

Chamber / Tourism News

December 2006

2006 Chamber of Commerce & Tourism Officers

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Clyde Bookheimer

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Mark Washabaugh

Howard Tomlinson

Brenda Gordon

MEMBERS IN THE NEWS

Trusses Set on New Fire Station

Pictured on the front page of the Fulton County News two weeks ago was the McConnellsburg Volunteer Fire Company's new facility which is beginning to take shape. This building will include a six - bay garage, office area, lounge and bunks.

NEW / RENEWING MEMBERS

We would like to welcome the following businesses & organizations who have recently joined The Fulton County Chamber of Commerce & Tourism:

~Subway

~Frontier Communications of Brz.

~Term Net Merchant Services

~Dublin Township

~Fulton Co. Center for Families

~There's Room In The Inn Boys Ranch

We encourage you to support, these new members. For a complete listing of all Chamber / Tourism members to support contact Kathy Fester, Executive Director or Anita Mellott, Administrative Assistant at 717-485-4064 or by email at fultoncountypa@earthlink.net & director@fultoncountypa.com.

Something to Think About...

Having Someplace to go is Home

Having Someone to Love is Family

Having Both . . . Is a Blessing

NEWS FROM THE OFFICE

Unique Christmas gifts are available to be purchased at the Chamber & Tourism office. The new ornament for 2006 is Union Church. We have hats, sweatshirts, thermometers & business card holders. Great ideas for those hard to buy for people on your list!

The Chamber & Tourism office is asking all businesses to **PLEASE** bring or send in brochures from your businesses. We are very low and would like to see the brochure rack full once again so that we can offer you more exposure for your business.

December Membership Meeting Information

The December Membership meeting will be on December 20th at the American Legion. Time to start will be 12:30 p.m.

Business Spotlight:

Lynn Mellott of Always Connected will be letting members know about the services her business has to offer.

Come share a holiday meal with us!

REMEMBER

MEMBERS RECEIVE ONE COMPLIMENTARY LUNCH AT EACH MONTHLY MEMBERSHIP MEETING.

THANK YOU!



Manager's Corner:

Succession Planning: Determine what you need.

The most common question I'm asked by new clients who are focusing on succession planning is: "How do I start?" It's a great question and its answer is one that many clients don't anticipate: Start by having a very clear, well-developed strategic plan.

Needless to say, when new clients hear that answer, their facial expressions often indicate they're thinking, "She's trying to sell us additional services we really don't need." No I'm not. I'm trying to save you money and a whole lot of unfocused, wasted work.

Think about it for a minute, what is succession planning? It's not what many organizations believe it is: it's not figuring out who's going to step into someone else's position when that person retires. Succession planning is really determining what skills, knowledge, behaviors, and values you'll need in key positions in the future to ensure your organization continues to grow and succeed according to your strategic plan.

Therefore, doesn't it make sense to have a very clear strategic plan in place so you know what skills, knowledge, behaviors, and values you'll need? Then you can determine what key positions you'll need. Once you know what positions you'll need, you can develop specific position descriptions that define what skills, knowledge, behaviors, and values the individuals who will fill those key positions must develop or possess.

By focusing on developing the skills, knowledge, behaviors, and values of individuals who may move into key positions, you'll by default create an organization that takes a more holistic approach to succession planning and employee development. Instead of the traditional succession planning process (i.e., plugging a person into an empty spot) you will create a pool of individuals that possess much broader-based skills and knowledge, and who also exhibit the behaviors and values held dear by your organization. However, you can't develop your future leaders and key positions until you know what type of organization you expect them to lead. You can't plan for succession options until you plan your organization's future. Succession planning requires you to first determine what you need

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WBS is a team of Strategic Planning and Leadership Development Consultants, Trainers, and Speakers. Liz can be reached at liz@wbsllc.com or (717)597-8890.

Total Employee Benefit Solutions from PCI Insurance, Inc.

No two businesses are the same. Regardless of product, service, location or size, each business is unique, in nearly every aspect, except one -- people.

Without qualified employees, businesses cannot thrive. With that in mind, PCI Insurance provides total benefit solution packages, giving employers the necessary tools to attract and retain quality employees.

As Highmark Blue Shield's Small Business Employee Benefit Solution, the PCI Insurance benefit solutions include multiple PPO medical plans, a selection of Health Reimbursement programs to help lower healthcare costs and a complete menu of optional coverages that includes dental, vision, life, disability, EAP services and COBRA administration.

