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Dual Chapter Installation Thursday, January 26

- SiteOne, 21361 Deering Ct., Canoga Park
- 2023 State President to install both San Fernando Valley and Channel Islands chapters board officers
- See pages 2 & 4

SAVE THE DATE

NEW HR LAWS presented by LCIS Thursday, February 23

- Ewing-Glendale, 4552 Colorado Blvd.
- CI and LA/SGV members invited to attend

HOLIDAY HOSTS – Mickey and Cindy Strauss once again opened their beautiful Valley home to several SFV members and friends for another festive Christmas celebration December 10. Thank you both.

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San Fernando Valley & Channel Islands Chapters of CLCA Invite You to:

2023 CHAPTER BOARD INSTALLATIONS & **ELECTRIC EQUIPMENT DEMO**

THURSDAY, JANUARY 26, AT 5 P.M.

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Plan to join us for the installation of the 2023 San Fernando Valley and Channel Islands Chapter Boards. Evan Moffitt, 2023 State President, will be the installing officer. Also learn all things electric equipment at this meeting from Milwaukee Tool reps who will discuss and showcase their battery-operated line of equipment.

FREE to attend thanks to:



MILWAUKEE TOOL will be raffling some tools at this event *and* unveiling some exclusive CLCA member promotions! Will you be the lucky winner?! Attend to learn more.



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2023 Board will be published following the Jan. 26 installation.

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STATE AND LOCAL EVENTS

Don't miss any of these very important events!

Subject to Change – Check with Chapter Office First

WATCH FOR LAST-MINUTE CHANGES DUE TO COVID-19

- Jan. 24-25 Leadership Conference, Sacramento
- 26 Installation of both San Fernando Valley and Channel Islands Chapter boards at SiteOne-Canoga Park. Milwaukee Tool presenting a program on battery operated equipment. Incoming CLCA President Evan Moffitt to install 2023 Board. Dinner will be from a Taco Truck. SiteOne and Milwaukee Tool are sponsoring dinner – No cost to attendees.
- Feb 2 Board Meeting Zoom 9 a.m.
- 23 New HR Laws, presented by LCIS at Ewing-Glendale. Located at 4552 Colorado Blvd., Los Angeles. CI and LA/SGV members invited to attend. Details TBD
- Mar 1 Board Meeting TBA
- 23 “How to Prepare Your Projects with the Current Water Restrictions.” Possible LADWP speaker (Tentative) at Landscape Warehouse-North Hollywood 11311 Hartland St. Includes dinner. Details TBD
- April 5 Board Meeting TBA
No General Meeting

Joke of the Month

Submitted by Rich Angelo, Stay Green Inc.

A very successful attorney parked his brand-new Lexus in front of his office, ready to show it off to his colleagues. As he was getting out, a truck came along too closely and completely tore off the driver's door. Fortunately, a cop in a police car was close enough to see the accident and pulled up behind the Lexus with his lights flashing.

Before the police officer had a chance to ask any questions, the attorney started screaming hysterically about how his Lexus, which he had just purchased the day before, was completely ruined and would never be the same, no matter how any car body shop tried to make it new again.

After the lawyer finally wound down from his rant, the cop shook his head in disbelief. “I can't believe how materialistic you lawyers are,” he said. “You are so focused on your possessions that you neglect the most important things in life.”

“How can you say such a thing?” asked the lawyer. The cop replied, “Don't you even realize that your left arm is missing? It was severed when the truck hit you!”

“OH, MY GOD!!!” screamed the lawyer. “My Rolex!”

Quote of the Month

“The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails.” – *William Arthur Ward*

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FRANCISCO SALAZAR
SFV Chapter
President
Groundcare
Landscape Co.

New Year! New Opportunities!

