

Helping Family Businesses Succeed Since 1996



FAMILY TIES

A quarterly publication from the UW-Madison Family Business Center to help our members stay connected to each other and to the FBC.

FBC Silent Auction Makes Some Noise!

In the Family Business Center's constant pursuit of helping members' businesses and families succeed for current and future generations we, decided to host a Silent Auction as part of our Tailgate in July. Not knowing exactly what to expect, we were extremely thankful for the generous support we received in the form of fabulous donations:

- 4 suite tickets to one of the first three home UW football games, courtesy of **Thompson Investment Management**
- Questions and Discover session as well as two copies of Question Based Planning by Derrick Van Mell, all courtesy of **Van Mell Associates**
- 2 skybox tickets to the Packers vs. Browns pre-season game, courtesy of **Welton Enterprise**
- Two-night condo stay at Chula Vista Resort, courtesy of **Parisi Construction**
- 4 courtside seats to the UW vs. UW-Green Bay men's basketball game, courtesy of **Carpets Plus**
- A Garmin Nuvi 200 GPS unit, courtesy of **Diesel Injection Service**
- A lunchtime skin peel service, courtesy of **Radiance Skin Therapy**
- 4 seats to a Friday night UW men's hockey game, courtesy of **Gordon Flesch**
- A Wollersheim Winery gift basket, courtesy of **Wollersheim Winery**
- Breakfast Bonanza gift basket, courtesy of **Nueske's Applewood Smoked Meats**
- 2 cases of Jolly Time Popcorn, courtesy of **DeWitt Ross & Stevens**
- A Crave Brothers/Farmstead Cheese gift basket, courtesy of **Crave Brothers Farm/Farmstead Cheese**
- A collection of Lori Wick books and other promotional items, courtesy of **Wick Building Systems**
- A round of golf and cart for four people at Maple Bluff Country Club, courtesy of **FBC Director Deb Houden**

The FBC is extremely grateful for those who donated as well as those who bid on all of the great items as we raised nearly \$2,700 for our 2010 **Next Generation Day Camp** next summer for middle school children! Thank you again to everyone!

From the Director

Ah, the winds of change! We all face them: individuals, families, and companies alike. Like many of our members, the Family Business Center has gone through its own change, its own succession process. Ann Kinkade resigned, Joan Gillman stepped in as interim Director and Joyce Fasanella retired. After I officially started in June, we hired Nick Pasquarello as our new Outreach Administrator. Jennifer Laack, our Program Coordinator, has been the only constant through this, and her knowledge and patience has been invaluable.



I had the wonderful opportunity to meet most of you and to visit your companies. What a great membership base we have, and what a diverse set of industry you all provide! In addition, our sponsors help the Center's top-notch programming by giving support for nationally known speakers, and by providing their own expertise at the Food for Thought breakfast series. The ever-popular Family Business Women program is a fun and engaging opportunity for women to learn about other members' family business. You all provided me a great sense of how well my predecessors have developed the program over the years to become one of the premier family business centers in the United States.

My vision for the Center is to create a special community. I want you to think of the Family Business Center first for ALL of your family business needs.

DIRECTOR (continued on page 2)

DIRECTOR (continued from page 1)

The mission of the FBC is “to provide family businesses with an opportunity to address their unique and critical issues through insightful educational forums and discussions, peer group learning, provision of resources and referrals, relevant academic courses and applied research.”

In order to enhance your membership, we are changing some policies and introducing new programs. Members can register the first two attendees free for each program. We encourage our members to bring guests, as you are our best referral base. We are adding three Affinity Peer Groups: the **CEO Group** for company heads, the **Sons & Daughters of Bosses** for successors, and the **Key Non-Family Managers** group. Peer affinity groups will help you to successfully navigate your individual challenges with your family business in a supportive, confidential, small group setting. We are also starting our **Next Generation Day Camp** next summer for middle school children. Your children are ready to learn about the business! We are introducing a **Social Night** on November 5, a chance for members and sponsors to just mingle. The last change we are working on is revamping our Website to become a fun, resource-filled experience that will include a ‘Members Only’ section and online payment option. Stay tuned!!

Change is never easy, but like many successful family businesses, with the right planning and a good foundation, the difficulties of succession can be minimized. I am grateful to those who have preceded me for passing down such a quality program, I am honored to serve our membership, and I am excited about the future! See you in September!

