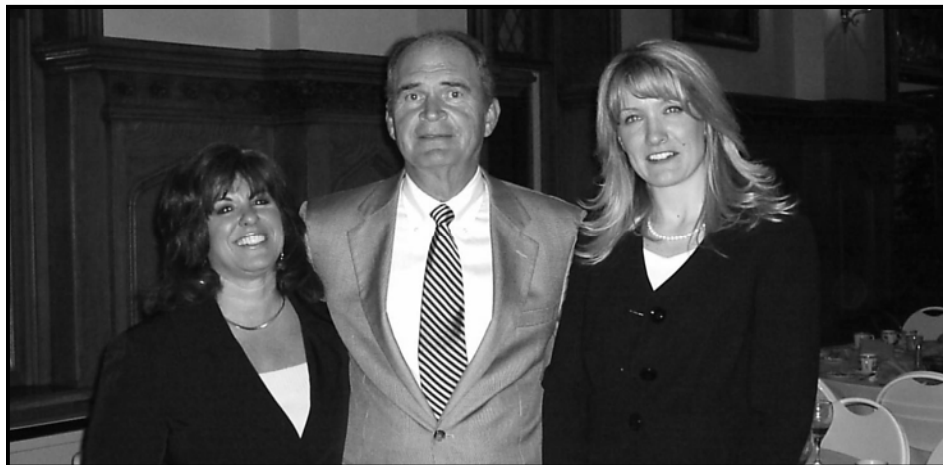




Chamber News

Mercersburg Area Chamber of Commerce

19 North Main Street • Mercersburg, PA 17236 • Phone: 717-328-5827
Email: info@mercersburg.org • Website: www.mercersburg.org



Chamber President Theresa Gourley, Business Person of the Year Don Hill and Exec. Director Mary-Anne

2008 ANNUAL DINNER EDWARDS ROOM, KEIL HALL

The Edwards Room of Keil Hall at the Mercersburg Academy provided an elegant backdrop for this year's Annual Dinner. The nearly 180 attendees included chamber members, guests, affiliates, and government officials.

Mr. John Stoner led the pledge and gave the invocation. Amy Hissong, Event Sponsor The First National Bank of Greencastle's Mercersburg Office Manager invited all present to the "Sneak Peek Mixer" May 8th at their new office and provided each in attendance with an exclusive assortment of note cards featuring local historic barns.

Mary-Anne Gordon gave the Executive Director's Address followed by Theresa Gourley's President's Address (both featured in this issue, page 2 & 4).

Board member Vicki Kieffer presented the 2008 Business Person of the Year Award to Don D. Hill. Don was hired by Mercersburg Academy as a math teacher 38 years ago, but the school learned soon enough he had other talents. From 1973 to 1979 he was the school's Director of Admissions and from 1980 to his recent retirement, he was Assistant Head of School

for External Affairs and was in charge of the Academy's Alumni and Development Office. During his tenure he raised \$200 million and he is very quick to credit no small part of his success as "fund-raiser" to one of the most generous and supportive alumni bodies in the nation.

Don is a past member and president of the Mercersburg Rotary Club, former president of and coach in the Mercersburg Area Little League, and served on the Board of Directors of the Mercersburg Area Chamber of Commerce. Currently, he sits on the Fendrick Library Board of Directors, the Board of the George C. Marshall International Center in Leesburg, Virginia, and is a Development Consultant for the Waterford School in Salt Lake City, Utah.

In his 38 years here in Mercersburg, he has always valued community commitment and hopes to continue to be involved in on-going future projects.

The evening closed with the tradition of giving away each sponsored centerpiece. All sponsors are thanked and listed on page 3 of this newsletter.

ECONOMIC PARTNERSHIP

The Mercersburg Area Chamber of Commerce is proud to announce their partnership with and the reorganization of the Mercersburg Development Association, Inc. Tuesday, April 8, 2008 the remaining board members, Larry Nair, Bill Sanders and Woody Rockwell elected new board members, appointed executives and amended the organization's name. MDA will now be referred to as Tuscarora Area Development Association servicing Peters, Warren, Montgomery and St. Thomas Townships as well as the Borough of Mercersburg. New board members and executives: Mary-Anne Gordon, MACC – President, Bob Fignar, First National Bank of Mercersburg – Vice President, Bill Sanders –Treasurer, Theresa Gourley, MACC – Secretary, Dan Fisher, DL Martin, Rebecca Erb, Tuscarora School District and Don MacAskill, Whitetail Resort.

