

TUSCARORA AREA CHAMBER OF COMMERCE PRESENTS



MERCERSBURG SPRINGFEST

SATURDAY MAY 9, 2015
9AM-3PM DOWNTOWN MERCERSBURG

May 2015



Grand Opening Celebration of
Fittry's Antique Barn & Flea Market
11436 Lincoln Way West, Fort Loudon, PA
Open Wed-Fri 10am-5pm Sat/Sun 8am-4pm



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Mary-Anne Gordon

The Chamber News is a monthly newsletter of the Tuscarora Area Chamber of Commerce. Submit your information by the 23rd 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.

Build Community Prosperity from Within



www.tachamber.org

Dear Downtown Mercersburg Businesses,

Mercersburg Springfest is Saturday May 9th. This festival has grown in size quickly and we anticipate it being much like Townfest. With the food court on the square and family vendors and activities on the grounds of Mercersburg Elementary School, vendors will be up and down West Seminary to Park Street, and on East Seminary to Fayette Street. These streets and the square will be closed at 4am and open at 4pm. All alleys that lead to these areas will be blocked as well.

If your business will be open that day, please let us know so we can encourage shopping, dining, banking. If you would like to set up on the street in front of your business with the vendors, I have included a vendor form with this letter. As with other festivals, the vendors will be in the street, in assigned and measured spaces. On East and West Seminary they will face out to the street with patrons walking the center of the street. For the most part, the sidewalks will be clear. We do place trash cans on the sidewalks, and I would expect vendors to have boxes on the sidewalks too. On the square the vendors face the sidewalks from the marked and measured street spaces. Patrons walk on the sidewalks in the square so they can have safe access to the crosswalks to get to the other side. If your business is on the square, they will also have access to your business as we keep the sidewalks completely clear for safety.

The chamber would like to encourage you to market "Mother's Day Saturday" or "Springfest" specials for the day. A mission of Springfest is to bring new shoppers and tourists to town and put our best foot forward so they return. Thank you for all you do.

Sincerely,

Mary-Anne Gordon

Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

Purpose Statement

The Tuscarora Area Chamber of Commerce is organized to achieve the objectives of:

- 1) Preserving the competitive enterprise system of business by:
 - a. creating a better understanding and appreciation of the importance of business people and a concern for their problems;
 - b. educating the business community and representing them in township, borough, county, state and national legislative and political affairs;
 - c. preventing or addressing controversies which are detrimental to expansion and growth of business and the community if they arise;
 - d. creating a greater appreciation of the value of a more liberal investment of substance and self on behalf of the interests of competitive business;
- 2) Promoting business and community growth and development by:
 - a. promoting economic programs designed to strengthen and expand the income potential of all business within the trade area;
 - b. promoting programs of civic, social and cultural nature which are designed to increase the functional and aesthetic values of the community;
 - c. and discovering and correcting abuses which prevent the promotion of business expansion and community growth.

For more information about Chamber advocacy visit www.tachamber.org, contact info@tachamber.org, or call 717-328-5827.

We earned the seal of approval. Tuscarora Area Chamber of Commerce
Now we'd like yours.

“The technology used by APPI Energy forces the suppliers to compete for our business. Their process was seamless and required minimal time commitment and no upfront cost. Not only did they negotiate our first contract, we have just signed a renewal agreement with their help.”

Bob Zentz • Fellowship Communities

Contact the trusted energy experts at 800-529-6685 or info@appienergy.com.



Downtown Mercersburg



www.DowntownMercersburg.com

Please read the contract and mail your information along with your exhibitor's fee to:

Chamber of Commerce
PO Box 161
Mercersburg, PA 17236

Make checks payable to:
"Tuscarora Area Chamber of Commerce."

Questions?

Call (717) 328-5827 or email
info@tachamber.org

LOCATION:

From I-81 N: Take Exit 5 in PA. Go West on Rt. 16 for 12 miles into downtown Mercersburg.

From Rt. 70 E: Take I-81 N Exit 5 in PA, Rt. 16 West 12 miles into downtown Mercersburg.

From Harrisburg: I-81 S to Exit 5 to West Rt. 16 12 miles into downtown Mercersburg.

Tuscarora Area
Chamber of Commerce
PO Box 161
Mercersburg, PA 17236



MERCERSBURG SPRINGFEST

SATURDAY MAY 9, 2015

9AM-3PM DOWNTOWN MERCERSBURG

*A CELEBRATION OF SPRING IN HISTORIC
MERCERSBURG!*

*ARTISANS, CRAFTERS, JEWELERS, FOOD
VENDORS, CIVIC GROUPS,
LOCAL BUSINESSES
AND MUSICIANS ARE INVITED
TO PARTICIPATE IN THE EVENT*

Coordinated by:
THE TUSCARORA AREA
CHAMBER OF COMMERCE

www.mercersburg.org
info@tachamber.org

NAME: _____

ADDRESS: _____

EMAIL: _____

PHONE: _____

I have read the contract and agree to all the terms.

