



QUORUM

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THE TRUSTED VOICE FOR A FAIR AND FULLY INCLUSIVE BUSINESS COMMUNITY



Pictured: Congressman Keith Ellison and Paul Petrella, OVMC Founder

One Voice Mixed Chorus:

CREATING SOCIAL CHANGE ONE SONG AT A TIME

Gillian Griffin

Q Contributor

Quorum member One Voice Mixed Chorus (OVMC) was established in 1988 by Paul Petrella to build community and create social change through music. It was a divisive era in GLBT history and One Voice emerged in an effort to decrease the dissonance between communities within the GLBT world. After auditions for its first year One Voice had 35 members. Today, One Voice has nearly 100 members and has performed for thousands of people, making it the largest mixed chorus in North America.

At the core of One Voice's success is the role of allies. In the early 80s when One Voice was founded, there was a great deal of animosity between gay men and lesbians and between the GLB community as a whole and mainstream society. The trans community was yet to be recognized or included. Petrella felt compelled to provide an outlet for this tension, frustration, and lack of understanding. He believed progress could be realized by working together and building community. People often think of allies as heterosexual people who are allies to GLBT people but it's more nuanced than that. For One Voice, the first to emerge were lesbian women and gay men who became allies to each other and then together they became allies to the trans community. Petrella characterizes the importance of allies as "a social model that demonstrates that different people can work together" and that is exactly what One Voice does.

On September 11th, 2010, the Human Rights Campaign presented One Voice

with the Brian Coyle award—the highest honor bestowed by the Twin Cities Steering Committee. This award recognizes and honors consistent leadership towards equality. With concert themes ranging from "Love Dares Speak Its Name," a program that tells stories of love and why they matter regardless of gender, to "Unsilenced," a critically acclaimed program focused on the stories of GLBT and Jewish survivors of the Holocaust, One Voice uses song to tell our stories and to create social change.

In addition to performing for local audiences, One Voice engages in community outreach. Each year, One Voice travels to a handful of public K-12 schools through its Out in the Schools program. This powerful program conducts choral clinics, offers safe space for students to ask questions, and creates musical collaborations with students. According to Petrella, anecdotal surveys conducted before and after school performances have been resoundingly positive, indicating that One Voice is making an impact. One student

at a metro area high school related to a One Voice member that the performance was life-changing. The student's father had recently come out as transgender and she didn't know how to process that information. She felt she couldn't talk to anyone about her father and had become extremely withdrawn and depressed. As a result of One Voice's visit to her school, this student gained tools and resources to manage a complex and potentially stigmatizing situation. She developed understanding, acceptance, and compassion.

Much like Quorum, One Voice is an organization committed to building strong community and increasing visibility for GLBT and Allied people. To learn more about One Voice, including performances, auditions, volunteer opportunities and ways you can support their work, please visit www.ovmc.org. One Voice's next local performances of "Love Dares Speak Its Name" will take place January 14th and 15th in St. Paul.

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GRATITUDE AND LEADERSHIP



Sam McClure
Executive Director

It's easy and perhaps even a little lazy to focus only on the negative, or on perceived threats. Let's put our creativity, leadership, energy and gratitude where positive changes continue to happen and work hard to keep those efforts moving forward.

On October 15th, Quorum hosted the 17th annual Minnesota National Coming Out Day Luncheon and the Quorum Business Equality Conference. Our luncheon speakers all spoke eloquently, each exploring their own personal landscape of multiple identities and the understanding that authenticity occurs at the complex intersection of ALL our layers of identity and the way we live as “whole” people.

Similarly, within the sessions of the conference GLBT and Allied employee resource groups and their executive sponsors covered an array of topics that ultimately led back to a recognition that workplaces and teams are at their most powerful and are most effective when they are fully inclusive of all voices and perspectives. All of these leaders are committed to continuing to work towards these goals and I'm very proud of all of them. I don't think that we pause often enough to be grateful for the powerful leadership that is all around us every day and how it is moving us all forward in the pursuit of equality. It's easy, and perhaps even a little lazy, to focus only on the negative, or on perceived threats. Let's put our creativity, leadership, energy and gratitude where positive changes continue to happen and work hard to keep those efforts moving forward.