The new board is currently rewriting the by-laws and mission statement, while also cataloguing all available industrial land in the region. If you have information or questions for TADA please contact them at 19 N. Main St, Mercersburg, PA 17236 for more information.

1ST ANNUAL ECONOMIC PARTNERSHIP BREAKFAST

Tuesday June 3, 2008 the chamber and the Tuscarora Area Development Association will host their first annual Economic Partnership Breakfast, sponsored by Embarq, at the VFW #6241, 20 Veterans Way, Mercersburg. FCADC President Mike Ross will be the speaker. Topic, "External Factors that are Impacting Franklin County". Cost \$12 per member and \$15 per nonmember. Contact the chamber for more info, 328-5827.

Upcoming Events

FNBG Mixer
May 8, 2008
New Office on Main St.
5-7pm

Monthly Lunch
May 14, 2008
American Legion
Noon-1pm \$5 at door

MCFA Mixer
May 20, 2008

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Board of Directors

Executive Board Members

President

Theresa Gourley
Auto Sales Unlimited

Vice President

Shawn Meyers
Steiger, Steiger & Meyers Attorneys

Treasurer

Gloria Pine
First National Bank of Mercersburg

Secretary

Judy Boyd
Whitetail Resort

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Saigee B's Bakery-Café
Vicki Kieffer
Associate Member
Don Shenberger
Mercersburg Printing
Rick Hendrickson
Mercersburg Academy
Liz Martin
M&T Bank
Michele McFadden
Briar Patch Primitives
Rebecca E. Erb Ed.D.
Tuscarora School District
Amy Hissong
First National Bank of Greencastle

Staff

Executive Director
Mary-Anne Gordon

The Chamber News is a bi-monthly newsletter of the Mercersburg Area Chamber of Commerce. Submit your information by the 19th of each month for inclusion. The Chamber reserves the right to edit content of submissions for space limitations. Ideas, opinions and statements expressed in articles by contributors are not necessarily those of the Chamber.



Mary-Anne Gordon - Executive Director

FOUNDATION

Members and Friends,

Recently I came across a ledger in the chamber office. It detailed the 1st meeting of the Businessmen of Mercersburg for organization of the Mercersburg Chamber of Commerce, June 4, 1924. Founded with the basic tenets of advocacy, facilitation, visibility, progress, and service, this organization has been a part of the fabric of our community operating at different levels of vitality throughout the years.

Ironically I started with this chamber exactly 83 years to the day after its founding. And the fundamentals of its forefathers still hold true. Our most recent examples of these:

1. **Advocacy** - As chamber director I serve on the boards of this county's Industrial Development Authority, the FCADC and the Visitor's Bureau, representing our membership and this region's best interests.
2. **Facilitation** - Our job is to assist others on their path to success. During the past few months we have partnered with the Mercersburg Council for the Arts and allowed them to be an independent committee of the chamber (we anticipate they will be their own entity within 2 years), our Education Committee was created to assist and act as a liaison between the education and business communities, its first project: working with JB High School and providing a "Mock Interview Day" to prepare the students for real world experience, and recently I met with Tuscarora Family Practice and Mercersburg Family Medicine to assist them with a regional Health and Wellness initiative.
3. **Visibility** - Events, ribbon cuttings, mixers, open houses, our website, publications and civic involvement provide marketing, networking and media opportunities for our members and community.
4. **Progress** - This organization's founders, the Businessmen of Mercersburg, were visionaries and in 1953 created the infamous Mercersburg Development Association. Just a few weeks ago the chamber took a big step for progress and entered into an Economic Partnership with this very organization. Revitalizing and reorganizing under the name Tuscarora Development Association, with a service area matching that of the chamber's, Peters, Warren, Montgomery, St. Thomas Townships and the Borough of Mercersburg.
5. **Service** - Service to our members, we are by our members and for our members. You come first.

