

January/February 2015

# New councilors shape direction for city

January 2015 marks the beginning of a new class of Salem City Councilors as four newly elected leaders are sworn into office. It's been more than a decade since Salem has seen such a large incoming class of policy makers. The new councilors are Tom Andersen (Ward 2), Steve McCoid (Ward 4), Daniel Benjamin (Ward 6) and Jim Lewis (Ward 8).

Incoming councilors are looking ahead to how they can best lead our community.

"I am excited to help Salem – my home – as we continue to move forward," says Jim Lewis, who recently served as the leader of the Planning Commission before taking on his new role as Councilor for Ward 8.



Four new City Councilors will be sworn in in January. Pictured clockwise from top left: Tom Andersen, Ward 2; Steve McCoid, Ward 4; Daniel Benjamin, Ward 6; Jim Lewis, Ward 8.

**"I am excited to help Salem – my home – as we continue to move forward."  
 Jim Lewis, City Councilor, Ward 8**

"In my first year, I think it will be prudent to focus on our City budget," says Daniel Benjamin for Ward 6. "Getting to know City processes, costs, and accountability in greater depth will be crucial. I feel strongly that maximum value should be achieved for every dollar the City brings in."

The Salem Chamber will continue to be actively involved with City Council in local advocacy issues, focusing on the areas of a new police facility, the Salem River Crossing project and private sector growth.

#### Salem Police facility

A tour of the current police facility shows the need for a new facility in order to adequately manage the public safety needs of Salem citizens. The Mayor's Blue Ribbon Task Force has been working behind the scenes on the many aspects of this decision, including location and cost.

"The Police Blue Ribbon Task Force is proving that when a diverse group of people come together for the benefit of the community, walls come down and momentum ensues," says T.J. Sullivan, who is leading the Task Force. "We are working through complicated questions and each person's perspective is helping us hone in on an answer that will benefit Salem for a long time."

*continued on pg 2*

## Chamber thanks outgoing City Councilors

The evening of December 15th marked the final meeting for four of nine Salem City Councilors.

During their combined 24 years of service, Salem has seen expansion of private sector employment, transportation improvements, vacant property development, and economic activity that is changing the complexion of our community.

A special thank you to outgoing Councilors  
 Laura Tesler - Ward 2, 8 years of service  
 Rich Clausen - Ward 4, 4 years of service  
 Bruce Rogers - Ward 6, 8 years of service  
 Dan Clem - Ward 8, 12 years of service

## Program takes buy local campaign to next level



brought to you by **maps** CREDIT UNION

Over the years, buy local campaigns have raised awareness of the benefit of supporting local businesses first. Buy in the Mid Valley is now expanding on that idea with a card program that gives consumers special offers at participating businesses. The program officially launched in January.

According to one national study, local retailers and restaurants recirculate 52.3 percent of revenue locally, keeping more than three times as much revenue in the local economy when you choose to shop area businesses.

"This is exactly the reason we started this program," says Kim Leighty, director of member services for the Salem Chamber. "Supporting local businesses has a huge impact on our economy. With this program, we hope to continue to encourage people to support the businesses that support our community."

For details on the program and how you can get involved, go to [buyinthemidvalley.com](http://buyinthemidvalley.com)

Source: The Indie Impact Study Series: National Summary Report, conducted by Civic Economics in partnership with the American Booksellers Association





**Barb Hacke-Resch**  
Summit Wealth Management  
President, Salem Area  
Chamber of Commerce

# Time to ring in the new year

As I look forward to the last six months of my presidency, the one thing I know for sure is that the pace is not going to slow down. Membership continues to grow as businesses large and small understand the importance an organization as strong as the Salem Chamber can be in creat-

ing a positive environment for business. The three pathways of the chamber are continuing to grow.

**Involvement:** With education being a key factor, the success of such programs as Leadership Salem and Leadership Youth continue to nurture and define the future leaders of our community. The long waiting list shows

and Mountain West Investment for the creation of the CTE Center and the effect it should have preparing another segment of our youth for the workforce.

**Marketing:** 2015 will kick off with Buy in the Mid Valley. The program is two fold: with the purchase of a card, consumers receive special offers at participating businesses, while a portion of card sales go to a local non-profit.

SHOWBIZ, our signature trade show, will happen again in May. This is a great way to reach a large part of the Salem market all in one day.

As I close this article, I just want to give a huge round of thanks to the Board of Directors. This group works tirelessly to continue to keep the organization strong, vital and effective. They truly make a difference and make my role as president easy. Here's to 2015. Bring it on!

I am honored every day to represent the Chamber and very proud of the positive community difference we make for our members.

ing a positive environment for business. The three pathways of the chamber are continuing to grow.

**Advocacy:** We continue to strive for a friendly business environment. From City Council races, Salem River Crossing, streetlight fees or the proposed police facility, the Chamber continues to

how sought after these programs are. Our Ready to Learn Ready to Work program is stronger than ever with mock interviews, college fairs and business speakers in the schools. A new program in the works is a multi-generational mentoring program.

We are also very excited about the partnership between the Salem-Keizer School District

It's hard to believe that 2014 is already over. It has been a very busy year - not only for myself and my partners as we opened our new financial investment firm, Summit Wealth Management - but for the Chamber as well. Being the president of this very effective organization is equivalent to a civilian boot camp. Meetings, committees, lunches, and dinners are just part of the job. The really fun part is all the information I am learning. I am honored every day to represent the Chamber and very proud of the positive community difference we make for our members.