Here's some of the leadership I'm most grateful for. First, I want to acknowledge and congratulate all the members of Quorum's Workplace Alliance that currently have a perfect 100% score on the Human Rights Campaign Corporate Equality Index (CEI): Ameriprise Financial, Cargill, Carlson Companies, Ernst and Young, General Mills, ING, Land O'Lakes, Medtronic Inc., Met Life Inc., Prudential Financial, Supervalu Inc., RBC Wealth Management and US Bank. I also want to acknowledge and thank the Employee Groups at 3M, Target, Ecolab and Best Buy. While these companies were receiving criticism and punitive deductions to their CEI scores because of donations to the political PAC MN Forward, these groups have continued to work internally to educate their companies on the business case for a fully inclusive community. I applaud all of you for your leadership in the pursuit of fully inclusive workplaces. It's important to understand that the CEI measures

policies that offer protections to GLBT people that are not required by federal law. These companies offer appropriate employee benefits and fully inclusive non-discrimination policies because the business case is clear. It's a powerful example of how the business community is providing leadership towards equality that is way ahead of legislation.

Next, I want to thank the Quorum members that are actively pursuing certified GLBT-owned enterprises for inclusion in their supply chains: Supervalu, US Bank, Ameriprise Financial, Target, Met Life, Prudential Financial, ING and RBC Wealth Management. It's a dramatic step towards a fully inclusive economy when these companies take a step beyond workplace policies and sponsorships and philanthropy and demonstrate their commitment by literally investing in GLBT-owned businesses. I thank you and commit to being your local resource in this work and your connection to these certified suppliers.

Last, and certainly not least, I want to offer my deepest gratitude to all of our members who've made commitments and consistent efforts to grow their businesses and organizations. Quorum members large and small employ hundreds of thousands of Minnesotans, provide every type of service and create opportunities that drive our economy, get us back on track and keep us strong. The only thing more noble than providing people with opportunity is doing everything you can to make sure that opportunity is available to ALL people. I'm humbled and grateful by the incredibly powerful ways you do just that, every day. Keep up the good work and let us know how Quorum can support you. We are proud to be your Champion.



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QUORUM MEMBER PROFILE

A PASSION TO CONNECT

Andrea Wicevic has just celebrated her one-year anniversary as a member and is our newest Quorum Cornerstone Pioneer. She's also celebrating a great fit with her new employer, PrimeLending. She speaks with pride when she talks about their fully inclusive culture, "I felt supported by my coworkers immediately; in fact, I chose to work for my boss specifically because I can bring my whole self to work."

Wicevic was a real estate appraiser previously and had known about Quorum for years through Lee Roehl, but due to a no-compete clause, she wasn't able to be a member. Her new position and employer gave her the ability to join Quorum and she has never looked back, stating, "I was desperate to connect with the community." She also feels, "It's a community's business to have work—a way to connect and be involved, everyone working together with a common goal of growing our businesses to drive economic development for our community."

Wicevic has been able to grow her business quickly. She feels a trust factor is at play within Quorum, "Other members trust you to do your job with integrity. It ignites and feeds my passion to be engaged and involved, to provide excellent service to my customers as I grow my business."

When asked how she keeps her finger on the pulse of all that is Quorum, she simply states, "I keep showing up. Involvement isn't one-sided. You have to give service back to the organization; that's how you grow and it's what keeps the organization growing too." Taking this drive to connect one step further, Wicevic joined the Membership Committee to work on solid initiatives in attaining new members, as well as serving established members. "I have enjoyed connecting in a more intimate and small group setting, there is always some helpful idea that I take away to use in my business or my life." The personal connection is not lost on Wicevic as her business motto is "professional experience with a personal touch." Even with today's technology and social media she believes, "the personal connection is still a very powerful thing." She also consistently advertises in Q. Wicevic has been able to "meet a critical mass of recognition," and credits this in part to the way Quorum conducts itself.

Opportunity knocked twice for Wicevic when joining Quorum in that she was able to meet other women within her field of work. As these members got to know each other, they realized they had a lot of the same challenges, so they started casually gathering on their own to talk business and, in essence, became a mini support group.

Another win for Wicevic is Quorum's emphasis on Allies. She feels it's uplifting to meet people who are in your corner, and says, "It feeds my soul as a person and a business person." In addition, she is drawn to Quorum's focus on growing your business with integrity. "It's a place for ideas to germinate. It's a thoughtful place."

Kelly Kohlbacher, *Q Contributor*



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AVOID IDENTIFY THEFT: JUST THE FACTS, PLEASE!

One of the most common and unexpected places for identity thefts to begin is in the information published in an obituary. The deceased are the second most targeted population for identity theft. "Too much information" is not only boring—it can be a real risk.

This sentence, for example, provides eight answers that could be damaging to the security of my identity information. Can you identify the eight items?

Barbara Jean Hannah, born in December, 1946, in St. Paul, MN of parents Jimmy & Margie Bohner Hannah, a graduate of St. Paul Central and Hamline University, died on _____.

