



[Ken and Barbara Jo Davis papers](#)

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KEN DAVIS PRODUCTS, INC.

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December 8, 2000

Gita Sitaramiah
St. Paul Pioneer Press
345 Cedar Street
St. Paul, MN 55101

Dear Gita Sitaramiah

Your story in today's **PIONEER PRESS** about LeMont's BBQ Sauce was very interesting. However, it contained one major inaccuracy. You said, "First, there was Famous Dave's." Ken Davis Bar-B-Q-Sauce has been a Minnesota favorite since 1970, long before Dave Anderson ever started his first restaurant in the 1990's. Your sentence should have read, "First there was Ken Davis".

Sincerely

A handwritten signature in cursive script that reads "Barbara Jo Davis". The signature is written in dark ink and is positioned above the typed name.

Barbara Jo Davis

BARBARA JO DAVIS, President

Enclosures

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12/8
Barbara
Today's paper -
for your review.
Julie

FROM THE PANTRY

Get smoking

First, there was Famous Dave's. Now, another Minnesotan is using the demand for anything barbecue to make a name for himself. Minneapolis' own Marlon McGee has come up with **LeMont's Gourmet Smoked BBQ Sauce**.

McGee, whose middle name is LeMont, had been experimenting for years before coming up with the final recipe. Made with chipotle peppers, white-wine vinegar and adobo sauce, McGee vows that the amount of salt in his version is lower than other brands.

"Good sauces don't need to be covered up with a lot of salt and sugars," says McGee, a Taystee baker by day.

To taste for yourself, bottles of medium-spiced sauce are available at most Lunds, Byerly's, Mississippi Market, North Country, Seward and Lakewinds co-ops. Prices vary, but an 18-ounce bottle averages \$4.25.



Made in Minnesota

— GITA SITARAMIAH

Sister forum explores 21st century Black womanhood



(l to r) Barbara Davis of Ken Davis Products, Dr. Lurline Baker-Kent, Dr. Carol Johnson, and DeGalynn Wade Sanders

On Wednesday, September 25, the Global Women's Network held their annual conference at the Hyatt Regency Hotel. The conference was organized by the National Center for Crime Victims and Proven



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- The U.S. Consumer Product Safety Commission (CPSC) estimates that 12,000 Americans are injured annually by fireworks; one out of five injuries is an eye injury. (This is a low estimate since CPSC surveillance includes only those who are treated in hospital emergency rooms; not those treated in the physician's office.)

FIREWORKS EYE INJURY PROFILE

Typical victim: Male

Age: 13 - 15

Location: Home

Time of Year: June 29 - July 5

Firework: Bottle rocket

Setting: Group of male friends; no adults present

Victim(s): Fireworks ignites; Bystander (40 percent chance)

Injury: Severe eye damage

Treatment: Immediate surgical intervention; multiple follow-up surgeries

Probable outcome: Permanent visual loss; Frequently, loss of an eye

- The Minnesota State Fire Marshal surveyed medical facilities from 1989 - 1994.

- 234 injuries were reported from illegal fireworks; 43 percent of those injuries were to children between the ages of 10 - 19.

- Severity ranged from second- and third-degree burns to eye injuries and amputations.

- 18-20 percent of the injuries

classified in two categories: "display" and "consumer." These categories were assigned by the U.S. Department of Transportation based on the United Nations' Recommendations on the Transport of Dangerous Goods.

- "Display fireworks" are devices used by park districts for public

FIREWORKS: Turn to 2B

hospital emergency rooms soared to \$24 million in 1991.

- Injuries and deaths are not the only losses associated with fireworks. In 1991, an estimated 25,500 fires were started, resulting in more than \$22 million in property damage.

- Fireworks are

Salt, Spice and Soul:

Here are some alternatives to adding salt to your food

By Barbara Jo Davis
Certified Home Economist

Traditional African-American Cuisine—Soul Food—has a lot of flavor. It tastes good. That is its most characteristic quality. It achieves flavor through its own "Basic Four Food Groups:" Salt, Fat, Sugar and Spices. Black folks use all of them in abundance.

Today, we realize that our four food groups may be major contributors to some of the diseases that plague our community, particularly hypertension, obesity, diabetes, and heart disease.

Let's take a closer look at hypertension (high blood pressure). Hypertension affects a high percentage of African Americans. We often get it early in life and

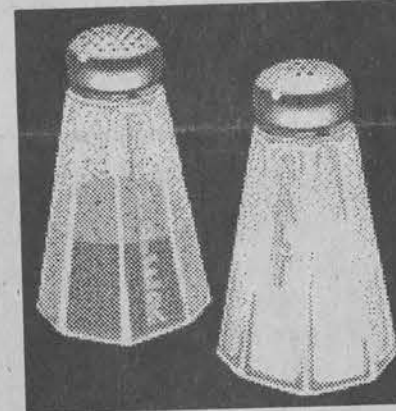


have severe cases. Furthermore, many of us don't even know we have the disease, since we skip regular health check-ups. Sodium, one of the components of table salt, has been proven to elevate blood pressure in certain individuals. These individuals are said to be "salt sensitive." Many African Americans,

probably for hereditary reasons, are salt sensitive. Therefore, it may be wise for African Americans to limit their salt intake.

Yes, salt does make food taste good, but so do spices and herbs. Our grandmothers knew that. Long before the majority of Americans learned to use spices, African Americans were using them, a tradition brought from Africa.

In ancient times, major trade routes crossed Africa. Africans



Although it may be hard at first to give up salt, taste buds soon adjust. After a while, you'll find that you prefer less salty food.

traded their valuable pepper and benne (sesame) for other spices from Asia—cinnamon, poppy seeds, cloves, ginger, nutmeg, mace and curry powders. They traded pepper for celery and mustard from Europe. So important was pepper that an old Yoru-

ba proverb states, "Pepper is the staff of life; a man who eats no pepper is weak." When chillies were introduced from the New World, Africans fell in love with them and soon cultivated many, many varieties. Hence food became hot as well as spicy.

Africans and their descendants scoured the countryside for wild herbs, which they used not only in cooking, but also as medicines and in religious rituals. They used mint, dill, cumin, chickory, sunflower seeds, bay leaves, parsley, sage, rosemary and thyme. And food tasted good.

Although it may be hard at first to give up salt, taste buds soon adjust. After a while, you'll find that you prefer less salty food. Here are some guidelines for cutting down on sodium:

- When cooking at home, don't add salt. Use onions, garlic, chili

SPICES: Turn to 2B

Eating in the great outdoors is fun, but remember safety tips



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MINNESOTA'S #1



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EDITOR'S NOTES

Dear Entrepreneur,

There are many things that we can do as business owners to increase our performance and bring more satisfaction to our lives. One of them is making a careful assessment of ourselves, our abilities, and our limitations. Because neither of us are alone in our business endeavors, there will always be someone else whom our activities affect. By tapping the maximum of who we are and stretching ourselves to the limits God gave us, we become better human beings.

This issue is dedicated to **Personal Growth and Professional Development**. As you read through the pages, perhaps you'll learn something new about yourself, be sparked to a new challenge, or realize your life must take a new direction.

Being an entrepreneur is the greatest of careers, one which most of us in the business world can understand to the core. Through all the mud we have had to go through, therein lies a satisfaction no other 'job' could offer. That's why we keep doing what we do—there's a definite benefit.

As we look ahead to our futures, knowing we control our destiny, we must keep our mind, body, and spirit renewed. With Fall already upon us and Winter soon approaching, a new sense of adventure toward life can be birthed in us. Learn from our entrepreneurial friends and enjoy the journey... after all, that's the true essence of success.

Until next time, may your path be directed and your destiny discovered.



Tami Athens
Editor

INSIDE THIS ISSUE

- ▶ Balancing Business and Family
- ▶ **SPOTLIGHT** on success... Spicy Tips from Barbara Davis of Ken Davis BBQ Sauce - #1 in the Midwest
- ▶ 7 Steps to Better Decision-Making

HABITS OF HIGH ACHIEVERS

by **Bryan Drysdale and Julie Blau**

No one can teach you how to be successful. Success is the natural result of adhering to certain principles or fundamentals, and is attained by choosing and moving forward toward your goals. Thomas Huxley once said that the "most valuable result of all education is to make you do the thing you have to do when it ought to be done, whether you like it or not."

Success requires hard work, persisting when you are tired and persevering when you are tempted to quit. Success is achieved through the consistent application of numerous fundamentals whose benefits accumulate over time, it is rarely dependent on the skills or talents with which you begin. It comes from practicing certain principles and maintaining a positive, goal-oriented attitude. Learn these 12 traits that are common to all high achievers, and practice them in your life.

Successful people...

Are ambitious. They possess extraordinary drive and determination. Their goals are lofty, and the

desire to reach those goals is the catalyst for their efforts.

Are skillful problem-solvers. They approach their problems in such a way that the solution benefits their goals, reduces the chances of the problem reoccurring, and prevents the solution from creating new problems. Peak performers also go to great lengths to be sure they're working on the right problem.

Do what is necessary. They know that any significant accomplishment requires that you do what needs to be done, when it's time to do it. Successful people act on their intellect, not on their impulses.

Are influenced by the desire for pleasing results, as opposed to the desire for pleasing methods. They are willing to make sacrifices to reach their goals. High achievers know that the price of success includes making difficult choices.