The past 11 months as have been the most challenging and rewarding of my life. I am truly honored to be your executive director and I look forward to the coming years of growth and prosperity for us all.

Respectfully,

Mary-Anne

THANK YOU ANNUAL DINNER SPONSORS

EVENT SPONSOR
The First National Bank
 A Subsidiary of Tower Bancorp, Inc. • Greencastle, PA



FNBG'S - Cheryl Gehr, Jeff Shank, Amy Hissong

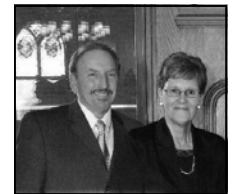


CVSM Trio

ENTERTAINMENT SPONSOR



PA State Fair Queen Katy Mitchell
 & Commissioner Bob Thomas



Monie & Liza Main



Ruth Ann & Woody Rockwell



Master of Ceremonies
 Mr. John Stoner

Mary-Anne
 Gordon - MACC



Vicki Kieffer & Don Hill

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MEMBERSHIP SPONSORS

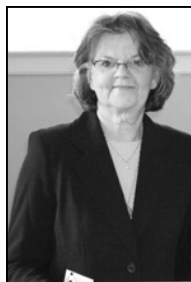
- Adams County National Bank
- Auto Sales Unlimited
- Bell Insurance
- Bob Hoffman Chevrolet & Buick, Inc
- Harvest Farm Festival
- M+T Bank
- Judge David Hawbaker
- Mercersburg Academy
- Mercersburg Printing
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- Steiger, Steiger & Meyers, Inc.
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FNBM's Bob Fignar & County
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Board
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EXCERPT FROM 2008 ANNUAL DINNER PRESIDENT'S ADDRESS

"It's a bit overwhelming to stand here with this audience of more than 180 people. I'm a used car sales person... accustomed to a more one on one approach. It's quite a change from my norm, a real deviation from my comfort zone.

Change makes us uneasy...fear of the unknown. Change is often uncomfortable...however, change is inevitable

This chamber was formed with the foundation of change built into the bylaws. Our directors are not life time volunteers, we serve terms. It is with that concept that rejuvenation and renewal are enhanced. The Chamber's director board rotates in January, new people, new ideas. Change is imminent.

Last year I announced our executive director was retiring, change was forthcoming. And things have changed... Many have embraced the differences and some are a little more reserved and apprehensive.

I found a quotation that stated: *"Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things may get worse. To the hopeful it is encouraging because things may improve. To the confident it is inspiring because the challenge exists to make things better."*

How can you make something better when it's already good? Well that was Mary-Anne's challenge when she was hired as our new executive director last June. I think it fair to say she personifies the example of an individual that is inspired by the challenge to make things better. She quickly began tapping into her business resources established through her sales experience; she expanded the member base by nearly 70 new members in her first 4 months. And began expanding our benefits of membership.

What were the benefits of your chamber membership? We had a great annual breakfast. We supported the community with Townfest and Merry Little Christmas and we had wonderful annual dinners. We had a great newsletter filled with member information and our directory acknowledged and listed the membership. The website was expanding to be more inclusive to the technological trends of society. The chamber was good; however, the challenge to make it better was feasible.

When I joined the chamber nine years ago as a new business I hope it would afford me with business contacts. I looked forward to referrals and allies formed through my association however I didn't find many networking functions supported at the time. I joined the board of directors 4 years ago and expanded on relationships with other business minded persons but it was restricted to my fellow directors. This year I have made more business contacts because of the increase in networking functions available to all members not just directors. Mary-Anne saw value in networking and in an effort to expand membership benefits and also support our local business she began facilitating partnerships with our restaurant members and started hosting monthly lunches. Flannery's Tavern did a wonderful job hosting three times. James Buchanan Inn also hosted a lunch. As the member interest and numbers increased we began utilizing the membership's club organizations of the VFW, Moose and American Legion. I encourage members to attend these Monthly events that are held on the 2nd Wednesday. Information regarding the featured speakers is available on our website. Our website provides members with other valuable information. In this age of technology we are constantly updating our site and it now includes access to our newsletters, directory of members, advertisers, information on future events and links to member's website.