Hello fellow San Fernando Valley Chapter members and Happy New Year. On behalf of the SFV Chapter we wish you all a great and successful year both professionally and personally. To all that don't already know we

As always with the start of the year comes the start of event planning, and this year it is no different. If you are interested in being more involved in the chapter and would like to be part of our volunteer board, or perhaps chair a committee or run an event, please let us know how you could help.

has to offer. This includes networking at all the different educational and FUN events. If you are not aware of all the benefits offered to CLCA members, please contact us and we would be happy to help.

Again, Happy New Year and I hope to see everyone on the 26th.
– Francisco

will be having a joint Installation event – San Fernando Valley and Channel Islands Chapters – January 26 at SiteOne in Canoga Park. The event will feature a special presentation on battery powered tools by the staff at Milwaukee Tool. So do not forget to register for the event, it will be free and there will be food along with great raffles. (See page 2 for details.)

As always with the start of the year comes the start of event planning, and this year it is no different. If you are interested in being more involved in the chapter and would like to be part of our volunteer board, or perhaps chair a committee or run an event, please let us know how you could help. As an *involved member* of the SFV Chapter, you will be able to take advantage of all the benefits CLCA

You're Invited!

San Fernando Valley and Channel Islands Dual Chapter Installation Dinner

Thursday, January 26, 2023, 5:00 p.m.

SiteOne—Canoga Park

21361 Deering Ct., Canoga Park, CA 91304

RSVP to Jan Veis (818) 772-7233, sfvclca@gmail.com

Evan Moffitt, CLCA 2023 State President, will be the Installing Officer.

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SFV Celebrates Holidays at Strauss Manor



PAST STATE & SFV PRESIDENT
Rich Angelo and chapter VIP Leslie Colvin take in some Holiday cheer along with a houseful of their best friends.



SALAZAR FAMILY attendees include SFV President Francisco, wife Yuriela and daughter Victoria with Francisco's Mom and Dad Javier and Celia.



PIANIST Robert Brandzel kept the party upbeat playing numerous Holiday favorites, leading sing-a-longs, and by telling interesting back stories of several of the musical numbers. Great job, Robert!



YOUTHFUL CELEBRATORS include Logan Strauss (Mickey and Cindy's grandson), and good buddy Adam Colvin.



CLIC PRESIDENT Gary Peterson and wife Donna enjoy getting together with old friends and making new ones at the SFV Holiday affair.



VALLEYSCAPE PUBLISHER John Hernandez and Wendy Lopez enjoy the great food and singing 'round the Christmas tree at the fun-filled event.



SFV CHAPTER FIRST LADY Yuriela Salazar (right) gives a merry Christmas hug to Wendy Lopez, your editor's girlfriend.



PAST SFV PRESIDENT and 2023 Director Klaus Kummer and Cindy Strauss corral the Strauss party-crashing dog Penny as little Victoria Salazar is not sure how to feel about this.



BOARD MEMBERS Tom Lucas and Rich Angelo get caught up on the latest Green Industry news while in front of Mickey's well-stocked bar.

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JOSÉ ROBLES
Owner
Landscape Warehouse

We've Survived Covid, Now We Need to Survive the Economy

January brings with it the opportunity to plan great events, implement new programs and procedures for efficiency and growth, and ways to keep our employees happy while increasing productivity.

Many businesses have similar plans for 2023, but those

of us in the Green Industry will have to enact these plans while saddled with more than our share of burdensome water restrictions and anti-business legislation.

Yes, we dodged the bullet when landscaping was considered a necessary activity during the Covid panic, while other businesses were being shut down.

And we were somehow able to overcome the staffing shortages and setbacks caused by the virus as it roared through our businesses – yours and mine. But now we are faced with an unstable economy, inflation that reduces the value of our money which results in \$7.00 a dozen eggs, and an idiotic energy program that has us paying \$6.00 a gallon for gas.

I don't have all the answers, but it sure isn't sitting around crying or complaining about the 15% increase in our cost for some of products we carry, or the eventual elimination of just about all gas-powered landscape equipment.

Yes, we dodged the bullet when landscaping was considered a necessary activity during the Covid panic, while other businesses were being shut down... But now we are faced with an unstable economy, inflation that reduces the value of our money which results in \$7.00 a dozen eggs, and an idiotic energy program that has us paying \$6.00 a gallon for gas.