1. My middle name
2. My maiden name
3. My mother's maiden name
4. My neighborhood – Midway St. Paul, because I didn't go far – to Central HS, then Hamline University
5. I am either a Sagittarius or a Capricorn, I was being careful to not provide my actual birthdate
6. However, I am a "boomer", defined by the year
7. A smart identity theft crook knows that the mascot for Central is the Minuteman
8. And, a really smart one knows that the mascot for Hamline is the Piper

These eight answers can be used to set up false accounts to compromise my identity. Rather than this very innocent, but potentially dangerous, short story of my life, I suggest an obituary should provide the reader with the facts from which a decision to pay respects for my passing can be determined.

Barbara Johnson Hannah, formerly of St. Paul, currently of Minnetonka, died on ___ day, date. She is survived by her soulmate & best friend, Paul. Please come to visit with her loved ones on ___ day, date & time, at the _____ funeral chapel. A long-time pre-planning funeral specialist, she had everything planned just the way she wanted it. Come see what she planned for you to celebrate her life. Make a donation to _____ because she has the flowers covered.

Barbara Hannah is a funeral planner, she can be reached at 612-377-7841.

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QUORUM STRATEGIC PARTNERS

Quorum has amazing partnerships; in fact, you're enjoying the results of two of our powerful partnerships right now. *Final Draft Designs* and *Print Craft, Inc.* each play integral roles in the production of this newsletter every quarter, and we couldn't ask for better partners.

For three years now, Michael Hamerlind of *Final Draft Designs* has worked tirelessly on honing the layout and other design features of each issue. With over a decade of freelance design experience, Hamerlind tends to gravitate towards working with non-profits and small businesses. His value-laden partnerships with his clients allow him a fair amount of creative freedom and provide a unique client experience. As a former marketing research analyst for a Fortune 500 company, Hamerlind not only knows appealing design when he sees it, but also has a strong grasp on what different publications are meant to do and how they might reach their goals. These strategic planning skills are just as valuable to small organizations as Hamerlind's good eye, and they put him one step ahead of many other graphic designers.

Aside from his business relationship with Quorum, Hamerlind told me that his five-year membership has helped him grow personally: "In the past, I felt I could be supportive of the GLBT community without being active, but becoming an allied member of Quorum has educated me on the things that I can do to support the community more effectively." He handles the Quorum account a bit differently than his others, making many in-kind trades of time and talent, and has enjoyed watching the organization grow and develop. He says, "The strong presence in the marketplace and the recent re-branding with *Imagehaus* has really opened doors. Quorum is not a typical business association, they are driving the decisions that companies make, especially through supplier diversity initiatives and the workplace alliance."

Print Craft was started over 30 years ago as a printer of wedding invitations. It now employs 160 people and runs around-the-clock, specializing in high-end packaging for software, medical and cosmetic companies. They also print gift cards, annual reports, postcards and newsletter products. The company is owned by *Taylor Corporation* of Mankato, one of the largest privately held printing companies in the world and a provider of Domestic Partner Benefits since 2009. In the spirit of *Taylor Corporation*, *Print Craft* has offered Quorum excellent personal service throughout our relationship. Quorum's account is managed by Jason Howard who works closely with Hamerlind and the Quorum staff to ensure the best final product possible.

Jason sees special importance in *Print Craft's* relationship with Quorum. The company understands the value of full GLBT inclusion in a business environment. "Quorum is an invaluable resource to the GLBT community and for me personally as a sales rep, to both help serve our community and business ventures at the same time. It also affords me the opportunity to help Quorum and other GLBT businesses and non-profits whenever I can with printing advice and services." This mindset is familiar to anyone who is or has spoken to a business partner of Quorum. Not only does the relationship produce business results, it builds and strengthens our community. In terms of staff and resources, Quorum is a small organization, but through our partnerships with companies like *Final Draft Designs*, *Print Craft, Inc.* and many others we make a big difference.

Andy Hofer
Q Contributor

"In the past, I felt I could be supportive of the GLBT community without being active, but becoming an allied member of Quorum has educated me on the things that I can do to support the community more effectively."

Michael Hamerlind,
Final Draft Designs



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QUORUM LEADER PROFILE: GILLIAN GRIFFIN

Kelly Kohlbacher
Q Contributor



KK: Gillian, you were a student when you joined Quorum. What drew you to join as an undergrad, and why have you stayed post graduation?

GG: I found out about Quorum through a friend and, at the time, was looking for an idea for my Capstone thesis at the U of MN. I went to a network night and was blown away by what I heard. It was an instant infusion of energy. Quorum has such a positive, progressive, inclusive, and impactful mission and I knew it was something I wanted to be a part of. Ultimately, I chose to do my research project about workplace equality and learned more than I ever imagined through Quorum. Now that I've finished school I continue to be involved with Quorum because I believe in the mission. Quorum is more than a business association and I love its capacity to use economic development to further social change. If you live and work in the Twin Cities GLBT and Allied community, Quorum is the place to be for connections, resources, and inspiration.

