

Hiawatha-Lake

Bloomington-Lake

Chicago-Lake

THE LAKE LINE

Longfellow

Lyn-Lake



Uptown

4th & Lake

Nicollet-Lake

Lake Street Council

The Newsletter of the Lake Street Council

Volume 4, Issue 4

Winter 2007

State Representative Neva Walker Tours Lake Street Businesses

By Chris Oien

On November 22nd, the Lake Street Council took Neva Walker, state representative in south Minneapolis, on a tour of Lake Street businesses in her district. She visited seven different locations and business owners over a period of four hours.



Joyce Wisdom and Rep. Neva Walker pause to greet restaurateur Manny Gonzalez at the Mercado Central.

Photo by Chris Oien

The first stop on the tour was La Poblanita Restaurant and Tortilleria. There, Walker and Lake Street Council spoke with owners Primitivo and Maria Elena Morales, as well as John Flory from the Latino Economic Development Center and Iric Nathanson from the Minneapolis Consortium of Community Developers, about both the challenges and opportunities La Poblanita had in opening at its current location at 17th Ave. S. and East Lake Street. La Poblanita had received an operating loan from the state's Urban Initiative Program, a program Walker is interested in renewing in 2007.

The next stops were Ingebretsen's and Mercado Central. At Ingebretsen's, Julie Ingebretsen and Joyce Wisdom, executive director of the Lake Street Council, expressed to Walker the desire of the local community for more beat cops in the area, which the state could help to supply with an increase in Local Government Aid. At Mercado Central, Manny Gonzalez of Manny's Tortas and Enrique Garcia of La Loma Tamales told of the impact that road construction and rising property taxes have had on Mercado tenants. Walker suggested that they arrange to testify before the House property tax committee. She also heard the story of Enrique Garcia and La Loma, which went from renting kitchen space in the Mercado in 1999 to now being in talks to distribute tamales in several large grocery store chains.

Further west, Walker visited El Amor Fashion, Champions Sport Bar & Grill, and Beaux LeTress Designers. At El Amor, Walker and Wisdom spoke with owner Alicia Meachuca about the impact of construction on her business, and the possibility of a sidewalk sale encompassing all of Lake Street once the construction is completely finished. At Champions, co-owner Courtney Lerdon told Walker over lunch about the difficulties they have faced since a shooting happened on the street near their location. He too expressed an interest in more beat cops on the street, as well as security cameras like those now operating in the Bloomington Avenue area. On the last stop of the tour, Beaux LeTress Designers, Walker and Wisdom talked with owner Sherie Richardson about preparing for the upcoming construction on the street in front of her business, and about Richardson's commitment to operating at her current Lake Street location.

El 22 de noviembre, el consejo de Lake Street llevó a la Sra. Neva Walker, representante del estado en sur Minneapolis, a visitar los negocios de Lake Street. Ella visitó siete diferentes locales y dueños de negocios en un periodo de cuatro horas.

La primera parada fue la Poblanita Restaurant y Tortillería. Allí, la Sra. Walker y el consejo de Lake Street se reunió con sus dueños, Primitivo y María Elena Morales. Así como con John

- Walker, continuar en página 6 -

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Website: www.lakestreetcouncil.org

From the Desk of Joyce Wisdom

A Part of Doing Business on Lake Street – Let's Learn Our Lessons Well



Executive Director
Joyce Wisdom

Most of our Lake Street businesses are in leased space. As their businesses grow, some have even added additional space or multiple locations. Their lease agreements constitute a significant financial commitment. This month's Lake Street column is a warning to all our business owners not to blindly sign leases that bind their businesses for years without meaningfully negotiating the terms of the lease.

There are a lot of great spaces on Lake Street and a welcoming and growing market, but first pay attention to terms of your potential lease. Landlords may tell you that what

they've given you is a "standard lease." There is no perfect lease agreement chiseled in stone. The final signed lease agreement should be one that provides a win-win agreement for both you and the landlord. If either of you feels the agreement doesn't satisfy their needs, it is not an agreement that you can live with. You should both be looking for a long-term relationship because it is in everyone's best interest for your business to succeed here on Lake Street.