What we will do is plan even more fun events in our stores that will draw the community – its gardeners and landscapers – into the Landscape Warehouse in their area. These are stores that provide the products they need, and the technical assistance they are looking for...in a language they can understand. We will look for opportunities to involve ourselves in community and professional organizations – such as CLCA chapters – attending and sponsoring their events, and advertising in their newsletters. We

will also sponsor and host educational presentations and classes that impart information landscapers and community members need to deal successfully with the ever-changing water restrictions in the various areas of the Southland we service.

SAVE THE DATE – March 23, Landscape Warehouse – North Hollywood

Landscape Warehouse will be hosting an educational presentation I just described, "How to Prepare Your Projects with the Current Water Restrictions," at our North Hollywood store on March 23. Located at 11311 Hartland Street, this event will be FREE to CLCA members and friends from the San Fernando Valley, Los Angeles/San Gabriel Valley and Chanel Islands Chapters, plus other interested gardeners, landscapers and community members. We will also be providing food and refreshments at the event. Details are still being worked out, but plans include featuring speakers from LADWP and other local water providers.

Hosting events like this, as well as continuing to implement the latest technologies and procedures, will ensure we overcome this temporary economic bump in the road. – José

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New Laws Effective January 1, 2023 *Submitted by Mickey Strauss SFV Treasurer and Legislative Chair*

The following is a partial summary of a few of the new laws affecting your business.

During the 2022 legislative session, California legislators passed 1,166 bills and the governor signed 997 of them into law. This is a summary of new laws you should be familiar with if you are in the construction trades or a small business owner. All the new laws discussed here become effective January 1, 2023, unless otherwise noted.

Minimum Wage Changes

A new minimum wage law now eliminates the two-tiered system and applies to all employers. Starting on January 1, 2023, employers of any size must pay a minimum wage of no less than \$15.50 per hour.

Some cities and counties have passed local ordinances that already exceed the new statewide minimum wage. The City of Los Angeles increased its minimum wage last July to \$16.04 an hour for all covered employees, and in unincorporated areas of Los Angeles County, the rate is set at \$15.96.

New Workers' Compensation Requirements for Licensed Contractors

The California Contractors State License Board (CSLB) issued a bulletin on October 11, 2022 announcing the enactment of Senate Bill 216 and its implications for licensed contractors throughout the

state. Starting January 1, 2023, contractors with C-8, C-20, C-22 and D-49 license classifications will be required to obtain workers' compensation insurance coverage even if they have no employees.

California Contractor License Bond Amounts to Increase

Effective January 1, 2023, an applicant or licensee for a Contractors State License will have to file or have on file with the Contractors State License Board ("CSLB") a bond in the amount of \$25,000.00 instead of the current \$15,000.00. Where applicable, it also requires a Bond of Qualifying Individual in the sum of \$25,000.00, increased from the current \$12,500.00.

COVID-19 Supplemental Paid Sick Leave (SPSL) (Took effect Sept 29, 2022)

California business owners need to be aware of AB 152 – COVID-19 Supplemental Paid Sick Leave – and its implications for their business operations and workforce management. Those who have employees who have tested positive for COVID-19 should ensure that they have received adequate notice about their rights under this law and then take steps necessary comply with all its provisions so that their employees receive proper compensation during their time away from work due to illness.

Continued on page 11

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**MARK
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Sparkling Success

Why Am I Talking? *From an article by Mark Matteson, Sparkling Success*

One fine day in 1993, I was reading an article by Brian Tracy and a light went off in my head. Brian was talking about the importance of listening actively to clients. A few days later, I stumbled across an out-of-print book entitled, "Your Enchanted Listener" by Wendell Johnson. I combined what I had learned from Mr. Tracy with Mr. Johnson. It was like discovering plutonium by accident. I just knew I had uncovered something magical.

