

A quarterly newsletter brought to you by Small Business Club Niagara

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SMALL BUSINESS CLUB NIAGARA

PRESIDENT'S REPORT

This year has been a year of both stabilization and of continued growth. The Board of Directors has evolved into a solid group of professionals who provide ideas and direction, in a flexible team-oriented manner. The Executive Director, Josie Jansen, in her 6th year with the Club, provides unparalleled dedication and commitment to the Club. Josie approaches yearly events with renewed energy and new initiatives with careful analysis and then, wholehearted commitment for their success. Our Administrative Assistant, Mona Polhill, augments Josie's skills with superior organizational skills, attention to detail, and an ability to get along with just about anyone. We offer a solid line-up of yearly events and speakers, including the Annual Trade Show, Golf Tournament, Savour Niagara, Royal Bank Business Card Exchange, and Holiday Open House. Human Resources Development Canada continues to provide funding for this vital service to entrepreneurs in the Niagara Region. This year, we have a solid offering of people, events and resources that we can be very proud of, and thankful for.

IN THIS ISSUE:

- President's Report
- Small Business Success; Andrew Montgomery of A. Montgomery Designs
- Savour Niagara Wine and Food Show
- Employment Standards Act 2000
- Summary of Upcoming Events
- Enterprise 2001
- New Connections

Growth has been realized through paid membership. A campaign for membership beginning in September has netted 162 new paying members. The community clearly sees the value of

continued on page 2



Niagara Enterprising Women

“NEW Connections”

Four Points Sheraton Suites,

Thorold
August 15, 2001,
7 – 9 p.m.

As our membership increases, we have found the need to expand our club to encompass the ever-changing needs of our cutting edge entrepreneurs. The inaugural members of Small Business Club Niagara’s new networking group, Niagara Enterprising Women, will facilitate this meeting. In celebration of this exciting initiative, please join us for an evening of fun, networking and surprises. For additional information please call (905) 685-6100. Everyone welcome. Non-members \$10.00.

PRESIDENT’S REPORT

continued

Small Business Club Niagara and also supports us through sponsorship dollars and participation in our monthly meetings.

A new Women’s Group promises tremendous success. The Focus Groups responded with enormous enthusiasm, and the group is well underway to establishing itself as a “first” in Niagara.

I would like to thank the Board of Directors for being such a pleasure to work with. I would also like to thank Josie and Mona for going far beyond their job descriptions, to make this organization a success.

Heather Carter

BRIDGES TO BETTER BUSINESS Comes to Niagara

On Tuesday, October 23, 2001 the St. Catharines and Niagara Falls Business Self-Help Offices will be hosting the Bridges to Better Business at the Four Point Sheraton Suites. This event brings together small businesses throughout the Region for a day of networking and problem solving. Following lunch, participants will break-out into small groups to discuss issues such as marketing, financing, expansion, e-commerce and taxation with experts in each field. Participants will be able to attend two break-out sessions. Following the sessions participants are invited to a wine

and cheese networking session which will be in a trade show style format, sponsored by Bell Canada. Participants are given the opportunity to set-up a booth within our trade show to showcase their businesses. The event starts with lunch at noon, the trade show will end by 8:00pm. Tickets are available by contacting either the St. Catharines or Niagara Falls Business Self-Help Office at (905) 688-5601 x 1761 or (905) 356-7521 x 5001. Ticket price is \$60.00 which includes lunch and a booth at the trade show.

SAVOUR *Niagara*

A CELEBRATION OF NIAGARA'S FINEST WINES AND FOODS

SAVOUR NIAGARA

is a celebration of Niagara's finest wines and foods, combining an evening of tasting with a series of educational seminars and cooking demonstrations, featuring cooking and wine celebrities Anna and Michael Olson, Dominic Chirico and Linda Bramble.

Niagara wineries will work together with restaurants to offer a scrumptious tasting of VQA and specialty wines married with fresh flavourful tastes of innovative dishes prepared by the region's most creative chefs. See below for complete listing of featured wineries, restaurants, exhibitors and seminar leaders.

