



May 10, 2018



John Frykenberg's Nigeria Program Host: Ed Jasnow

Y o u saw the trailer. N o w come see the whole film. Our intrepid explorer, John



Frykenberg, will show us a documentary of his latest adventure in Nigeria.

This is very timely since it was recently announced that Nigeria has passed South Africa as the largest economy on the continent. This should present wonderful opportunities for the budding entrepreneurs that John is teaching.

Come and see our Club's international activity.





How Certain do You need to Be?

Alice: Would you tell me, please, which way I ought to go from here?

The Cheshire Cat: That depends a good deal on where you want to get to.

Alice: I don't much care where.

The Cheshire Cat: Then it doesn't much matter which way you go.

Alice: ...So long as I get somewhere.

The Cheshire Cat: Oh, you're sure to do that, if only you walk long enough.

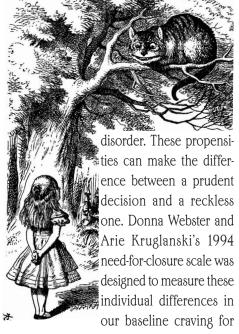
Alice's Adventures in Wonderland, by Lewis Carroll (1865)



This week's column again deals with how an individual's personal need for security influences how s/he makes judgments in a chaotic world. This week's column is taken from Jamie Holmes' book, Nonsense: The Power of Not Knowing (Crown/Archetype, Kindle Edition, pages 86 - 92). There is also a short quiz you can take to gauge your own need for security, or at least peace of mind in unsecure situations.



"Our desire for certainty, as we've seen, isn't stagnant. For all of us, it surges in high-pressure situations and dwindles in controlled, comfortable ones. But people also have different individual baseline degrees of discomfort with ambiguity and



clarity. Of course, a strong natural longing for structure isn't always bad, just as a low need for closure isn't always good. Nor do high scores on the scale necessarily

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Greeter of the Week

May 10
Kimmit Haggins
May 17
Tony Hill
May 24
Mendel Hill

Program Review

PUSD Teachers Express Appreciation for Altadena Rotary Mini-Grants



n the fall of each year, the Rotary Club of Altadena - under the leadership of Ed Jasnow

- awards mini-grants to the teachers of the Pasadena Unified School District [PUSD]. The teachers complete a formal application to the Club



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Photography	Jacque Foreman	

and Ed and his committee select the recipients. This year we awarded 27, \$400.00 Mini-Grants: 13 were unrestricted, and 14 were for Americanism. Five of the 13 unrestricted grants were sponsored by Dennis Mehringer. The following spring (May), the club hosts a luncheon where the teacher recipients discuss their grants and how their students benefited from the grants.

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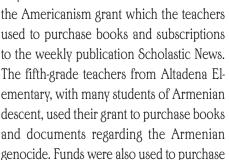
Last Thursday (May 03), we hosted teachers and administrators from eight campuses in the PUSD to talk about their projects.

Altadena Elementary



The thirdgrade teachers from Altadena Elementary received





games and equipment for the Game room

May Youth Services

Program Chair, Ed Jasnow May 03 - Teacher Mini-Grant Program May 10 - John Frykenberg's Nigeria

on campus.

Marshall Fundamental















The teachers from Marshall Fundamental School, used their grant to do an Americanism project focused on the "pursuit of happiness" language contained in the Declaration of Independence and the Constitution. Video equipment and materials were also purchased so that the students would have experience in making their own videos.

The science teachers at Marshall used their grants to purchase spectrometers. These devices help the students better understand the elements and the periodic

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Brought to you by Jacque Foreman for David Smith, Foundation Chair

Rotaract Club opens in Refugee Camp

Creating a Family
by Jonathan W. Rosen, Produced by Kate Benzschwel
Photos by Emmanuel Museruka

Taken from the Foundation Section of www.rotary.org



fter fleeing conflict in their own countries, a group young Rotaractors is healing wounds and bringing cultures together in a Ugandan refugee settlement

<> <> <> <> It's Monday morn-

ing in one of Uganda's largest refugee settlements, Nakivale, and the line at Paul Mushaho's shop is out the door.