I decided to test it. I wrote a 3x5 card that said, "I dominate the listening in every conversation and people enjoy being around me. I Actively Listen to others!" It changed my life. I created this formula.

Active Listening = L.P.Q.P.

Listen Actively

Pause 3-5 seconds

Question for Clarification

Paraphrase for Understanding

This is one of those habits that is hard to form but easy to live with. "As a Doctor, before you can prescribe, you must diagnose!" "Forget 'Closing the Sale'! This is about 'Opening the Relationship'!"

On airplanes and in coffee shops, I began playing this little game, to test my new theory. I wonder if I can get a stranger to talk about themselves for 20-minutes without them knowing they have been doing all the talking. You see, my senior year, I was voted "Most Talkative" by my graduating class. It wasn't a compliment. My brother used to say to me when I was a kid, "I'll give you a quarter if you can be quiet for 20-minutes!" Never did get the two bits.

As an adult, and as a professional salesperson at the time, using this simple method, the quarters began to fall into my lap like manna from heaven. It was magic. Even when my new friends realize what I am doing, they don't care. NO ONE LISTENS! Let me repeat that, NO....ONE....LISTENS! Well, almost no one.

When you become the person that does listen, people will want to spend time with you but won't know why! They will simply like how you make them feel. It's simple but not easy. Ego, Fear, Pride all conspire to undermine this new habit. It requires a kind of dying of self. What if you don't get to talk? Would you rather be right or rich!

I can't tell you how many friends I have made of strangers, how many deals I have closed because I didn't speak, just listened, with intention and sincerity.

Continued on page 12

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Local Chapters and Friends Prominent at CLCA Convention



CI & SFV VIPS – Outgoing CI President Kyle Hillendahl (center) Joins SFV President Francisco Salazar (right) and CI member Kevin Bogeaus at an educational presentation at the CLCA Convention last November.



PAST STATE & SFV PRESIDENTS Eric Watanabe and Chuck Carr are shown as Chuck presents Eric with a plaque honoring his 25-year membership, during the Convention Awards Luncheon.



STATE PRESIDENT Evan Moffitt conducts the raffle at the local SiteOne Supply open house as part of the Convention festivities in Indian Wells.



LIFE MEMBERSHIP award was also presented to Ed Wallace by Past State President and CLCA Ambassador Charles Nunley.



MEMBERSHIP GURU Sal Hernandez discusses some recruitment strategies with SFV Programs VP Tom Lucas of Performance Nursery.



SOUTHLAND SOD rep John Domenici (foreground) enjoys the Associate Member Meeting breakfast with Kyle Hillendahl of SPJ Lighting and some of the staff from Delta Bluegrass.



LCIS VIPS Kim Ayala with husband Mike (right) joins Tim Nord of Golden Oak at the Convention Welcome Reception held at the Hyatt Regency Resort and Spa in Indian Wells.



LONG TIME WAYS AND MEANS member at State and Past SFV President Gordon Larson goes over old times with CLCA Ambassador Charles Nunley at the SiteOne open house.



STATE PRESIDENT Evan Moffitt (right) reflects on the great year outgoing CI President Kyle Hillendahl had leading the Channel Islands board in 2022.



HOSPITALITY abounded at the SiteOne open house that also featured great food. Shown are Chuck and Angie Carr (right and left), Past President Steve Jacobs, a SiteOne raffle coordinator, and Wendy Lopez.



TROPHY AWARDS EMCEE Beth Burns joins fellow Past State President Steve Jacobs and awards video creator Bronwyn Miller at the Welcome Reception.



CLCA HQ VIP Maria Abero (right) strikes up a conversation at the Welcome Reception with El Dorado Communications power behind the curtain Wendy Lopez. Both do fantastic work and are much appreciated.

12 Essential Traits of Great Managers: Do You Have What It Takes?

From an article in *allBusiness Young Entrepreneur Council*

Are there specific traits of great managers, personal qualities that are crucial to success in any managerial role? It seems that there are, and while some of these traits are innate, others can be learned. In this article, 12 professionals from Young Entrepreneur Council list a few of the most vital traits you should possess if you want to thrive in a managerial position.