The first draft you look at will likely favor the landlord if he is the one preparing the agreement. Know what is going to work for your business and don't hesitate to be the one to provide the first draft. While the terms of the lease are not standard, the way a lease should look has become pretty standard over the years. It is not too hard to find a template to use. Either way, whether you or the landlord provides the first draft, be prepared to review it numerous times, negotiating each detail.

The ability of a prospective tenant to negotiate is all about leverage. Are other businesses vying for the space? How long has the space been vacant? What are you willing and able to pay? Your answers to these questions will largely determine your leverage. With that in mind, here are some other things to watch

OUR THANKS

Lake Street Council's services and programs in 2006 are supported by members, the McKnight Foundation, Payne-Lake Community Partners, the Minneapolis Empowerment Zone, Hennepin County, the Minneapolis Business Association Assistance Program, Metro Transit and other funders.

out for:

- Know the difference between rentable square footage and usable square footage. Which is the rent based on?
- What uses of the premises are permitted? Is the permitted use clause broad enough for possible changes in your business?
- Is there rent abatement or other remedy if the space is not ready on the commencement date?
- Understand any escalation clauses and common area maintenance costs.
- Try to set a limit on the landlord's right to pass increased operating costs onto you.

- Lease, continued on page 6 -

To Prepare For Next Season's Street Construction, What Can You Do?

by Joyce Wisdom

Now is the time to connect with your customers, roll out coupons and other special offers, and put up signage asking for customer support during construction. **Maintain a positive attitude regarding the construction project when talking with customers.** If you have an inventory intensive business, consider reducing your inventory. In general, now is a good time to temporarily reduce overhead costs where possible.

- Make a flyer to give to your customers with info about: directions, open hours, best place to park nearby or access to your parking lot.
- Maintain and/or increase your marketing and advertising budget before, during and after the reconstruction. Market to your local community.
- Start thinking about parking options nearby, especially if parking is already scarce in your area.
- If you plan on redeveloping your property, especially parking lots, entrances and driveways in the near future, we encourage you to do it during the construction and to share your plans in advance.

- If you plan on upgrading, changing or replacing your private utilities, such as water and sewer connections, stay alert to any notice from the City of Minneapolis; coordinating this work with the construction crew will cost you significantly less to do it during the construction period.
- **IMPORTANT:** If you have an AREAWAY, let the project engineer know NOW before the project starts.
- Install additional interior and exterior lighting if necessary.
- Apply for Fix & Paint Program at Lake Street Council (reimburses part of the costs for improvements on commercial properties, such as security measures and lighting).
- Stay in touch with Lake Street Council (612-822-0232) about any last minute news.
- When street construction starts at both ends next season, attend the Lake Street Council business meetings during construction months. The County, the City and the Contractor will give weekly update on what got done the previous week and what plans there are for the following one. Stay on top and go to as many construction meetings as possible.
- Stay in touch with the project engineer and let him know as soon as possible about any problems you may have related to the construction (access to your building/property, project schedule, etc.)

Another New Restaurant Calls Lake Street Home

Chang Bang restaurant has opened in the middle of December. The restaurant is located in the Midtown Exchange just off the southeast corner of street level. Stop in and enjoy a fresh and exciting meal or beverage. This will be the second full table-service restaurant located in the Midtown Exchange Building.

Some Preliminary Results From Lake Street Survey

by *Chris Oien*

From the survey results we have gathered so far, several things stand out to us. First, Lake Street business owners now have a high interest in marketing; it is by far the most popular training topic they selected. On the employee side, training for customer service and computer skills are in the highest demand. Thirty percent of respondents have said that they or members of their families would more strongly consider taking college courses if they are offered on or near Lake Street. On the reconstruction side, response has varied a lot, with most of those with an opinion on it very or mostly satisfied, and the other half unsatisfied or only somewhat satisfied. Don't forget to go to our website, www.lakestreetcouncil.org, and take the survey yourself to make your voice heard on issues that impact you!