Mushaho has lived in Nakivale since 2016, when he fled violence in his native Democratic Republic of Congo. After receiving death threats, he crossed into Uganda and joined a friend in the 184-square-kilometer settlement that serves as home to 89,000 people.

The soft-spoken 26-year-old, who has a university degree in information technology, runs a money transfer service out of a wooden storefront that doubles as his home.

Business is booming because he offers his clients — other refugees from Congo, Burundi, Somalia, Ethiopia, Eritrea, Rwanda, and South Sudan — the ability to receive money via mobile phone from family and friends outside Uganda.

He also exchanges currency, and his shop is so popular that he often runs out of cash. On this day, he's waiting for a friend to return with more money from the nearest bank, two hours away in the town of Mbarara.

Sitting behind a wooden desk, armed with his transactions ledger and seven cell phones, Mushaho grows anxious. He's not worried about missing out on commission — he's worried about leaving his clients without any money.

"I don't like making my customers wait," he says, looking out onto the lively street of tin-roofed stores, women selling tomatoes and charcoal, a butcher shop displaying a leg of beef, and young men loitering on motorcycles. "There's nobody else around who they can go to."



Paul Mushaho organized a team of volunteers and formed a Rotaract club in Nakivale, Uganda, to give refugees something constructive to do. As a young entrepreneur who is intent on improving the lives of others in his community, Mushaho is in many ways the quintessential member of Rotaract, the Rotary-sponsored organization for leaders ages 18 to 30. Yet his story and that of his club are far from ordinary. Established in late 2016, and officially inaugurated last July, the Rotaract Club of Nakivale may be

the first Rotaract club based inside a refugee settlement or camp. Its founding, and the role it has played in the lives of its members and their fellow Nakivale residents, is a tale of young people who've refused to let conflict stifle their dreams; of a country that sees the humanity in all the refugees who cross its borders; and of a spirit of service that endures, even among those who've experienced unspeakable tragedy.

A place where refugees are welcome

Refugees fleeing war, genocide, and persecution find safety in Nakivale. New arrivals to Uganda are allocated a plot of land, are allowed to work and run businesses, and can move freely around the country. If Nakivale doesn't sound like a typical refugee camp, that's because it isn't one. Covering 184 square kilometers and three distinct market centers, Nakivale feels like anywhere else in rural southwestern Uganda, an undulating land of banana trees, termite mounds, and herds of longhorn cattle.

Nakivale blends in with its surroundings in part because it's been here since the 1950s, when it was established to accommodate an influx of refugees from Rwanda during a flare-up of pre-independence violence there. Over the years, its population has ebbed and flowed as it accommodated those seeking refuge from a variety of regional conflicts, including civil war in South Sudan, violent state collapse in Somalia, and rebellions and armed militias that con-

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suggest adherence to one side or the other of the political spectrum. Conservatives and liberals can be equally dogmatic and defensive. The scale has less to do with what you believe than how anxious you become when those beliefs are challenged. One caveat is that conservative beliefs, by definition, tend to be more structured, more black-and-white, and more authoritarian in content than liberal beliefs. Say that you had a deep-rooted need for closure and could choose allegiances: if you lived in a neighborhood with an equal number of liberals and conservatives, you'd be more likely to gravitate toward the conservative ideology.

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To score yourself on it, mark each statement between a 1 (completely disagree) and a 6 (completely agree):

- 01. I don't like situations that are uncertain.
- 02. I dislike questions that could be answered in many different ways.
- 03. I find that a well-ordered life with regular hours suits my temperament.
- 04. I feel uncomfortable when I don't understand the reason why an event occurred in my life.
- 05. I feel irritated when one person disagrees with what everyone else in the group believes.
- 06. I don't like to go into a situation without knowing what I can expect from it.
- 07. When I have made a decision, I feel relieved.
- When I am confronted with a problem, I'm dying to reach a solution very quickly.
- 09. I would quickly become impatient and irritated if I could not find a solution to a problem immediately.
- 10. I don't like to be with people who are capable of unexpected actions.
- 11. I dislike it when a person's statement could mean many different things.
- 12. I find that establishing a consistent

routine enables me to enjoy life more.

- 13. I enjoy having a clear and structured mode of life.
- 14. I do not usually consult many different opinions before forming my own views.
- 15. I dislike unpredictable situations.