Stay focused. Successful people know that it's impossible to travel in two directions simultane-

ously. They understand that they are either moving forward toward success or backward toward failure. Successful people concentrate only on the work at hand.

Are industrious. They have a bias for daily action and a compulsion toward closure. They try to accomplish something every day, and always finish what they start.

Are optimistic. They believe they will achieve success. They favor one of the following outlooks in life: That good events will happen, or that bad events won't. They know that maintaining an optimistic outlook helps to overcome obstacles and makes total defeat an impossibility.

Are able to work in the midst of fear. They know that where there is fear, there is also the power to face and overcome fear and do what's necessary. Successful people never allow their fears to overshadow their commitment to their goals.

Are patient. Winners understand that success takes time. They know that seeding and expecting

(continued on page 2)

A special thanks to those who contributed their time and talents to make this issue a success...

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CONTINUED from cover...

immediate results creates excessive anxiety and inhibits creative energy. They know that the search for immediate gratification is a killer of dreams.

Know that success breeds success, just as failure breeds failure. When they make progress, they feel good about themselves; when they feel good about themselves, they make more progress. This creates a cycle of success.

Have high self-esteem. The belief that they are worthy of their goal guides them through difficult passages, and gives them faith to continue.

See success as a process, motion, movement, or action - not a result, place, position, or thing. Successful people know that it's the movement toward a meaningful and significant goal that creates success.

High achievers develop the habit of overcoming the obstacles they encounter on the way to achieving their goals. Developing successful habits requires diligent practice. Any resolution

made today must be made tomorrow, the next day, and the day after that, until it becomes routine. Deliberate action must be taken to create good habits, or bad habits will develop instead.

Begin at once putting these fundamentals to work in your life by maintaining your focus on forward movement, positive results, desired outcomes, and favorable endings. Develop the traits of the highly successful, and your own success will follow. ▲

Bryan Drysdale is a founding partner of Expressly Portraits, Inc., a 250-store national chain of portrait studios, which was the first to offer professional portraits in one hour. Bryan, together with Julie Blau, have written *Never Give Up, Never Give In and Problem Solving for Entrepreneurs*. For more information send email to drysdale@cruzio.com.

To order, send \$14.95 plus \$2.75 S/H (MN residents add 6 1/2% sales tax) per book to BBTB, PO Box 290284, Mpls, MN 55429.

BALANCING BUSINESS AND FAMILY

by Lisa Roberts

It's no secret. Full-time employee positions in Corporate America do NOT include family-related responsibilities in the job description! Despite all the hoopla of "family-friendly" policies being instituted and supported by corporate human resources, only a tiny fraction of employees ever take advantage of them. Why? Office politics. From disgruntled co-workers to stressed-out managers, there simply isn't TIME for family matters in the traditional workplace.

Enter the explosion of entrepreneurship in the 80's and 90's. Topping the list of reasons why workers are leaving corporate America in droves to start up their own businesses is the elusive work-family balance everyone's looking for these days. Frazzled and exhausted from the relentless pressures of working full-time for a large employer while trying to meet the needs of their families, working parents all over the nation are turning to alternative work options. Self-employment-whether you run a small business outside your home or work in a home office, whether you have a staff of 50 or 1, whether you call yourself an independent contract worker, a consultant or a freelancer-is in vogue. It has become the solution of choice for millions of working parents today.

Still, balancing your business and your family is no easy feat-even if you do have total reign over your time and myriad responsibilities. Entrepreneurship is a step in the right direction, but it's merely one step. To keep on track, you need to map out a course that's grounded in real-life situations. That means not only drawing a steady path, but taking into consideration a few upward climbs and steep declines along the way.

So whether you're expecting your first child any day now or are a seasoned entrepreneurial parent, the following bird's eye view of your map to the Work-Family Balance should come in handy:

A STEADY PATH

Setting Up A Work-Family Timetable. As an entrepreneurial parent, you may or may not have discovered yet that there's a time to work, a time to work, and a time to play. The first time relates to your business, the second to family/household responsibilities, and the third to family, couple or individual "play" time. The sooner you set up a clear-cut weekly schedule that your clients, your children and your spouse can count on, the quicker you'll embark on a steady work-family path.

Enlisting A Business-Family Support Team. As a business owner, you may already have in place a professional support team offering legal, financial, bookkeeping, marketing, advertising, computer, tax and other business-related advice for your business. As an entrepreneurial parent, you'll also need a family-related support team-a trustworthy pediatrician, dentist, supplemental child-care provider, housekeeper and carpooling neighbors. You'll need them in place to maintain a steady course.

Celebrating Business Rewards with Your Family. There's no simpler way to enlist your family's support for your business - and to ensure a relatively smooth path to work-family success-than to share your business rewards with your children and spouse. Whether the rewards come in monetary or spiritual forms, let your family in

on them! Such an ongoing celebratory attitude goes a long way in a healthy work-family life balance.

A FEW UPWARD CLIMBS

Becoming a parent. If you've been an entrepreneur for years but are new to parenthood, the transition to becoming a Mom or Dad is probably the most exasperating upward climb you'll face. While most of us have been educated and trained for years in our respective professions, few of us have a clue as to how to properly care for a newborn...or how to handle the conflicting intense, intimate emotions that well within us as "newborn parents." Fortunately, there are invaluable resources available to all of us - from the hospital medical staff, to experienced relatives and friends, to parenting books, magazines, videos, seminars, etc. As long as you recognize this time in your life as a "climb"-albeit a wondrous one-you're halfway up already.

Becoming an entrepreneur. If you've been a working parent all along and are just now making the transition into self-employment, this is your initial upward climb. Again, resources for entrepreneurs abound, with "Business By the Book" as a pertinent example! Today more than ever support for the new entrepreneur is plentiful-from books, web sites and periodicals to adult ed courses, associations and government agencies.

A Business That Takes Off. Sometimes your business grows by leaps and bounds - far ahead of your plans. This, of course, is good news for most, but can become overwhelming if not properly managed. Now's the time for both your business and family support teams to take larger roles. Just keep in mind that if your business takes

center stage at the expense of your family taking backstage, then "success" is not quite the word for what's going on.

SOME STEEP DECLINES

A Sudden Illness. As any working parent is acutely aware, sick days befall children at a far more frequent rate than they do adults. Whether it's a common cold or a severed asthma attack, entrepreneurial parents should have a back-up business plan and contacts to accommodate sudden family illnesses throughout the year.

Regression in a Child's Behavior. If your child unexpectedly starts acting up in school or at home, it's a red flag that he or she may not be getting enough attention. Sometimes all it takes is a simple conversation with your child to uncover the problem; other times you may need a major shift in focus from business to family for awhile. Again, having that business support team in place, alongside your family support team, will help you maintain balance during such a shift.

A Drop in Grades. Another sure sign that your work-family balance is temporarily off. This is not unusual, but it is a warning. A conference with the teacher and another with your child - and the sooner the better - can put you all back on course.

Now for the good news: when YOU are the President or CEO of your own company, you can put whatever you WANT in your job description! "Must lead company into the next millennium"? Of course. "Financial forecasting, develop a marketing campaign, delegate administrative tasks"? Naturally! "Drive Susie and friends to softball practice on Tuesdays, administer cough medicine during flu season and attend parent-teacher con-

ferences three times a year"? You better believe it! After all, when you're the boss, "family-friendly" policies take on a whole new meaning. ▲

Lisa Roberts is the author of *How to Raise a Family & a Career Under One Roof* and a veteran work-at-home parent. The mother of four young children and a self-employed communications consultant since 1987, Ms. Roberts is helping parents across the country find a better work-family balance through entrepreneurial careers. She has been featured on dozens of radio and TV shows, including CNN, CNBC, FoxNews and The Wall Street Journal's "Work & Family" show. She can be reached by phone: (203) 372-4977; fax: (203) 371-6212 or email: RobertsLMR@aol.com.

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THE COMFORT ZONE

I used to have a comfort zone where I knew I couldn't fail.
The same four walls of busy work, were really more like jail.

I longed so much to do the things, I'd never done before.
But, stayed inside my comfort zone, and paced the same old floor.

I said it didn't matter, that I wasn't doing much.
I said I didn't care for things like diamonds, furs and such.

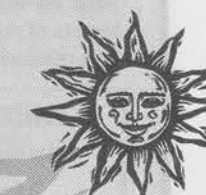
I claimed to be so busy, with the things inside my zone.
But, deep inside I longed for something special of my own.

I couldn't let my life go by, just watching others win.
I held my breath and stepped outside to let the change begin.

I took a step and with new strength I'd never felt before,
I kissed my comfort zone "Good-Bye" and closed and locked the door.

If you are in a comfort zone, afraid to venture out,
remember that all winners were at one time filled with doubt.

A step or two and words of praise, can make your dreams come true.
Greet your future with a smile, SUCCESS is there for you!



SPOTLIGHT on success... SPICY TIPS FROM BARBARA DAVIS OF KEN DAVIS BBQ SAUCE - #1 IN THE MIDWEST

by Mary Coons

It's not insurmountable to reach a level of success as a business owner... it's maintaining that success which is a challenge to most of us.

