



Council Chronicle

News from the Colorado Business Council,
the State's Gay and Lesbian Chamber of Commerce

www.coloradobusinesscouncil.com

October, 2003

Volume 11, Issue 9

Upcoming Events

CBC Annual Business Awards Dinner

Thursday, October 16th, 2003

5:30 p.m. - 9:30 p.m.

Renaissance Denver Hotel

3801 Quebec Street

\$50 for members and guests

purchase your tickets on the CBC website

Professional Networking Luncheon

Thursday, November 13th, 2003

11:30 a.m. - 1:00 p.m.

Allen & Nichols Productions

"Compost your life, garbage to garden -
7 success seeds for achieving excellence"

Radisson Hotel

3333 Quebec St.

\$17 for members; \$22 guests

Reserve no later than 11/10/03 at the website.

For complete event information, log on to

www.coloradobusinesscouncil.com.

Follow the "members" link to "events"

For events requiring a reservation, RSVP

at www.coloradobusinesscouncil.com.



Visit the CBC website!

www.coloradobusinesscouncil.com



The Colorado Business Council is pleased to announce winners of the Seventh Annual Gay and Lesbian Business Awards. On Thursday, October 16th, CBC will recognize **Brenda Fraser, Gordon Christensen, Sherry Armstrong and Laurie Schlager, Jim McNulty, and Michael Brewer** for individual achievements. Organizational awards will go to **Kaiser Permanente and The Alexander Foundation.**

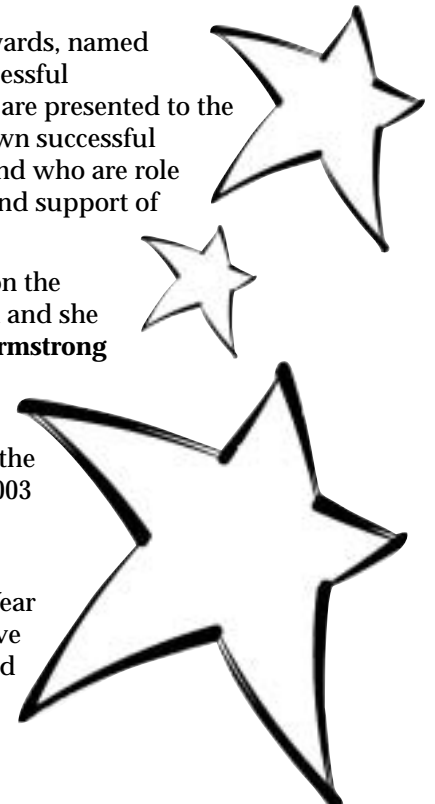
The Awards include the Tim Gill Entrepreneurial Man and Entrepreneurial Woman of the Year, the Professional Man and Professional Woman of the Year, Individual Community Ally, Corporate Community Ally, and Non-Profit Organization of the Year.

There are two Tim Gill Entrepreneurial Awards, named after Tim Gill, one of Colorado's most successful entrepreneurs. Each year, the Gill Awards are presented to the man and woman who have owned their own successful businesses for a minimum of three years and who are role models in their community commitment and support of other businesses.

Last year, Sue Foppé of Foppé Creative won the Entrepreneurial Woman of the Year Award and she will present to the 2003 winners, **Sherry Armstrong and Laurie Schlager** of Award and Sign Connection.

R.J. Manrique of A Image Limousine, Inc., the winner of the 2002 award will honor the 2003 winner, **Jim McNulty** of Colorado Pride Guide.

The Professional Man and Woman of the Year awards recognize two individuals who have made outstanding advances for the gay and lesbian community through their employment, and their professional and community activities.



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President's Report

a message from CBC President Mark Renn



Our Challenge Together

The Colorado Business Council is OUR chamber. The Colorado Business Council (CBC) is an organization that was established for a number of reasons, but primarily as a gathering point for GLBT professionals to come together and talk about the issues that affect each and every one of us day-to-day, in the business and personal aspect of our lives. CBC gives us an opportunity for networking and more importantly, a chance to be a voice for our community and to lead the community.

I congratulate you for being a member of CBC.

During this past year, CBC has made great strides moving forward. We have hired a full-time Administrative Director to continue the momentum of improved services for our members and to increase our overall membership numbers. If you have not yet met Kevin Altieri, please take the opportunity to talk with him about his ideas for CBC. He can be reached either by email, phone or in person, at any of the events he is consistently attending.