With the philosophy of "inspired by challenge" Mary-Anne, single-handedly, organized the chamber's first golf tournament in just 90 days. This was an incredibly successful event, although it was a little cool and windy, everyone who attended enjoyed it. This event was, in my opinion, the beginning of recognition to the value of sponsorship. Auto Sales Unlimited was the event sponsor so I experienced the value of that title. The benefit of supporting an organization that you believe in through sponsorship and the exposure that you achieve is worthwhile.

With the increase in sponsorship, growth in the chamber and the expansion of many projects it became obvious to the chamber directors, that it was necessary for Mary-Anne to becoming full time. With Mary-Anne's full time efforts I feel comfortable stating we will soon have to consider a part-time assistant for her, her enthusiasm to facilitate partnerships is requiring a considerable amount of time.

I truly feel that we are an organization that is confident and inspired by the challenge of change. I am proud to be involved in this chamber and feel privileged to be serving again this year as President."

Theresa Gourley
Annual Dinner, April 15, 2008

MEMBERS IN THE NEWS

F+M TRUST

"BANKING ON OUR COMMUNITY"

F&M Trust became the first financial institution in Franklin County to join a new Habitat for Humanity project.

Habitat for Humanity of Franklin County is seeking local financial institutions to participate in their 2008 program called "Banking on our Community".

Habitat is pulling together not only the financing but also the labor to build a 2008 house from area financial institutions. F&M Trust was the first to step up and say "YES" to the project and commit a minimum of \$5,000 and work crew 2-3 times throughout the year.



"At F&M Trust we're proud to partner with Habitat for Humanity of Franklin County. We salute their efforts in creating safe, decent and affordable housing for Franklin County's underserved" said William E. Snell, Jr. President &

Chief Executive Officer of F&M Trust. "Our philosophy is economic improvement and we're proud to facilitate the dream of homeownership, community development and furthering Habitat's impact on the community."

THE FIRST NATIONAL BANK OF GREENCASTLE

BANK HOLDS MEETING WITH BOARD OF ASSOCIATES

The Board of Associates of The First National Bank of Greencastle recently met at Mrs. Gibble's Restaurant in Greencastle, PA. Jeff B. Shank, President and CEO, introduced new officers of the bank: Carmen Fox, Eastern Boulevard Office Manager; Mike Williams, Senior Trust Officer; Stephen Bash, MIS Administrator; Joyce Benedict, Waynesboro Office Manager; and Cindy Marconi, Call Center and Training Manager.

Shank then presented Mr. Fred Oaks with a Certificate of Appreciation for 40 years of service on the Board of Associates for the Bank. He joins other 40-year Board of Associates members: Marvin Miller, Warren 'Puff' Weaver, Harold Gayman, Kermit Hicks, and Dr. James Craig.

Frank Klink, III, Chief Financial Officer, reported that The First National Bank of Greencastle and Tower Bancorp, Inc. had a solid year, reporting record net income and an all time high for total assets. On a consolidated basis, total assets increased by 4% to \$562 million; loans increased 2% to \$399 million; deposits increased 7% to \$440 million and net income increased 15% to \$7,037,000. Net interest income increased \$18.8 million. Non-interest expense increased \$2.1 million to \$16.1 million or 12%. Earnings per share increased to \$3.00 per share on 2.3 million shares outstanding.

Mr. Shank stated that The First National Bank of Greencastle has never participated in the sub-prime mortgage business.

Kim Shockey, Sales and Business Development Manager, reported on the bank's newest campaign of 'A Penny Spent is a Penny Earned', promoting a cash back reward for using the bank's Check Card product. She also informed the Associates of a bank-sponsored seminar titled 'Protecting Your Money, Protecting Yourself' being held at the McConnellsburg Office on Thursday, March 20 from 2:00 - 4:00 p.m. Speakers will be Kim Shockey, James Schall, Esquire and Mike Williams.



Lee Springer, Financial Consultant, then reported on the growth of the bank's Wealth Management Department. Mike Williams, Senior Trust Officer, reported that he and the entire staff have over 45 years of Investment and Trust experience and that the department is looking forward to meeting the needs of their customers.