Barbara Davis, President of Ken Davis Products, Inc., knows that struggles as well as successes go hand in hand. She believes there are three basic ingredients vital for a successful business: a good product, good customer service, and good management. "If any of the three are missing," she says, "you're out of business. It's that simple."

Passionate about her work, Barbara Davis is equally as passionate in wanting other entrepreneurs to garner and maintain success. She offers three major strategies to entrepreneurs for retaining business success:

- Always review where you are so you know where you're going;
- Know what your competition is doing. You can always change direction as you go by having the flexibility to react to market conditions; and
- Surround yourself with competence, but be able to let go enough to keep moving in the right direction.

"Have a vision so you know where you are headed," she advises entrepreneurs. "Take the attitude of 'I can only do one day at a time.' You can't get from here to there without living today and tomorrow in that order. In other words, you can't skip the little steps along the way. There are no shortcuts."

According to Davis, a business suffers without commitment. "It takes hard work," she explains. "You still have to work as hard as when starting the business. It doesn't go away. A lot of people still start a business for the wrong reason."

In addition to working hard and never giving up, she stresses the importance of not allowing barriers to stop you. "Keep abreast of what's going on in your industry. Know who your competition is," Davis advises, "but don't let your competition ever intimidate you. Likewise," she continues, "you must surround yourself with competent people. And don't be intimidated by hiring older, smarter people than yourself. You need two types: the entrepreneur with great ideas and someone to pay attention to the every day details."

Once the level of success you have aimed for has been reached, what does it take to remain successful? Davis contends it's commitment and arrogance. "You have to believe you are the best, and that you have the best product or service. Then your job becomes figuring out what you must actively do to maintain that. I think most successful businesses find themselves becoming more detail oriented and less entrepreneurial," she points out.

Davis grew up in a family that loved to cook. Her father was a chef and her mother a home economist. Barbara naturally developed a love for food and cooking early in life. Armed with a degree in Dietetics from the University of Northern Colorado, Davis went to work in the Betty Crocker Kitchens of General Mills for 20 years before being hired away full-time by Ken Davis.



by Grant Haggren

When her husband passed away in 1991, Barbara Davis assumed the role of President and Owner. His philosophy of "listening to consumers and giving them the best products you can make" would remain unchanged. Ken Davis had

always said to let the competition spend all of their money on advertising, but he was putting his money back into the product. His barbecue sauce had become well known as a direct result of word-of-mouth and in-store sampling.



by Grant Haggren

"It wasn't difficult taking over as President," Barbara explains, "but rather strange. All these years we had been pushing Ken as Ken Davis Barbecue Sauce. I purposely had stayed out of sight." However, Barbara explains that when Ken died people assumed the company had been sold. Ken had been very deliberate in developing a local and family-owned business as part of the corporate culture, and Barbara faced the challenge of letting the public know that it still remained. She decided to run some radio spots using her own voice, rather than a spokesperson's, to remind consumers Ken Davis Products, Inc. was still family-owned.

Davis describes herself as the "inside and outside guy" for the company. "I'm not the type of person who needs a routine," she reports, "nor is there any such thing as a typical day for me." On any given day, she may find herself attending a trade show, wandering grocery store aisles in small towns, writing copy for her newsletter, answering the office phone, speaking before groups, in the kitchen testing recipes, conducting meetings, working at her computer, and/or answering consumer letters (she personally answers all of them). Flexibility is important, she believes.

In a nutshell, she views her role as keeping Ken's vision alive, continuing to provide quality barbecue sauce, and keeping the company on track

financially. "We'll probably grow two to three percent a year as the grocery industry is small," she guesstimates. "But we're happy with that two to three percent. Our focus is primarily on food service; we don't have to establish a food service franchise. We will continue to look for food service distributors in our growth areas of Iowa and the Dakota's. As time goes along, naturally we'll add new products," she continues. "We know our sauce is not all things to all people. As flavors change, we'll develop new ones periodically but related to our basic product."

Accepting the challenge of running a successful company, Davis felt it necessary to do "a lot of reign tightening and getting rid of the fat" in order to maintain success. She downsized her staff to where it is now—three employees—herself, an office manager, and the Vice President of Operations.



by Grant Haggren

She cites two major factors contributing to her company's success: arrogance and good old-fashioned luck and timing. "You still have to be in the right place at the right time. And being first is always best.

"And luck? "Well, people got hooked on us before the other guys came out with their product," said Barbara.

"Ken started this company with money out of his own pocket; no one would give him a loan. The money we have we prefer to put back into keep-



by Grant Haggren

ing product quality high. I recommend a business spend its money on R&D (research and development) to retain a quality product," she explains. "We do one-on-one testing in stores for free/to project a personal image as a family, not a company. And you can't do that if you're advertising on Super Bowl Sunday."

Davis' long term plan is to keep the business in her community of color and not necessarily in the family. Even though she jokingly says she has no plans to retire until she's 80 or 90, she actively promotes internship opportunities for students of color; always on the lookout for a potential successor to groom down the road.

"Minnesota is a good corporate community," she adds, "and we also tend to be community oriented only to less familiar causes. Our philosophy continues with Ken who believed in giving back to the community. We support internships and little, lesser known charities that others don't know exist."

Recapping her final words of caution, she acknowledges that "we have the tendency to get comfortable, and we need to be able to let go and change when a product or service has seen its time. Don't let yourself get stuck in a rut." ▲

Mary Coons is the President of Pen & Ink Communications in Plymouth, MN. Her services include interviewing, writing, editing, proofreading, desktop publishing, cassette tape transcrip-

tion, and writing family stories. Her writing includes brochure and newsletter copy, feature/news stories, press releases, and targeted sales letters for businesses of all sizes. She can be reached at 612-404-2327.

from the BOOKSHELF

DIARY OF A SMALL BUSINESS OWNER: A Personal Account of How I Built a Profitable Business

by Anita Brattina

\$21.95; Hardcover; 239 pages

There are dozens of books on how to start a small business and plenty that tell you how to keep it running. But few can tell you what being a small business owner is like. Fewer still can give you the encouragement and insight you need to stick with it when you feel that everything is going wrong.

For those of you who have made the leap to owning your own business, this compelling real-life saga offers a valuable window into the entrepreneurial process. This 11 year account documents the blood, sweat, and tears required of small business owners. You will learn from the author's successes and mistakes as she candidly describes both the hard knocks and the triumphs she experienced while building her business from the ground up.

You'll find a wealth of advice on a wide range of practical business issues. It also addresses the common human issues that most small business owners confront daily: feelings of isolation, and the endless doubts about whether you're going to sink or swim.

If you're a small business owner who wonders if you are alone in your struggles, here is the reinforcement and insight you need to keep at it—and win.

An absolutely extraordinary book filled with practical advice and inspiration for entrepreneurs. Highly recommended.

This book is available by mail through **BUSINESS by the book™**. To order send \$21.95 plus \$2.75 S/H (MN residents add 6 1/2% sales tax) to: BBTB, PO Box 290284, Mpls, MN 55429

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by Lisa Coleman

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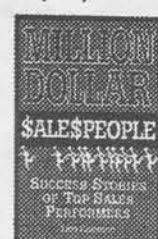
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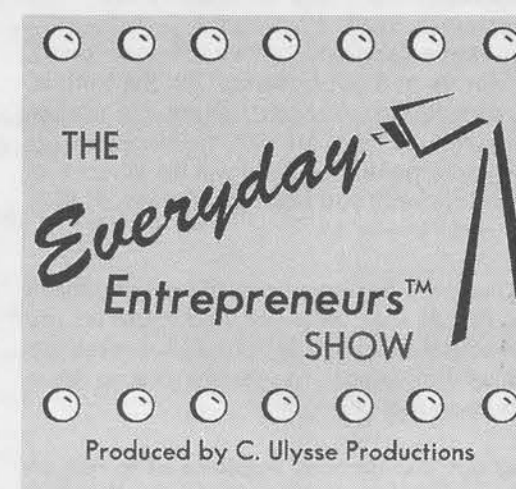
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7 STEPS TO BETTER DECISION-MAKING

by Tami Athens

The ability to make good decisions comes naturally for some, while others have to work at it.

This conscious process involves logical thought, sound judgment, an eye for the future, and problem-solving ability.

As business owners, we must all make decisions. The future of our business depends on them, and many people involved within our circle of influence can be greatly affected by the decisions we make. To them, we are the leader.

For those of you who struggle with the idea of making good decisions here are a few suggestions to keep you on track and pointed down the road to success in your business:

1. Clearly define what it is you are in fact needing to make a decision about. Write it down in one concise statement. Seeing the visual can clarify your mind.
2. Identify the alternatives. List all of the decisions you could make in response to a particular situation.
3. Try to position yourself objectively and give the pros and cons associated with each possible decision.
4. Look at your notes and see which decision will produce the most positive results - both immediately and over time for you and your business.

5. Based on your judgment, make a decision.
6. Later, assess the outcome and determine if the right decision was made. If so, you'll be one step closer to confidently making good decisions. If not, you'll be able to see more clearly where you went wrong and learn to avoid making mistakes of the same nature in the future.
7. Remember, 'poor' decisions are often related. Examine your past, learn from your present, put it behind you (the poor decision), and move on to the future.

We've all made decisions that we felt were 'good' or 'bad' for us and our business. But the truth is, that we can only do our best. There are people who will never be satisfied with the decisions (or mistakes!) you make, but there will be others that will appreciate what you have given them as their leader.