As in the case with all organizations and businesses, we have plenty of positive challenges and opportunities ahead of us in this economic time. And this economic time does put additional strains on our energies and finances more than ever.

My true message and challenge to you is that this is truly an occasion for US, as members, to take advantage, in positive ways, of our CBC membership. The opportunities you have as an individual, in CBC, are numerous. I would like to list a few of these out for you to think about.

- 1) contact one of your board members and let them know if there is something you would like to see CBC accomplish in the coming year
- 2) attend one more event with us
- 3) suggest an event or a speaker
- 4) get to know a board member in a real and personal way
- 5) last, I ask each one of you to see if there are three individuals or businesses that would be interested in what CBC has to offer and invite them to attend one of our monthly functions or our annual event

As a group, we can accomplish much.

Soon, the Annual Awards dinner will take place. I hope many of you will attend this spectacular event on October 16. To me, it is spectacular because it honors a number of individuals and businesses that have made great strides for us in the community. It not only is a great opportunity for comraderie and networking, but the dinner also marks another new year for CBC.

I look forward to working with each and every one of you to move OUR CBC community forward, into the year 2004, and beyond! **CBC**

-Mark Renn

A Maverick Finds Solutions to Bad Debt

Member Profile

By Brenda A. Fraser

There are not many offices in Colorado that offer 12-hour-a-day office hours, but Progressive Financial Solution Group does have just that – lots of hours dedicated to clients to pursue bad debt, including recovery of bad checks.

After 25 years in the business, **Brett Langston** knows the industry, whether it's medical, retail, consumer or commercial. He has clients from all over the state and he has recovered as much as \$15,000 on a single account for one client. His fees are lower than most other agencies in the state and he runs his business with compassion and integrity unlike other agencies which might harass or intimidate people in order to force them to pay on bad debt.

"Sometimes bad things happen to good people. I don't believe in treating people that way. There are two sides to every story," he said. And with this economy, bad debt and NSF (checks returned for "non-sufficient funds") are on the rise.

Hailing from Ft. Worth-Dallas, Texas, Brett's free time is devoted to helping charities by raising vital funds from benefit concerts with his band called "Brett Mavrick and The Stallions." Recently, they helped raise \$1500 at Charlie's for the Metropolitan Community Church of the Rockies (MCCR) for a new kitchen.

Overall, they have helped raise more than \$50,000 so far in the last five years for groups such as Project Angel Heart, Colorado AIDS Project, the Samaritan House and others. They donate 100% of funds raised to the charities.



Brett Mavrick and The Stallions - Top, left to right is Paul, Brett, Faren. Bottom: Mailyln, Mark

Brett believes in "giving back" to the community with his music. Every year, there is a Fan Appreciation Day, this year it was held at Charlie's. Free beer, free food, and great music all add up to one great day. This is the group's way of thanking their loyal fans for continued support throughout the year.


While living in Texas, Brett started the "Bootleggers" which to-date has raised more than \$100,000 for nonprofit groups there and is still going strong. Originally, Brett

wanted to find a way to give back and he wanted a positive response to the AIDS crisis. Early on in the crisis, Brett had lost his best friend. Brett's answer was forming a band and doing benefit concerts.


With Thanksgiving approaching, Brett Mavrick and The Stallions are looking forward to performing at Brick's Bar so they can raise money for the Zion Baptist Church to purchase turkeys for the poor and less fortunate. And after that holiday, they will perform their Annual Christmas Show on Dec. 12 at Charlie's which will raise money and toys for Rainbow House. It is their biggest show of the year and one that is deeply rewarding. "To see a smile on a child's face, there's nothing quite like it."

Who knew that a debt-collector could be such a nice person? To learn more about Brett's business, go to www.pfsg.net. To learn more about his band, Brett Mavrick and The Stallions, go to: www.brettmavrick.com. **CBC**

(CBC members get 10% discount on services provided through Progressive Financial Solutions Group.)



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Editorial Notes

The Council Chronicle is published monthly to bring CBC news to its membership and supporters. The CBC does not specifically endorse any company, politician, product or service for members or advertisers. Publication of name, photograph, or likeness of any person, organization or business in this publication is not to be construed as any indication of the sexual orientation of that person, organization, owners or staff of any business. The CBC reserves the right to control all content of this publication. Deadline for submissions is the 15th of the previous month.

To submit editorial content or place an ad, contact Brenda Fraser, Newsletter Editor, at (303) 635-1096 or email galaforce@msn.com.