What's one trait every quality manager has, and why is this trait important to succeeding in that position?

1. Empathy

Beyond strong listening skills, empathy involves imagining oneself in the shoes of the team member, not just in the present moment, but in the context of their overall life. This requires genuine conversation to learn what is truly important to team members.


2. Transparency

Transparency is being open and honest with others in the workplace. Employees need to feel safe talking to their manager, regardless of the issue. Managers can create a transparent workplace by speaking honestly, disclosing information, asking questions, providing feedback, and being realistic and trustworthy.

3. Ability to delegate properly

This may seem overly simplistic, but those who cannot delegate become stressed and burned out quickly, which has negative impacts across the board. If they can't delegate, they essentially are saying to their subordinates that they don't trust them to do certain aspects of their jobs.


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4. A growth-oriented nature

By being growth-oriented, a strong manager helps to drive measurable growth for the business by organizing resources across the team to solve key issues, implement new ideas, and ultimately drive sales.

5. A focus on results or outcomes

Strong managers are results- and outcome-driven. They do what it takes to get the job done while keeping their team aligned and motivated around the vision. If the outcome requires their individual contributions, they roll up their sleeves and do the work.

6. Organizational skills

Organizational skills are essential. Managers typically have to manage multiple people, multiple tasks, and multiple goals. It is key that they are organized in their email, desktop, and whatever production system is used by the company.

7. Active listening skills

Every quality manager is an active listener who helps their employees become their best selves. A manager can help the individual set goals for a time period that contributes to the whole. That also means listening to the employees to determine how to reduce inefficiencies.

8. Curiosity

Curiosity allows leaders to genuinely want to learn about the people they support and ask questions before jumping to assumptions about what is going on. A curious manager will help others come up with solutions on their own, rather than acting like they have all of the answers.

9. Ability to adapt

The ability to adapt is crucial in today's world. As we've seen in the recent past, people must understand how to pivot when certain opportunities are no longer available.

10. Problem-solving skills

A high-quality manager has good problem-solving skills and can think on their feet. It's important to be able to think quickly and come up with solutions as you navigate through operating a business.

11. A desire to optimize

Good managers are always looking to optimize. They can see the way their team functions, take into account the strengths of their subordinates, and use their position to optimize the company's processes to play to the team's strengths.

12. Attention to detail

A quality manager is someone who pays attention to detail. It's literally a part of their duties to notice if products, supplies, and services match the standards set by the business, governmental bodies, and customers, too.

New Laws Effective January 1 from Page 7

Under current law, if an employee tests positive for COVID-19, the employer is allowed to require the employee to submit to another diagnostic test on or after the fifth day after the test and provide documentation to the employer. Under AB 152, if that second test also confirms a positive result, then employers must provide an additional two weeks of paid sick leave (not more than 80 hours) beyond that which was provided by current law (under SB 114). This additional two weeks of leave can be taken either consecutively or intermittently as needed until September 30th, 2023.

Designated Person Under California Family Rights Act

The amendments made by AB 1041 include expanding the class of individuals for whom an employee may take leave to include a “designated person.” A designated person is defined as “any individual related by blood or whose association with the employee is the equivalent of a family relationship.” This amendment is intended to include individuals such as step-children, same-sex partners, domestic partners, foster children, legal wards, and other persons specified in the CFRA. Furthermore, these individuals would be eligible for up to twelve weeks of family care and medical leave as defined by the CFRA.



Bereavement Leave

Under AB 1949, employees must provide their employer with advance notice, to the extent practicable, of their intention to take bereavement leave and should make a reasonable effort to schedule bereavement leave to not unduly disrupt the operations of the employer.

Employer Prohibitions During Workplace Emergencies

SB 1044 is a law that protects employees from adverse action in the event of an emergency condition. Employers are prohibited from taking or threatening any kind of retaliation against an employee who has a reasonable belief that the workplace or worksite is unsafe and therefore refuses to report to, or leaves, the affected area.