Being a business owner is an exciting, yet difficult position. People look up to you and count on you to make sound business decisions. But rarely do they realize that we too, as leaders, are no more or less human than they.

Realizing our 'humanness' humbles us to rely on a higher plane for making decisions that will affect our co-workers, vendors, employees, and family.

The next time you need to make a decision for

your business, don't be too hard on yourself. Examine the facts, seek outside judgment if necessary, and jump in to a choice.

Decision-making, like everything else in business, involves trial-and-error. The more trials and errors, the better you'll get. Experience is still the best teacher. ▲

Recommended reading: "Yes or No"-The Guide to Better Decisions by Spencer Johnson, MD. This book is available through **BUSINESS by the book™** if you wish to purchase it. The cost is \$11.00 + \$2.75 S/H. (MN residents add 6 1/2% sales tax.)

Tami Athens is a writer, speaker, television show host, and business owner with more than 16 years of experience as an entrepreneur. A testimony of perseverance, her personal joys and tribulations of entrepreneurship have formed the basis for her goal of helping others succeed in business. She can be reached at (612) 924-2442 or by fax at (612) 305-4600.

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UPCOMING FALL BUSINESS CLASSES

Get your new business off to a good start by taking one of these start-up classes. Offered at a variety of locations, choose the one that works best for you. Register at the telephone number provided.

STARTING AND MANAGING A BUSINESS

This is a beginner's class for those who have made the decision to start their own business and would like to know how to get started and prepare for success. Covers steps to getting started, planning for success, developing a sales package, finding customers, keeping records, managing your time, tips on staying motivated, and more! Filled with information that will help you to feel confident and informed about your upcoming business venture. A must for those going into business for the first time. Applicable to all types of businesses. Cost is \$39.00.

Monday, SEPTEMBER 22 6:30-9:00pm
706 North 1st Street Minneapolis, MN
To register call: (612) 349-9273

Monday, SEPTEMBER 29 6:30-9:00pm
4139 Regent Ave. N Robbinsdale, MN
To register call: (612) 504-4910

Monday, NOVEMBER 3 6:30-9:00pm
6500 Humboldt Ave. N Brooklyn Ctr, MN
To register call: (612) 561-2120 ext. 339

Saturday, NOVEMBER 8 9:30am-noon
706 North 1st Street Minneapolis, MN
To register call: (612) 349-9273 ext. 339

Thursday, OCTOBER 2 6:30-9:00pm
6085 7th Street NE Fridley, MN
To register call: (612) 571-6000

STARTING AND MANAGING A HOME-BASED BUSINESS

Reduce the stress (and expense!) of going into business for yourself by starting your business from home. Learn how to balance your business and your family, set-up your office for maximum efficiency, handle inquiries to your business professionally, arrange meetings with clients, project yourself as a larger organization, network your business to success, and where to find support. Taught by an instructor who has juggled three companies, two small children, and an entrepre-

neurial husband-simultaneously-with success! Cost is \$39.00.

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Monday, OCTOBER 6 6:30-9:00pm
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Thursday, OCTOBER 9 6:30-9:00pm
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Thursday, NOVEMBER 13 6:30-9:00pm
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STARTING AND MANAGING A CHILD CARE BUSINESS

Thinking about going into child care as a business? Learn the in's and out's before you start, from someone who's done it before. Class covers site selection, budgeting, preparation for licensing, selecting toys/equipment to meet your start-up needs, marketing tips, preparing necessary paperwork, rate selection, researching the competition, resources to help you succeed, and more. Cost is \$39.00.

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ORGANIZATIONS

THE MINNESOTA ENTREPRENEURS CLUB offers monthly presentations by successful entrepreneurs, networking, new ideas, new opportunities, motivation, and inspiration. For more information call (612) 897-5072.

BONUS offers free monthly networking meetings for small business owners. Meet the first Wednesday of every month from 11:00am to 1:30pm at the University of St. Thomas, 1000 LaSalle Avenue, Room 401, Mpls campus. For information call John Bell at (612) 932-7282.

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ASSESSING YOUR PERSONALITY

by Anne Moen

Every entrepreneur has natural strengths which he or she deploys to good advantage. What most entrepreneurs do not know is exactly how this same strength becomes his or her weakness or blind spot. It takes rare skills in self observation to truly know the shape of one's own personality. Yet that understanding is perhaps the most important skill the entrepreneur develops. The *Enneagram* is a shortcut to such self knowledge. It is a simple, powerful, dynamic construct which leads to appreciation of all facets of the self. Its study gives practice in self observation and enhances awareness. It helps every entrepreneur find out what they don't know about themselves and others.

The *Enneagram* is an ancient system of human development based on nine personality types and how they interact with one another. No personality type is better than another. Each type is effective, but differs radically in their world views. Learning the *Enneagram* helps you understand the unique strengths and potential blind spots of yourself and others.

The Nine Personality Types

ONE: THE IDEALIST

Diligent, ethical, principled

- Has high standards for correctness and can easily see how things can be improved
- May come across as overly critical and demanding perfection
- Usually work before pleasure
- Will always follow through on responsibility and do it right

TWO: THE MENTOR

Generous, empathetic, empowers others

- Sensitive to others feelings and needs, good with people
- May be seen as manipulative or controlling
- Easy to give of self, has trouble saying no
- High energy, sees self as warm-hearted good person

THREE: THE PRODUCER

Efficient, persuasive, goal-oriented

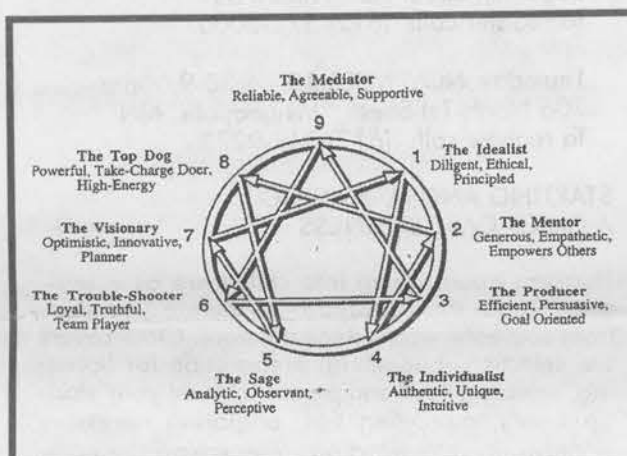
- motivated, gets a lot done, and has received recognition for accomplishments
- likes to be the best at what he or she does
- Often has more to do than can be done

- and sets aside feelings and self reflection
- Likes to compete, also a good team player

FOUR: THE INDIVIDUALIST

Authentic, unique, intuitive

- Sensitive, creative, has intense feelings
- Longs for emotional connection and a deeply felt experience of relationship
- May be seen as overly sensitive and dramatic
- Refined sense of aesthetics and experiences a rich world of emotions and meaning



FIVE: THE SAGE

Analytic, observant, perceptive

- Needs more time alone than most people
- Prefers to be the observer
- Tries to protect his or her time and energy and can live a simple life
- Never bored because of active mental life

SIX: THE TROUBLE SHOOTER

Loyal, truthful, team player

- Has vivid imagination, especially for what might be threatening
- Either always avoids danger, or always challenges danger
- Suspicious of authority
- Seen as very astute, loyal to a cause or friend once committed

SEVEN: THE VISIONARY

Optimistic, innovative, planner

- Enjoys coming up with new and interesting things to do
- Active mind that moves quickly between

different ideas

- Works on things that interest them, difficult to stay with something when interest is gone
- Good planner, loves to consider multiple options

EIGHT: THE TOP DOG

Powerful, take-charge doer, high energy

- All or nothing approach
- Values being strong, honest and dependable
- Does not trust others until they have proven themselves to be reliable
- Better at taking charge than following orders

NINE: THE MEDIATOR

Reliable, Agreeable, Supportive

- Can easily see all points of view
- May appear indecisive
- Can be distracted easily by other people's agendas or unimportant tasks
- Easy going, pleasant and agreeable, values harmony

The *Enneagram* is a powerful tool, because unlike most models of personality, it is dynamic. It recognizes that there is both a positive and negative side to each personality type. It helps you understand that your point of view is 1/9th of the truth, and it recognizes that people's personality can change under stress. The *Enneagram* can empower you to dramatically improve your life by gaining a deeper insight into the human psyche. Learning the *Enneagram* is like wearing a pair of x-ray glasses that enable you to see yourself and others with startling clarity. ▲

Anne Mureé Moen is the President of Olive Branchways, a Minneapolis, MN based management consulting firm that specializes in leadership training, executive coaching, team building and change management. She is certified to teach the *Enneagram* by Don Richard Riso of New York, and Helen Palmer of California.