Membership in the CBC is open to any individual, non-profit organization, business, or large corporation wishing to support the gay and lesbian business community. For membership information, or if you wish to be removed from our mailing list, please call Kevin Altieri, CBC Administrative Director, at (303) 595-8042.



CBC Business-to-Business Testimonial Colorado County & Community Title

by Eric McCalla, Englewood Mortgage Co.

I have been working in the mortgage lending industry for some five years now, and joined the Colorado Business Council about two years ago. Through my line of work, I have the opportunity to interface with many affiliated businesses, such as realtors, appraisers, banks, sales reps, and of course title companies. The mortgage and real estate industries are very competitive, and I am constantly seeking out new business partners who can deliver not only the best product, but also the best service for my clients and my business overall.

Through a fellow CBC member, I was introduced to Waun Weingart and John Gallegos who run their family business, Colorado County & Community Title, with offices in metro Denver and Castle Rock. Waun told me to give their company a try sometime, and she guaranteed I would be a "customer for life" if I used their title services. Not only did she offer great rates and really fast turnaround on my orders, she offered to travel to my clients, so they wouldn't have to travel to her office. Talk about convenience and going the extra mile!

Like most mortgage professionals, this year has been extraordinarily busy for me. Waun helped me to keep my clients happy, offering them hassle-free closings, and the reassurance they were getting the utmost in customer care. Waun always follows up with current files, I never have to pick up the phone a second time to request a document or payoff—everything is delivered in a timely manner and 100% accurate.

Thanks, Waun and John for all your help. Your commitment to excellent service is much appreciated! **CBC**

CBC Member in the News

ColoradoBiz Magazine's September issue features its annual Top 250 Private Companies in Colorado list. T.J. Sullivan, Managing Partner of CAMPUSPEAK, has made the list again for the second year in a row. T.J.'s company is ranked for the 2002 business year at #177 up from #189 in 2001. CAMPUSPEAK realized a 31% increase in revenues, and continues to distinguish itself in the public-speakers' agency industry.

T.J. is a long-time member of the Colorado Business Council, and he was President for two consecutive years. His commitment to business excellence is evident in his well-deserved success. Congratulations, T.J., on another great year for CAMPUSPEAK! **CBC**

Welcome New And Renewed CBC Business Members!

Introduce yourself to the following members
at upcoming CBC events:

Radisson Hotel Denver Stapleton Plaza,
Nicole Nielsen

Cherry Creek Arts Festival,
Tony Smith

Renaissance Denver Hotel,
Ron Fiorilli and Deb Hoover

Alan Robarge, Psychotherapist
Global Career Management, Mark Renn

REMAX Northwest, Michael Newton

Pink Pages, David Cohen

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OUT FRONT
Colorado

CBC Awards from page 1

In 2002, CBC honored Judge Mary Celeste of the Denver County Court and Paul Jerez of Bank One.

This year, CBC has selected **Brenda Fraser** of Blacktie-Colorado.com and **Gordon Christensen** of Keller-Williams Realty as the 2003 winners.

The Individual Community Ally award recognizes an individual whose remarkable efforts benefit the gay and lesbian business community. Last year, CBC recognized Christopher Maluck of The Matthew Shepard Foundation. The 2003

Award will be presented to **Michael Brewer**, who leads Legal Outreach and Public Policy for The Center and is Director of The Center's Legal Initiatives Project.

The first of two organizational awards will be presented to **Kaiser Permanente**. CBC, through the Corporate Community Ally Award, recognizes an entity who has demonstrated great support for the gay and lesbian community. Last year, the Denver Center for the

Online Auction Bidding: New This Year

Every year at the CBC annual banquet, there is a silent auction. **New this year**, is the ability to **bid online** prior to the dinner. The highest online bidder will become the starting bid at the silent auction on Oct. 16, so bid high if there is something you really want!

Beginning Oct. 10, go to www.blacktie-colorado.com/silent-auction and then scroll down to Colorado Business Council. Click on the name and our online auction will appear.

Happy bidding!

Performing Arts was recognized and KUSA 9 News, Coors Distributing Company, KBDI Public Television - Channel 12, and KBCO Radio are all past honorees.

CBC's second organizational award recognizes a gay-friendly non-profit organization that has demonstrated the highest standards of fiscal management and leadership. For 2003, CBC will recognize **The Alexander Foundation**. In 2002, CBC recognized The Gender Identity Center and previous winners include PFLAG, Project Angel Heart, and The Center.