\_\_\_\_\_ City Councilors - continued from cover

The task force will forward their recommendation to City Council in the coming months.

### Salem River Crossing project

The Oversight Team is continuing to work on the finalization of the Environmental Impact Study (EIS) for the Salem River Crossing project. Officials from the Salem Public Works Department, ODOT, Keizer, Salem, Cherriots, and Marion and Polk Counties have worked this past year through the stages to bring this project to reality. The goal is to complete the final EIS in 2015.

### Continued advocacy for private sector growth

Thanks to a revitalized economy, construction and development activity has seen an upswing in the last year. Projects garnering attention are the former Boise Cascade development, the renovation of the McGilchrist and Roth buildings downtown, the Garmin AT expansion off Turner Road, as well as the Lithia Motors expansion on the Salem Parkway.

"Virtually every area of town is seeing a ramp up of activity," said Jason Brandt, CEO of the Salem Chamber. "We're optimistic that the activity we've seen is just the beginning."

Core development opportunities still exist through the city, including commercial and industrial zoned land on Mission and McGilchrist. More redevelopment projects are expected for downtown as well as southeast Salem, where the Mill Creek Corporate center and Kuebler's PacTrust development hold the potential to be a hub for private sector jobs in the region.

"There is just so much opportunity out there for investment, and with the right political environment locally, we're hopeful we can continue to create win-win successes for our regional economy," says Brandt.

### EXECUTIVE TEAM

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### PUBLICATION INFORMATION

Business Voice is the official bimonthly publication of the Salem Area Chamber of Commerce, a privately funded business and professional membership organization. 3,000 are printed and distributed throughout the Salem area through direct mail to members. The deadline to submit news is the 15th of the month for the coming month's issue.

### PUBLISHER

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**Jason Brandt**  
Chief Executive Officer  
Salem Area Chamber of Commerce

# Artificial increases in minimum wage devastating to small business

statewide mandate to significantly increase Oregon's minimum wage would have far ranging impacts on Oregon's small business backbone. In my over ten years of engagement with small business owners in the Salem area, I have made the following observations.

## Minimum Wage was never designed to be a 'Living Wage'

Proponents of an ever increasing minimum wage constantly correlate the rate to one that must be a "living wage." This argument has always baffled me due to the fact a mandated living wage (which is in itself subjective in definition) doesn't take into account the actual value of labor to create a product or service. As a result, an inflating minimum wage that has no correlation with a product or service will cause that product or service to go up in cost. And that reality artificially increases consumer costs across the board and results in inflation for us all.

## What about our youth?

Due to Oregon's already high minimum wage, youth continue to have challenges finding gainful employment to build the workplace skills they need for their future. Do we want an ever increasing minimum

wage to drive our youth out of the workforce as they attempt to compete for jobs with individuals who have had workplace experience? If we care about Oregon's future, minimum wage should be an entry level wage and not a so called "living wage."

## Increasing social system costs

A Salem Chamber member recently shared with me that their relative's assisted living

## Reduced performance based raises

If government tells small businesses what they now need to pay their employees through a sharp increase in minimum wage then what happens to the flexibility an employer has to award performance and outcomes in their place of work? A number of members have shared with us at the Chamber that minimum wage increases only hinder the flexibility of employers

to honor hard work and workplace commitment.

In addition, those at higher pay scales have new expectations for raises they feel entitled to when other employees receive mandated raise increases due to minimum wage.

These are a few of the many issues that are brought up as small businesses grapple with the realities of government mandates within their place of work. Rest assured that the Salem Chamber alongside other chambers of commerce in this state will make sure the voices of small business are heard as elected leaders contemplate policy decisions. Your stories matter and we look forward to working for you in the months ahead.

If you would like to share your story of how a minimum wage increase would impact your business, please email me at [jason@salemchamber.org](mailto:jason@salemchamber.org)

If we care about Oregon's future, minimum wage should be an entry level wage and not a so called "living wage."

Discussion around Oregon's minimum wage is building as elected leaders in Oregon begin preparations for the 2015 Legislative Session. The docket looks concerning, and as a Chamber of Commerce focused on the importance of a healthy and growing economy, we want you to be aware of upcoming battles facing Oregon's small businesses.

First and foremost, the Salem Chamber will be working to adopt a formal Legislative Agenda during the month of January. Our process begins with a full review of the predominant issues facing the Oregon Legislature in the Chamber's January 8th Public Policy Session. Those recommendations will be forwarded to the Salem Chamber Board of Directors on January 21.

Proposed increases in Oregon's minimum wage is one of the issues we expect to hear plenty about in the coming months. Although an ever increasing minimum wage may sound like a great idea on its surface, a

expenses in Seattle have recently increased by \$350 a month due to Seattle's \$15 an hour mandated minimum wage. There are already signs that sharp increases in minimum wage will eventually drive more pressure on social programs and potentially increase costs for taxpayers. What happens to this member relative's plan for assisted living now that monthly costs have increased so dramatically? The eventual answer is more reliance on social assistance even though they did their best to adequately plan their approach to retirement on a fixed income.

## Salem Chamber announces partnership with JWA

The Salem Chamber is pleased to be working in partnership with John Watt Associates (JWA).