Now simply add up the total. Your need for closure (right now) is above average if you scored 57 or above. Note that this scale can be used either to measure individual differences in the need for closure or to measure situational differences. Depending on your mood, your score may go up or down, but different people will still end up having a range of average scores. A greater need for closure simply implies that the mind's natural aggressiveness in papering over anomalies, resolving discrepancies, and achieving the *miracle of simplification* is set a bit higher.

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In 2015, psychologists in Poland also enriched the picture by looking directly at how someone's need for closure might affect neurocognitive processes. When people with a high need for closure faced a complex task, it turned out they exhibited greater brain activity in the early stages of cognitive processing. How would this lead to errors? The researchers suggested that a higher need for closure leads to heightened attention early on, which paradoxically makes people less able to resist their first impulses and leaves them less aware of their own mistakes. In a low-stakes environment, that might be okay. But in stressful circumstances, missing key information can be disastrous.

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One of the best examples of the effects of varying needs for closure comes from a careful case study that the University of Haifa's Uri Bar-Joseph coauthored with Kruglanski. Their detailed review of Israel's Yom Kippur War also sheds light on what

went so disastrously wrong in Waco. The Yom Kippur War began on October 6, 1973, when Egypt and Syria launched a surprise attack on Israel. The conflict lasted a long twenty days before Israel prevailed. While the Soviet Union provided support to its Cold War allies Egypt and Syria, the United States rushed supplies to Israel. The intensifying melee threatened to draw the two superpowers into direct conflict.

One reason the war lasted as long as it did was that Israel was taken by surprise. Egyptian forces crossed the Suez Canal with startling efficiency, penetrating the Sinai Peninsula. Syria, meanwhile, opened up a successful attack on the Golan Heights. It took several days for Israeli forces to regroup. Israel shouldn't have been unprepared for the initial attack. Its intelligence services had collected sufficient evidence that Egyptian forces were preparing for war and not simply engaged in a training exercise.

. . .

So why was Israel caught off guard? Bar-Joseph and Kruglanski pin a large part of the blame on two key military figures, Major-General Eli Zeira and Lieutenant-Colonel Yona Bandman. Zeira was the director of AMAN. Bandman was the head of Branch 6 of AMAN, responsible for analyzing intelligence streaming out of Egypt and North Africa. Both men were very bright. But they shared a fatal penchant for overconfidence and absolutism. As Bar-Joseph and Kruglanski write: Both exhibited a highly authoritative and decisive managerial style. Both lacked the patience for long and open discussions, and regarded them as bullshit. Zeira used to humiliate officers who, in his opinion, came unprepared for meetings. At least once he was heard to say that those officers who estimated in spring 1973 that a war was likely should not expect pro-

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Action in the Yom Kippur War motion. ... For

both Zeira and

Bandman, their personalities seem to have led them to freeze on the idea that neither Egypt nor Syria had the capacity or ambition to attack Israel. They shared that assessment since at least 1972, and despite subsequent mounting evidence to the contrary, they

wouldn't reconsider it.

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War isn't the only situation in which a high need for closure can be detrimental. In business negotiations, parties at the table often have to manage missing or conflicting information. If negotiators read too much into any one fact, if they stretch for answers, they typically make mistakes. A wide range of studies shows that negotiating a good

deal requires someone who can handle confusing and contradictory messages without getting emotional, assuming too much, or fixating on one tidbit or another. At the same time, feeling pressured or threatened makes uncertainty feel more unpleasant. Negotiating requires handling ambiguity; crisis situations heighten the need for closure. Imagine, then, the challenges of negotiating in the midst of a crisis."

Program Continued from p.2

table.

Franklin Elementary







The teachers at Franklin Elementary used their funds to purchase magnetic shapes and kinetic sands which are used outside. Many books were purchased which were sent home with the students to read.

Jackson Elementary





The teachers from Jackson Elementary purchased a white board

with easel to assist in teaching their students vocabulary skills. Another teacher bought materials to use in the Spanish and English language classes.

John Muir High School





The instructors from John Muir High School took their stu-

dents to several concerts at the downtown Disney Concert Hall. World history materials were also purchased.