KK: You also serve on Quorum's Board of Directors. What have you gained from seeing the inner workings of Quorum?

GG: I've learned how social equality is gained on the ground level. There are many great organizations working for equality but progress often feels stagnant or slow at best. As a board member, I've been able to not only see change first-hand, but to contribute to it. Going to an event like the National Coming Out Day Luncheon or the Quorum Business Equality Conference and not only seeing hearts and minds positively impacted, but knowing I had a hand in that is powerful. I've gained the realization and experience of positive change for our community. Quorum's ability and commitment to helping GLBT and Allied businesses and professionals grow and thrive is huge. Each individual and each business—large or small—that Quorum counts as a member has an opportunity to exponentially impact our community in a positive way. The stronger our community is financially, the stronger it will be overall.

KK: Your path to Quorum is unique as both a young student and non-business owner. In what way is Quorum accessible to younger individuals who may not consider themselves entrepreneurs but still look for community involvement?

GG: The most direct point of access is our Young Professionals program, which facilitates networking events and other activities for GLBT and Allied people aged 21 to 35. Another fantastic opportunity is Quorum's network nights. It's important for career-oriented people to have a hand up and a hand down – Quorum is a great organization to find mentors and also to give support and guidance to others. We are a tight knit and powerful business community and all you have to do is show up! Finally, I would encourage younger people looking for community involvement, experience and connections to consider contributing their skills and talents to one of our board committees. I chair the Communications Committee and we have several opportunities for people interested in writing, marketing, social media, and branding. We also have an Events Committee, a Membership Committee, and the Workplace Alliance group

that works with businesses and corporations to promote inclusive workplace policies and practices. Inclusion is becoming increasingly important in the workplace so those looking to gain leadership experience for their careers and serve their community have many prime opportunities.

KK: Do you think Quorum will be stronger with younger members working alongside those who are further along in their careers?

GG: At Quorum's core is the power of connection. In order for Quorum to continue to grow and make the impact that we're known for, we need to be connected to our community. This means younger professionals, more veteran professionals, and everyone in between. Younger members invigorate and challenge the organization to be the best it can be while our more veteran members offer guidance and wisdom. We all need to work together to continue moving forward and that means including the ambition, drive, inspiration, creativity, and determination that young professionals bring to the table.

KK: As you've made your way through your first year, attending both networking and annual events, what's surprised you most?

The impact of each individual—we have so many amazing, engaged members and the domino effect that happens when these people come together is incredibly exciting. It inspiring and powerful to realize that every single person can make a difference!

KK: Which Quorum event resonates with you most?

GG: The Quorum Community Leadership Awards. This event is important to me because it is refreshing, invigorating, and inspiring. With all the negative things that impact our community, it's rejuvenating to learn about all the positive work being done by our community. For me the best part is that these amazing stories are coming from Quorum members. To be connected and tapped into this group of people is very powerful.

KK: Quorum also reaches outside itself in many ways. Aside from member involvement, how do you see Quorum working within the larger GLBT and Allied community and beyond?

GG: The Workplace Alliance is a Quorum program in which our staff and volunteers work closely with employers to address workplace culture and GLBT inclusion policy. It includes the development and support of a network of GLBT and Allied Employee Groups that share information and best practices by providing education, training and networking to enhance employee leadership. In addition these groups are introduced to Quorum's broader membership which fosters relationships with other businesses owned and operated by GLBT and Allied people. Quorum's affiliation with the National Gay and Lesbian Chamber of Commerce (NGLCC) is also powerful. We are very active in GLBT Supplier Diversity Inclusion. This new level of inclusion is very important. The NGLCC's nationally recognized certification program is essential for GLBT businesses that want to break into supply chain opportunities. Quorum educates and supports companies large and small, instructing them on why supplier diversity is important, how to implement it, and how to become a certified supplier. By working toward inclusive workplaces and supplier diversity programs that include GLBT owned enterprises, Quorum's reach has extended to every workplace and business in the state.



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MEMBER PROFILE: RIGHT AT HOME RECEIVES INTEGRITY AWARD

Since 2001, Right at Home (RAH) of Bloomington has been distinguishing itself as an exceptional provider of non-medical assistance to seniors living in their own homes. Owned by life-partners Paul Blom and Bob White, the company has been recognized by the Better Business Bureau (BBB) of Minnesota and North Dakota with the agency's 2010 Integrity Award. The BBB gives this award to "companies who exemplify ethical behavior and display integrity in all aspects of their operations; toward their employees, vendors, customers, and within their community." In his acceptance speech, Blom said, "I really appreciate that the BBB and others recognize that we set a high standard for our company, our employees and our vendors. It's important to us to operate with integrity; it's a

bedrock principle for Right at Home that differentiates us and allows us to flourish."