WEDNESDAY, SEPTEMBER 19, 2001 5 TO 9 PM
FOUR POINTS SHERATON, THOROLD
\$40. PER PERSON (all inclusive)
FOR TICKETS CALL 905-685-6100

Join us for this very special evening of wine and food

featured WINERIES

CAVE SPRING CELLARS
 CREEKSIDE ESTATE WINERY
 EASTDELL ESTATES
 HENRY OF PELHAM
 FAMILY ESTATE WINERY
 HERNDER ESTATE WINES
 INNISKILLIN WINES
 KONZELMANN ESTATE WINERY
 LAKEVIEW CELLARS ESTATE WINERY
 MALETA ESTATE WINERY
 MALIVOIRE WINE COMPANY
 PILLITTERI ESTATE WINERY
 REIF ESTATE WINERY
 STONECHURCH VINEYARDS
 STONEY RIDGE CELLARS
 WILLOW HEIGHTS WINERY

featured RESTAURANTS

COPPOLA'S RISTORANTE
 DOMENIC'S RESTO BAR
 FOUR POINTS SHERATON SUITES
 ITALIAN ICE CREAM
 KRISTIN'S FINE CUISINE & CATERING
 NIAGARA CUISINE CATERING
 RINDERLIN'S AT THE FORTNER
 HOUSE
 SPICE OF LIFE
 THE BENCH BISTRO

featured EXHIBITORS

BEEETROOT DELIGHTS
 DETAILS DETAILS
 FERNDALE VINEYARDS INC.
 NIAGARA OSTRICH & EMU
 PRODUCERS ASSOCIATION
 NIAGARA PRESENTS
 ONTARIO PORK SPECIALTY FOODS
 STARBUCKS COFFEE COMPANY
 THE WATER DEPOT

SEMINARS

Anna & Michael Olson, Cookbook Authors,
The Inn on the Twenty Cookbook
EXCEPTIONAL NIAGARA CUISINE

Linda Bramble, Writer/Educator,
THE BEST VALUE WINES OF NIAGARA

Dominic Chirico, Teaching Master,
Niagara Catholic District School Board
MMMMMM....MERAVIGLIOSO

Seminar attendance is limited on a first-come first-served basis.

Savour Niagara is presented by



Employment Standards Act 2000 (ESA)

Public Holidays

by Rene O'Brien, Manager, Ministry of Labour

The new Employment Standards Act 2000 scheduled to be proclaimed later this summer (most likely proclamation date is September 01) revises many of the provisions contained in the Act.

This article will discuss some of the changes to the Public Holiday sections of the Act.

As many of you will recall the Public Holiday section of the current ESA has many qualifying conditions which, must be met before a worker becomes entitled to a day off of work and pay for the day. These include but are not restricted to the fact that they must have at least three months of service. They must have worked on at least 12 days in the four weeks proceeding the week in which the holiday falls. They must work their last scheduled day before the holiday and their first scheduled day after the holiday.

The new ESA removes all of the qualifiers except for the requirement for the worker to work her/his last scheduled shift before the holiday and to work her/his first scheduled shift after the holiday. This change means that every employee who meets the qualifier is entitled to be paid for the holiday, even if the holiday falls in the second week of employment.

How is this so? An employee who qualifies for the holiday by meeting the above qualifier is entitled to be paid as follows. The employer must total the regular

wages earned (no overtime included) during the four calendar weeks, which fall before the week in which the holiday falls. The total of these wages is to be divided by 20. The result of the calculation is the payment owed to the employee for the Public Holiday.

e.g. - Employee is hired and earns \$200.00 in her/his first week of work.

A Public Holiday falls during the second week of work for the employee.

$\$200.00 \text{ divided by } 20 = \10.00

This employee is therefore, entitled to be paid \$10.00 for the Public Holiday and is entitled to the day off work unless she/he is exempt from the provision.

Other changes apply to the Public Holiday section however we have run out of room in this article. Stay tuned for possible future segments. Please let us know what you think or send us your questions. For Further information contact Ministry of Labour at 1-800-531-5551 or www.gov.on.ca/lab/main.htm.

Enterprise 2001

The Niagara Entrepreneur of the Year Awards is an annual prestigious ceremony celebrating the achievements of Niagara's finest entrepreneurs. The dinner and awards presentation will take place on Friday, October 12, 2001, at the Sheraton Fallsview Hotel in Niagara Falls. Tickets are \$60.00 per person, and reserved tables of 8 or 10 are available. To place your order, please call The Institute for Enterprise Education at (905) 688-5757.