Pay Transparency

Under the provisions of SB 1162, employers must provide job applicants with access to salary scales for any role posted. This gives potential candidates greater transparency when applying for positions, allowing them to make informed decisions about their career paths and earning potential.



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Undercover Sting Exposes 10 Unlicensed Contractors in California's Capital City

Homeowners should only hire licensed contractors

As a result of a recent undercover sting operation, the Contractors State License Board (CSLB) is pursuing legal action against 10 unlicensed individuals. Contracting without a license in California is a misdemeanor and punishable by a fine of up to \$15,000.

This is an opportunity for homeowners to learn the importance of taking simple steps toward protecting themselves against construction fraud.

Investigators from the Statewide Investigative Fraud Team (SWIFT) went undercover and invited individuals to place home improvement bids in Sacramento. Of those who came to place bids, 10 suspects were caught contracting illegally and potentially scamming homeowners out of thousands of dollars.

One individual was referred to the Sacramento County District Attorney's Office for advertising the license of another contractor as their own, which could result in a penalty of up to \$15,000. The suspect fled the scene upon seeing law enforcement, but investigators had obtained the evidence necessary to pursue the case.

The bids ranged from \$1,500 to remove a tree, \$4,600 to pour concrete, and then as high as \$11,500 for landscaping – all above the \$500 threshold requiring a contractor's license. Construction projects are an investment and worth the extra research it takes to

confirm the contractor you are considering hiring is a California licensed contractor.

All suspects could face charges for their illegal advertisements. In California, contractors are required to place their license number on all business-related materials (ads, vehicles, business cards, etc.). Homeowners can use that information to Check a License on CSLB's website.

Of those who came to place a bid, three individuals requested excessive down payments. Contractors can only ask for 10% or \$1,000 of the contract price – whichever is less. Also, two of the quotes included labor, but neither suspect had a workers' compensation insurance policy.

"The best ways homeowners can protect themselves against construction fraud is to check a license on our website and always get at least three bids," said David R. Fogt, CSLB Registrar. "Consumers can also take a look at tips we have available to make sure their contractor measures up."

Consumers are often unaware unlicensed contractors have not completed background checks and usually do not carry workers' compensation insurance for their employees – which increases liability risks to homeowners.



WhyAm I Talking? from Page 8

At its core, it's a philosophy of living, a way of being. Nordstrom Sales Superstar Pat McCarthy taught me, it's being "OTHER-Centered." It's so simple. It's just not easy. It's hard at first. Like folding your arms the wrong way. When it is my turn to speak, I usually tell a story (Think James Spader on "Blacklist"). The story summarizes their pain, contains a solution to their challenges. In their minds, they think, "That's what I want."

Larry King said, "I remind myself every morning: Nothing I say this day will teach me anything. So, if I'm going to learn, I must do it by listening."

Margret Wheatley said, "Listening is such a simple act. It requires us to be present, and that takes practice, but we don't have to do anything else. We don't have to advise, or coach, or sound wise. We just have to be willing to sit there and listen."

How about you? What if you made Active Listening a habit? One of my favorite acronyms is **W.A.I.T.** It stands for **Why Am I Talking?** Why indeed?

What if you dominated the listening in every conversation? What percentage of the time are you listening to the prospect? Why not set a goal to dominate the listening and try it for a month? 30-days.

One thing is certain after thirty years. If you dominate the listening, people will want to spend more time with you but won't know why? They will just like how you make them feel. Moreover, they will tell you things they don't tell their barber, banker, or best friend.

I need to send Brian Tracy a letter and thank him. Maybe it's time to write that goal out again on a 3x5 card. I still talk too much! Got a quarter?

Mark Matteson is an inspiring speaker and the author of the international bestseller, Freedom from Fear. His company, Sparking Success, is located in Edmonds, WA. Phone: (206) 697-0454.