RAH was also recognized in the Star Tribune's Top Workplaces 2010 survey as third among mid-size Minnesota companies for employee satisfaction. Allen Hager, chairman and CEO of Right at Home Inc., says of the franchise, "Paul and Bob have worked relentlessly over the past decade to develop their organization into one that provides a client care experience that is just as positive as the experience their caregiver teams enjoy. Their commitment to the people they serve and their teams is reflected in the ongoing recognition they receive."

Andy Hofer, Q Contributor



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THE QUORUM EVENTS CALENDAR

QUORUM COFFEES

FIRST FRIDAY OF EVERY MONTH, 7:30 - 9:00 A.M.

Enjoy coffee and networking at a member business location. These events are a casual, relaxed way to meet like-minded professionals and learn about their businesses.

January 7

WILDE ROAST CAFÉ

518 Hennepin Ave. E, Mpls.

February 4

YUM! KITCHEN & BAKERY

4000 Minnetonka Blvd., Mpls.

March 4

LOUANN'S RESTAURANT

2512 Kenzie Terrace, St Anthony (NE Mpls.)

NETWORK NIGHTS

THIRD TUESDAY OF EVERY MONTH, 5:30 - 7:00 P.M.

Network nights offer a fun way to mix with Quorum members and their guests. These events are hosted by member businesses.

January 18

BAR LURCAT

1614 Harmon Place, Mpls.

February 15

TICKLES FOOD AND BAR

420 S. 4th St., Mpls.

March 16 (*Wednesday - note date change*)

RED STAG SUPPER CLUB

509 NE 1st Ave., Mpls.

Save the Date! **QUORUM COMMUNITY LEADERSHIP AWARDS** - Friday, April 29, 2011

Quorum Networking Events provide opportunities to create authentic professional and social connections that provide access to resources, information and collaborative alliances.

MIRACLE ON 38TH STREET

Amy Ruzick

Q Contributor

The Holiday Basket program is now in full swing at the Aliveness Project. If you happen by their current home at 730 East 38th Street in Minneapolis, be sure to stop in and witness something truly amazing. Upstairs you will see volunteers coming and going and holiday baskets being prepared, stacked and lined up for delivery. The “baskets” are actually hand-decorated cardboard boxes, usually the size of a handled grocery tote. Depending on the size of the family, 1 to 4 of these will comprise one holiday “basket.” In 2009, 1411 adults and children received holiday baskets through the Aliveness Project.

Downstairs, it’s business as usual: Approximately 140-160 healthy meals a day are carefully prepared in the on-site kitchen and served in the dining room which unfortunately accommodates only 38 people at a time. This is the same space that in 2009 distributed over 87,000 pounds of non-perishable food and hygiene items through its food shelf program; had 2,453 case management visits helping members find employment, housing, medical care, and educational opportunities; had 2,876 integrative therapy sessions of massage, acupuncture, shiatsu, and other body treatments; served 33,900 hot meals; held 39 health and wellness workshops; facilitated over 30,000 volunteer hours – the equivalent to 14 full-time staff; and provided 3,020 computer sessions through their resource library. In 2009, this facility served nearly 1600 members, though the space was designed to serve 400.

The “big room” as it is often referred to, is on the upper level and is about 32 feet long by 21 feet wide. This space is about the size of two average sized family rooms put together. It’s used for various meetings, classes and storage, an extra office space and the copying room. It’s centrally located and has doors to almost every other room in the upper level, including access to three therapy rooms, the receptionist/lobby area, the upper level restrooms and 3 different office areas which provide space for 6 of the 9 full-time employees that manage to accomplish all of these incredible services.

During the 8 weeks leading up to the Holiday Basket extravaganza, the “big room” becomes the main area to store the prepared baskets. Twenty-eight long tables are



stacked up on each other to provide a three tier maze of shelving with walkways not quite 3 feet wide. Literally, this room is utilized from floor to ceiling and still doesn’t house all of the baskets. Every inch of space will be used for prepping and storing the Holiday baskets including any extra space in the Executive Director’s modest office, the resource library, one of the therapy rooms, and one of the small offices that is shared between 2-4 people at any given moment.

In 2010, like all of the other provided services, the number of baskets that will be needed is expected to grow by about 10%. In 2011, the numbers are expected to grow even more. Please stop by during this time and see for yourself just how important the new location for the Aliveness Project is for fulfilling all of these services.