JWA is an Oregon Business advocacy firm, with over 23 years of experience dealing with political issues. Lobbyist Sean Tate will work closely with the Chamber's advocacy efforts.

"It's more important now than ever to know what's going on in the Legislature and to be involved in the conversation," says Tate. "JWA certainly appreciates our relationship with the Chamber, and the support of the Executive Team and Board of Directors. We are looking forward to representing and advancing the interests of the Chamber and its members during the 2015 session in Salem."

Tate has spent more than 20 years in business development and sales management, gaining valuable perspectives on business issues at community and regional levels. A long-time student of consultative problem solving, Sean is experienced in learning and understanding client issues, and focused on delivering results through effective communication.

"Having Sean Tate and John Watt and Associates represent the interests of Salem Chamber members isn't just good for our organization, it's great for our entire private sector business community," says Nick Williams, public policy and membership manager with the Salem Chamber. "The knowledge that JWA has at their disposal is sizeable, and their relationships with decision makers will add value to the Chamber's advocacy efforts."



Sean Tate, John Watt Associates

### What can \$1 a week do? A lot.

Each week, attendees at the Greeters networking event can donate \$1 toward the Christmas giving fund.

This year, Greeters presented a check to Union Gospel Mission (UGM) for \$3,209.98 to provide meals for the hungry. This donation will provide approximately 1,671 meals to those in need.

On average UGM serves over 470 meals per day and over 175,000 meals yearly to those in need.

Because of donated food items from generous individuals, families, businesses and other organizations, UGM is able to provide a complete meal for only \$1.92.

# 65<sup>th</sup> First Citizen Awards Banquet

March 6, 2015 | Tickets: [salemchamber.org/firstcitizen](http://salemchamber.org/firstcitizen)

presented by



Faces of the Chamber

# Members making news



Union Barrel  
136 High St SE, 97301



Saalfeld Griggs PC  
250 Church St SE Ste 200, 97301



Kaiser Permanente  
5940 Ulali Dr, Keizer Station  
Keizer, 97303



Gayle's Italian Market  
102 Liberty St NE, 97301

**Abiqua School** is pleased to announce the opening of its high school beginning in September 2015. The high school, which will employ the blended model of learning, will be the first of its kind in the Willamette Valley. In the blended model, students engage in interactive, online course and then work with one of Abiqua's master teachers, who pull students together in small groups for seminar style discussions and team projects. Week-to-week, the master teacher adapts the grouping of students and their individual lesson plans to fit each student's level of progress. Dr. Lily Driskill was recruited to head the high school. [abiquaschool.org](http://abiquaschool.org)

**Boldt Carlisle + Smith (BC+S)**, Certified Public Accountants is pleased to announce the relocation of their Salem office to 1255 Lee Street SE, Suite 210, Salem, Oregon 97302, in the Mission Oaks Building. BC+S has offices in Salem, Stayton and Albany.

"The firm has experienced growth during the past few years, and this new location will allow us to better serve our clients," commented **Doug Parham, CPA** and partner in the firm. [bcslc.com](http://bcslc.com)

**Budget Blinds** has partnered with national non-profit, Homes for Our Troops, to provide specially adapted, mortgage-free homes for severely injured Veterans who served in Iraq and Afghanistan. Through this partnership, Budget Blinds will provide window coverings for these special homes. The homes built for these Veterans will help to restore the freedom and independence that they sacrificed while serving our nation and enables them to focus on family, recovery and re-building their lives. For your free in-home consultation, call us at 503-362-5199.

**Café Yumm!** now operates 15 restaurants in Oregon and Washington. The Salem restaurant at 2755 Commercial Street SE is the first Café Yumm! with a drive-thru. It is owned by franchisees Anna and Sean Zorn.

This continued growth has landed Café Yumm! as the 475th largest franchise system by system-wide sales in the U.S.A. according to the 35th annual ranking by Franchise Times magazine. This is the third year that Café Yumm! has been ranked in the Top 500. [cafeyumm.com](http://cafeyumm.com)



Judy Heltzel Barry Nelson Chad Campbell

Thirty years ago on the day after Labor Day, **Judy Heltzel, CFP®** started what became **Capital Financial Planners, LLC**. Her intention was to develop a financial planning practice emphasizing personalized attention with excellent service always mindful of putting clients' interests first. Having successfully carried out this vision and formed a strong team to carry the business forward, Judy retired at the end of 2014.

**Barry Nelson, CFP®** has been with the firm since 2001, an owner since 2007, and managing partner for a few years now. **Chad Campbell, CTF®** an experienced hand and former trust officer, joined the firm in 2013. **Danae Johnson** has been with the firm for six years now, as the Operations and Client Services Manager. [capfina.com](http://capfina.com)



Photo by Joe Wilssens/Automotive News  
**Capitol Auto Group (CAG)** of Salem is the first auto dealership in the USA and Canada to win 3 of the top 10 Automotive News' 100 Best Dealerships To Work For in 2014, joining a list of employers with 98 percent employee engagement. CAG as a whole was also in the top 10 for 2012 and 2013.