PCI Insurance couples the flexibility of choice with simplified administration. Numerous medical programs for groups of any size, ancillary coverages, one invoice for all selected lines, 24/7 online account access, an electronic payment program, a dedicated service and account executive and no minimum participation requirements for optional coverages make the PCI benefit solutions an unmatched value.

The Fulton County Chamber & Tourism and PCI Insurance have created this unique partnership as a service to benefit chamber members. To find out more about the PCI Insurance employee benefit programs, please call 800.755.3021 to speak with a regional account executive or visit www.pciinsurance.com.



Chamber of Commerce & Tourism Office Hours

Monday - Friday

(9:00 a.m. - 4:30 p.m.)

Lunch

(12:00 p.m. - 12:30 p.m.)

Phone Number

(717) 485-4064

Website Address

www.fultoncountypa.com

Email Address'

fultoncountypa@earthlink.net

director@fultoncountypa.com



COBRA Administration

Comprehensive Services

The PCI Insurance benefit program is designed to offer the flexibility of choice in coverage options and an array of administrative time-saving services for business owners.

In an effort to streamline the time businessowners and group leaders spend administering benefit programs, PCI Insurance is proud to offer COBRA administration services to eligible customers. As mandated by COBRA laws, businesses with 20 or more employees are subject to COBRA requirements. This service is offered to customers with 20 or more employees as a value added benefit at a significant savings.



Partnering for COBRA Convenience

PCI Insurance has partnered with HM Benefits Administrators to offer COBRA administration services as an avenue for businesses to meet COBRA regulations at a notably discounted rate.

Serving as the single point of contact, PCI Insurance notifies HM Benefits Administrators when a COBRA event occurs. HM Benefits Administrators minimizes the employer's involvement in the COBRA administration process and assumes responsibility to ensure compliance with COBRA laws.

Service Elements

- Single point of notification -- contact PCI Insurance and you're done!
- Payment from COBRA beneficiaries to carrier coordinated by HM Benefits Administrators -- eliminating employer involvement in payment processing
- Timely and accurate updates
- Regulatory Compliance
- Range of services provided by HM Benefits Administrators:
 - Compliance with COBRA mandated timeframes and regulations
 - Department of Labor letters mailed to new plan participants
 - Process elections and bill members for monthly or partial premiums
 - Maintain enrollment information
 - Terminate coverage as appropriate
 - Maintain carrier information and applicable premiums
 - Provide monthly activity reports

To find out more about the COBRA administration program, please call PCI Insurance at 800.755.3021 or visit www.pciinsurance.com

Rev. 9/08



Small Business Employee Benefit Solutions

800.755.3021

www.pciinsurance.com

News

The Fulton County Chamber of Commerce & Tourism office now has the ability to accept Visa & Mastercard credit cards for your buying convenience. You will be able to use your credit card when purchasing souvenirs, pay membership dues, sponsorships or vendor spots at events.

This is just another way the Chamber & Tourism office is bettering itself to broaden the advantages of being a Chamber & Tourism member.

Jubelirer Appreciation Reception

On January 25, 2007, the Chamber & Tourism and FIDA will join organizations throughout Blair, Bedford and Huntingdon counties to pay tribute to the remarkable political career of Senator Robert Jubelirer.

The testimonial dinner that honors the Senator will be held at the Blair County Convention Center.

A committee has been formed to plan this event and other aspects of the evening's festivities will be finalized within the next several weeks. At that time a formal invitation will be mailed to all members of the Fulton County Chamber and Tourism and Fulton Industrial Development Association.

Please plan to join us in January as we say thank you to a man who has represented us well: Our Senator - Bob Jubelirer.

2007 Chamber & Tourism Membership

Renewal

The 2007 Chamber & Tourism Membership Renewal forms are out and you should be receiving yours soon. The deadline for returning the application will be January 31, 2007. Please be sure that we have received your application by then or you will be deleted from our database and you will not receive the many benefits of being a Chamber & Tourism Member.