CBC extends warm congratulations to all of this year's nominees and especially to the 2003 recipients. The chairman of this year's event, Michael Hobbs, is expecting 350 people on October 16th and added the evening will be a "don't-miss-event". Make your reservations now on the web at www.coloradobusinesscouncil.com or by calling Kevin Altieri at 303-595-8042. **CBC**

CBC Annual Business Awards Dinner

Thursday, October 16th, 2003

5:30 p.m. - 9:30 p.m.

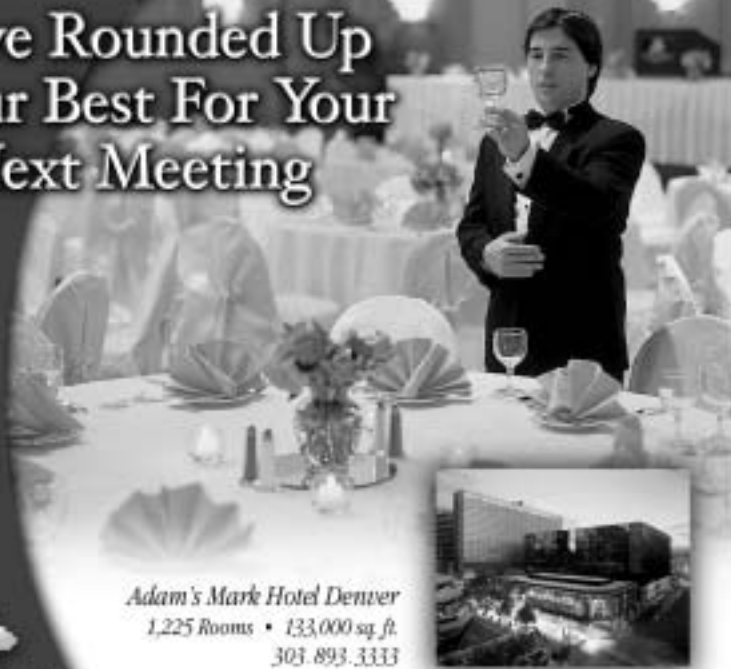
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Whether you're in Colorado for business or pleasure, when it comes to your hotel accommodations, quality service and comfort are paramount. At the Adam's Mark Hotel Denver, you can always count on luxurious guest rooms, great dining and entertainment options, award-winning service and a host of pleasing amenities. Why settle for ordinary accommodations? Experience the hospitality of the Adam's Mark Hotel and have a reMarkable stay.

Equal Rights Colorado: Small Group Health Insurance for Domestic Partners

by Pat Steadman of Equal Rights Colorado

The trend for large employers has been towards inclusive benefit packages, but small businesses have been left behind. The inability of small employers to offer competitive benefits that include health insurance coverage for domestic partners (DP) is an issue that Equal Rights Colorado has been working to address.

Equal Rights Colorado (ERC) is the legislative advocacy voice of Colorado's GLBT community. Focused exclusively on state issues and legislation, ERC works in Denver at the Capitol for policy changes favorable to our community. During 2003, increased access to small group health insurance policies that provide coverage for domestic partners and their dependents was a legislative priority for ERC.

ERC has heard from numerous small employers that they were unable to find an insurance company that offered DP coverage in the small group market. In working with state legislators, ERC was told by underwriters that state law did not permit them to write such health insurance policies.

As luck would have it, reforming small group health insurance was a major focus of the Colorado General Assembly in 2003. Numerous bills on this topic were introduced, and ERC seized the opportunity to propose amendments to enable DP coverage.

Working with Senator Terry Phillips (D-Louisville), ERC amended House Bill 03-1294 in the Senate Business Affairs and Labor Committee with language specifically authorizing small group coverage. After the adoption of Sen. Phillips' amendment, the bill became quite controversial. As the full Senate prepared to debate the bill, lobbyists for the insurance industry asked Sen. Phillips to remove his amendment, something he was reluctant to do.

Unable to persuade him, the insurance lobbyists then

turned to the Colorado Division of Insurance, where they were informed that the Division did not interpret current law to prohibit DP coverage. The insurance lobby then argued that the Phillips amendment was unnecessary. Ultimately, Commissioner of Insurance Doug Dean issued a letter explaining the Division's interpretation of current law, and with this letter in hand, ERC dropped its push for the Phillips amendment and it was removed from the bill.