Photo - Mr. Fred Oaks and President and CEO Jeff B. Shank.

FIRST NATIONAL BANK OF MERCERSBURG

PROMOTION TO CEO AT THE FIRST NATIONAL BANK OF MERCERSBURG

The Board of Directors of The First National Bank of Mercersburg is pleased to announce the promotion of Executive Vice President Robert J. Fignar, CFP, to Chief Executive Officer. Mr. Fignar succeeded Marelin K. Sites, retiring CEO, as of April 25, 2008.

Chairman of the Board, Robert H. Hoffman, stated that, "The Board of Directors took the responsibility of choosing the next CEO very seriously. We were pleased that outside consultants validated our decision to promote from within. We are confident Bob Fignar will do a great job."

Mr. Fignar, a native of Greencastle, has been employed by FIRST since May 1986 when he began as an Officer Trainee working on the teller line. Following his graduation from Shippensburg University of PA in May 1987, he was appointed an Officer of the Bank. Furthering his financial expertise, he earned the Certified Financial Planner (CFP) designation in 1993. During his career at FIRST his responsibilities included lending, marketing, branch administration, audit, compliance, bank investments, loan review, as well as insurance and investment services. In 2002 he was promoted to Senior Vice President and became an Executive Officer involved in the strategic planning and management of the bank. Mr. Fignar was further appointed Executive Vice President earlier this year during management's transition phase.



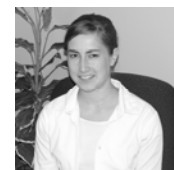
A registered representative of Financial Network Investment Corporation, Mr. Fignar holds various securities and insurance licenses, including FINRA Series 7 and Series 63, as well as the Pennsylvania and Maryland insurance licenses for life, health, annuity and property and casualty. He remains committed to providing sound financial advice to clients relying on local expertise.

During his tenure at FIRST, he has been involved in many community organizations including Board of Director positions for Franklin County Area Development Corporation, Franklin County Cooperative Extension, Tuscarora Education Foundation, Fannett-Metal Education Foundation, Tuscarora Area Development Association, and Fannett-Metal School Board. Additionally, he served as Chairman of Community Bankers Insurance Agency, LLC, prior to FIRST divesting its interest in the company.

Preferring to be known on a first name basis, Bob enjoys many outdoor recreational activities. An avid hunter and fisherman, he resides in the Fort Loudon area with his wife Barbara and two children.

ROTZ & STONESIFER, P.C.

NEW STAFF MEMBER



Rotz & Stonesifer, P.C. announces the addition of Elyse Frey to its staff as an intern. In this role, Frey will work primarily in the firm's audit and non-profit division. She will work closely with licensed professionals to learn all facets of auditing, financial reviews, and not-for-profit tax preparation.

Frey was a Valedictorian of the Class of 2005 at the Shalom Christian Academy. In the fall, she will begin her senior year as an accounting major at Grove City College, where she is a Dean's List Student with High Distinction. She has served as an accounting tutor and business calculus student grader while attending college. Frey served as the Associate of Finance for the Stonebridge Concerts at Grove City College in the fall. She most recently completed a semester studying abroad in Costa Rica.

With offices in Chambersburg, York, Greencastle and East Berlin, Rotz & Stonesifer, P.C. provides a full range of financial and tax services to businesses, individuals and non-profit organizations.

Mix IT UP

with MCFA

MERCERSBURG AREA CHAMBER OF COMMERCE IN SUPPORT OF
mercersburg council for the arts

**Join Mercersburg Council for the Arts on
May 20, 2008 for our inaugural event.**

Meet MCFA members, enjoy the musical renderings of
"The Hello Strangers," and bid on local art during our silent auction.

All proceeds from the evening's event will be used to
jump-start our organization as we create a bridge between
our community and its artists.

Help us celebrate and support the Arts in Mercersburg
and mix it up with MCFA!