At a special event with employees, CAG delivered a \$5,000 check to the American Cancer Society. CAG donated \$10 to Making Strides Against Breast Cancer for each test drive of a new or used car during the weekends in October, the Society's National Breast Cancer Awareness Month. [capitolauto.com](http://capitolauto.com)

The **City of Salem** recently launched a Facebook account, [facebook.com/CityOfSalemOR](http://facebook.com/CityOfSalemOR). The City aims to provide a central location for Salem resident information on the new Facebook page. Page contents include events, projects, services, programs, and happenings throughout the City. [cityofsalem.net](http://cityofsalem.net)



Dan Bascue Aaron Broughton Brian Roberts

The Professional Landcare Network (PLANET) recently announced that **Dan Bascue, Aaron Broughton** and **Brian Roberts** of **DeSantis Landscapes** passed the Certified Landscape Technician Exam, and are now nationally certified. Bascue was certified under the Turf Maintenance program and Broughton and Roberts were certified under the Irrigation program.

DeSantis Landscapes currently has the highest number of nationally certified Landscape Technicians and Professionals in the state of Oregon. [desantislandscapes.com](http://desantislandscapes.com)



Estate and legacy planning attorney **Eden Rose Brown** has been recognized as an Oregon Super Lawyer for the ninth consecutive year. Only 5 percent of Oregon attorneys receive the Super Lawyer designation, an honor based on peer recognition and professional achievement. [EdenRoseBrown.com](http://EdenRoseBrown.com).

**Honeywood Winery** celebrated its 80th year in business on December 8, 2014.

"We take great pride in being Oregon's oldest winery and having participated in the state's industry that has blossomed from only nine wineries in 1972 to more than 500 today," said Vice President Marlene Gallick.

Honeywood continues the tradition of crafting premium vinifera wines and currently boasts the most extensive listing of premium fruit and specialty wines of any Oregon Winery. [honeywoodwinery.com](http://honeywoodwinery.com)

**Hoots, Baker & Wiley, P.C., Certified Public Accountants**, is pleased to announce that **Jeffrey G. Jackson** has received his CPA license. Jeffrey's practice will focus on: audits of non-profit organizations; reviews and compilations for a variety of businesses, including construction contractors; income tax planning and return preparation for corporations, partnerships, estates, trusts, and individuals; and retirement plan accounting and information return preparation. [hwbcpa.com](http://hwbcpa.com)

**Jill and Scott Ingalls** of **Ingalls & Associates** have been selected to provide event production, marketing, and sponsorship management services for the Marion County Fair. Ingalls & Associates will be working with the Marion County Fair Board and Key Volunteers to strengthen the fair and bring a fresh perspective and ideas. [ingallsagency.com](http://ingallsagency.com)



**Johnson Glaze & Co., P.C.** announced the addition of **Jennika Lee, CPA** to their team. She will focus her efforts in the tax side of the firm, as well as work in the investment and financial planning services offered by JGC Wealth Management, LLC. [johnsonglaze.com](http://johnsonglaze.com)

**Mr. Rooter® Plumbing of Salem** showed their support for breast cancer awareness by donning pink shoe covers the entire month of October.

During the month of October, ShuBee®, the creators of the pink shoe covers, and Mr. Rooter® Plumbing teamed up to raise awareness of breast cancer research. Five percent of the total sales for both the original and pink ShuBee shoe covers through the end of October were donated to a nominated "breast cancer warrior or organization" through ShuBee's Covered for the Cause fund.

"Each year we look forward to showing our support for breast cancer research and raising awareness locally by wearing these pink shoe covers," said **Jeremiah Wolff**, franchisee owner of Mr. Rooter of Salem. [salem.mrrooter.com](http://salem.mrrooter.com)



**Nathan Good Architects** is honored to announce that the recently completed remodel and additions to **Willamette Valley Vineyards** received the "People's Choice Award" from the Oregon Chapter of the

International Interior Design Association. Over 3,250 votes were cast for approximately thirty entries, with the Willamette Valley Vineyards project receiving close to half of all votes. The award was presented to Nathan Good at the 2014 Design Excellence Awards banquet on October 23, 2014.

The Willamette Valley Vineyards project entailed a substantial remodel and additions to the hospitality and barrel



aging facility, the addition of two new guest suites, a new wine cellar, and the addition of multiple outdoor environments for the enjoyment of sensational views overlooking the vineyards. A new food-pairing bar enables visitors to experience the rich interplay between wine and thoughtfully prepared cuisine. The character for the new interiors synthesizes a warm Northwest pallet of natural materials with soft curvilinear forms. NathanGoodArchitects.com

**Jeffrey Janssen** and **Jordan Young** have been appointed Financial Representatives by **Northwestern Mutual**. They will join a network of specialists offering a wide array of products, provide expert guidance and innovative solutions for a variety of financial needs and goals.

**Wendy Laudette** has received her Associate Financial Representative status at Northwestern Mutual of Salem effective October 7, 2014. northwesternmutual.com



Matthew Gillespie



Don Bachouros

Grower-owned cooperative **Oregon Cherry Growers**, the largest producer of sweet dark cherries in the

world, has added two sales and marketing heavy-hitters to its management roster.

**Matthew Gillespie** joins in the newly created Director of Marketing position, and will lead marketing and new product development for the company. **Don Bachouros** joins as National Sales Manager, Ingredients. He will focus on business development in the bakery business, and lead national sales and development. orcherry.com

**OSU Federal, Your Community Credit Union**, was awarded the highest honors for its financial education outreach efforts at the annual Northwest Credit Union Association (NWCUA) Awards Banquet on October 9. OSU Federal was selected best in both the youth and adult categories for the Alphonse Desjardins Financial Education Award honoring financial literacy leadership within the credit union movement. They will now join those honored from other states for national competition by the Credit Union National Association.



