedules!

Please consider the local network meeting mentioned above.



\$\$ CHAMBER BUCKS \$\$

Do you want to support your local chamber businesses? Give chamber bucks to employees, customers, family, and friends. Good at over 100 businesses! They work like a check and are easy! *With the holidays coming up, consider these as gifts ?!*

The chamber office always welcomes flyers, coupons, and miscellaneous items to use in new resident bags, as tourist info, giveaways, etc. We have many people stop in and call for local info. Is your business well represented?

We can help you advertise!

Chamber accepts Credit cards

The chamber now accepts credit cards (**MasterCard & Visa**) as payment for lunch meetings, membership, sponsorship, donations, etc..

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November 2010

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Election Day 10 am Board Mtg	3	4	5	6 Daylight savings
7	8	9	10 Member mtg. @ fire hall 12-1pm	11 Veteran's Day 7:15 am @ Java Network Mtg 1:30 pm Expo Mtg	12	13 Faith Lutheran Bake & Craft sale 8-2 Indoor garage Sale @ BCC 10-2 pm
14	15	16 City Council 5 pm	17	18	19	20
21 BCC Open House 3-6 pm & Tree lighting 6pm	22	23 5:15 pm Network Mtg at Nix	24 No school	25 Happy Thanksgiving 	26 No school	27
28	29	30				

December 2010

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3 "Taste of the Holidays" @ Gily's 5-8 pm	4 Breakfast with Santa @ BCC 9am
5	6 School board mtg. 6 pm	7 Board Meeting 10 am City Council 5 pm	8	9	10	11
12	13 EDA 5:30 pm	14	15	16	17	18
19	20 Planning Comm. 7 pm	21 City Council 5pm	22 School out early Park & Rec 7 pm	23 No school	24  Christmas Eve	25  Christmas Day
26	27 No school	28 No school	29 No school	30 No school	31  New Years Eve	

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CLIA

...Continued from page 2

discrimination, it can bolster a case. Someone will have asked the employee when he plans to retire, and someone will have said, "Isn't it about time you gave it up, old timer?" When those comments are coupled with a situation in which the oldest person was let go with no particular basis for the decision, the jury may not see things your way. (By the way, there are a lot of older people sitting on juries.)

"It was all in fun. Sandy seemed to like it."

This is a standard line of people accused of sexual harassment. "Sandy" is going to sue one day, saying "I had to go along with it; I have a family to feed." The important thing to remember about sexual harassment is that intent isn't the issue. Effect is the issue.

"I thought he'd stop."

This is the comment of every manager who ever ignored a problem until it exploded. Whether it be harassment, bullying, or attendance, the issue is the same: if you let inappropriate behavior go unchallenged, you are effectively condoning the behavior. It's never going to be a strong argument to say you hoped it would go away on its own. And there is a corollary: people you wish would resign never will.

"In our department, Satisfactory actually means Poor."

Grade inflation isn't only happening in school-it's rampant at work. But it's going to leave you on the witness stand trying to explain why you fired someone for poor performance when you signed a performance appraisal giving a rating of "Satisfactory." Your employee's attorney is going to ask you to read the company's definition of satisfactory that appears on the evaluation form you signed, and it's going to say "performs all duties in a satisfactory manner." It's not going to get any better from there.

Bruce Tyler

Member Benefits

Bulk Permit Use: Chamber Members are able to use our Bulk Mailing Permit. A \$35 annual fee and a 200 mailing minimum is required. Please contact the Chamber Office for assistance.

Ceremonies & Events: Chamber Ambassadors are available for Ribbon Cutting events, Award Ceremonies or for an Open House. Ambassadors are the recruiting and retaining arm of the Chamber and are always willing to make a visit and take a photo at your special event.

Mailing Labels: Printed address labels are available to all Chamber Members at no cost.

Chamber Bucks \$\$: Promote yourself and other members with these!

Sponsorship and Volunteer Opportunities

E-mail Blasts: We can send an ad or promotion to all members for only \$10.

Member to Member Ads: Free 2x2 ads for specials directed toward Chamber Members are available for advertising in our newsletter and on our Specials Page of our website. These are run on a first come, first serve basis.

Monthly Member Meeting: The second Wednesday of the month is reserved for our Chamber Luncheon. It is held at various locations within the community from 12-1pm. Attendance is limited to members or by invitation. An RSVP to the Chamber Office is required.

Newsletter Inserts: Preprinted flyers can be added for \$20 each newsletter. Business Card Ads run 12 months for \$72.

Website Advertising: Free advertising on our website under the specials tab is available on a first come, first serve basis. Banners can be placed on the homepage for \$10/month or on any inside page for \$5/month with a link set up to your website. Banners must be 175x60 pixels and excludes design. Contact the Chamber Office if interested. These also run on a first come, first serve basis.

