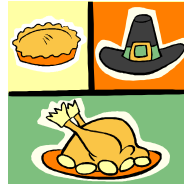
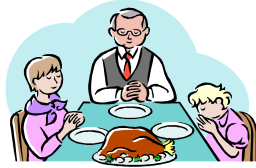


Chamber / Tourism News

Fulton County – Seeing is Believing!



November / December 2005

November 24th – Thanksgiving Day (Office will be closed)

November Membership
Business Spotlight – Open House
“Morton’s Attic” November 16th, 5:30 – 7:30 PM

Presidents Letter

Greetings fellow Chamber/Tourism members;

As you know the FFFF weather held for the time of year and overall the county seemed to enjoy another successful event. Planning is already underway for 2006, as we are looking to revamp the events' format, due to the construction of the new Medical Center facility (parade line-up) as well as the proposed new Fire Company building (Third Street Closing). We are looking forward to new ideas for the coming year's parade and vendor set-up; so if any of you have a thought or two, send it via email to the Chamber office. We will be sure to share it with Grease, Steam & Rust who are with us in the revision of events.

Next up (literarily) are the Christmas decorations, with the help of our good friends, **Dalicon**. We want to take this opportunity to thank them ahead of time. Brian Mellott has been taking care of setting the timers for us for many years, unbeknownst to us until recently and we want to thank him for those years of quiet giving. Also we want to thank Randy Clever and his crew for going over our wreaths and replacing bulbs for us.

November's membership meeting will be our business open house – see elsewhere in the newsletter for details – and in December will be our Holiday membership get together. More on that next month.

We have already had two meetings of the new 2006-7 Chamber Visitors Guide-Directory (name to be determined) committee. We are all very excited about this new directory and have set the date to be at the publisher by February 1, 2006. A lot of great ideas, updates, and new items are going to be incorporated. I'm telling you this in advance so you will be prepared when contacted to place your ad. Not only will your advertising dollars be well spent – with directories being distributed to all of Fulton County News subscribers (6000 +), but also filling spaces at our local interstate Welcome Centers, and business displays.

December's Board Meeting will name our new officers, and I am very excited about the future of the Chamber Tourism organization in your county. There is a lot to do, but I feel your board is up to the task, and there are many good things to come.

Take care all,

Brenda Gordon
President, 2005

Spotlight Business

Reminder: The Chamber/Tourism office is always looking for news about your businesses so please send in your information!

Morton's Attic
226 North Second Street
McConnellsburg PA 17233
717-485-3928

Chamber members are invited to an open house at Morton's Attic on Wednesday, November 16th from 5:30 to 7:30.

Beginning in September 1993, Morton's Attic opened its doors. At the beginning we were here Friday, Saturday, and Sunday only. Now we are open daily 10:00 to 5:00 (including Sunday), Friday 10:00 to 6:00, Wednesday closed or by chance or appointment.

Catering primarily to antiques and collectibles, we also incorporate furniture. Like other retail stores Morton's Attic carries new items including wooden country signs, wrought iron goods, Lampshades, candles, sachets, and more. Items are added on a regular basis – almost daily. We combine the old and new to give you the best of yesterday and today. Our prices are reasonable with layaways available. And our Sale Room is always open!!

Chamber members are invited to stop in to see Webster; our gray tiger store cat, and me on Wednesday, November 16th from 5:30 to 7:30. Remember the “good ole days” by taking a stroll down memory lane. Light refreshments will be served.

Mark you calendars for our Christmas Open House Thursday, November 24th (Thanksgiving Day) 10:00 to 5:00, Friday November 25th 10:00 to 6:00, Saturday, November 26th 10:00 to 5:00, and Sunday, November 27th 10:00 to 5:00. Sign up for door prizes. Everyone is Welcome!

Happy Thanksgiving

The Chamber of Commerce & Tourism would like to wish everyone a very happy and safe Thanksgiving!!

New Members

The Chamber would like to welcome some new and returning members to the Chamber of Commerce & Tourism. They are: Cowans Gap State Park, Fulton County Housing Authority and The Barn Flea and Craft Market. Thank you for all of your great support.