The new building at 3808 Nicollet Ave S will provide 5,000 more square feet, has a larger dining room, is fully accessible, and has more available parking. The Capital Campaign has been underway for this building and its renovation for 19 months, and still needs to raise at least 1.5 million more dollars to make the move in 2011 possible. If you are looking for a worthy cause to support, or know of foundations, programs, grants, and or other individuals and companies that can help make this happen so that next year’s Holiday Basket program can run out of the new facility, please contact the Aliveness Project at 612 824 LIFE (5433).

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offers clients customer support and training opportunities to help clients manage their websites and merchant processing applications. In addition to website development and merchant services, Evolve Systems offers online video tools, search engine optimization, social media consulting, mobile payment solutions, integrated point of sale systems, and virtual terminals.

LGBT THERAPISTS

NETWORK is a community-based organization of lesbian, gay, bisexual, and transgender-identified / affirming mental health and social service workers and their allies in Minnesota. The goals of the Network are: 1) To provide an opportunity for professional and social support; 2) To exchange resources and referral ideas; 3) To provide continuing education; and 4) To affirm the lesbian,

gay, bisexual and transgender community.

LOG CABIN REPUBLICANS OF MINNESOTA

(LCR-MN) is a chapter of the nation's only organization of Republicans who support fairness, freedom, and equality for GLBT Americans. LCR-MN believes in limited government, fiscal responsibility, individual liberty, free markets, a strong national defense, and strong & stable families. They educate the GOP that opposing equality is inconsistent with the GOP's core principles of smaller government and personal freedom, and serve as the voice of GOP values in the GLBT community.

WORKHOUSE THEATRE COMPANY (WTC)

is the only independent theatre company residing and producing in north Minneapolis. Based in the Camden neighborhood of Minneapolis, WTC produces a full season of theatre offerings. WTC

collaborates with established and emerging artists to interpret plays and generate new theatrical works. The Workhouse Theatre's mission is to provide the residents of the Camden neighborhood with an opportunity to attend and to participate in quality presentations of theatrical works.

HEALTHY TRAINING, LLC

is passionately committed to changing people's lives by helping them adopt a healthier, more active and increasingly fit lifestyle so they look and feel their best. Highlights of Healthy Training include a 2,100 sq/ft facility, weight and cardiovascular equipment, no membership fees, a private environment, and workouts personalized for each client!

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uses rich, dark, imported Schokinag chocolates and sweet coconut to produce their luscious macaroons. These award-winning creations are like no macaroons you have ever tasted. Gift boxes of these hand-crafted, gluten-free, gourmet delights make the perfect hostess gift or for someone special or just a treat for you.

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a division of Alerus Financial, has earned an exceptional reputation as an outstanding mortgage banker serving real estate professionals, builders and individual homebuyers. Pat Gleason, Loan Officer, is a seasoned professional with twenty-four years experience in residential loan origination for those refinancing or purchasing a home.

VANTAGE PAINTING

is a locally owned and operated independent painting company providing interior and exterior,

residential and commercial painting services. All work is performed by full-time, hourly paid employees who are painters by trade, not by circumstance. Vantage Painting's professionals treat you and your property with the utmost respect at all times, while offering premium service and quality at a reasonable price.

ASSISTED REPRODUCTION & ADOPTION LAW PLLC

helps families negotiate the legal hurdles that arise in the course of an adoption and assisted reproduction. As an experienced Minnesota adoption and assisted reproduction law attorney, Suzanne Born takes great joy and pride in helping children find loving environments in which they and their new parents can flourish.

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THE NEW MEMBERS

MUDDLAKE FURNITURE CO., located in a historic barn nestled in the rolling hills of Carver County just west of Excelsior, offers a unique shopping destination. Just 23 miles from downtown Minneapolis and set on a picturesque lake, the barn is filled with inspiring home furnishings not seen in most stores. Muddlake Furniture Co. is known for its friendly, honest service as well as quality products.

With operations in the United States, Canada, Europe, China and Mexico, **BEST BUY** is a multinational retailer of technology and entertainment products and services with a commitment to growth and innovation. Best Buy works to develop and maintain an inclusive environment where employees can feel free to be themselves, develop their talents and grow with the company.

Located at 201 E. Hennepin Ave. in Minneapolis, **GINGER HOP RESTAURANT & Bar** is a new restaurant that specializes in pan-Asian classic dishes. As they like to say: "East meets Northeast!"

MAKE STUDIOS is a Minneapolis-based design firm that believes design should be fun, sustainable and honest. These architects want to help create

spaces that are humanistic, holistic and unmistakably personal. They possess that rare combination of talent and passion mixed with a firm commitment to the utmost client satisfaction. Learn more at www.makestudios.net/

For over forty-five years, **CHESTNUT CAMBRONNE** has provided its clients with the highest quality legal service. Chestnut Cambronne has extensive and unique experience in class action and commercial litigation; business representation; tax, estate, and elder law planning; family, criminal, and personal injury law; alternative dispute resolution; maritime law; and government relations.