CANADIAN SECURITY & INFORMATION SERVICE

Security & Investigative Consultants

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ADVERTISING

SBCN accepts advertising for each quarterly newsletter. Advertising costs are as follows:

(Ad set-up included.)
Size A :
2 3/4 W X 4 1/8 H
Cost: \$100

Size B:
2 3/4 W X 2 H
Cost: \$60

Please call Mona at
(905) 685-6100
to reserve your space.

UPCOMING EVENTS

Sept. 19, 5-9pm
Savour Niagara
Wine and Food Show

Oct. 17, 7-9pm
In Recognition of Small
Business Week in Canada
- To Be Announced

Nov. 21, 5-9pm
4th Annual Royal Bank
Business Card Exchange
"An excellent networking
evening"

Dec. 5, 5-7 p.m.
Holiday Open House

Andrew Montgomery

A. Montgomery Design

*It has been quite a year so far
for Andrew Montgomery.*

After 15 years working in the design industry in southern Ontario, Vancouver and abroad, Andrew is clearly relishing the chance to unleash his creative energies for his own company. Recognition of the achievements of this talented graphic designer have not been far behind.

In April 2001, only four months after registering A. Montgomery Design, Andrew won a **Gold Ace Award** for a newspaper ad he created for a local restaurant. This highly competitive advertising award encompasses all of south-central Ontario. It's a huge honour in the advertising world, let alone for a brand new company.

While many designers may strive a lifetime for such recognition, it's Andrew's second **Gold Ace**. The first one was awarded in 1999 for a business-to-business brochure he did as a freelance project.

Andrew, who is proud of his Niagara roots, says the award is valuable because it lets people know there are good things happening in St. Catharines. He likes the fact small companies such as his can create excellent work on par with larger centres like Toronto without the high overheads and expense involved. He firmly believes that expensive design is not necessarily effective and inexpensive design does not have to be boring.



From the beginning Andrew has been kept flying with a steady stream of customers. Whether the jobs are high-profile - he created the new logo for the Brock University Badgers - or small - like designing business cards for the man down the street - he treats each one with equal importance to provide clients with professional, effective design.

Services provided include, but are not limited to: corporate image and logo design; business cards and stationary; marketing and advertising; environmental graphics such as signage and displays; and wearables and uniforms.

To top off his remarkable success in the first six months of business, Andrew is nominated as Entrepreneur of the Year in the 2001 Niagara Enterprise Awards.

For companies looking for savvy solutions involving design and marketing, contact A. Montgomery Design at 905-688-3705 or via e-mail, andrew@amontgomerydesign.com

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Writing and Editing Services
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NEW MEMBERS ROSTER

Accent Drapery Plus
Sheila Ackroyd

Alderson, Caters & Hardy
Hilary Caters

AGS Bookkeeping Service
Gloria Simoni

Ancient Journeys in Healing
Nance MacLeod

At Your Table
Bunny Macfarlane

Business Development Centre
of Greater Fort Erie
Helen McCreadie

Canadian Security &
Information Service
Frank Cutruzzola

Creative Memories
Theresa Bernais

Cyber 9 Designs Inc.
Kim Hetherington

DANIMA Technologies
Dave Rotella

Denmarc Roofers
Denis Martineau

E.M. Creative Design
International
Elizabeth Walker

Ferguson Enterprises
Barbara Ferguson

Four Seasons Driver Education
Natalie Maier

James F. Lee & Associates
James Lee

Lessard – Coutu Custom Jewellers
Maurice Coutu

Management Control Systems
Edward Christie

Niagara Computers
Cad/Cam Centre Ltd.
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Consulting
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Sullivan Mahoney LLP
Glen McCann

The Wool Shop
Diane MacDonald

Treasurelink Equipment Corp.
Tom Knapp

UB Kool – The Attitude Group
Hugh Graham

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Starting a full time business?
Increase your chance of business success!

SELF EMPLOYMENT BENEFIT PROGRAM



The Self Employment Benefit Program provides support to qualified individuals in starting their own businesses. Assistance includes coaching, ongoing technical advice and financial support. Coaching is tailored to suit your needs and includes subjects such as business plan development, accounting, marketing and use of computers.

Call SBCN at (905) 685-6100 for more details.