**Neil Farnes**, a 12-year professional in the real estate/financial services industry, has joined OSU Federal, Your Community Credit Union as a mortgage loan officer serving Benton County. osufederal.com

Jeremy Starr, owner of Cougill & Hansen dba John L. Scott Real Estate Eugene, and the Brokers associated with his firm are joining **Prudential Real Estate Professionals** in a merger.

**Byron Hendricks**, President of Prudential Real Estate Professionals said, "Joining with Jeremy and his brokers is an honor for our Brokers and me. I highly respect his commitment and integrity and I'm looking forward to the exciting things to come working with Jeremy and his wonderful group of Brokers." prurep.com



Over the last several years, **Ryan & Laura Rhoades** of **ReformationDesigns.com**, have had the pleasure of working alongside industry leaders like Jack Canfield ("Chicken Soup for the Soul") and T. Harv Eker ("Secrets of the Millionaire Mind") creating custom designs and spreading awareness of their brands on social media and the web.

After years of working with many world-renown speakers and authors, Ryan decided to compile a lot of what he has learned from the "experts" into a new "no-nonsense" book on productivity.

The book is called "Stop Wasting Time & Burning Money: How to Crush Procrastination & Live the Life of Your Dreams". You can pick up the book and the free workbook by visiting <http://StopWastingTime.Today> for only \$2.99. reformationdesigns.com

**Rich Duncan Construction** is pleased to announce addition of **Steve Eggleston**, Project Superintendent to our team. Steve brings many years of construction experience and lead carpenter skills to enhance the services we can provide to our clients.

Ground-up construction for the new state-of-the-art operatory clinic, **Oak Park Dental**, was completed in December. This facility allowed Dr. O'Leary and the staff to provide additional services and procedures while offering their patients improvements to their already superior quality of care.

The interior/exterior remodel for **Super Tire Service** in Salem was completed in January. An extension to their truck canopy area and loading docks was added. New office spaces were added to their truck shop and a remodel completed for their Oliver cap shop. richduncanconstruction.com

**Salem Association of Realtors (SAR)** has a new slate of board officers: President, Greg Gysin, Gysin Realty Group; President Elect, Joni McClintock, Sundance Realty; Vice Presi-

dent, Pam McColly; Past President, Sandi Emery-Elwood; Four new directors: Judy Gysin, Gysin Realty Group, Kelly Martin, Prudential Real Estate Professionals, Don Sturgeon, HomeSmart Realty Group and Patti Williamson, Williamson Legacy Real Estate.

Jennifer Martin, Sperry Van Ness Commercial Advisors continues as the Chair of the Willamette Valley Commercial REALTORS® and Jason Scott, First American Title was again elected as the Affiliate Director. Brenda Bonebrake, Prudential Real Estate Professionals-Stayton, is the new Stayton-North Santiam Representative.

**Kelly Barker** is taking the position of Executive Officer for SAR and former EO, **Jim Lewis**, is becoming the association's Public Relations Director in a part-time capacity.

Part-time office assistant, website and newsletter editor, Barbara Grant, will be leaving SAR at the end of the year to start a new part-time career with her husband working in his insurance office, and will also continue with her web design business, LadyWebPro.com. salemrealtors.com

Becker's Hospital Review, a leading publication offering business and legal trends and guidance for hospital executives, named **Salem Hospital** to its list of "125 hospitals and health systems with great orthopedic programs for 2014".

The hospitals on this list exhibit excellence in orthopedics, quality of service, outstanding local and national reputations and high volume of orthopedic cases. Salem Hospital's Joint Replacement Center of Excellence was the only Oregon orthopedic program to make the list.

In February 2012, Salem Hospital's Joint Replacement Center of Excellence became the first in Oregon to earn the Joint Commission's Gold Seal of Approval(TM) for certification in total hip and knee replacements. In March of this year, the Joint Commission announced its recertification of Salem Hospital's joint replacement program. salemhealth.org

**Salem Multicultural Institute**, the local non-profit that puts on the annual World Beat Festival in Salem, has announced that the event's focus for 2015 will be "The Drum - Rhythm of the World" and is scheduled for June 27 and 28 at Riverfront Park in Salem.

World Beat has opened its annual Art Contest, for children K-12, to celebrate The Drum. You can find entry forms on the contest at the World Beat office in the Reed Opera House, The Art Department, Gilbert House Children's Museum, and online at WorldBeatFestival.org



Mortgage Loan Officer **Cindy Dick** received **Umpqua Bank** Home Lending's 2014 Circle of Excellence Award for the third quarter. The award is earned by the top producing Loan Officers throughout Umpqua Bank's entire Home Lending Division.



Umpqua Bank hired **Chris Bennett** as a mortgage loan officer in its Home Lending division. Bennett brings over 15 years of local mortgage lending experience. umpquabank.com

At a Community Support Celebration in downtown Portland, **Wells Fargo** presented grants totaling \$450,000 to eight nonprofit groups. The funds will ultimately benefit thousands of people in need in Eugene, Medford, Portland, Salem and many Central Oregon communities.