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FIRST CLASS



"...be transformed by the renewing of your mind." Romans 12:2 NIV

INSIGHT HEALTH

WEEK OF JULY 6 - 12, 1998

section **B**

Health Notes

Crutchfield named
MHD Medical Director

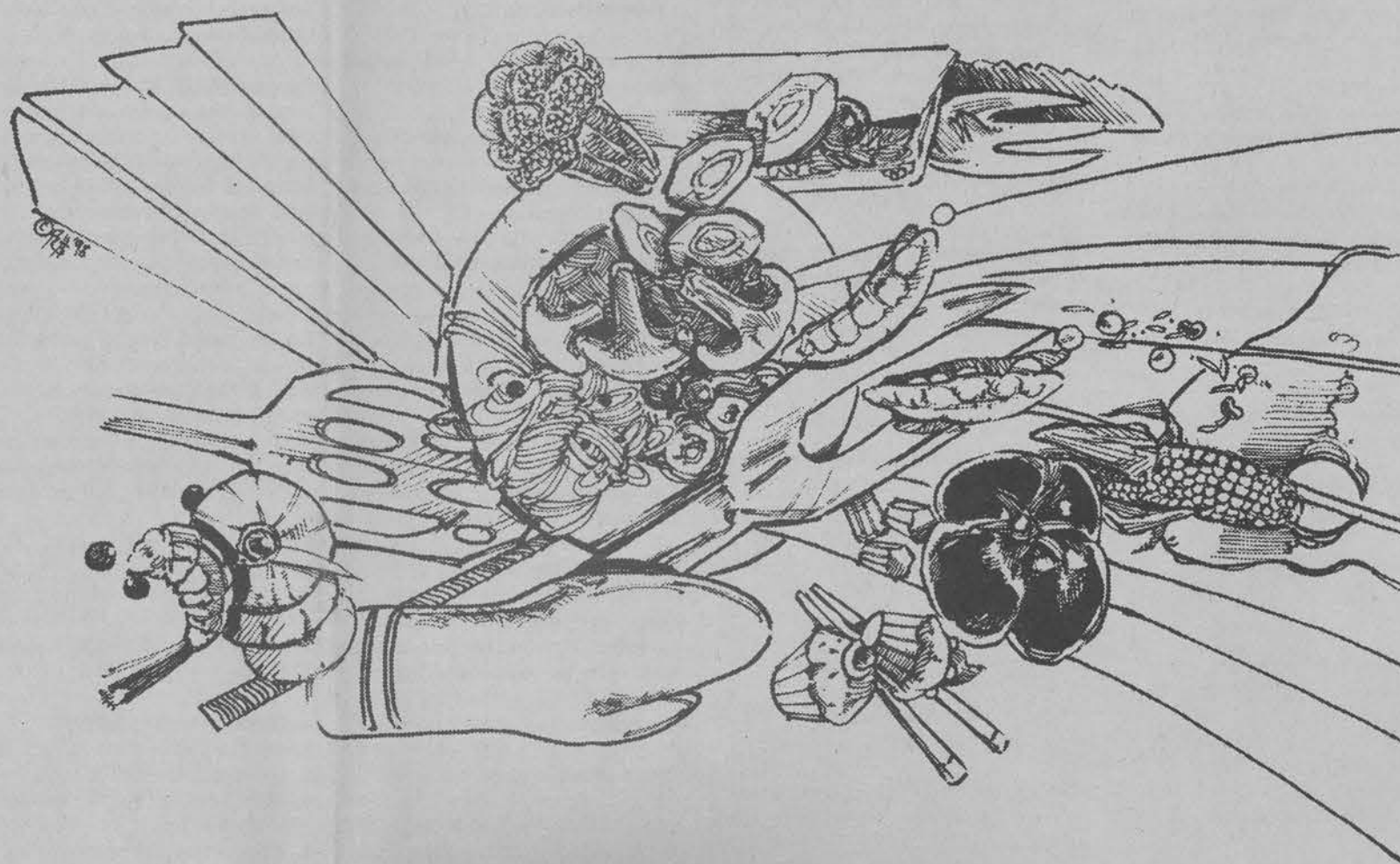


Metropolitan Health Plan (MHP) has appointed Susan E. Crutchfield, M.D., to the position of medical director. In this position, Dr. Crutchfield serves as chief medical officer responsible for developing and administering HMO policies related to benefit structure, coverage issues, and ambulatory patient care coordination. "Dr. Crutchfield is a strong advocate for the member and the patient," said John Bluford, Metropolitan Health Plan executive director. "With her guid-

CRUTCHFIELD: TURN TO 4B

Satcher launches national
diabetes control program

Take control of your diet: Modifying recipes key to healthy traditional African American cuisine



By Barbara Davis
Dietician

Because traditional African-American food has so much flavor, traditional African-American

It's not easy to change a lifetime of eating habits, especially when tradition is so important. Perhaps more than any other group of Americans, Black people clinge

sible. While you're at it, avoid prepared, pre-packaged dinners; they're often very high in sodium. My mother always made her pea salad with canned green peas, shredded Cheddar cheese and

toes and onions for a few hours in a fat-free Italian dressing. Then add the rest of the ingredients and stir in fat free Mayonnaise. If the potatoes are still warm when you add the Italian

Lean meat: Smoked turkey, or even smoked pork chops or smoked fish, make great substitutes for fat back or salt pork in beans and greens. By the time



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Minnesota's Own The History of Ken Davis Bar-B-Q-Sauces



Ken Davis (himself) started selling barbecue sauce from the back of a station wagon in 1970, shortly after he had decided to close the doors of his restaurant, Edina Chicken. The restaurant, which specialized in chicken and ribs for take-out, served an excellent barbecue sauce (Ken's grandmother's recipe). Ken and his wife Barbara, and whomever they could get to help, used to make and bottle the sauce at home. Finally they were able to get a bottling company to make it for them. Ken would go store to store, selling the barbecue sauce on consignment. When he got paid, he would take the money to the manufacturer, and buy another batch.

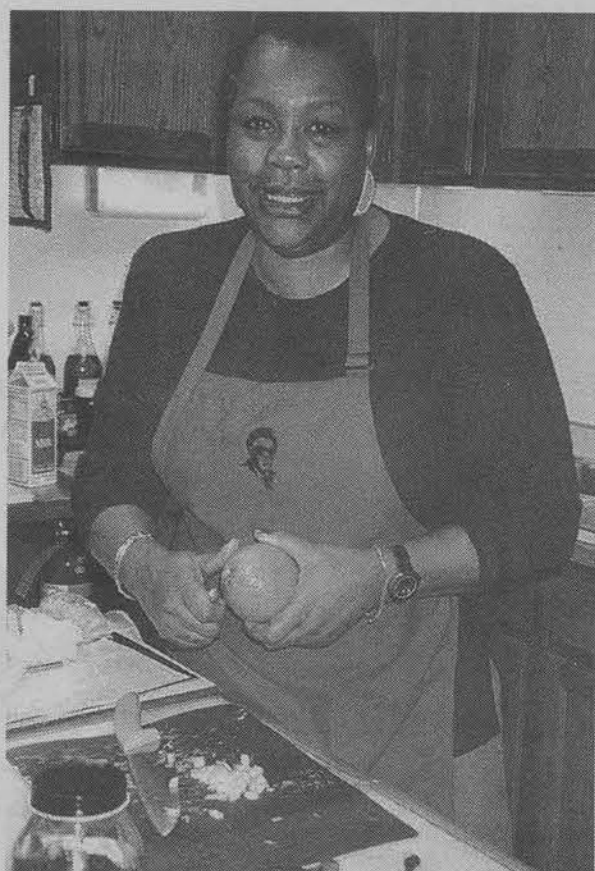
The barbecue sauce quickly became the leading brand in the state. Even today, KEN DAVIS Bar-B-Q-SAUCE outsells most of its competitors in Minnesota. The three flavors, Original, Smooth -n Spicy, and Bold -n Spicy, are distributed in grocery stores throughout Minnesota. Ken Davis died in 1991. His widow, Barbara, has taken over as owner and president. Barbara started her career as a hospital dietitian, but soon discovered that she was more interested in food and cooking than in nutrition. Her dream job was to work as a home economist in the Betty Crocker

Kitchens, a dream she quickly realized. A few years later, she met Ken, who invited her to come and look at my barbecue sauce. She went, helped him to perfect the sauce, and eventually became Mrs. Davis.

These days Barbara can be seen driving around in a car that sports the KEN DAVIS® logo. As the voice of the company, she can be heard in radio commercials and on the cooking show, Barbara Davis and Friends. One of her favorite grilling recipes came from Larry Rosenberg, Vice President, Operations, for Ken Davis Products.

JUICY GRILLED CHICKEN BREASTS

In a 1-gallon sealable plastic bag, dissolve 1/2 cup kosher salt or 1/4 cup table salt and 1/2 cup sugar or brown sugar in 1 cup hot water. Add 3 cups cold water and 4 boneless, skinless chicken breasts; press out as much air as possible from the bag and seal. Refrigerate until fully seasoned, about 20 minutes. Note: To prevent the chicken from getting rubbery, do not leave it in the brine for more than 2 hours. Grill over direct heat until golden brown and cooked through.



"Hey Baby, It's Ken Davis."



Now there are three! The Original is still Original – sweet and slightly smokey. Bold 'n Spicy is hot, but without the bite. Smooth 'n Spicy has a touch of cumin

and a touch of jalapeno for a Southwestern flavor. Look for the red label where you buy Ken Davis® Bar-B-Q-Sauce and try all three of them.