(Signature Required)

Please check, which applies below and specify a type:

Vendor/Artist/Exhibitor/Non-Profit Group/Business
_____ \$50

Produce/Flowers/Fruit Vendors
_____ \$50

Jewelry – Handmade or Franchised? All kinds are allowed. Circle One
_____ \$50

Food/Concession Vendor
_____ \$80

TOTAL _____

What do you sell? _____

VENDOR'S CONTRACT

1. The morning of the “Springfest,” volunteers will be on the Square at 5:00am. Food vendors must check in and start set up by **6:30am**. All other vendors must check in and start set up by **7:30am**.
2. Each vendor space is 20 ft. long by 10 ft. deep, as designated by TACC. If you need more space, you must buy a 2nd spot.
3. All booth assignments will be made on a first come/first serve basis by the order of receipt of full payment for space.
4. No vendor may sublet or apportion space in whole or in part without committee approval.
5. No alcohol is permitted at “Springfest”.
6. Vendor’s space must be left clean and clear of debris. **All food vendors are responsible for clean up and are asked to provide garbage cans/bags for their customers.** Vendor’s spaces that are left untidy will be charged a **\$10.00** clean-up fee.
7. “Springfest” space must be open and staffed for the duration of the show.
8. **Breakdown is 3:00pm sharp. Vendors may not breakdown or leave prior to this time. A \$35.00 penalty will be charged.**
9. No refunds will be given under any circumstance.
10. The committee reserves the right to approve or disapprove any application for space in regard to character of exhibit.
11. The Chamber will provide **NO INSURANCE**. Any insurance must be contracted by the vendor through his/her own insurance agent. **Food Vendors must**

provide proof/certificate of food serving/event insurance.

12. The Chamber will not be responsible for any injury or loss that may arise to a lessee, his/her employees or his/her property for any cause, while said persons or property is in the Borough of Mercersburg. The Vendor, by execution of the agreement waives any and all claims for damages or loss against the Tuscarora Area Chamber of Commerce, its officers, agents and employees and does indemnify and hold harmless the Tuscarora Area Chamber of Commerce, its officers, agents and employees from all claims of loss or damages resulting from vendor's participation in Townfest.
13. Confirmation of participation and/or booth assignment may be verified by calling the Chamber office one week prior to the event at **717-328-5827**.
14. **“Springfest” will occur rain or shine.**
15. “Springfest” cannot guarantee any space availability after April 25, 2015.

KEEP THIS PORTION FOR YOUR RECORDS.

Make checks payable to:
“Tuscarora Area Chamber of Commerce.”
PO Box 161
Mercersburg, PA 17236

Electricity is not available.

The Harriet Lane Johnston Symposium

June 10 - 9AM to 3:30PM

Held at the Edwards Room of Keil
Hall at Mercersburg Academy



This symposium will celebrate the life and work of Harriet Lane Johnston, niece of President James Buchanan who acted as First Lady of the United States during his presidency from 1857 to 1861.

Presentations will include talks on Harriet Lane's roots to Mercersburg, her charity work, the Lane Family and her final visit to Mercersburg.

Tickets are \$40 per person and includes a light breakfast and lunch

For more information, contact the Mercersburg Historical Society at 717.328.2248, by visiting <http://mhs.mercersburg.org> or PO Box 115 Mercersburg, PA 17236.

Manager's Corner™: *Why Is That Person a Manager?*

by Liz Weber, CMC, CSP



In the April 21, 2015, Gallup® Business Journal, Amy Adkins wrote an article entitled: *Only One in 10 People Possess the Talent to Manage*. In her article she states that Gallup found, "One of the most important decisions companies make is simply whom they name the manager...Companies fail to choose the candidate with the talent for the job 82% of the time."

"One of the most important decisions companies make is simply whom they name the manager...Companies fail to choose the candidate with the talent for the job 82% of the time." via Gallup® Business Journal April 21, 2015

When my company works with organizations on succession and workforce planning, the discussions on departments, positions, talent, and managers needed going forward get emotional. They get emotional because we're discussing people. Good people. Hard working people. But, we are discussing people who may not be a right-fit for a management position, or for the company going forward. And those are difficult discussions to have.

However, if the company is to succeed in moving forward and in reaching its vision, it needs to have the right people in the right management positions at the right times. Those 'right-fit' managers are the ones with the talent to manage not only the technical aspects of their jobs, but more importantly, they are the ones with solid people skills. These managers realize the importance of building their teams through strong team members, rather than building themselves up. They understand the need to focus, motivate, coach, engage, and re-align their teams continually. And, they understand at their core, if they don't consistently show their team members they're trusted, respected, and appreciated for their efforts, the managers won't have a team. If they don't have a team, they're doing something wrong.