The grant recipients were: Habitat for Humanity - Portland/Metro East; Human Solutions -Portland; Central City Concern - Portland; Hispanic Metropolitan Chamber - Portland; ACCESS - Medford; Easter Seals of Oregon - Portland; NeighborImpact - Central Oregon; St. Vincent de Paul - Eugene. wells Fargo.com



Subaru of America, Inc. announced it will donate \$15 million to charitable partners during its seventh annual "Share the Love" event. Capitol Subaru in Salem has chosen **Willamette Humane Society (WHS)** as their local hometown charity for customers to support in addition to national charity options: ASPCA®, Make-A-Wish, Meals On Wheels Association of America®, and National Park Foundation.

"Capitol Subaru has supported Willamette Humane Society for over twenty years! We want to thank them for this new, phenomenal opportunity," said BJ Andersen, Executive Director of Willamette Humane Society.

WHS is thrilled to announce winning a grant of \$50,000 for the story and video of Coco. The Petco Foundation in partnership with Halo, Purely for Pets, announced Willamette Humane Society as one of two second place winners of its second annual holiday grant campaign, Holiday Wishes, designed to help the most dedicated animal welfare organizations succeed in their mission to save pets' lives - at the holidays and year round. Watch the award-winning video on YouTube at [tinyurl.com/yestococo](http://tinyurl.com/yestococo). whs4pets.org

## Faces of the Chamber



Third River Marketing LLC  
1436 Commercial St NE, 97304



Salon 554  
554 Ferry St SE, 97301



Hearing Rehab Center  
1560 Commercial St SE, 97302



Rags To Riches  
3595 Liberty Rd S, 97302



# Welcome New Members

We are pleased to welcome our newest investors in the Salem Chamber who joined between October and December

**Albertina Kerr**  
albertinakerr.org

**Archive Coffee & Bar**  
archivecoffeeandbar.com

**Bery Nice Maintenance Services**  
503-991-1539

**Best Version Media**  
bestversionmedia.com

**Borlin Landscape Service, LLC**  
borlinlandscape.com

**Capital Fútbol Club**  
capitalfctimbers.com

**Capitol Asset & Pavement Services Inc.**  
capitolasset.net

**Castilla Orthodontics**  
castillaortho.com

**Cherry Marketing**  
pick-cherry.com

**Claim It Live It Business Services**  
claimitliveit.com

**Dickinson Development Consulting, Inc**  
DickinsonDevelopment-Consulting.com

**Heritage Grove Federal Credit Union**  
ourgrovecu.com

**Job Consultants Network**  
503-779-4152

**John L Scott - Karen Morrison**  
karen.morrison.johnlscott.com

**KEEP Collective - Chenoa Woods Independent Designer**  
keep-collective.com/with/chenoawoods

**LeDoux Insurance Agency Inc**  
ledouxinsurance.com

**Legacy Real Estate, James Hauge**  
LegacyRE.com

**Legal Shield - Paul Sluyter**  
paulsluyter.legalshieldassociate.com

**McGinty & Belcher Attorneys**  
mcginty-belcher.com

**Mountain West Insurance Services**  
mtwest-insurance.com

**New Horizons In Home Care (Corvallis Office)**  
corvallishomecare.com

**Olive Boutique**  
oliveboutiquefashions.com

**PT Northwest, LLC - Central Salem**  
ptnorthwest.com

**Quality Shirts Laundry & Dry**  
503-362-1059

**RIGADO**  
rigado.com

**Salem NAWIC Chapter 198**  
nawicsalem.com

**Salmon Creek Counseling**  
salmoncreekcounseling.com

**Sweet Eatz**  
sweeteatzllc.com

**Union Barrel**  
503-364-3722

**Wilco Farmers**  
wilco.coop

**Younique by Tracy Newcomb**  
love3dfiberlashes.com

AAA of Oregon.....	1996
Advanced Economic Solutions Inc.....	2003
All Star Tent & Party Rental.....	2011
AMF Firebird Lanes.....	2002
Arbuckle Costic Architects, Inc.....	1958
Barrett Business Service, Inc.....	2001
Batteries Northwest.....	2007
Benefits Consulting Northwest.....	1998
Blum Real Estate.....	2003
The Bridal Gallery.....	2010
Budget Blinds of Marion County.....	2006
Capital Community Television CCTV.....	1989
Carpet One Floor & Home.....	2012
Cascade Employers Association.....	1997
Cascade Landscape Management.....	1996
CB Two Architects, LLC.....	1997
CBIREMODEL.....	2010
Centurion Real Estate Management, LLC.....	2007
CFM Strategic Communications.....	1995
Cherry City Waxworks.....	2011
Chiropractic Physicians, P.C.....	1997
Christian Chamber of Commerce.....	2008
Citizens Bank.....	2011
City of Salem.....	1957
COUNTRY® Financial – Western Regional Office/ Willamette Valley Agency.....	1955
Coralee Cox.....	2008
Creekside Golf Club.....	1995
Dave Wilson Designer Goldsmith Inc.....	1995
Dermatology Clinic, P.C.....	1955
Detailed Perfection.....	2012
Diversified Financial Benefits.....	2012
EAGLE Charter School.....	2013
Eden's Apple Salon & Day Spa.....	2013
Encompass Management & Consulting LLC.....	2013
Environmental Testing & Training NorthWest.....	2013
Equitable Center.....	1975
Fetherston Edmonds, LLP.....	1957
Fitzmaurice Fertilizer, Inc.....	2007
Fowler Homes, LLC.....	2007
Garten.....	1974
Gilbert House Children's Museum.....	1987
Gilgamesh Brewing.....	2010
J. Wallace Gutzler.....	2010
H & R Block.....	2010
Habitat for Humanity of the Mid Willamette Valley.....	2005
Hayden Homes.....	2008
The Home Depot Supply Chain RDC 5639.....	2010