City Program Offers Worker Training for Small Businesses

Minneapolis Employment and Training Program has funding available for small businesses that have incumbent worker training needs. They are seeking small businesses with employees who need basic skills (including English as a second language) or occupational skills training. Their targeted industries are construction, healthcare, professional services, financial services, advanced manufacturing, and transportation. This is a great opportunity to offer small business on Lake Street training funds for their existing workforce! Proposals are to be received no later than 4:00 Friday December 31, 2006, so act quickly if interested. Contact Kent Robbins, METP Business and Special Projects Coordinator for more information at 612-673-5187 or kent.robbins@ci.minneapolis.mn.us. You can also download the application from the website at ci.minneapolis.mn.us/metp/.

Getting Involved with the Midtown Farmers' Market

The Midtown Farmers' Market gave 30,000 happy customers an opportunity to shop for fresh, local produce and hand-made crafts in 2006. As the year comes to a close, market finances are tight, and they need your support to help us create a well planned, vibrant and sustainable 2007 market season. They are now working on new ways of creating financial sustainability to support the market, and your donation will make a difference in that effort, so that everyone can depend on the market for local produce in years to come.

South Minneapolis residents, and beyond, depend on the Midtown Farmers' Market as a source of local, fresh produce during the growing season. As a non-profit market, this requires finances from a wide array of sources, and one of the most critical sources is YOU! This year \$2,936 in donations were received from "Friends of the Market" (those who donate financially to the Midtown Farmers' Market and its mission to spread fresh, local produce to urban Minnesotans), which is down from nearly \$6000 in 2005. They know you care about the Midtown Farmers' Market, so consider showing your appreciation by donating today. Become a Friend of the Market and both show your appreciation for the market and help 2007 thrive.

Crime & Safety Corner

Security Cameras on Lake Street

Security cameras now keep an unblinking eye on Bloomington Avenue South near Lake Street and also the intersection of Chicago and Lake. A "Camera Kickoff" event for the new camera system took place in November at Welna Hardware, East 25th Street and Bloomington Avenue South.

Legislation written by Senator Linda Berglin was instrumental in obtaining funding for the south Minneapolis safety cameras, modeled on successful use of the cameras in the downtown and uptown areas. The cameras are linked with squad cars and monitors in the Third Precinct. Police believe the cameras will cut crime stats substantially. We've already seen numerous arrests aided by the cameras.

They want 2007 to be the best year yet by introducing new, unique vendors, focusing on food through new food festivals and a more diverse vendor base, and maintaining the market as a fun, family-friendly community space. This all requires money, so please consider donating today. You can make a secure donation online at their website at www.midtownpublicmarket.org/mpm.htm, or you can send your check to:

Midtown Farmers' Market
3451 Cedar Avenue South,
Minneapolis, MN 55407

All donations are fully tax deductible, and make great gifts!

A New Clinic
In Your Neighborhood

*Convenient care for your
employees and their families*

Hennepin Family Care
**ast Lake
Clinic**

A Hennepin County Medical Center Clinic

2700 East Lake Street • 612-873-8100

(located in the Coliseum Building, corner of Lake and Minnehaha)

*The Hennepin Family Care East Lake Clinic is now open!
It is located in the Coliseum building, at Lake & Minnehaha.*

In the Heart of the Beast Theatre Continues to Mount Unique Productions!

by Valerie Powers

Not long ago, the Lake Line contacted In the Heart of the Beast Theatre to put two questions to them: one, what was the impact of being part-owner of the Plaza Verde Building, located at the corner of Bloomington Avenue South and East Lake Street; and two, what was In the Heart of the Beast's vision for Celebration Hall? HOBTE Executive Director Kathee Foran replied:

In late 2003 In the Heart of the Beast Theatre (HOBTE) formed a Limited Liability Corporation with Neighborhood Development Center (NDC) and Latino Economic Development Center (LEDC) to purchase, renovate and manage Plaza Verde. Our redevelopment of the building into a small business and cultural center met HOBTE's need for additional space and it has enhanced the economic vitality of the local business area. In addition to becoming an ownership partner, HOBTE negotiated a seven-year lease to rent the third floor of Plaza Verde.