ERC is pleased to have a positive statement from the Insurance Commissioner about DP coverage in small group health insurance. Where there once was uncertainty about the law, it is now clear that such policies may be written.

Some insurance carriers have expressed doubts as to whether a market for DP coverage truly exists in Colorado. They think that employers are only looking for cheaper health insurance policies (and there is much truth to this belief). Now is the time to prove that there is demand for such insurance products.

ERC encourages small employers that want to offer inclusive health insurance coverage to search out carriers willing to write such policies and to share this information with other CBC members. If carriers claim that Colorado law does not permit DP coverage, ERC would be happy to share a copy of the letter from Insurance Commissioner Doug Dean with CBC members so that this misunderstanding can be dispelled.

For more information, contact ERC at 303-898-7771 or by email to erc@equalrightscolorado.com **CBC**

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Professional Networking Luncheon



On September 11, former CBC board member John Shell gave a presentation about motivation and clearing the mental path to business success. The talk, "Maximize Your Motivation: Five Steps to Build Confidence" was given at the monthly CBC luncheon. It was held at the Downtown Denver Hyatt. Special thanks to Dan Hanley for helping CBC get the space.



To learn more about John Shell's consulting business, please contact him at: 303-313-1570 or jshell@EffectivePractices.com

John Shell and Don Montague compare notes after the luncheon.

National Gay & Lesbian Chamber Adds GLBT Voice to Workforce Study

(Washington, D.C. - September 25, 2003) – The National Gay & Lesbian Chamber of Commerce (NGLCC) was one of a select group of business advocacy organizations asked to participate in an aging and incumbent workforce study discussion last week sponsored by the Urban Institute, a non-partisan policy think tank in Washington, DC. The NGLCC is the only national not-for-profit advocacy organization specifically dedicated to expanding access and opportunity for the GLBT business community.

"The first thing that should happen is the passage of non-discrimination legislation based on sexual orientation at the federal, state and local levels to ensure GLBT employees feel welcomed and valued by their employers and potential employers"

The discussion centered on examining trends in workforce demand, incumbent workforce retention, and identifying policies, approaches and strategies for integrating emerging and diverse groups into the workforce. "The first thing that should happen is the passage of non-discrimination legislation based on sexual orientation at the federal, state and local levels to ensure GLBT employees feel welcomed and valued by their employers and potential employers," said Justin Nelson, Executive Director for Programs and Advocacy and co-founder of the NGLCC.

The study is funded by the Virginia Workforce Council (VWC) and is intended to provide useful information in making important incumbent worker policy decisions over the next several years, taking account of demographic and labor market changes.

"We are a business advocacy organization. As the voice of the GLBT business community, we are concerned about opportunities of our members and what the GLBT community at large contributes to the bottom line of the national economy," commented Nelson as to why the NGLCC participated. "I was delighted to bring a GLBT perspective to the conversation. Our inclusion in the discussion is proof positive that the NGLCC's mission to put an economic face and create a powerful business voice for our community is needed and being heard," concluded Nelson.

Other groups participating were the National Governor's Association, the National Association of Manufacturers, the National Restaurant Association, and the Virginia Employment Commission as well as representatives from Experience Works, Inc. and TRAINING Solutions, Inc.

Thanks!

Gonser & Bryant and Lillie Ben (Mutual of Omaha) hosted a great Business-After-Hours on September 25th. We appreciated their hospitality!

HRC Dinner

The Annual Colorado Human Rights Campaign (HRC) Dinner will be held on Saturday, Feb. 14, 2004. Brenda Fraser is organizing a CBC table. Please contact her if you are interested in joining her and 1200 other GLBT people for this amazing community celebration.

**Call me -
we'll talk.
No big
whoop!**



**Alan Robarge
Psychotherapist
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**Colorado Business Council and the
Denver Center for the Performing Arts**
cordially invite you to a very special
Business After Hours/Theatre Night
Denver Center Theatre Company presents
“A Streetcar Named Desire”
by Tennessee Williams
Thursday, January 22nd

Reception – 6 pm – The Crescent Lobby within the
Helen Bonfils Theatre Complex
Curtain – 8 pm – The Stage Theatre
Hors d' oeuvres provided by Sambuca Jazz Cafe
Cost: \$30 per person
(includes reception and performance)
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Monday, December 22nd
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Pick up ticket(s) at the CBC registration table
beginning at 6 pm.

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