Howell Edwards Doerksen with Rigdon Ransom Funeral Directors.....	1955
HydroSports Dive and Travel.....	2003
Indulge Day Spa.....	2013
Ingalls & Associates, Inc. DBA First Taste Oregon Festival.....	2012
Institute of Technology.....	2011
J. Forrest Construction, Inc.....	2012
Jackson Jewelers.....	1944
Jade Earth Acupuncture, LLC.....	2003
Judson's, Inc.....	1957
KBZY 1490 AM Radio.....	1994
Key Ring Janitorial.....	1995
Kuenzi & Company LLC.....	2000
Larry Epping, Developer.....	1955
Law Office of Eden Rose Brown.....	2007
Leighs Construction Co.....	2012
LeightyScape Yard Management.....	2013
Liberty House.....	2000
LifeSource Natural Foods.....	2003
Little Lois Café.....	1997
Marion Polk County Medical Society.....	1983
Marlene Quinn Agency.....	2013
McGrath's Fish House.....	1980
Meadow Creek Village.....	1997
Modern Woodmen of America.....	2013
Mountain Man Nut & Fruit Co.....	2007
New York Life Insurance Company.....	1965
Northern Lights Theatre Pub.....	2004
Northwest Human Services, Inc.....	1980
Northwestern Mutual.....	2011
Opt-e-web LLC.....	2009
Oregon Cascade Plumbing & Heating, Inc.....	1987
P&C Construction.....	2011
Pacific Residential Mortgage, LLC.....	2004
PacTrust.....	2008
Peoples Church.....	2000
Margarethe Pommerening.....	1994
Premier Northwest Insurance.....	2011
Premium Property Management, Inc.....	1997
Project Delivery Group, LLC.....	2013
Project Design Group LLC.....	2013
Prudential Real Estate Professionals, Sandy Manning.....	1990
Reliable Computer Services, LLC.....	2002
Resident Lending Group, Inc.....	2008
Rod M Jones, Attorney at Law - Court Street Legal.....	2013
Round Table Pizza.....	2009
Salem Center.....	1987

# Thank You

Special thanks to all our renewing members from October - December

Salem City Club.....	2011
Salem Clinic, P.C.....	1957
Salem Fire Alarm, Inc.....	2003
Salem Heating and Sheet Metal, Inc.....	1955
Salem Keizer Electrolgy.....	2013
The Salvation Army.....	1997
SELCO Community Credit Union.....	2004
Serenity Palliative Care and Hospice.....	2011
SERVPRO of Salem West.....	2000
The Shabby Chic Bride Consignment Shop.....	2012
Silverton Health.....	2008
Bob & Ann Sticha.....	2001
Stifel Nicolaus & Company - Dave Williams.....	2010
Studio 3 Architecture, Inc.....	2003
Suburban Garbage.....	2000
Sunbelt Rentals.....	2013
Superior Tire Service, Inc.....	2007
Lineage TFL Salem.....	1985
JoAnne Thearle.....	1994
Unisearch, Inc.....	1995
United Methodist Retirement Center.....	2012
United Way of the Mid Willamette Valley, Inc.....	1976
The UPS Store 6493.....	2013
Valley Credit Service, Inc.....	1985
Ventura Foods, LLC.....	1974
Vick & Glantz Attorneys at Law.....	2008
West Coast Beet Seed Company.....	1957
West Salem Vision Center.....	2008
Westech Engineering, Inc.....	1979
White Oak Construction.....	2004
Wild Pear Restaurant & Catering.....	2002
Willamette Valley Bank.....	2000
Willamette Valley Hospice.....	2000
Willamette Valley Medical Transport.....	2010
Willamette Valley Multiple Listing Service.....	1955
Yamasa Corporation U.S.A.....	1994
YuFang Luo at Reflections Salon.....	2013



# Inspire Foundation receives Meyer Memorial Trust grant

The Inspire Foundation recently received a \$40,000 grant from the Meyer Memorial Trust for its Multi-Generational Mentoring program.

With the support of these grant funds, the Multi-Generational Mentoring program will match area professionals with the incoming generation in a mentoring capacity. Specifically, this includes creating connections between graduates of the Chamber's Leadership Salem program with participants in the Salem Area Young Professionals program, Young Professionals to college students, and college students to high school students through the Chamber's Leadership Youth program. This mentoring program will create an inviting culture where people are constantly sharing knowledge, generating ideas, and are mutually committed to building a successful community.

"The organizations that will succeed and prosper in the future are the ones that are willing to look at things differently and find creative ways to attract and retain talent," says Kathy Moore, CEO of The Inspire Foundation. "The individuals who will emerge as the leaders in the future are those who know they are lacking some tools and seek ways to bridge that gap. It's imperative that we create a community culture where different generations are not only valued but are also desired."