Celebration Hall, the remodeled ballroom in Plaza Verde, is the centerpiece of our expanded facility. Since opening Celebration Hall, we have used this space for a variety of performance activities that emphasize social engagement and audience interaction. We also use Celebration Hall to generate earned revenue by renting the space to outside groups for use as a rehearsal and performance space and a place for private gatherings, business meetings, and other neighborhood-based events.

The ownership structure created between HOBTE, NDC and LEDC has been very successful, resulting in a positive and cooperative relationship. We were close to meeting first year rental projections for Celebration Hall and we also met our initial projections for the fee-based education services held in Plaza



A scene from La Natividad, the holiday season play mounted December 15-17 by In The Heart of the Beast Theatre.

Photo from HOBTE's website

Verde but expenses (primarily due to the increase in property taxes) have outpaced income. Our expansion to Plaza Verde has addressed our long-term need for appropriate studio and education workspace and it has resulted in the development of a handsome performance and event space that serves the broader community as well as HOBTE. While supporting additional operating costs poses several short-term challenges we hope this expansion to Plaza Verde will serve HOBTE's facility needs for years to come.

City Tools to Help Small Business Owners

by Chris Oien

The City of Minneapolis's CPED department offers several tools for small business owners to take advantage of, and they will be more than happy to see more people in the Lake Street corridor taking advantage of them. Here is a brief summary of what they are and how they could help you:

- **Commercial Corridor 2% Loan Program.** This is a loan to purchase equipment or make building improvements for a business. Half the loan is taken at market rate through a bank, with the City providing the other half, up to \$75,000 for those in the Lake Street corridor, at 2% interest.

- **Capital Acquisition Loan Program.** This program is for those wanting to buy small commercial and industrial properties. It provides fixed-rate financing for up to 90% of the costs of the project, and can require as little as 10% in equity. These loans can be made up to about \$1 million depending on the details. The City's participation can help encourage a bank to enter into the loan.

- **Working Capital Loan Guaranty Program.** Its purpose is to help

small businesses that may have difficulty obtaining loans through traditional means. It works with the Minneapolis Consortium of Community Developers in giving a guaranty to the bank of up to 33% of the proposed loan, with the City able to commit up to \$25,000 this way, and MCCD another \$25,000.

- MCCD will also provide financial management and marketing assistance to Lake Street area businesses impacted by the Lake Street construction project.

To see if these loans are right for you, visit CPED's website at www.ci.minneapolis.mn.us/cped/, or contact the Lake Street Council and we will gladly help you with the process.



Lake Street Holiday Shopping....

Just a Sampling

by Joyce Wisdom

No need to go to the mall! You can find just the right gift for everyone on your holiday list right here on Lake Street. Join your friends and neighbors at some of Minneapolis' most unique and fun shopping destinations. Lake Street is home to numerous shops that sell imported, rare and wonderful stuff that you're not going to find at any mall. Here are just a few suggestions to make your shopping easier and bring a smile to the face of that special person opening your special gift. Have fun on Lake Street and happy shopping!

Beauty & Health

Pamper friends & family with a gift certificate to Daisy Nails, Spirit Quest Massage or Universal Hair Salon. Blue Nile Perfume & Lotion has a gift for everyone in the family, specializing in an array of oils for both women and men.

Books

Resource Center of the Americas offers language classes, a library, and a bookstore that you'll want to visit regularly. A membership is the perfect gift. Already a member? How about a gift certificate for that next class? Or buy a book that will be guaranteed to enlighten. Don't forget their Holiday Gift Fair. Browse the wide selection of calendars and more at Orr Books and count on Magers & Quinn for new and used books for every age!