Good managers understand at their core, if they don't consistently show their team members they're trusted, respected, and appreciated for their efforts, the managers won't have a team. If they don't have a team, they're doing something wrong.

As you envision your organization's future, one of the more challenging responsibilities you have to undertake as a leader is to determine who will be helping you move forward and in what roles. That alone is tough because you're dealing with hypothetical scenarios, goals, projections, and plans. Once you mesh that with your known history of each potential manager, emotions often overtake the most refined plans and projections.

To not get bogged down by the emotion of identifying people just yet, I recommend my clients first identify what positions - and with what skills - are needed as the company will be two, three, four or more years into the future. Once those phases of the organization's evolution are mapped out, the leadership team now has an initial objective map of what its management and workforce team *could* look like - if no 'faces' were associated with any of the positions. However, they need to identify real people to do the real work, so the hard part is next. The leadership team needs to identify for each position: *Who is a right-fit for this position going forward and who is a right-fit for this position 'as it will be'?* The answer to those two scenarios may well be two different people. And that's the hard part.

Often a current manager is not the right-fit manager going forward. Often a current manager is not the right-fit manager now, and that reality hits home hard during these discussions. The question, *Why is that person a manager?* was never asked. That manager is a manager, most likely, because it was an easy fix at the time, but it wasn't the right decision for that manager, the team, or the organization then, much less for the long-term. Don't appoint any more managers without asking the question, *Why is that person a manager?*

Copyright MMXV - Liz Weber, CMC, CSP - Weber Business Services, LLC – www.WBSLLC.com - +1.717.597.8890
Liz and her team work with leaders to create focused plans for their organizations' future. Then they teach leaders how to make their plans a reality.

Open House and Ribbon Cutting

at Occupational Services Inc.

49 Industrial Drive, Chambersburg PA



Open House - June 3rd, 1 to 5

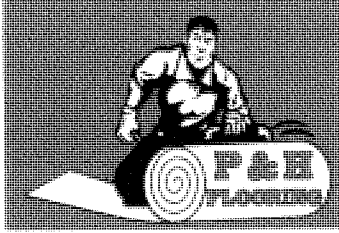
Ribbon Cutting - 1:30



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Due to increasing space constraints at OSI's main facility at 17 Redwood Street in Chambersburg, we have expanded services into a new space at 49 Industrial Drive. This new space allows OSI to expand our secure document destruction processes, which not only provides work to individuals with disabilities, but provides a needed service to the community. Much of the local document shredding is currently done by companies outside of Franklin County. OSI offers the same service within the county, with an equivalent or higher level of security. OSI is not only a member of National Association for Information Destruction (NAID), but has also achieved NAID certification, and is proud to be the only company within Franklin County that carries this distinction.



P&H Flooring
659 Lincoln Way East
McConnellsburg, PA 17233
Ph: 717.485.4383
Fax: 717.485.0041
www.phflooring.com

MORE THAN JUST A FLOORING STORE

Spring is finally upon us and time to start thinking about flooring needs. There are many monthly specials going on in the store. Hardwood, carpet, vinyl and Luxury Vinyl products. If you are sure what Luxury Vinyl Products, you should stop in and take a look at all the new styles. It is great for kitchens, dining rooms, laundry and bath areas. Looks are in wood planks and ceramic tile with easy care and repairs.

Stop in and see our new showroom, we have completely remodeled it this winter

We are also having a cash and carry on lot of small carpet remnants and runners that are great for doorways and halls; they can be bound on sides if you like.

SHAW MOHAWK JOHNSONITE HANDSCRAPE WOOD

TARKETT LVT PLANKS AND TILE a great new product for kitchen and baths we have installed this product in our showroom to show off the product

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Conococheague Institute for the Study of Cultural Heritage

12995 Bain Road Mercersburg, PA 17236-9520 Phone (717) 328-3467

May 2015



CONOCOCHEAGUE INSTITUTE: General Manager Duties

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Vice President

Tad W. Miller

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Betty Jane Lee

Secretary & Librarian

Dr. Joan M. McKean

Betty Jane Lee

Richard Read

Jim Rogers

John Munday Jr.