The program will have a "meet & greet" reception in March 2015. Mentees will have weekly or biweekly informal contact with mentors via email, over lunch, or whatever works best. Participants will get a clear explanation of expectations and identify what both parties hope to achieve through the process.



CEO of The Inspire Foundation, Kathy Moore, (center right) with board members (from left) Selma Pierce, Patricia Callihan-Bowman and Jason Brandt.

Meyer Memorial Trust, established in 1982, is one of the largest private foundations in Oregon, with current assets over \$802 million. Over its lifetime, MMT has awarded nearly \$643 million via 8,080 grants and PRIs to organizations in Oregon and Southwest Washington.

If you would like additional information on this program, please contact Kathy Moore, [kathy@inspiresalem.org](mailto:kathy@inspiresalem.org)



## Opportunity fair opens doors for young adults

Nearly 100 young adults attended the Employment Opportunity Fair held at the Salem Chamber on December 9th. The fair, in partnership with incite, inc. (Job Growers), was designed to connect young adults with resources for employment and training opportunities, as well as apply for the Career Achievement Network program.

Of the 79 who expressed interest in the Career Achievement Network, 15 met the qualifications and were accepted into the program. In order to qualify, young adults need to be between the ages of 16-26, have either a high school diploma or GED, and not currently employed or attending school. Those accepted into the program will now begin 40 hours of classroom, career-based training and 200 hours of paid work experience. Once completed, young adults will receive a certificate of job readiness. Those who did not meet the requirements for the Career Achievement Network had the opportunity to meet with or interview with employers who had current job openings.

"I was excited to see this many young adults come through our doors seeking to be part of the workforce," says JD Shinn, business liaison for the Salem Chamber. "Many of them were quite impressive as I interviewed them."

More opportunity fairs like this will be held in the coming year.

If you would like additional information on the Career Achievement Network or future opportunity fairs, please contact JD Shinn, [jd@salemchamber.org](mailto:jd@salemchamber.org)

Pictured top: Robin Winsor, incite, inc. (Job Growers), conducts an interview with applicant. Bottom: Young adults wait for their chance to meet with employers.




T H E  
**INSPIRE**  
F O U N D A T I O N

### Board of Directors

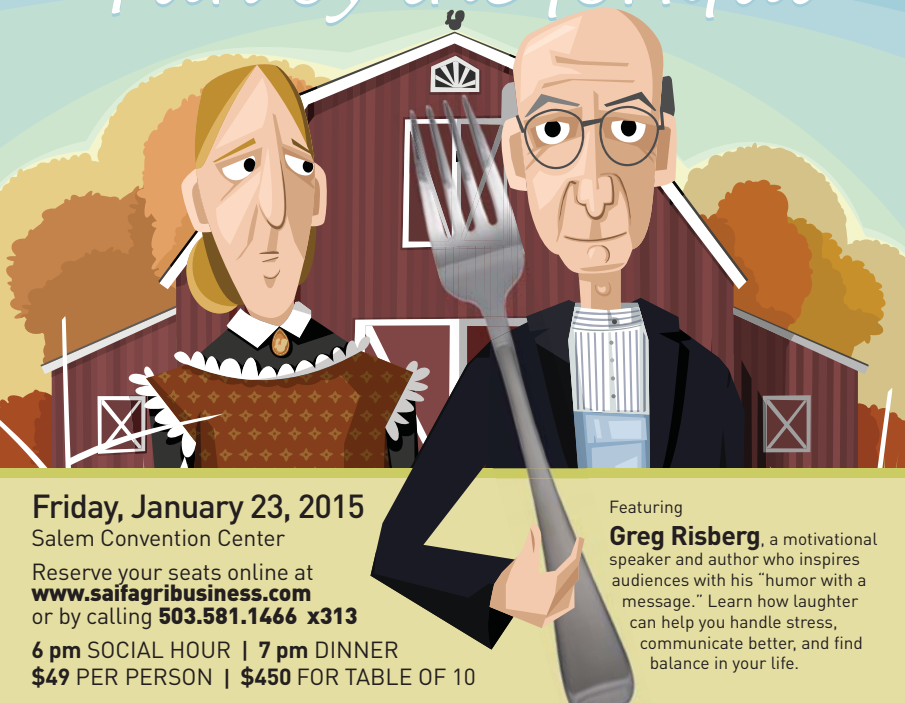
President: Patricia Callihan-Bowman - Express Employment Professionals | Chief Executive Officer: Kathy Moore

Jason Brandt Salem Area Chamber of Commerce  Gayle Caldarazzo-Doty Doty, Pruett, Wilson P.C.  Ryan Collier Collier Law	Tom Hoffert Don Pancho Authentic Mexican Foods, Inc  Selma Pierce, DDS  Scott Sadler Creative Conflict Solutions	Brttany Sevall Sharron Seideman  Fernanda Casas Leadership Youth  Kathryn Staudinger Leadership Youth
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## Looking ahead Learn more about upcoming events at [calendar.salemchamber.org](http://calendar.salemchamber.org)



March 6 - 65th Annual First Citizen Awards Banquet



January 12 - Dave Metzger - Forum Speaker Series



February 2 - Robin Rose - Forum Speaker Series

Salem Area Chamber of Commerce

# BUSINESS VOICE



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