Clothes

Lake Street has the right pick for every closet. Uptown Savvy is a trendy boutique located in the Lyn-Lake area that has clothing, shoes, accessories and more to get that chic runway look. Not your style? Try Kaplan Bros. to fill those orders on your list for the best work clothes available. Carhart is always a favorite. Don't forget warm socks and undies. For Levis, leather boots, vintage clothing and an assortment of accessories, you will find it all at the Corner Store.

Dance

Get that heart rate pumping while having a amazing experience touching up on your steps or learning them for the first time at the Rendezvous Dance Studio.

Entertainment

Tickets to a production make a fabulous gift so make sure to stop by Bryant Lake Bowl, In the Heart of the Beast Theatre, Pangea World Theater, Patrick's Cabaret or The Jungle Theater!

Exercise

A membership to the Midtown or Uptown YWCA is just what the doctor ordered for the up coming holidays.

Flowers

Choose from one of the fantastic florists here on Lake Street and brighten up that special someone's day! Soderberg's owner Howard O'Neill is always willing to create something special just for you. Fiesta Flor y Diseno in Mercado Central is just one of the many shopping awaiting you in our exotic Mercado Central. This is not the Mall of America! Here you'll find the butcher, the baker, the candlestick-maker and more. And you can stop for lunch! Chicago-Lake Floral has been a mainstay in our community for decades. Judy and Ernie

will provide you with the best and they deliver too. Androsian Gardens located in the Midtown Global Market is a great new addition to this area and are conveniently opened a little later than most florists.

Jewelry

Diamonds or other precious stones, gold, silver or platinum? Victor Hugo Jewelry has it all.

Music

Hymie's Vintage Records is the best place in town to find rare recordings in any musical genre or order from Mill City Music's website: www.millcitymusic.com.

Posters

Both Northern Sun Merchandising and the Northland Poster Collective have t-shirts, buttons, bumperstickers, or posters that shout out your values. We're proud that the artists of the Northland Poster Collective call Lake Street home.

Shoes

Roberts Shoes stocks thousands of shoes in nearly every size and width. Remember their slogan: "Hardly a foot we can't fit." Heavenly Soles carries clogs, boots, platforms and a variety of other trendsetters that will make your soles truly feel satisfied.

Tattoos

Leviticus Tattoos in Longfellow and Twilight Tattoos on Bloomington just off Lake can help you give the gift they'll never forget. Give a holiday gift certificate to that special someone.

More Gifts

Technology is a must this day and age, so check out Wireless Toyz for all your wireless needs.

At Ingebretsen's you'll also find the butcher, the baker and the candlestick-maker. Check out the sweaters, and other cloth craft-making materials plus classes. Did we say classes of any kind make a swell gift?

Our apologies for the thousand or so other terrific gift buying opportunities we don't have space to include. We may have missed them, but you shouldn't!



Walker, de página 1

Flory de Desarrollo Latinoamericano Económico Central e Iric Nathanson de Consorcio del Desarrollo de la Comunidad de Minneapolis. Hablaron sobre los desafíos y oportunidades que la Poblánita tuvo durante su apertura en su ubicación actual en la 17th Ave. S. y Lake Street. La Poblánita ha recibido un préstamo de funcionamiento por parte del programa Urban Initiative Program, un programa que la Sra. Walker está interesada en renovar en 2007.

Las siguientes paradas fueron en Ingebresten y en el Mercado Central. En Ingebresten's, Julie Ingebresten y Joyce Wisdom, la directora ejecutiva del consejo de Lake Street, expresaron a la Sra. Walker el deseo de la comunidad local por tener más policías para esa área. Los policías podrían ser suministrados por el estado como un incremento en la ayuda local del gobierno. En el Mercado Central, Manny Gonzalez de Manny's Tortas y Enrique García de La Loma Tamales hablaron sobre el impacto que tienen construcción en la calle y la alza de los impuestos a la propiedad en los arrendatarios del Mercado. La Sra. Walker sugirió que se unieran para testificar ante el House Property Tax Committee. Ella también escuchó la historia de Enrique García y La Loma, que comenzó rentando un espacio para una cocina en el Mercado Central en 1999 y como ahora distribuye tamales en varias tiendas y cadenas de autoservicio.