How to Solve a Sales Problem and Keep Your Customers

From an article by Maura Schreier-Fleming, President of Best@Selling

There is a right way and a wrong way to solve a sales problem. Do it the right way, and you keep your customer; do it the wrong way, and you may not only lose a customer, but you might lose other business as well. Here is the best way to solve a sales problem and keep your customers.

First, the wrong way to solve a sales problem

If you're hoping that prospects or customers won't notice when there's a problem, or that you can ignore a problem, think again. The truth is that problems usually don't just go away. There's a big difference between waiting for something good to come out of a situation and ignoring something bad that needs to be corrected.

Also, responding slowly and without a sense of urgency to solve a serious problem can be just as bad as ignoring it. It's likely that customers will get angry when they realize you could have acted and solved their problem sooner.

The right way to solve a sales problem

Connect with your customer in the best way possible

To solve a sales problem, you will want to contact your customer directly. The best ways to connect are by phone or face-to-face; the worst way is by email. Your email message could be misconstrued so that you come off as lacking empathy or cause a misunderstanding that leaves people thinking a problem is worse than it is. Meeting

with your customer in person is one of your most effective options; however, a face-to-face meeting is not always realistic. Your next best option is to get on the phone.

Over the phone, customers can hear your voice and tone, and you can use your listening skills to figure out how they are feeling or thinking.

Apologize and acknowledge the problem

Offer an apology for mistakes, and in your apology state what you know to be the problem and include how it happened.

Come up with some options for what you can do to rectify the problem. You might decide to honor the original quote that you offered but could ask if your prospect is willing to accept it for a shorter period of time. Consider all your options and then present the three (if you have more than three) best ones. Realize that a prospect or customer may still be unhappy with the options you offer and end the relationship – be prepared for the worst. However, I have found that many customers will accept mistakes if there's a sincere apology and the alternatives are reasonable.

Deal with your sales problems

Malcolm Forbes once said, "If you have a job without aggravation then you don't have a job." In sales, you will have aggravation. The key is learning how to deal with sales problems and keep your job and customers.

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Your Thinking Can Cause or Overcome Conditions

This is the beginning of a New Year and it's wonderful. As the flower turns to the morning sun, I turn to our Creator. In our trade and our support trades, I know we all recognize a Supreme Entity within our chosen vocations. I call Him God. He is the origination of all that is in our universe.

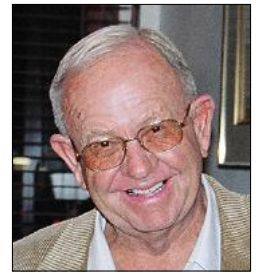
The universe is founded upon a principle of good. The good within you is greater and stronger than any fault or weakness, for we all are created in love and goodness with the very first breath we take. It is this *something greater than ourselves* that is within us as we all begin our life's journey. Each one of us has the innate power to make each experience good or bad. This power knows how to achieve and is greater than any negative thinking. Our Creator made us with goodness within us... 'cause God put it there.

Every person has the ability to grow as we all choose our pathway to our destinations. It is your reaction to each experience on that pathway that reflects your knowledge of yourself. The challenge is that each of us must stay above every condition and circumstance we encounter and do so at a higher level. That way all of us can create the good result we desire.

Our thinking is the changeless creative power that was given to us at the beginning of time.

Your attitude toward others reveals your basic attitude about yourself. You are where you are in life because of what you are in your thinking.

Your attitude toward others reveals your basic attitude about yourself. You are where you are in life because of what you are in your thinking. I have found that any restrictive thinking can place you in restrictive positions. To make a change in the conditions, change your thinking!



DAVID JUNOD
Sheridan Landscaping, Inc.

I have also found that you cannot change a problem at the level of "darn it all." It has taken some time to discover this.

Today is always better than yesterday, or even tomorrow... for only today exists. The Bible puts it this way, "Before the world was, I AM." (*Present tense*) And "This is the day the Lord has made, rejoice and be glad in it." – *Dave*

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