Where Flannery's Tavern on the Square, Mercersburg
When Tuesday, May 20, 2008 ▪ 5:00 p.m. to 8:00 p.m.
Cost Free and open to the public

SCHEDULE OF EVENTS

5:00 p.m. Silent Auction Begins
6:00 p.m. - 7:30 p.m. "The Hello Strangers" (local alt-country band)
8:00 p.m. Silent Auction Results

R.S.V.P's preferred by May 15, 2008 to info@mercersburg.org or (717)328-5827

DOOR PRIZES ▪ CASH BAR ▪ APPETIZERS ▪ LIMITED MENU AVAILABLE FOR PURCHASE

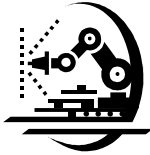
For more information about MCFA, please visit www.mercersburg.org/mcfa

SPOTLIGHT ON NEW MEMBERS

BOB CURLEY

10855 Partridge Drive
Waynesboro, PA 17268
Phone: 717-658-0743
Email: bobcurley1958@yahoo.com

HYDRA PNEU



George Pine
133 Rutledge Rd
Mercersburg, PA 17236
Phone: 717-328-5255
Fax: 717-328-9609
Website: www.dlmartn.com

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Shawn Monn - Owner
PO Box 112
South Mountain, PA 17261
Phone: 717-749-5461
Fax: 717-749-3134

Construction, Home Improvements

MILMAR PLASTICS



101 Barnett Ave.
Waynesboro, PA 17268
Phone: 304-739-5730
Fax: 301-739-8754
Email: doug@milmar.com
Website: www.milmar.com

Milmar Plastics, Inc. supplies the very best in quality in the Plastics Fabrication, PVC/CPVC Pipe and Fittings, Vinyl Fence, and Vinyl Porch Rail arena. Milmar Plastics, Inc. carries and uses only the best of materials for our products therefore; you the customer receive the best products in the industry.

MOON DOG POTTERY



Janine Davis
11667 Mercersburg Rd.
Mercersburg, PA 17236
Phone: 717-328-9993
Email: moondogpottery@aol.com
Website: www.moondogpottery.com

Potter Janine Davis invites you to Moon Dog Pottery to enjoy a tour of the studio and an explanation of all the steps required in the process of pottery making. You may browse through the gallery and showroom where you will find a full line of functional and decorative hand built and wheel thrown pottery. Call for hours. Classes are available.

TUSCARORA AREA DEVELOPMENT ASSOCIATION

Mary-Anne Gordon - President
19 N. Main St.
Mercersburg, PA 17236
717-328-5827

TUSCARORA EDUCATIONAL FOUNDATION



James Buchanan High School
4774 Fort Loudon Rd.
Mercersburg, PA 17236
Phone: 717-328-2146
Email: jack_hawbaker@mercersburg.edu
Website: www.tefhome.org

The Tuscarora Educational Foundation (TEF) has served the Tuscarora School District for over 10 years. Our mission is to promote and encourage life-long learning by providing educational and cultural programs, projects, and scholarships for the student body and staff of the school district. The TEF is funded entirely by contributions from individuals and businesses who share the same interest as ours.

MORE NEWS.....

CHAMBER OFFERS SCHOLARSHIP

As a new benefit of membership, MACC now offers a partial scholarship for the Leadership Franklin County program, covering 1/2 the cost. The qualifications:

- Applicant must reside in the MACC service area
- Applicant must be current employee of a member in good standing, located in Franklin County
- Employer must identify applicant as "qualified" for the Leadership Franklin County program
- Mercersburg Area Chamber of Commerce Executive Board will make the final decision on recipient

Executive Director Mary-Anne Gordon serves on the steering committee for Leadership Franklin County, if you have any question please feel free to contact her directly @ 328-5827 or info@mercensburg.org.



LIBERTY AUTO & TIRE

April 29, 2008 community, family and friends celebrated the grand opening of Liberty Auto & Tire with owners, Brent and Jody Smith. 50+ people enjoyed refreshments following the ribbon cutting inside their brand new facility, 235 Landis Dr., Mercersburg. Liberty can be reached at 328-5514.