Hacia el oeste, la Sra. Walker visitó El Amor Fashion, Champion Sport Bar & Grill y Beaux LeTress Designers. En El Amor, la Sra. Walker y la Sra. Wisdom hablaron con su dueña, Alicia Meachuca, sobre el impacto de la construcción en su negocio, así como de la posibilidad de una venta en las banquetas abarcando toda la Lake Street una vez que la construcción haya concluido. Courtney Lerdon, copropietario de Champions, habló con la Sra. Walker durante el almuerzo sobre las dificultades que han confrontado desde que ocurrió una balacera en la calle cerca de este local. El Sr. Lerdon también mostró interés en tener más policías en la calle, así como cámaras de seguridad similares a las que hay en la zona de Bloomington Avenue. La última parada del tour fue en Beaux LeTress Designers, donde la Sra. Walker y la Sra. Wisdom hablaron con su dueña, Sherie Richardson, sobre prepararse para la construcción en la calle frente a su negocio y del compromiso de Richardson de operar en su locación actual en Lake Street.

Lease, from page 2

- Do you have to pay a portion of the real estate taxes? Is there a cap? Know your obligation, if any, to paying any increased taxes.
- Who has what responsibilities for repairs or replacements?
- Are utilities supplied directly or individually metered? What's the method for computing payment?
- What are the terms for either you or the landlord for early termination of the lease?
- Do your homework. Know about the building and services provided to you as a tenant.
- Can you sublet? Are there limitations? You may need to sublet if your business shrinks.
- Do you have to provide personal guarantee? What are terms for monthly payments?
- What are your obligations after tenancy terminates? Do you have to replace everything to its original condition? Do you have to pull out all cabling?

A couple of final notes, the structure of the lease payments may be

very important to your ability to get your business off the ground. A startup business without much capital should try to negotiate a number of months of free rent at the beginning and lower rent for year one increasing in years two and three. Don't ever forget operating costs that may be passed on to you. Types and amounts of these costs can have a big impact on the economics of your business. Read the "gotchas" in the draft lease and learn to avoid provisions that could cost you future money and headaches.

Una Parte de Hacer Negocio en Lake Street - Permítanos Aprender Nuestras Lecciones Bien

La mayor parte de nuestros negocios de Lake Street están en espacios arrendados. Así como los negocios crecen, algunos tienen aún espacio añadido adicional o localizaciones múltiples. Sus acuerdos de arrendamiento constituyen un compromiso financiero significativo. Este mes la columna de Lake Street le da una advertencia a todos nuestros dueños de negocio para no firmar ciegamente los arrendamientos que atan sus negocios por años sin negociar significativamente los términos del arrendamiento.

Existe una gran cantidad de espacios excelentes en Lake Street y dando la bienvenida a los mercaderos que están creciendo, pero primero preste atención a términos de su arrendamiento potencial. Los propietarios pueden decirle que lo que le han dado es un arrendamiento estándar. No existe ningún arrendamiento perfecto acen-tado en piedra. El arrendamiento final debería de estar de acuerdo con lo que se proporcione a un acuerdo de triunfo de triunfo para ambos usted y el propietario. Si alguno de ustedes siente que el acuerdo no satisface sus necesidades, no es un acuerdo que puede vivir con él. Usted deben ambos de estar buscando una relación a largo plazo porque es el interés de todos para su negocio para tener éxito aquí en Lake Street.