Webster Elementary





The teachers from Webster Elementary purchased projectors for

their classroom. Another pre-K instructor set up an organic garden. The garden produced lettuce, sweet peas, kale, carrots and other vegetables.

Eliot Middle School





The instructors from the Eliot Middle School painted several

classrooms. The music teacher purchased songbooks, music books, DVDs and CDs,

and musical instruments.

Pasadena High School







The teachers from Pasadena High School used their grant money to purchase materials on social justice and civil rights. They also purchased software to improve their students' performance in math and science.

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Each of the teachers expressed their appreciation to the members of the Rotary Club of Altadena for the members' support of their schools and students.

Boyd Hudson ()

Thank You to
Each of the Teachers
who came and shared how
the Mini-Grants we give them
enriched the lives of their Students.

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tinue to terrorize eastern Congo, the area that accounts for the majority of Nakivale's current residents. Many have been here for a year or two, others for decades, but most consider Nakivale home.

Unlike other governments in the region, Ugandan authorities grant new arrivals plots of land for farming, as well as materials to erect a basic house, so they can move toward self-reliance. Refugees also have access to free primary education for their children and permission to work so they can contribute to the economy. Uganda hosts more than 1.5 million refugees within its borders and allows all registered refugees to move about at will. If they can do business in cities or towns, the logic goes, there's no reason they should be trapped elsewhere.

"They're going about their lives just like you and me," says Bernad Ojwang, Uganda country director for the American Refugee Committee (ARC), which works closely with the Rotaract club in Nakivale. Although an abundance of arable land allows for the nation's liberal refugee policy, he explains, the system also reflects a high-level belief that refugees can be assets rather than liabilities. Uganda has realized that the sooner a country looks at refugees not as a burden but as an opportunity, it changes a lot of things," he says.

A change maker's idea

This mindset — of refugees as catalysts for change — ultimately led to the Rotaract club's founding. Mushaho learned about Rotaract after entering a competition in 2016 organized by the American Refugee Committee (ARC) for the young people of Nakivale. The competition, co-sponsored by Uganda's office of the prime minister, challenged young residents in the settlement to propose business plans or innovations that could improve lives. Out of nearly 850 entries, Mushaho's proposal – a beekeeping business that would sell honey – was among

13 winners. They each would receive a small amount of seed money and present their ideas to a wider audience in Kampala, the nation's capital.

More than 60 Rotarians attended the Kampala event in October 2016, including Angela Eifert, a member of the Rotary Club of Roseville, Minnesota, USA, and an ARC engagement officer, and then Rotary president-elect Sam F. Owori. Eifert, who first visited Nakivale in 2014, had previously proposed creating an Interact club for 12- to 18-year-olds to help engage its large population of young people. After the event, she mentioned her idea to Owori, who embraced it with one modification: He believed the 13 winners could become leaders in their community, so he proposed a Rotaract club. "He told me, 'I was once a Rotaractor," Eifert says. "When he saw these young people on stage, he felt they were ideal Rotaractors. He loved their ideas. He saw they had talent and potential, and thought we should be getting behind them."

Leaders from the Rotary Club of Kiwatule in Kampala and Eifert's Minnesota club agreed to work together to get the club started and support its growth. The duo then approached Mushaho about serving as the new club's president. Of the 13 winners, he'd stood out to them. Humble and charismatic, he also spoke fluent English, had helped the other winners communicate their ideas, and appeared eager to assist the wider Nakivale community. Mushaho and another winner, Jean de Dieu Uwizeye, hosted the Nakivale Rotaract club's first official meeting in late 2016. "He was really into it," says Eifert, who began texting regularly with Mushaho. "He was learning everything he could about Rotary. I think it gave him a great deal of reward and purpose."

Bettering the settlement

Rotaractors and Rotary members help new arrivals by giving out clothes, sugar,



and soap. For all of Nakivale's advantages over more traditional refugee camps, daily life remains a struggle for many. Families are encouraged to farm the land they're given, but many rely for months, or even years, on UN food assistance. Rations have decreased recently because of a shortage of global funding. Barious Babu, a 27-year-old Rotaractor from eastern Congo helps young people navigate the daily struggles of refugee life and provides entertainment and dancing with performances by his All Refugees Can Band.