Welcome Kits: Welcome Kits are available for you to place your business advertisement in. These kits are distributed to new residents from both the Chamber Office and City Hall.

Notary Services available at NO cost to members.

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Member "Focus" - Membership renewal

It is the end of year and the decision to renew your membership is here....

When considering this membership investment, please consider the benefits of being involved in the chamber. The chamber has many benefits for you and your business.

Monthly member meetings-informative speakers, lunch, networking

Network meetings-work with other businesses to help promote each other

Community events (ie. Business Expo, Freedom Days, Golf Mixer, October Harvest Fest and more...)-opportunity to volunteer, sponsor, and get business exposure

Newsletter- a communication tool between chamber members

Advertising opportunities-newsletter, e-mail blasts, website, directories, events, new resident bags, literature at the chamber office

A greater voice-chamber helps promote your event with over 100 other members, weekly reminders, e-mail blasts

Chamber Bucks- a way to promote fellow members and keep consumer dollars local

Bulk Mail permit- doing a mass mailing? Save thru your membership!

Notary service- New this year! Julie can notarize your document !

Membership fees are very competitive with other chambers. Fees are tax deductible as a business expense. We can work with you on a quarterly payment plan. We accept credit cards now too!

Other benefits are listed on page 3 of this newsletter. Please call with any questions!

Member News:

Sherburne County Veteran Services office is open in Becker at the History Center on Thursdays 1-4 pm.

Call for an appointment!!

Duwane Snyder from Central Minnesota Law is offering 10% discount to fellow chamber members and to Veterans!!

Great River Spine & Sport is hosting a free seminar every Wednesday at the Becker Community Center at 6:15 pm- For Better Health Now and for a Lifetime.

Nettie's Nook has moved to Big Lake! (Corner of Hwy 10 & Eagle Lake Road)

New Member: Accountemps & Office Team

Any news? Keep us in the loop!

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OCTOBER HARVEST FEST

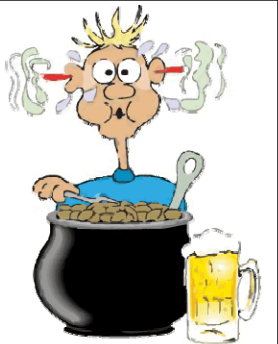


October Harvest Fest was held at the Becker City Park on October 16th.

The 6 chili booths were creatively decorated and the chili was ready to serve at high noon. There were a variety of chili and some tough judging decisions! The 8 salsa entries filled our salsa table. Again, with much variety and a difficult decision for the judges.

The judges were YOU the public. For only \$5, a wristband could be purchased allowing you to sample and vote for the best entry.

Wristband sponsorship included: Mary Kay Cosmetics-Audrey Orton, Monticello Printing, and LB Productions-Lynette Brannan.



The chamber's food booth was available for those with a heartier appetite. Hotdogs and brats from McDonalds' meats were grilled. Other items available included: apples with caramel, nachos with cheese, donuts, water, coffee. Jubilee Foods helped provide these items. The kids loved the grab bags too!

A beer wagon was on site also to quench our thirst offering a few selections including Octoberfest.

A FREE shuttle bus ran from Pebble Creek Golf course parking lot to the park to relieve congestion, parking, and safety issues at the park. Sponsorship money from Ace Solid Waste and American Family Insurance -Amy Chmielewski Agency made this possible.



Magic Moments Photography setup a photo area to capture that perfect fall day!

Our joint effort with the Becker Community Center including "Fun Runs", hayrides, kid games, music, inflatables, and other entertainment was a success!!! We will be doing this again next year!!

A HUGE thanks to all who volunteered: Lynette Brannan (LB Productions), Dawn Hammill and staff (Anytime Fitness), Chris Weise (Windstream), Carrie Olson (D's Pizza), Tanya Danielson (Sherburne State Bank), Amy Chmielewski (American Family Insurance), Bruce Tyler (Home Run Human Resources), Jim Jones & kids (Birch Midbook), Stan Herkenhoff (Edina Realty), Shelly Mattson (Nix), Ken Larson (Jubilee) Gaye Kirchoff and Julie Brandt-Chamber staff

Thanks to all the sponsors, volunteers, participants, and attendees! Hope to see you again next year!

Winners:

Chili (sponsored by Xcel & Grand Casino)

1st- Z's Chili -Mariah Zerwas 2nd-Sherburne State Bank 3rd- Java Me Kraze

Salsa (sponsored by Liberty Paper)

1st-Java Me Kraze 2nd-Z's Salsa-Mariah Zerwas 3rd- Screaming Peppers-Jenna Lutz

Best Decorated Chili Booth (sponsored by Edina Realty-Stan & Wanda Herkenhoff)
Java Me Kraze



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