AVAILABLE 2008 SPONSORSHIPS

Sponsorships are being reserved. Contact the chamber to see what we still have available for these events:

28th Annual Townfest September 27th
2nd Annual Golf Tournament October 10th
End of the Year Breakfast November 21st

THE PEAK OF GOOD HEALTH

Accepting New Patients

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W. David Kent, M.D. • László I Madaras, M.D.
Heather Wolfe, PA-C • Carrie Ryan, PA-C
www.summithealth.org/mfm

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Fax: 717-328-4349

MOCK INTERVIEWS

The Mercersburg Area Chamber of Commerce's Education Committee has partnered with the Tuscarora School District to provide "Mock Interviews" for the mandatory Economics class currently taught to seniors, Friday May 16, 2008. The "Mock Interview" is an effort to expose students to real world scenarios.

Here's How it Works

Each interviewer is set up at a table in one of the Economics classrooms. The teacher gives you resumes and applications. You will review them then call the appropriate student in for the interview. You will be given sample interview questions and will be interviewing the student for approximately 10-15 minutes. Upon completion of the interview portion, you'll review the Evaluation Form with the student and offer suggestions on eye contact, presentation, completion of the application, etc. Please write this feedback in the comments section. The student will turn the Evaluation Form, resume and cover letter into the teacher following this interview.

Why should you be a Mock Interviewer?

These students are your next best employees and this process helps them prepare themselves for the world of work. For a very small commitment of your time and energy, you will receive huge rewards and be delighted at the caliber of the students in our school.

How Do You Get Involved?

Contact Exec. Director Mary-Anne Gordon, 328-5827 or info@mercersburg.org.



CHAMBER ANNOUNCES NEW MISSION

The Mercersburg Area Chamber of Commerce recently adopted this new mission statement to reflect their efforts and role in its service area.

"The Mercersburg Area Chamber of Commerce exists to improve the quality of life for those living and doing business in the greater Tuscarora community by working in partnership with its members, affiliates, and government. Focusing leadership on challenges and opportunities, the Chamber strives to empower individual businesses to fulfill their financial and human potential."

"This is an exciting time for our organization" said Mary-Anne Gordon, MACC Executive Director "this new mission clearly states our position and purpose in the community."

**BELL
INSURANCE**
328-2523

- HOME
- AUTO
- BUSINESS
- FARM
- LIFE

- We work for **you**, not the insurance companies!
- We work with **many** companies to get you the coverage to meet your needs!
- We are **local people** working to help you, our neighbors in the Mercersburg area!
- We can help you **save money** on all your insurance needs!

"Bell Insurance is the only Penn National Agent with an office in Mercersburg and we fully support the Chamber+ insurance program for Mercersburg Area Chamber of Commerce members." - Edward L. Bell

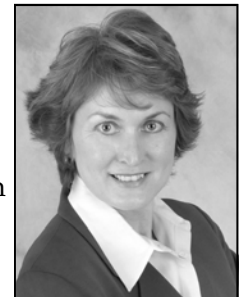
Manager's Corner: *Show Up*

I learned this week that a client started a program in which every manager is part of a team to help less-experienced staff learn basic project management techniques. Each team will identify and work on a project collaboratively. The overall intent is to not only enhance the project management skills of the less-experienced participants, but to also identify and implement efficiency enhancement opportunities throughout the organization. This will enable more employees to take lead positions on future projects, to develop their individual skills, and to obviously support the company. Terrific right? Well in theory it sounds great. However, in application it's not so great. Why? Management's not showing up.

Due to their never-ending series of management meetings to discuss the latest crisis or new corporate initiative, the managers have not attended any of the meetings with their project teams. When project team meetings are scheduled and held, invariably the managers are stuck in a management meeting and can't break away. Or the management meeting runs long, so when it does finally break, the managers don't want to interrupt the project meetings, so they just go back to their offices.

In spite of it all, the project teams have identified and started the process of working on projects to benefit the organization. From the managers' perspective, they're proud of their teams for figuring it out on their own and for "making the projects their own." However, in talking with the project teams, their level of frustration with their managers' lack of interest, lack of commitment, and lack of support is rapidly increasing. The project team members are quickly becoming more disenfranchised with the management team as a "We/They" mentality takes stronger root. The project team members all know the managers are good people and mean well. However, the managers' "absence" indicates they apparently don't care enough to organize themselves to better control their own schedules so they can be there for their new project teams to teach and to support them. Meaning well only goes so far.