Children in the settlement have access to free primary education, but few families can afford the fees for secondary school – a situation that contributes to high levels of youth idleness, early marriage, alcohol abuse, and domestic and gender-based violence. Even simple boredom, particularly among a population that's lived through conflict, can be crippling. Mushaho says he often sees young people loitering around his shop. "They sit for hours, just thinking, and many of them are traumatized. Others just sleep from morning until night."

The Rotaract club's first project, launched in 2017, was designed to help Nakivale's new arrivals, many of whom had endured harrowing journeys to escape violence. About 30 new families arrive every day. They sleep in rows of tents, which are periodically overrun with bedbugs and cockroaches. After hearing reports of an infestation, the Rotaractors pooled their modest savings and, with assistance from ARC, purchased chemicals and sprayers to fumigate the area.

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Additional projects quickly followed.

Nakivale Rotaractors fund most of their projects with their own money. Over the past year, club members have visited the elderly, orphans, and people living with albinism, who face cultural stigmas in the region. Often the Rotaractors bring highly coveted items, such as sugar and soap. To promote girls' empowerment, the club also has co-sponsored a jump-rope contest for girls that featured cash prizes. To promote interaction among refugees of different nationalities, they organized a soccer tournament with eight teams from across the settlement.

The Roseville club provided support to both projects, donating soccer balls and hygiene products for the Rotaractors to distribute. Much of the Nakivale club's community outreach, however, is self-funded. Members have earned money by raising and selling chickens, and even participated in a 5K race, held in conjunction with World Refugee Day in June 2017, which brought in online donations. "We don't want to have to call someone every time, asking for support," says Uwizeye, a computer scientist who fled his native Burundi in 2015 to avoid being forced into a youth militia. "It's better to show someone I've raised some money on my own - and then maybe ask them, 'Can you top up?"

Several Rotaract members have been mentoring other young people in the camp. Alex Ishingwa trains fellow refugees in masonry and helps them bid for local contracts. Byamana Bahati, a dressmaker, trains apprentices at her shop, a short walk from Mushaho's. One club member, Jean Lwaboshi, a musician with several love ballads posted on YouTube, spends his mornings making bricks with fellow Rotaractor Martin Rubondo. From their earnings, the two have bought guitars and now give performances and lessons to other young people. "It's a

rewarding feeling to support others through music," Lwaboshi says. Mushaho keeps an eye out for refugees who could benefit from the club's assistance. Recently, when one of his customers approached him about starting a farming project, he helped the woman and a group of friends find a plot of land and connected them to ARC, which provided seeds, fertilizers, and watering cans. "We appreciate so much that others are thinking of us," says Ange Tutu, one of the project's beneficiaries, while tending to her new rows of tomato plants.

Forging a Rotary family

Members of the Rotaract Club of Nakivale have become like family. In addition to its own projects, the Nakivale club has galvanized Uganda's Rotarians to help refugees. The Rotary clubs of Kiwatule and Mbarara, the closest large town to the settlement, advise and assist with projects. The Kiwatule club has sponsored individual Rotaractors to attend training events and other leadership activities across Uganda. Members of both clubs have donated clothes and other necessities that the Rotaractors deliver to Nakivale residents. Rotary clubs in Uganda are planning to do more, says a member of the Kiwatule club. In October. local Rotary leaders signed a memorandum of understanding with the office of the prime minister to help refugees in other settlements and possibly form additional Rotaract clubs.



Members of the Rotaract Club of Nakavale

Several of Uganda's Rotary clubs are planning to improve refugees' access to water, sanitation, hygiene, and basic education. Rotaractors support their own projects by raising chickens to fund projects. Byamana Bahati, a dressmaker, trains apprentices at her shop. For Xavier Sentamu, the desire to help refugees comes in part from his own experience with conflict. Aside from pockets of the north, most of Uganda has been at peace for the last three decades. Yet the country experienced multiple violent upheavals during the 1970s and 1980s. As a child, Sentamu spent several nights hiding in the bush during the guerrilla war that ultimately brought the current president. Yoweri Museveni, to power.