Looking forward to seeing you at the 2nd Annual Great Northern BBQ Cook-off!

tough questions that are straightforward, yet sprinkled with a good dose of humor.
4:00 - 6:00 Friday

LIVE BROADCAST:
CATHIE HARTNETT,
SATURDAYS ON FM
107, WFMP
10:00 - 12:00
Saturday



UTILIZING YOUR MOST VALUABLE ASSET
ECHO BODINE, AUTHOR

In this workshop you will learn what intuition is and isn't. Echo will give practical exercises to open you up to your inner knowingness, so that you'll have help with everything in your life from cooking a meal, running a business, or preparing for a major event.



BARBARA DAVIS,
OWNER & ENTREPRENEUR

Barbara developed a love for food and cooking early in life. Working in the Betty Crocker Kitchens of General Mills for 20 years helped to hone both her craft and her knowledge of food and cooking. As owner and president of Ken Davis Products, Inc., she has done catering, developed new products, and even competed in the National Rib Cook-off. A major project for her is the company publication, Ken Davis News, in which she writes articles and develops the recipes.
1:00 Saturday



2001.
2:00 Saturday

SHAWNA SUCKOW & CAROL FRENDA, 8 ON THE TOWN

Shawna Suckow and Carol Frenda, owners of 8 On The Town (a social club for single professionals over 30), present a humorous and insightful look at modern dating. Learn how to freshen your approach to dating, make the best first impression (a.k.a. "What NOT to say or do on a first date"!), and polish your overall image to put your best foot forward.



4:00 Saturday

LIVE BROADCAST:
MY SISTER'S GARDEN

Sundays on FM 107, WFMP
Starla and Alecia are avid gardeners that are dedicated to helping others enjoy gardening. They own a Gift and Gardening Shoppe named, coincidentally, My Sister's Garden in downtown Hudson, WI. Their specialty is perennials, but they provide information and personal help in all areas of the garden: designing, plant selection, and maintenance. Combined, they have more than 30 years of gardening experience. They will share their failures as well as their successes.



10:00 - 12:00 Sunday

JILL SPIEGEL, FLIRTOLOGIST,
AUTHOR & FM 107
TALK SHOW HOST

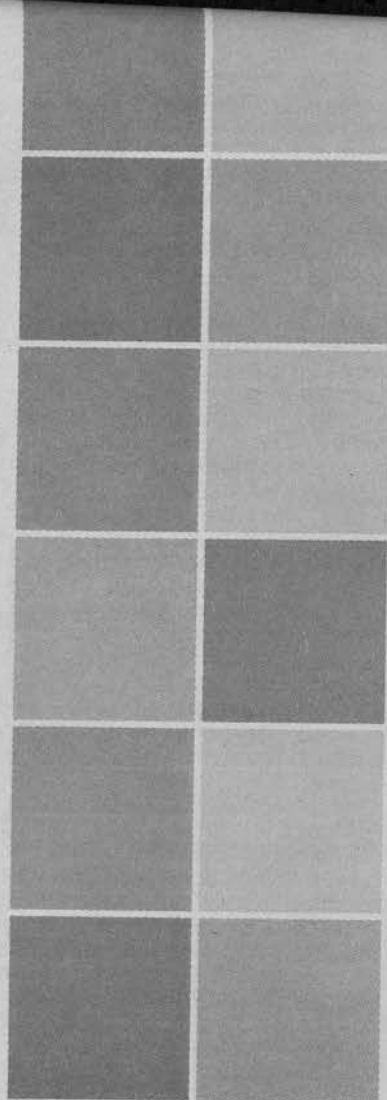
Flirting for Joy & Success! As seen on Oprah, Today, in People magazine, and on "The Jill Spiegel Show" on FM 107 Saturday nights 8-10 p.m., Flirtologist and Author Jill Spiegel inspires you to Succeed by Instinct, live each moment with energy and confidence, feel magically guided by life, spread joy wherever you go! Matt Lauer said, "Jill could sell ice to Eskimos" so get ready for a hilarious, high energy ride with Jill Spiegel. You'll leave this session feeling exhilarated as Jill shows you how to flirt for joy and success and celebrate your life!



2:00 Sunday

DR. GREGORY SNYDER,
MINNESOTA RADIOLOGY

Dr. Gregory Snyder is a board certified Vascular and Interventional Radiologist. He is the founder and Medical Director of Minnesota Radiology and the Vascular Treatment Center. He specializes in endoluminal, non-invasive and all other vascular therapies. Minnesota Vascular Treatment Center is the only clinic in Minnesota to offer endovenous laser therapy.
3:00 Sunday





Old Home Foods

Old Home Foods Recipes for the way you live.

Saturday January 17 3:00 PM - Cub Foods Stage
Sunday January 18 12:00 PM - Cub Foods Stage



Aroma Therapy-Beyond Just Perfume.

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Friday January 16 6:00 PM - Career & Education Stage
Sunday January 18 4:00 PM - Career & Education Stage



Weight-loss, Detox, Colon Diseases in Relation to Nutrition

Discover a holistic approach to solving multiple related health problems.

Friday January 16 4:00 PM - KS95-FM Stage
Saturday January 17 1:00 PM - KS95-FM Stage
Sunday January 18 3:00 PM - KS95-FM Stage



Tell Me Your Dream & I'll Tell You What It Means The Dream Doctor

Charles McPhee, the Dream Doctor, has amassed the largest database of dreams ever collected. Nightly on his nationally syndicated radio show, he reveals their meaning and how they inform and reveal our deepest truth.

Saturday January 17 11:00 AM - KS95-FM Stage
Saturday January 17 2:00 PM - KS95-FM Stage
Sunday January 18 11:00 AM - KS95-FM Stage



Cleaning with Clara

"Cleaning With Clara" performed by the mother - daughter team of Schar Ward and Debra Varin, is an entertaining and informative way to deal with house-cleaning.

Friday January 16 5:00 PM - KS95-FM Stage
Saturday January 17 3:00 PM - KS95-FM Stage
Sunday January 18 12:00 PM - KS95-FM Stage



Karate for Kids and Assault Prevention

During this unique presentation, attendees at this year's Women's Expo will have the opportunity to actually participate in an Assault Prevention class.

Friday January 16 2:00 PM - KS95-FM Stage
Saturday January 17 12:00 PM - KS95-FM Stage
Sunday January 18 1:00 PM - KS95-FM Stage



Barbara Davis, Owner & President of Ken Davis Products, Inc.

Barbara developed a love for food and cooking early in life. As owner and president of Ken Davis Products, Inc., she has done catering, developed new products, and even competed in the National Rib Cook-off.

Saturday January 17 1:00 PM - FM107 Stage by Counselor Realty



Dr. Gregory Snyder, Minnesota Radiology

Dr. Gregory Snyder is a board certified Vascular and Interventional Radiologist. He is the founder and Medical Director of Minnesota Radiology and the Vascular Treatment Center.

Sunday January 18 3:00 PM - FM107 Stage by Counselor Realty

Dr. Cheryl Leitschuh, Ed.D., LP, Career Counselor

As we balance the activities of life, sometimes we move from the Balanced Cycle to the Stress Cycle. This workshop focuses on understanding what the Balance Cycle looks like for each participant and the choices necessary to avoid the Stress Cycle.

ENTREPRENEURS



Finding a good match

Esquire Search owner Patricia Comeford says her legal recruiting firm has grown because of her business plan and a skilled staff. **8D**

Business Solutions

How do I control employees' computer "free time"? **8D**

OUR MONEY

Financial Q & A

A young would-be investor should start saving now, and with mutual funds instead of CDs. What difference will waiting make? Plenty. **2D**

Robert K. Heady

Allegiance to credit-card issuers? Bah! Find yourself a low-rate card, and say adios to the sky-high club. Inside, banks to call to start saving. **2D**

Consumer Rates

A sampler of savings rates at area financial institutions. Also, \$5,000, fixed-rate unsecured personal loans from around the Twin Cities. **2D**

PERSONAL TECHNOLOGY

On the Edge

Dorothy? Dorrrooooothy! There's no place like a home page, no place like my home page.... Comes a time when a person's gotta dig in, hunker down, and create a place for all World Wide Web'ers to see. Not unlike a business card ('cept the Web's electronic, and you can reach millions of people without leaving the trusty confines of the bean bag from college), the home page is a way to let other techtypes see how far you've come. **5D**

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DAVE BEAL

Finance chairman sees trouble ahead

In the headlines, Minnesota sometimes seems like an economic paradise. "Minnesota's tax system: best in U.S. ... State's jobless rate remains nation's lowest. ... Twin Cities region experiencing new boom in commercial real estate."



STAFF COLUMNIST

Sen. Gene Merriam concedes that Minnesota has a lot going for it, but he sees very difficult choices ahead for the state.

Why in the name of the Gross State Product is Merriam so worried? Most of all because the soaring costs of Medicaid could crowd out spending for education and other needs.

The Coon Rapids DFLer, a CPA who has been chairman of the Senate Finance Committee since 1986, probably knows the state budget better than any other Minnesota legislator. More and more, he says, the numbers don't add up. Worse, atop the normal uncertainties that make it so tough to predict state revenues and expenditures — how much the state economy will grow; what will happen to the business cycle; where interest rates will be — there's a new one: Devolution.

No, that's not a new rock band. It's the word for today's new era, when federal programs are being devolved, or spun off, to the states. For Minnesota, devolution looms as a dirty word.