El primer borrador que usted mire será probablemente favorable al propietario si él es el que prepara el acuerdo. Sepa lo que va a trabajar para su negocio y no dude de ser usted el que proporciona el primer borrador. Mientras que los términos del arrendamiento no son estándares, el modo un arrendamiento deba parecer que se muy estándar a través de los años. No es demasiado difícil encontrar una plantilla para su uso. De cualquier modo, si usted o el propietario proporciona el primer borrador, esté dispuesto a la revisión de los numerosos tiempos, negociando cada detalle.

La habilidad de un arrendatario en perspectiva para negociar está por todas partes la influencia. ¿Otros negocios son emuladores para el espacio? ¿Cuánto tiempo el espacio ha estado vacante? ¿Qué es lo que está listo y capaz para pagar? Sus respuesta a estas preguntas determinarán grandemente su influencia. Con eso en mente, aquí están algunas otras cosas para que esté buscando de:

- Sepa la diferencia entre medidas de rectángulo alquilable y medidas de rectángulo útil. ¿Qué es el alquiler basado en? Verifique el número de medida de rectángulo.
- ¿Qué usos de los locales son admitidos? ¿Es permitido usar la parte de cláusula para posibles cambios en su negocio?
- ¿Está allí disminución de alquiler u otro remedio si el espacio no es listo en la fecha de comienzo?
- Comprenda cualquier costos de cláusula de escala móvil y mantenimiento de área común.

- Lease, continuar en página 7 -

Lake Street Calendar of Events - Winter 2007

Thursday, January 11, 8:30 - 9:30 a.m.
Longfellow Business Association
Resource center of the Americas
3019 Minnehaha Avenue South
Call Hillary Oppman, 612-722-4529

Friday, January 12, 8:45 - 10:30 a.m.
Hiawatha-Lake Business Association
Location: TBD
Call Sue Duoos, 612-215-4300

Tuesday, January 16, 12-1 pm
Chicago-Lake Business Association
Sheraton Midtown Hotel
Call David Johnson, 612-823-2080

Tuesday, January 16, 12-1 pm
Lyn-Lake Business Association
It's Greek to Me, 626 W. Lake Street
Call Valerie Powers, 612-874-7044

Thursday, January 18, 7:30 - 9:00 a.m.
Lake Street Council
US Bank Building, 919 E. Lake Street
Call Joyce Wisdom, 612-822-0232

Tuesday, January 30, 8:00 - 9:15 a.m.
Bloom-Cedar-Lake Commercial Club
Wells Fargo Bank, 1527 E. Lake St.
Call Ted Muller, 612-825-5100

Thursday, February 8, Time TBD
Longfellow Business Association
Location TBD
Call Hillary Oppman, 612-722-4529

Friday, February 9, 8:45 - 10:30 a.m.
Hiawatha-Lake Business Association
Location: TBD
Call Sue Duoos, 612-215-4300

Thursday, February 15, 7:30 - 9:00 a.m.
Lake Street Council
US Bank Building, 919 E. Lake Street
Call Joyce Wisdom, 612-822-0232

Tuesday, February 20, 12 -1 pm
Chicago-Lake Business Association
Sheraton Midtown Hotel
Call David Johnson, 612-823-2080

Events in the Midtown Global Market:

920 East Lake Street
Every Saturday:
10:00 AM - 12:00 PM Events for the Family
(Shows and workshops)
Live music from 12:00 - 6:30 PM

Sundays:
Live Latin Music 12:00 - 4:00 PM

Lease, de página 6

- Trate de poner un límite en el derecho del propietario para pasar aumentó haciendo funcionar costos a usted.
- ¿Tiene que pagar una porción de los impuestos de bienes raíces? ¿Hay un límite? Sepa su obligación, si existen, para pagar impuestos de cualquier aumento.
- ¿Quién tiene las responsabilidades para reparaciones o reemplazos?
- ¿Son los utilitarios suministró midiéndolo directa o individualmente? ¿Cual es el método para computar el pago?
- ¿Cuáles son los términos para usted o el propietario para terminación temprana del arrendamiento?
- Haga su tarea. Conozca el edificio y servicios proveídos para usted como un arrendatario.
- ¿Puede subarrendar? ¿Hay limitaciones? Puede necesitar subarrendar si sus contracciones de negocio.
- ¿Tiene que proporcionar garantía personal? ¿Qué es los términos para pagos mensuales?
- ¿Qué es sus obligaciones después de la tenencia termine? ¿Necesita que reemplazar toda las cosas a su condición original? ¿Usted tiene que sacar todo cablegrafiando?