Manager's Corner – Retain Employees: Given Them What They Need

For most employers, the objective of filling a staff position is to find the right person, with the right attitude, with the right skills. Quite often, once that's done, we cross off that 'To Do' item, give a sigh of relief, and move on to the next issue that's demanding our attention. However, if we consider our jobs as managers and leaders "done" when we find the perfect person to join our team, we're making a tremendous mistake. I hate to say it, but the journey with this new employee is just beginning. Now that this person has agreed to join our organization, we have to put a process into play that ensures he or she will fulfill the immediate and upcoming job requirements, but also that this new employee, once successful in meeting short-term needs, will stay with us to help us grow and produce in the long-term.

If we've recruited, hired, and trained our employees wisely, we've developed a fairly strong pool of talented and motivated individuals. However, with all that talent, quite often come individual thinkers with desires to innovate, experiment, and do more. In addition to individual desires come personal work/life preferences. Employees now more than ever are demanding, yes demanding, wanting more flexibility with their work hours, benefits, and job responsibilities. If their current employer isn't meeting their work/life balance needs, they'll look for another employer who will. Studies are showing that currently, women are leaving the traditional workforce in numbers not seen since the 1970's because they no longer are willing to forego time with their children for the sake of their 8-5 job.

Also, according to a survey conducted by Dr. Annette Cremo and my company, overwhelmingly, managers state their number one request from their superiors is to clearly tell them what is expected of them. That sounds basic enough, but when asked how they let their managers know what is expected of them, 22% of the CEO's and company presidents who responded marked, "They just know. They're professionals."

Given these bits of information, how do we as employers meet the needs of our employees and retain them? We listen to their wants and give them what they need. How? - First, we listen carefully to our employees' suggestions, requests, and comments on how things could or should be done differently. These, quite often, subtle comments provide tremendous insights into how they think and what they believe is important. If their questions and ideas have merit, have them develop their ideas into a plan that you can review with them to better evaluate its value and their potential to implement it. - Second, review your employee pool and observe those who produce well, with minimal supervision, and at times, struggle to physically be at work when select family issues need attention. Is there a way to allow them to work flex hours, work remotely, or job-share? You've probably never worked this way with employees before, but that doesn't mean it's not possible. It's easier than ever to work remotely; the hardest part is adjusting to not being physically located together. It's sometimes better to have "half" of a good employee, than to lose one altogether. Besides, when family situations change and the employee is ready to re-enter the workforce full-time, the support and flexibility you've shown will be remembered. - Third, don't assume your employees know what's expected of them because things are posted or they are sent e-mails. Take the time to talk with them to ask them individually what the most important things are the organization is working on, what the most important thing their department is working on and why, and what the most important thing they need to focus on. You may be amazed at the discontent that's happening within your organization.

As with most things when dealing with human beings, there are no guarantees. However, you'll greatly enhance your chances of being an employer people want to work with and stay with, if you give them what they need.

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P.O. Box 141
536 East Poplar Street
McConnellsburg, PA 17233

Chamber - Tourism Office / Visitor Center Hours

Monday – Friday (9:00 a.m. to 4:30 p.m.)

Lunch (12:00 p.m. to 12:30 p.m.)

(717) 485-4064

www.fultoncountypa.com
fultoncountypa@earthlink.net

Excluding Major Holidays

2005 Chamber of Commerce & Tourism Officers

President Brenda Gordon
Vice President Cheryl Morton
Treasurer Clyde Bookheimer
Past President Bobby Snyder
Director of Events & Marketing . . . Theresa Bricker
Administrative Assistant . . . Anita Mellott

Chamber of Commerce & Tourism Board Members

Julia E. Dovey – Fulton County Medical Center
Bobby Snyder – Snyder Insurance Agency
Kendra McQuade – Primitive Corner
Sherri Sixeas – Flower Basket and Gift Box
Loy Garber – JLG Industries
Cheryl Morton – Morton’s Attic
Joni Park – Park’s Texaco
Gerri Ramsey – Community Bankers Insurance Agency
Stacey Bell – Peck Insurance Agency, Inc.
Darrin Smith – Howard L. Sipes Funeral Home
Ellis Yingling – Fulton County Commissioner
Mark Washabaugh – Professional Uniforms & Advertising
Howard Tomlinson – Mellott Wood Preserving
Kathy Fester – Green Leaf Gifts & Things & Fester’s
Country Mart