Many local food companies that feast their eyes on national expansion find barriers ranging from huge capital requirements to heavy competition — barriers that force them to halt or modify their aspirations.



JOE ROSSI/ PIONEER PRESS

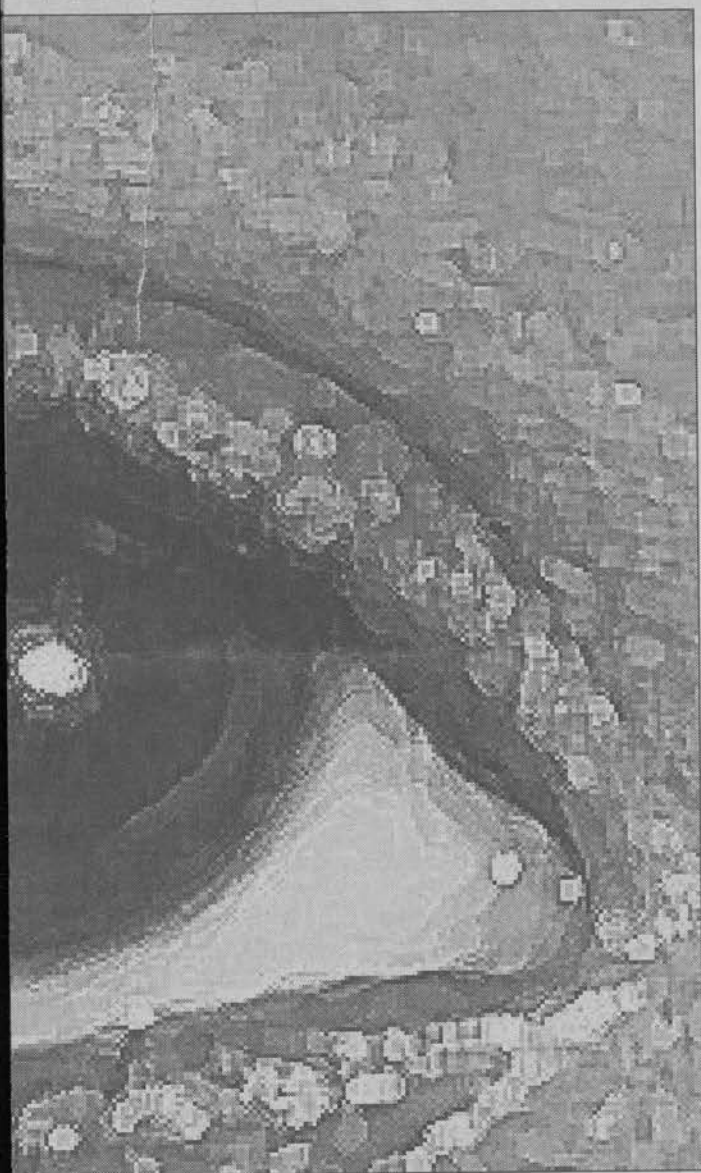


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Village

Digest



COMA

de awareness campaign

Sneak Thief of Sight."

Almost 100,000 cases are diagnosed each year. Out of the roughly 2-3 million Americans who have glauco-

Fall is a perfect time to grill outdoors

It's that magical time of year when almost every sports aficionado is in Hog Heaven. The Yankees are in the World Series (again!), the Vikings are undefeated, and hockey pucks are flying. Time to have the gang over! You can serve them the usual chips and dips, or with a small amount of effort, you can turn it into a real occasion. Make the game an excuse for a good meal. Here are a few suggestions:

- Grill! Yes, I know it's October, but have you noticed how perfect the

Cooking
with
Barbara Jo



By Barbara Jo Davis
Contributing Writer

weather has been? Imagine how thrilled the gang will be with ribs or chicken—even hot dogs—right off the grill. You don't have to be out in the yard during the game, either. You can do it all ahead and reheat it on the grill, in the oven, or in the microwave.

- Fry a Turkey. If you have a turkey fryer, you know how moist and succulent the meat is. Fry it before the gang arrives; remove the meat from the bones. Serve



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Taste / All-rib cook

It's time to bone up on the s

By Lee Svitak Dean
Staff Writer

Crunchy, finger-lickin' barbecued ribs are the favored summer meal for many.

Ken Davis, local barbecue sauce producer, has been dishing out his advice as well as his ribs in classes at the Kitchen Window Cooking School in Calhoun Square.

"Most people are afraid to barbecue because they're afraid to make a mistake. Barbecuing is a challenge. You just get better at it," he said.

Good ribs begin with quality meat, he said. Davis prefers smaller racks of spareribs, preferably about 2 pounds apiece. Larger racks will have tougher meat.

The ribs should be washed well and completely clear of blood, then dried, he said.

Davis seasons ribs with his own seasoning blend, available commercially.

"Don't use salt to season meat for the barbecue," Davis said. "Salt draws out the juices and makes the meat tough."

Ribs do best when cooked slowly over indirect heat. Davis recommends cooking spareribs about 40 minutes per pound, turning them constantly.

To cook indirectly with a covered kettle grill, smoldering coals should surround an aluminum-foil drip pan placed in the middle of the grill floor directly below the food.

Davis prefers cooking with even lower heat. He pushes the coals to one side of the grill floor, and places the ribs above a drip pan on the other side.

"Let the smoke and heat do the cooking, not the fire," he said.

To test the meat for doneness, break a rib off the rack. If the meat around the bone is white, it's done. If it's pink, it needs more cooking.

Sauces should not be used during the



Staff Photo by Art Hager

Author Susan Friedland: "It's hard to make bad ribs."

cooking process, Davis said. Most sauces contain sugar that will burn on the meat during the long cooking period.

The sauce should be saved for dressing the meat *after* it's cooked. Then Davis removes the meat from the grill, brushes it with a barbecue sauce (he uses his own brand, of course) before he wraps it in aluminum foil. He returns the meat to the grill for a final heating of about 5 minutes.

"When you unwrap it, you'll have a perfect product," Davis said.

Cookbook author Susan Friedland addresses the popular summer meal in her new book, "Ribs," (Harmony Books, \$5.95). The collection ranges from sweet-and-sour spareribs to crown roast and Thai-inspired ribs with sauce.

In one way or another, ribs are around the world, she says.

The variety of rib styles is confusing to the novice, but the most common are the main consumer of



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Make Shopping Fun

Byerly's School of Culinary Arts regularly offers classes taught by special guests who make cooking their profession. Classes include everything from how to create beautiful garnishes to learning new ways to enjoy foods on special diets. Some of the classes are essential for people who are just learning to cook or changing their diet and lifestyle. All of them are just plain fun. In fact, they're so much fun, that from time to time, even special guests can't resist joining in. Last year, one of our unexpected — and delightful — guests was Richard Simmons, who taped a show in Byerly's store — and even co-taught a Cooking School class.

APPRECIATING THE ART & BEAUTY THAT SURROUND US

Byerly's Gallery is another source of

exciting special events. World-renown artisans and experts in everything from fine porcelain to crystal appear in The Gallery regularly. Last April, Byerly's was among the first places in the country to host artists from the Meissen Porcelain Manufactory, one of the world's oldest and most-respected porcelain houses. Meissen doesn't send its artists and experts just anywhere. And we doubt that they've ever sent them to a grocery store before! The visit was so successful for Meissen — and got such good customer response — that the artists scheduled a second visit in November.

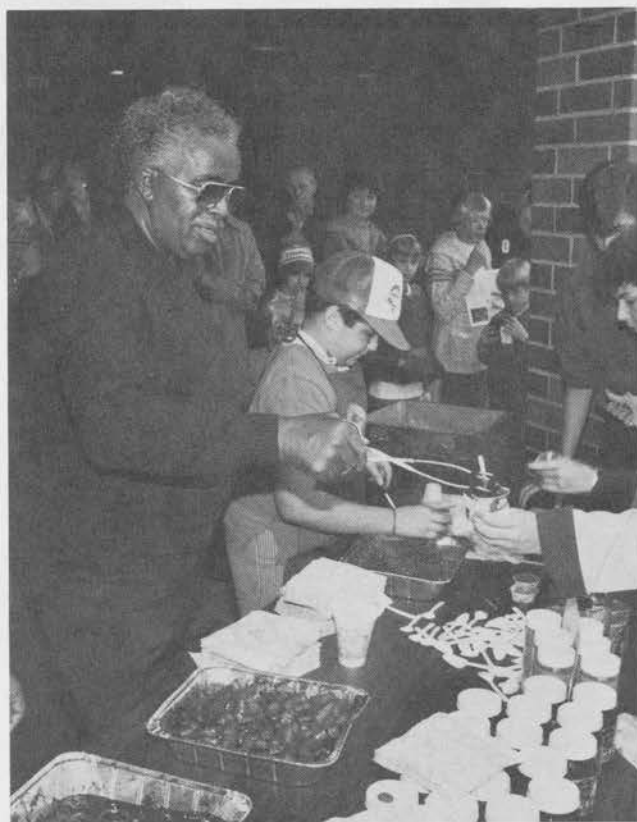
The Gallery regularly features other guests, including experts on M. I. Hummel and Cybis figurines, and a remarkable variety of talented, local and international artists whose work is

carried by The Gallery.