As soon as I raised this issue with the management team, the deer-in-the-headlights looks in addition to the knowing nods were enough for me to realize they knew exactly what I was talking about. Now it's just a matter of time to see if the managers care enough to show up for their teams, for their organization, and for themselves. If they really want to develop others to be able to take over some of the project leadership opportunities, it's time to show them how a real project leader behaves. Real leaders make the effort to show up.



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ETC.....



BUSINESSES SHARE \$160,990 DIVIDEND

Ninety area businesses recently shared a \$160,990 dividend from Penn National Insurance as part of an innovative insurance program called Chamber + that rewards businesses which practice loss prevention.

The business insurance program has been available to members of the Greater Waynesboro Area and the Greencastle Antrim Chambers of Commerce for three years and was introduced in January to the Mercersburg Area Chamber of Commerce. Waynesboro-based CFP&M Insurance Agency administers the Chamber + program for the area chambers of commerce.

"The Chamber + program is an additional value for chamber members that gives them the competitive prices available through group-buying power," said Greg Duffey of CFP&M Insurance. "Members can choose the insurance they need, including business owners, general liability, commercial auto, commercial fire and crime, workers' compensation, and inland marine. There are even special insurance packages for specific businesses like restaurants, printers and auto repair shops."

"The amount of the dividend is going to vary each year," said Tom Moore, the CFP&M partner who administers the program, "based on the group's earned premium and total claims experience. However, Chamber + participants also benefit from Penn National's loss prevention and cost containment services, which help them design safety programs and learn other techniques specific for their individual businesses."

"I anticipate that we will continue to grow the Chamber + program and am proud that our chamber is a part of it," said Carlene Willhide, executive director of the Greater Waynesboro Chamber of Commerce. "The addition of the Mercersburg Area Chamber of Commerce increases the buying power for everyone. In addition to the other benefits of being a chamber member, I encourage any member who is not in the program and other business people who are not chamber members to evaluate their property and casualty policies to see if Chamber + is an opportunity for them."

"Membership in the chamber has real value and the opportunity to purchase insurance through the Chamber + Program is one of the many benefits," said Bill Gour, executive director of the Greencastle-Antrim Chamber of Commerce.

"With the cost of insurance being a major expense for any business owner, we appreciate the fact that we are able to offer members a program which is not only affordable, but which has the potential to pay back dividends. I have only good things to say about Chamber + and the people we work with at each of the participating agencies."

"We are excited to offer the Chamber + program to our members," said Mary-Anne Gordon, executive director of the Mercersburg Area Chamber of Commerce. "With its proven dividend payout, we anticipate it being well received."

MACC 2008 EVENTS CALENDAR

Monthly Power Lunch and Speaker Series
2nd Wednesday of Each Month

First National Bank of Greencastle May 8
Ribbon Cutting & Sneak Peek Mixer
New office 316 North Main St., Mercersburg
5-7pm

MCFA Mixer & Art Auction May 20
Flannery's Tavern 5-8pm

Economic Partnership Breakfast June 3
Speaker - Mike Ross President FCADC
Sponsored by Embarq
VFW #6241

Zazzy's Ribbon Cutting June 18
Zazzy's K9 Kitchen
12:15-1pm

Townfest September 27
Downtown Mercersburg 9am-3pm

2nd Annual Autumn October 10
Golf Tournament
Sponsored by CFP&M and Penn National Insurance
Whitetail Golf Resort
Meal to follow at Whitetail Lodge

Annual Breakfast Meeting November
Sponsored by First National Bank of Mercersburg
TBD

Merry Christmas Mercersburg Weekends
Downtown Mercersburg Nov/Dec

AFTER 5 NETWORKING

We are scheduling late summer and fall 2008 After 5 Open House/Mixers. These events allow the host to showcase themselves, their office, business, etc. by inviting fellow members and associates in for refreshments. Members attend with the intention of networking, meeting new people and learning about your business. Schedule yours today, 328-5827 or info@mercersburg.org!

2008 Mercersburg Area Map

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Mercersburg Area Chamber of Commerce
PO Box 161
Mercersburg, PA 17236
info@mercersburg.org

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