"I have a bit of a feeling for what they've gone through," says the Kiwatule club member. "Though when you have a person who's outside their country, who has no idea if or when they'll go back home, it's much tougher. The fact that they have gone through that hardship and are willing to offer a little bit of their resources to make others more comfortable is so encouraging."

After an initial surge in the Nakivale club's membership, which peaked at more than 40 people, the number of active members has fallen to roughly 20 over the last year. Uwizeye attributes the drop to a misunderstanding: Some thought the Rotaract club was a job opportunity rather than a service group. The departure of less

dedicated members, however, has left the core group of Rotaractors more unified. Many lost relatives to violence or had to leave family behind, and the relationships they have formed in the club are helping them cope. "All these people are like family," Mushaho says. "The people in the club become replacements for those people they have lost."



Planning & Budgeting for a Home Renovation Project

Ready for a new kitchen? Eager to redo the bathroom? The easy part is knowing what you want to remodel and justifying the project in your mind. Do you know how to budget and plan for a home renovation? I hope this article will help make that road a bit smoother.

Budgeting

Figuring out how to renovate without breaking the bank can be tricky. How much should you invest? The general rule of thumb is to spend no more on each room than the value of that room as a percentage of your overall house value (check with your realtor or Altadena Realty Group for a current value estimate for your home).

Here's how the percentages break down for the value of each room:

- Kitchen: 10% to 15%
- Master Bathroom Suite: 10%
- Powder Room/Bathroom: 5%
- Finished Attic or Basement: 10% to 15%
- Other Rooms: 1% to 3%
- Patio, Deck, Paths and Plantings: 2% to 5%

Planning your renovation

If you think you know what you want done, there are plenty of contractors who will give you an estimate based on your romantic narrative and their perception of your verbal blueprint. Work completed under these circumstances is almost guaranteed to take longer, cost more and include lots of headaches.

For a major renovation that includes: expanding the footprint of the house, mov-

ing, removing or adding walls along with the associated plumbing, and/or electrical and roof modifications you should use a licensed designer or architect. This will give you detailed construction drawings from which contractors can provide written cost estimates and gives you a bench mark to compare actual work completed. For smaller projects — if you feel comfortable doing so — you can generate a *scope of work* on your own.

Whichever approach you take, the more detail and specifics included, the better. You must be very specific about what you want done, and spell it out in the contract, right down to the materials you'd like used.

Getting quotes from contractors

If you have well prepared plans and use reputable contractors, you should expect estimates that are reasonable in price and time to complete. I recommend obtaining a minimum of 3 or 4 proposals and suggest that you conduct a pre-bid conference. The pre-bid conference includes all interested contractors, the designer/architect and the owner(s). The primary purpose is to review the scope of work, answer all questions, and make any corrections/clarifications to the plans, thus ensuring you are comparing apples to apples when you receive your proposals.

Upon receipt of proposals, I recommend that you meet and review the proposals with your designer/architect. Generally, I remove any very high and low proposals (+/- 20%)

or more) from the medium proposal. You may consider creating a spreadsheet to further aid in your analysis. In most cases, you will easily narrow it down to one or two choices. You can then negotiate final details and terms until you are completely satisfied with the agreement.

Stick to the plan

As the renovation moves along, you might be tempted to add on another *small* project or make a *minor* change, incorporating the newest design trend. For ALL changes, insist on a written change order that requires your signature as authorization to proceed. Be mindful that even minor changes can be costly. Strive to stick to the original agreement, if possible.

Account for hidden costs

Your home may look perfect on the outside, but there could be issues lurking beneath the surface. In fact, hidden imperfections are one of the reasons renovation projects end up costing more than you anticipated.

Rather than scramble to come up with extra money after the fact, give yourself a cushion upfront. Budget a minimum of 10 to 20 percent (or more) of your contracted budget for unforeseen expenses, as they can and do occur. In fact, it's rare that any renovation project is completed without encountering unexpected issues and associated costs.

Should you have a question, please email me at doug@altadenarealtygroup.com or give me a call at 626.524.4158.



Bass, treble, and everything in between will be ringing from the stage, as the Chorale and our Youth Choirs celebrate the gift that keeps on giving - music itself. Handel, Elgar, Rutter, Memley - even some Allan Petker - will be on the bill. It'll be a grand night for singing sweet music and filling your heart.