Our own staff frequently conducts workshops on special topics. And, last year, we even produced our own videotape to illustrate the intricate steps involved in creating blown glass art for one of these workshops. It was the only way we could think of to share the exciting experience of being *inside* a glass studio with customers.

WHAT'S COMING UP... YOU'LL BE SURPRISED!

We've planned a number of exciting events for 1985. And, we're sure that during the course of the year, we'll find opportunities to fit even more of them into our schedule. After all, "special" events are part of what makes shopping at Byerly's so special for our customers!



Ken Davis shares samples of his famous barbecue sauce with Byerly's customers.



The Minneapolis Chamber Symphony performs at Byerly's St. Louis Park store.



5/7/02

My oh my!! Do we know
important people!!

Congratulations - quite
an honor and so appropriate
for You; so deserving!

A good friend of ours
sent the article to us
knowing we knew you.
Have a super day.

✓ Tina



! ? Jim

COMMUNITY NOTES

Eden Prairie volunteer honored for literacy work

Gary Pulkrabek of Eden Prairie was presented a volunteer service award April 13 by the Minnesota Literacy Council.

Pulkrabek, who worked with South Hennepin Adult Programs in Education, was one of a number of volunteers who had contributed 1,000 or more hours of service to literacy.

A statewide, non-profit organization that offers literacy services to adults, the Minnesota Literacy Council also trains volunteers to become literacy tutors.

Information: 800-225-READ or on the Internet at www.theMLC.org.

Open house set April 25 at children's clinic in EP

A Park Nicollet clinic specializing in children's developmental and behavior disorders will hold an open house Thursday, April 25, in Eden Prairie.

The Park Nicollet Alexander Center for Child Development and Behavior open house is scheduled from 4 to 7 p.m. The event is designed to host parents, health care professionals and the community.

The clinic is located at 11455 Viking

Drive, Eden Prairie, in the Century Bank building. Park Nicollet Alexander Center assembles multidisciplinary teams of medical doctors, psychologists, speech and language pathologists, and education specialists to tailor treatment unique to each child.

Children's disorders treated include attention deficit disorders, learning disabilities, Tourette's, mental retardation syndromes, speech and language disorders, autism, chronic pain, and sleep problems.

Information: Monica Schiller, 952-993-6726.

EP resident named Home Economist of the Year

Barbara Jo Davis of Eden Prairie has been named recipient of the 2002 Twin Cities Business Home Economist of the Year. Davis is president of Ken Davis Products, Inc., a St. Louis Park food company specializing in barbecue sauce.

The award was presented Friday by Twin Cities Home Economists in Business TC Business Home Economist of the Year Award (2002).

A food professional for more than 30 years, Davis is a member of Stairstep, Inc., the Coalition for Black Development in Home Economics, Metropolitan

African-American Chamber of Commerce and other organizations.

Prairie Lutheran Church to hold May 4 plant sale

Prairie Lutheran Church will hold its 22nd annual plant sale Saturday, May 4, from 9 a.m. to 4 p.m.

Bedding plants, flowering plants, hanging baskets and annuals will be sold. Shoppers also can buy breakfast rolls, coffee, pop and sloppy joes.

Prairie Lutheran Church is located at 11000 Blossom Road, Eden Prairie, near the intersection of Pioneer Trail and Bennett Place. Proceeds of the sale will benefit Caring and Sharing Hands.

Information: 952-829-0525.

Speaker to discuss state climate trends April 25

Mark Seeley will discuss climate trends in Minnesota and the Upper Midwest when the Minnesota River Valley Chapter of the Audubon Society meets at 7 p.m. Thursday, April 25.

The chapter will meet in the Visitor Center at the Minnesota Valley National Wildlife Refuge, 3815 E. 80th St., Bloom-

ington. Coffee will precede the free talk. Information: 612-978-3993.

Scouts collecting food for families in need

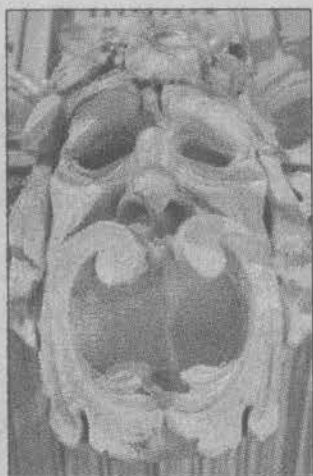
Scouts from the Viking Council are collecting food for needy families for their annual "Good Turn" project.

Boy Scouts and Cub Scouts delivered bags to several neighborhood homes asking for food donations. On Saturday, April 27, they will return to the same homes and pick up food donations, which will then be taken to local food shelves. Items needed were listed on bags; if using bags other than those distributed participants are asked to mark at least one bag Scouting for Food and place the bag by their front door.

Approximately one out of every 22 people use food shelves and it is estimated that 50 percent of food shelf recipients are children. Food shelf use increased more than 10 percent in the last year. Nearly one in 10 Minnesota households with children under age 12 report their children have to miss meals due to lack of food.

If a bag was not left at your home and you are interested in helping with this project, call the information number and they can direct you to someone in your specific area. Information: 952-888-1866.

HISTORY IS IN THE DETAILS



A dramatic mask adorns a side wall of the theater.



Almost every nook of the theater has an artsy flourish.



Corbels and cornices are getting new coats of paint.



mi Greener/Star Tribune
light are being
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ergence.

It has been cleaned,
play off the newly
of ivory, blue and

among the rubble
emergence of what
rd stage in Krohn's
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Historic Orpheum
n larger siblings
ored and have been
several years.

edged the chaos but
work to be done on
to new mechanical
es running through

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odeled after a
Wash.

COLUMNIST

Joe Kimball

His column isn't running today.

MN MADE

Romance in the sauce

"Anybody can barbecue," Ken Davis once said, noting that what set good barbecue apart from the rest was the sauce. "Without sauce on that meat, there's no marriage, no romance, no anything."

Davis and his sauce started to gain a following in 1969, when he bought the Edina Chicken take-out restaurant at 50th St. and France Av. S. His customers liked his

sauce so much that many asked if he sold it.



Ken Davis

But Davis took a freewheeling approach to cooking, relying on experience and inspiration to make each batch of sauce. To help him create a consistent recipe, he hired Barbara Jo Taylor, a General Mills home economist. Ken Davis Barbecue Sauce was born. (As was Davis and Taylor, the couple. They married in 1972.)

Davis closed Edina Chicken after just a year and started Ken Davis Products Inc. to market the sauce, which he sold out of his car to Twin Cities grocers.

By the time Davis died in 1991, the company made six sauces and had annual revenue of several million dollars.

— Kevin Frazzini

— MN Made is a weekly look at things created in Minnesota.

So far, three plans to revamp the



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Barbara Jo Davis

Born August 12, 1942, in Cheyenne, Wyoming, Barbara Jo Davis developed a love for cooking and food early in life. Her parents, Lee and Zelma Taylor, both had careers that involved food and/or cooking. Her father was a chef and her mother was a home economist. After graduating from the University of Northern Colorado with a degree in dietetics, she landed a job in the kitchens of General Mills in Minnesota.

She worked there for 20 years, developing both her skills and knowledge of food and cooking. It was while she was working for General Mills that she met Ken Davis. In the late 1960s, he hired her to convert his grandmother's barbecue sauce recipe into a formula. Shortly thereafter, Ken Davis closed his restaurant Edina Chicken to concentrate on selling his mouth-watering sauce, which was a hit at his restaurant, from the back of his car.

The pair married not long after.



Business was not an immediate success. Every dime that was made on the sauce was put directly back into the business to manufacture more sauce; they even sold the sauce in some stores on consignment. In 1972, Ken Davis Products was incorporated in the state of Minnesota. Soon, it became the best selling

As owner and president of Ken Davis, Inc., she has developed new products, competed in national cook-offs, catered, and established the company's publication

brand in the state, easily beating its competitors. It now boasts three flavors, Original, Smooth 'n Spicy and Bold 'n Spicy, which are distributed in six states throughout the Midwest.

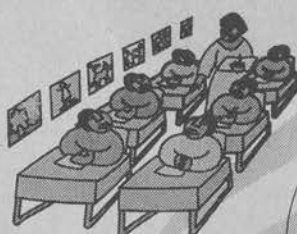
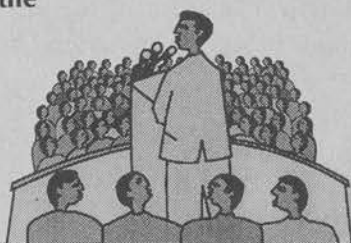
In 1991, Ken died and Barbara took over as head of the barbecue sauce empire. As owner and president of the company, she has developed new products, competed in national cook-offs, catered and established the company's publication "Ken Davis News" in which she writes and develops new recipes.

An accomplished cook and entertainer, Davis has added spokesperson for the company and radio personality to her list of roles. A popular lecturer in higher education, she is a strong believer in giving back to the community. She sits on the board of directors for Stairstep, Inc., is an advisor to the School of Extended Learning, and is a mentor at the University of Minnesota.

The Minnesota House DFL Caucus

Honoring Black History Month

The House DFL Caucus is made up of 63 members of the Minnesota House of Representatives, carrying on the civil rights tradition of the Democratic Farmer Labor Party.



It's every American's history

Prepared and Paid for by the Minnesota House DFL Caucus 352 Wacouta St. Paul, MN



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