THE CROWNE PLAZA ST. PAUL-RIVERFRONT HOTEL would like to be your first choice of hotels when visiting the vibrant history and cutting-edge culture that blend perfectly in St. Paul. Convenient location, generous amenities, friendly service, breathtaking Mississippi River views – all at the Crowne Plaza.

HANSEN LAW LLC is a consumer rights law firm in St. Paul. Attorney/Owner **ANNE M. HANSEN** focuses on debt collection defense, Chapter 7 bankruptcy, and consumer protection matters. Anne is a member of

the Minnesota Lavender Bar Association and writes regularly about consumer law issues at mnconsumerattorneyblog.com.

ANODYNE COFFEE-HOUSE is an independent, urban café nestled in Minneapolis' Kingfield neighborhood, serving homemade breakfast, lunch, dinner and an assortment of baked goods made daily in-house. Their coffee comes from locally-roasted beans, while the teas and chai are blended right here in Minneapolis.

INTEGRA TELECOM, INC. is a facilities-based, integrated communications carrier, dedicated to providing a better choice for businesses in eleven western states. It owns and operates a best-in-class carrier network that differentiates itself by staffing locally based customer care, technical, and account management professionals whose goal is to provide high-level, personalized client service and satisfaction.

LAND O'LAKES, INC. is the maker of LAND O LAKES® products—America's #1 brand of butter and deli cheese. However, that's only part of who they are. Land O'Lakes, Inc. is dedicated to being an organization built on the foundation of a diverse and inclusive

workforce, with individuals and teams working to blend a wide range of talents, experiences and perspectives in pursuit of shared purposes.

In the heart of Lowertown St. Paul, **THE BLACK DOG CAFÉ** is a one-of-a-kind cafe serving beer, wine, coffee, good food and culture. Family owned since 1998, The Black Dog

is known for community and culture. They serve local food and drink whenever possible while hosting many events both public and private: live music, readings, wine tastings, artists' receptions and happy hours. Located across from the Farmers Market and in the Northern Warehouse Artists Lofts.

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THE MEMBER NEWS



At the end of September, 2010, Quorum member **CAROLYN LONG** of the 42nd Street Salon became the first Minnesota stylist certified in the new Advanced Curl Training from Devachan Salon in Soho, NYC. This course expanded upon her previous certification in 2007 as a curly specialist: she is listed in the Devachan worldwide stylist database as a "Curl Architect." Carolyn specializes in the Deva dry-cutting technique, as well as the curl-by-curl highlighting method of Pintura. As always, Carolyn's ultimate goal is to have each client love their natural hair texture and embrace it for its uniqueness and beauty. You can read more about the Deva method at www.devaconcepts.com.

OUT IN THE VALLEY (OITV) holds its holiday social on Sunday, December 19th at a lovely old Prescott, WI home which once was a church. One of our members will play a few songs on the pipe organ. Come any time after 5 pm, potluck meal at 6:30 pm. Friends and family are welcome to join us. The OITV Annual Meeting takes place Saturday, January 15th at 6 pm in Mahtomedi. OITV Members only please. The February meeting date is TBA: The planned focus will be Gay-Straight Alliances in high schools. Friends and family welcome. On Friday, March 11th, OITV meets for a popular Movies Night at 7 pm at one of our member's home in Stillwater. Friends and family welcome to attend. For details on these and other OITV events, contact Val at vmondor@tpt.org.

EVOLVE SYSTEMS announces credit card processing from your phone: Applications for iPhone and Android phones offer the ability to process transactions, manage inventory, track shipments and other features. Transaction data is stored securely online, not on your phone. Devices that attach to your mobile phone are great for mobile merchants that sell at

tradeshows, meetings, service businesses, plumbers, electricians and deliveries. Online marketing campaigns can be merged with this cell phone credit card technology. For more information, contact Pat Gebes, phone: 651-556-4638, pat@evolve-systems.com

METAMORPHOSIS owner **SAMANTHA STRONG** has



recently appeared on Minnesota Public Radio and been interviewed in the Southwest Journal. She is sought out for her expertise on green remodeling and her unique perspective on "re-thinking" real estate. At a time when it's widely considered a bad time to be a real estate broker or a contractor, Samantha is both and Metamorphosis is growing!

COPPER CREEK CANDLES are now available at the

Goddess of Glass and Friends Shoppe at 2205 Lowry Ave N. in North Minneapolis and Main Floral at 115 East Main Street in Anoka. Their soy candles can also ordered online www.sniffsaarefree.com.