New at the FBC

- ◆ **Two complimentary registrants for each program** (includes two free registrants total per program day--additional registrants will be charged \$50 per person)
- ◆ **Social Night:** An opportunity for current members to gather at the University Club on November 5th to socialize and network in a relaxed and fun environment!
- ◆ **Affinity Groups:** As an added member benefit, the FBC is excited to provide an opportunity to join (at an additional cost) our Affinity Groups! These are peer groups that will consist of 8-10 participants that will meet once a month to discuss important and critical issues. These round table discussions will be moderated by FBC Director Deb Houden and will be divided into three categories:

1. CEO Group

This group is for those individuals who are running the company. While the title of the individual is not important, he/she must be clearly in charge of the operations of the company. Typical age group would be late 30s or older, but membership is not limited by age, per se.

2. Sons and Daughters of Bosses

This group is generally comprised of those individuals whose parents are still considered the company head. These individuals may/may not take over the operations of the company in the future, but they are a member of the family, work within the same company as one/both of their parents/uncles/aunts, and are in a position of (future) leadership within the company.

3. Key Non-Family Managers

These individuals are in a top management position, be it CEO, CFO, COO, HR Manager, Line Manager, General Manager, etc., and work within a family-owned company, but are not a family member. Many times these individuals are put in a decision-making role within the company, with no legal family ties, yet must report to family members.

These groups are scheduled to start in September, so please contact FBC Outreach Administrator Nick Pasquarello at 608-441-7347 or npsquarello@bus.wisc.edu to register or ask any questions regarding any of our new policies or events.

MEMBER/SPONSOR NEWS

Congratulations to John W. Thompson of **Thompson Investment Management** for 25 years of service as an independent investment advisor.



Congratulations to Travis and Holly Ganser, **Ganser Company**, on the birth of their son, Gerard, on May 3. As the first boy, Gerard will have to cope with having five sisters!



Michael and Regan Peters of **Carpets Plus** also welcomed a new grandson!

Welcome to the newest FBC member:

The Payroll Company!



Family Business Women

Where: Radiance Skin Therapy
1001 N. Sherman Ave., Suite A, Madison
When: Tuesday, September 15, 11:30 a.m.-1:00 p.m.
What: Tour, family business story, lunch, networking

Potential members may attend one event as a guest. To become a member of the group, the guest family business must be a member of the FBC.

Family Business Women



Alice Torti Talks to the Group during the May 19th visit to **Great Big Pictures**

FBC CENTER NEWS

A Hello From Nick Pasquarello New FBC Outreach Administrator



Nick Pasquarello
Outreach Administrator

I would like to take this opportunity to say hello to those whom I have not yet met and say thank you to those that I have for so kindly welcoming me to the FBC. For those who do not know I am the new Outreach Administrator, or the 'new Joyce' as I have been affectionately referring to myself as. Speaking of which, I would be remiss if I did not say thank you to Joyce Fasanella as well. Her assistance in my transition was very much appreciated. I know I have very big shoes to fill, but I am looking forward to the challenge. I am very excited to be at the Family Business Center and I share in Deb's vision of taking the FBC to the next level. Along with Jennifer, I think we make a great team and I look forward to helping all of you in any way that I can!

Food for Thought

A Members-Only Program Presented by FBC Sponsors

Where: Fluno Center, 8th floor Skyview Room
When: Tuesday, October 6, from 7:00-9:30 a.m.
What: Breakfast and presentation by DeWitt Ross & Stevens and Thompson Investment Management

Where: Fluno Center, 8th floor Skyview Room
When: Tuesday, November 17 7:00-9:30 a.m.
What: Breakfast and presentation by The QTI Group and The Zimdars Company

Food For Thought



The audience enjoyed another successful Food For Thought series on May 27th with a great presentation from **Associated Bank**.

FAMILY BUSINESS CENTER SPONSORS

A special thank you is extended to the following sponsors. These businesses provide the Center and its members not only with necessary financial support, but also with expertise in family business issues and a commitment to the cause of family businesses. If you have questions, they can help.

FOUNDING SPONSORS

- ASSOCIATED BANK N.A.
- DEWITT ROSS & STEVENS S.C.
- SMITH & GESTELAND LLP
- THE QTI GROUP
- THE ZIMDARS COMPANY INC.
- THOMPSON INVESTMENT
MANAGEMENT, LLC

SUSTAINING SPONSORS

- JOHNSON BANK
- WHYTE HIRSCHBOECK DUDEK

Upcoming FBC Events

What: Family Business Women

When: Tuesday, September 15

Where: Excellence in Dentistry/Radiance Skin
Therapy

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What: First program for the 2009-2010 year

Presenter: Jane Adams

Location: Fluno Center

When: Tuesday, September 29th, 2009

*Managing Boundaries in the Family Business:
Why, When and How Successful Companies
Do It – and How Yours Can Too!*

This presentation offers family business principles
tools and strategies to leverage their individual and
collective strengths to further their business objec-
tives as well as their personal and relational goals.

To Register:

- Online: <http://exed.wisc.edu/fbc>
- Call: (608) 441-7327

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