

CBU FAMILY BUSINESS CENTER NEWSLETTER



March 2024

January Meeting Recap “The Importance of Non-Family in Family Business”

The importance of Non-Family Management in a Family Business:

Earnie Silvers, Professor and Director of Graduate Programs at Cal State San Bernardino spoke on the importance of non-family managers at family firms. Non-family management is vital if a family business is to grow and scale up beyond what the family can do alone. Often, family firms do not promote non-family members into top level management positions, research shows non-family management is a key to business success and effectiveness. Success tips for working with non-family management will be presented.



Highlighted Family Business Interview: ECOLA Pest Control and Sue Fries.

The highlight of every Family Business Center meeting is an interview with a family business. On Thursday January 25th Sue Fries owner of ECOLA Pest Control and her son discussed their family business. ECOLA uses alternative (green) treatments for pest control. Sue has been in pest control for over 38 years. Winner of the Los Angeles Daily News best termite and pest control company for nine consecutive years (2014-2022), recognized as one of the Top 100 Pest Control Companies in North America by PCT Pest Control Technology



Riverside County Employee Training Grant Opportunity

Jason Tang from Riverside County Workforce Development discussed a grant funding opportunity for Riverside County employers to offset the cost of training existing employees.



SPONSORED BY



CBU FAMILY BUSINESS CENTER NEWSLETTER



March 2024

Upcoming March 26th Family Business Center Meeting

Highlighted Family Business Interview:

Steve Green, the President of Hobby Lobby and son of the founder will start speaking at 7:30 am sharp.



Steve took on a variety of roles over the years as the business grew into the large corporation it is today. Steve's father, David, is the Founder and C.E.O. of Hobby Lobby and his mother, Barbara, is a Buyer for Hobby Lobby. His brother, Mart Green, is the Founder of Mardel Stores and currently serves as Ministry Investment Officer for the Green family businesses. Steve's sister, Darsee Lett, is the Vice President of Hobby Lobby Art/Creative.



Steve Green became president of Hobby Lobby in 2004, and has helped grow their family business to more than 1,000 stores in 48 states, employing over 45,000 people companywide, with \$7.5 billion in annual sales in 2023. Hobby Lobby began operation August 3, 1972, with six hundred square feet of retail space located in north Oklahoma City by Steve's father, David.

Hobby Lobby is the largest privately owned arts and crafts retailer in the world. The headquarters are located in just under 11 million square feet of manufacturing, distribution and office space in Oklahoma City. Hobby Lobby also has offices in Hong Kong and Shenzhen, China.

Family Business Panel:

Steve Green will be followed by a panel discussion of business experts on the topic of "How a Family Business Can Scale Up and Grow". The panel will consist of Hilda Kennedy from AmPac Capital, Matthew Wilson from Wilson-Ivanova CPA's, Tom Steele of Steele Financial Group, and Cheryl Melendez of 10,000 Small Businesses.



Scan the QR code or visit <https://purplepass.com/FBCmar2024> to RSVP for our next meeting on March 26th.

For more information, please get in touch with Dr. Keanon Alderson at (909) 963-6291.

SPONSORED BY