CLEARVIEW AUTOMOBILES in Edina is pleased to



announce the addition of Kara Little to the sales and marketing team. Kara's focus on client service and her passion for the latest and greatest trends in late model cars, trucks and SUV's makes her the perfect addition to our team. Kara loves taking good care of customers and is excited join the team at Clearview and be a new member of Quorum.

As **TWIN CITIES PRIDE** looks forward to celebrating its 40th Anniversary in 2012, they have begun a strategic planning process. A number of internal and external meetings have been held, including a Focus Group where various community leaders came forward to discuss how they view the organization and what they would like to see it become. Anyone who is

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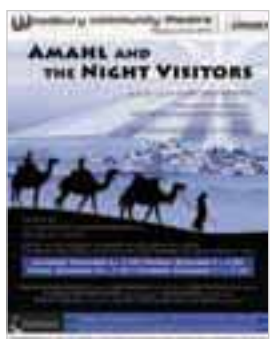
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interested in more information or in giving input to the Pride Board may contact Dot Belstler at execdirector@tcpride.org. If you'd like to get involved on a committee or as a volunteer staff member, more information is available at tcpride.org

MICHAEL HAMERLIND of **FINAL DRAFT DESIGNS**



is excited to be performing the role of King Bathazar in Woodbury Community Theatre's production of *Amahl and the Night Visitors*, presented in partnership with Woodbury Community Theatre and the East Metro Symphony Orchestra. Performances are 12/4-5 and 12/10-11 at *The Loft Stage at East Ridge High School* in Woodbury.

THE MEMBER NEWS

For more information or to buy tickets, visit www.woodburycommunitytheatre.org or call 651-730-4627

Through the end of the year, **DISTRICT 202's** strategic planning team consisting of the Board, Staff, and Carol Jean Peterson, pro bono organizational strategist, will continue to engage District 202 Stakeholders, Partners, Funders, Youth, and Community Members from all areas of the metro Twin Cities, and continue to build on the Mission and Strategic areas of our organization. To better focus our mission, District 202 will work directly on reducing the isolation of LGBTQ2A youth; addressing the changing demographics and needs of youth as they come out, creating spaces and opportunities which advocate youth empowerment, fostering and encouraging self-expression to ensure healthy, happy and engaged youth. A dynamic organizational plan, set up in



Larry celebrates with the whole team at Dunn Bros Roseville. *Photo by Jana Noonan jananoonan.com*

DUNN BROS ROSEVILLE wins Franchise of the Year award! The team received the best combined rankings of all award categories: they embody the Dunn Bros Coffee brand; they demonstrate operational excellence by achieving 80% or better in the "Guest Service" and "Store Environment" categories and have passed their roast and equipment maintenance sections. Owner Larry Fønne is also honored with the President's Award and Best Total Sales Increase.

incremental phases, will be developed and implemented, Board Officers, Phillip Jares and Greg Schumann are available for one on one discussions, if you would like to be share thoughts or insights.

THE JEAN-NICKOLAUS TRETTER COLLEC-

TION in GLBT Studies at the University of Minnesota recently celebrated it's 10 year anniversary. The Tretter collection is one of the preeminent GLBT historical archives in the world. The celebration included an open house, a community leaders dinner, a concert, and a time capsule project that will be

opened in 40 years. Guests had an opportunity to make a contribution to the time capsule and to record a filmed message to future generations. The celebration also marked the opening of the Saving Our Lives exhibit which will be open through February 5, 2011 from 8:30 to 4:30 M - F, and from 9 to 1 Sat. (with the exception of holidays).

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CASEY'S BAR TO RE-OPEN AS PAT'S TAP

Kim & Kari Bartmann of **BRYANT LAKE BOWL, BARBETTE**, and **RED STAG SUPPERCLUB** are planning on closing down Casey's Bar at 3510 Nicollet and reopening as Pat's Tap. It will be a neighborhood 'gastro pub', serving burgers, traditional bar fare, and some other high-quality surprises, like mussels and frites, house made pastas, breads, and charcuterie. The menu will be comprised of as much locally farmed & produced meats, cheeses, and produce as possible. Chef Kevin Kathman, currently the chef of Barbette, will be helping with the menu creation. Pat's Tap will still be a neighborhood place, but with a few improvements. The little grill behind the bar will be out, and a full kitchen will be in. The new beverage list will focus on local and sustainable options as well, with a beer list including many of our newer local micro brews. The sisters hope to upgrade the license to full liquor, and will focus the wine list on organic, sustainable and biodynamic producers. The new patio will be cobblestone with some trees added for shade. The game room will have a couple less pool tables and an addition of some 1950's Skee Ball machines. Proceeds from the Skee Ball machines will be donated to local non-profits serving the homeless and hungry. Remodeling should start in mid-November, and will be done to LEED standards.





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