Un par de notas finales, la estructura de los pagos de arrendamiento puede ser muy importante para su habilidad para conseguir su negocio sobreviva al principio del negocio sin un buen capital en marcha debe tratar de negociar varios meses de el alquiler gratis al comienzo y el alquiler mas bajo durante un año-1 aumentando en años 2 y 3. Nunca se olvide de costos de funcionamiento que pueden ser en espera de una vacante para ascender a usted. Tipos y cantidades de estos costos pueda tener un impacto grande en la economía de su negocio. Lea el borrador de el arrendamiento preliminar y aprenda evitar las provisiones que pudieron costarle dinero y dolores de cabeza en el futuro.

COMMON SENSE TIPS ON DAILY WORKPLACE SAFETY

Common-sense prevention skills can help make life at work safer for everyone. Here are some tips that nearly all business environments can employ:

Keep backpacks, keys or other valuables with you or locked in a drawer. Check the identity of any strangers who are in your office or in restricted areas of the business. If you are uneasy, rely on that feeling and call security or call 911.

Always let someone know if you will be in an isolated or secluded part of the business. If you bring personal items like a radio to work, mark them with your name, initials, or an Operation ID number which the police department can assign to you. A business owner can use an OP ID number to mark business equipment and supplies, as well.

Take the initiative to report burned-out lights or windows or doors that don't lock properly. It's better to have several people report the same problem than to have no one do it. Doors that don't shut quickly and lock completely are a particular invitation for theft.

Don't advertise your vacation plans to people visiting your business. Customers may come in or call and ask for a particular employee. Never say, "He's on vacation till Friday." You don't know the intentions of the person asking. This lets them or anyone overhearing the conversation know that someone's house or apartment may be empty and vulnerable. The same goes for phone inquiries. Tell the caller: "They aren't available; can someone else help you?"

If you'd like a free security survey of your business, call Minneapolis Police Department Officer Judy Perry at 612-673-3044.

The Lake Line

DIVERSITY AWARENESS – WHAT'S YOUR LEVEL?

Do you know that just belonging to a specific cultural group does not necessarily make for a high level of awareness about diversity?

Do you recognize that comprehensive changes are needed throughout our social structure to eliminate hierarchies of cultural values?

Do you have the ability to think about and rethink the centrality of various diverse groups and cultures as they pertain to the history and culture of people in this country and throughout the world? Are you able to see personal and group implications when diversity is discussed?

Do you recognize institutional and systemic challenges and understand how these may affect both individuals and groups? Are you conscious of stereotypes that dismiss and devalue individuals and groups of people?

For instance, what do you know about Somali culture and family values? Many Somalis believe strongly in democracy and equality between people (there is no class system in Somalia). Somalis also see the value of education, hard work and respect for elders and religious authorities. For Somalis, the family is the source of personal security and identity. The father is the head of the traditional Somali household. Some Somali parents are concerned about the effects of American society on their children (e.g., television, music, etc.), especially those that undermine young people's respect for parents.

The concept of child care is new to most Somali people. In Somalia, women cared for their children at home or relied on extended family for child care. Here, Somali parents still pre-

fer using relatives, neighbors or friends for child care, but sometimes that can be difficult to arrange.

Resources: United Way 2-1-1™ is a free and confidential, 24-hour information/referral line that can connect you to helpful programs and resources in our community. Just 2-1-1 or cell phone users can call 651-291-0211.

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