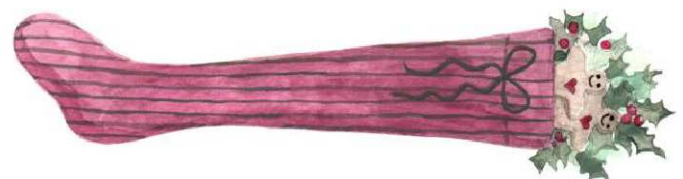
"Member Profile"

Partners, Thomas E. Shelly and Timothy G. Witter founded Shelly & Witter, Inc. in July 1992 to provide full service surveying services to the tri-state area. Though the company started as a small partnership business, it was incorporated in 1999 and has grown to two offices. Our main office is located in McConnellsburg with a branch office in Greencastle. Licensed to practice in PA, MD & WV our services include, but are not limited to, Land Development & Planning, Construction Layouts, Subdivisions, Boundary Surveys, Topographic Surveys and GPS Services for residential & commercial clients. For more information, contact us at (717) 485-3119 or (301) 791-0223.

Awards Night

The Chamber of Commerce & Tourism will host a "Celebration of Excellence and Distinction" on Thursday, January 11, 2007. The recognition reception will start at 6:30 PM with dinner and awards program to begin at 7:00 PM.

Enclosed in this newsletter is a nomination form for Excellence in Small Business Award. Members are encouraged to place nominations by returning the completed form to the office by December 12th.



*Fulton County Chamber of Commerce & Tourism
Awards Nomination Form*

The awards committee of the Fulton County Chamber of Commerce & Tourism is asking your involvement in choosing a nominee to be awarded the 2006 **Excellence In Small Business Award**. The award will be presented at the Chamber of Commerce & Tourism Awards Celebration to be held January 11th, 2007.

The category provides public recognition for the accomplishments of small businesses, **located in Fulton County**, those employing **ten or fewer full-time persons**. This category requires demonstration of growth, overall stability, a positive community image, leadership and civic involvement.

Applications will be judged by a group of impartial individuals from outside the area who have been selected for their expertise and experience.

Mail or fax by Tuesday, December 12th, 2006 to: Fulton County Chamber of Commerce & Tourism, P.O. Box 141, McConnellsburg, PA 17233. Fax: (717) 485-0322. This form may be photocopied for additional nominations.

It is with pride I place in nomination:

Company

Address

Phone

We will be contacting your nominee for more detailed information.

Name and phone number of nominator (optional): _____



**Do you feel that you
“lose” hours of every
day?
Then join us to find out
how to get them back!**

Time Management: The Time Mastery Profile!

Are you always running late?

Is your “to-do” list miles long?

**Does it feel like you’ve been going in
circles or just “spinning your wheels?”**

**Are you burnt out, stressed out, or just plain
tired?**

Is procrastination your middle name?

**Do you often feel pressured or
unprepared?**

Then this workshop is for you!

**To register, or for more
information, contact :**
Fulton County CareerLink
116 West Market Street,
Suite 101
McConnellsburg, PA 17233
(717) 485-5131
FAX: (717) 485-9595
TTY (Deaf and Hard of Hear-
ing): (717) 485-3970
E-mail:
fultoncareerlink@yahoo.com

Auxiliary aids and services are
available upon request to individu-
als with disabilities.
Equal Opportunity Employer/
Program

Time:

**There will be two convenient sessions of the same
workshop. Choose either:**

9:00am-12:00pm or 1:00pm to 3:00pm

Friday, January 12, 2007

Location:

FULTON THEATRE

**Located on 2nd Street in McConnellsburg
behind the main office of F&M Trust**



**FREE
WORKSHOP!**



Tis the Season to Give . . . and Eat

From now until January 2, Chamber members can enjoy
savings at



A subway gift card is the perfect gift this season for:

Your employees
That neighbor that's hard to buy for
The mailman
The stocking stuffer
Your kids in college

Or just keep them around for that last minute person you
forgot on your list. If you don't use them. . .

TREAT YOURSELF!

In addition our, party platters are available for a workday
luncheon for only \$28.00! Remember to please give us a
48 hour notice.

Hope to see everyone soon!
Have a safe and Happy Holiday.

182 Buchanan Trail
McConnellsburg, PA 17233
Phone: 717-485-0111

Now under new management
Stop and meet our new team of
sandwich artists!

Fulton County Chamber of Commerce & Tourism
201 Lincoln Way West, Ste. 101
McConnellsburg, PA 17233



COME UP AND SEE US SOMETIME!

Be sure to come and see us at our new location at 201 Lincoln Way West, Ste. 101 in the Antietam Iron Works Center. We encourage you to bring your business information to put in our brochure racks and visitor packs.



**HAVE A VERY MERRY CHRISTMAS
AND A HAPPY NEW YEAR!**