John R. Stoner

David Bell

Willa Weller Kaal

President Emeritus

Dr. John C. Stauffer



1. **Commitment.** Be committed to, and work to fulfill, the CI mission and goals.
2. **Management.** Direct and supervise site activities and staff to achieve the mission and goals. Provide the CI Board of Directors with recommendations concerning the mission and goals of CI. Recommend improvements to buildings and operations. The manager will work independently to fulfill the duties as outlined in the "general managers duties." The manager shall be answerable to the President and executive committee of the Board of Directors who shall evaluate his/her performance on at least an annual basis.
3. **Volunteers.** Provide guidance and supervision as needed for the CI volunteers to be effective and efficient in their activities. Solicit and encourage volunteers from all age groups and with various skills, such as skills in library, computer, grounds, docent, re-enacting, outreach, summer camps and activities, building maintenance, writing pamphlets and publications, genealogy work and other activities to help achieve the CI mission and goals.
4. **Board & Committees.** Attend meeting of the Board, its committees, and working group meetings. The general manager shall be an ex-officio member of all CI committees except for the Executive Committee who evaluates the general manager. Implement the policies and programs approved by the Board. Prepare and present a yearly schedule of events, meetings and activities for Board approval, then distribute schedules to the membership and the public.
 - Work with the Finance Committee to prepare, review and present the annual budget for Board discussion/approval and to manage expenditures within the budget.
 - Coordinate with the Fund Raising Committee to solicit members, business, foundations, and other sources for support to fund meetings, events, equipment, printing and other items that may aid in the work of CI as well, as to support day-to-day operations.
 - Coordinate with the Programs and Events Committee and site staff to produce events and schedule activities at CI. Work with those participating in CI activities such as presenters, sutlers, historians, re-enactors, etc.
 - Organize CI staff and volunteers as needed to provide a safe and secure environment for CI events.
 - Coordinate with other committees as needed.
5. **Supervision.** Provide supervision and assistance to staff and volunteers as needed. Evaluate staff no less than annually and encourage staff in their duties and training.
6. **Grants.** Provide information as needed to aid in the preparation of grant submissions. Grants are sought from both private and governmental sources for major programs, capital projects, interpretative signs, historical research, educational programs, on-site exhibits and audiovisual displays.
7. **Bequests.** Encourage bequests and gifts to build the endowment fund.
8. **Liaison.** Maintain liaison between CI and other groups to better help CI achieve its mission and goals. The groups include local schools and chambers of commerce, state historical societies and historical societies in the region (e.g. Allison-Antrim, Mercersburg, Clear Spring, Fort Loudoun, Renfrew, Franklin County, and Washington County)

Conococheague Institute for the Study of Cultural Heritage

12995 Bain Road Mercersburg, PA 17236-9520 Phone (717) 328-3467



May 2015

CONOCOCHEAGUE INSTITUTE: General Manager Duties - Continued

Board Members

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John R. Stoner

Richard Read

David Bell

Willa Weller Kaal

President Emeritus

Dr. John C. Stauffer



9. **Promptness.** Provide prompt replies to inquiries from the Board and others via mail, e-mails, telephone, or direct visit, supplying the information requested when possible and prudent.

10. **Publication.** Coordinate staff for publication of the quarterly newsletter to CI members and interested parties. Prepare and encourage manuscripts and publications consistent with the CI mission.

11. **Web site/Publicity.** Work to maintain an effective CI website. Obtain sufficient publicity for programs and events as well as milestone recognition.

12. **Annual report.** Prepare an annual report in time for distribution at the annual CI membership meeting (end of October).

13. **Library and Artifact Control.** The manager should have familiarity with institutional processes for the care and preservation of books, genealogy records and historical artifacts. Provide reasonable security and appropriate conservation for all CI artifacts and accessions. Ensure accessions are properly labeled, registered and maintained.

14. **Site Management.** Provide for reasonable maintenance and control (including regulations and policies) of the CI site, gardens and buildings. See that all CI site equipment is maintained (including scheduled maintenance, if any). Structures will not be placed on the site without the location being approved by the Board. The historic fabric of the existing structures on the site will not be changed or disturbed without approval of the Board (except for repairs with similar materials as to those presently existing).

15. **Safety.** Review the safety of the building and grounds to help protect volunteers, staff, workmen and the public. Make a "fresh eyes" inspection periodically to identify and correct fire and safety hazards. Check to see that fire extinguishers are accessible and charged.

16. **Docent/Living History.** Provide docent/living history services to visitors with the use of volunteer docents and staff. Expectations are that the general manager will have understanding of local history and regional cultural heritage and can effectively communicate this knowledge to the public.

17. **Request assistance and advice on significant unresolved problems.** The general manager shall request assistance from the President or Board when and as needed. The President shall be informed of any unresolved significant problems particularly since limited funds or staff may require the establishing of priorities.

18. **Such other duties as assigned.**

Interested candidates should email a letter of interest and copy of their resume to:

gm-position@cimlg.org.

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Mercersburg PA

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ASSOCIATES**

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Our 12 Locations in South Central PA

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Member Benefits

- ELECTRICITY PROCUREMENT
- NATURAL GAS MANAGEMENT
- ENERGY EFFICIENCY MEASURES
- GREEN ENERGY



"Our youth camp had a choice of energy consultants and selected APPI Energy because they compare 'green apples to green apples' when evaluating competitive pricing from many suppliers. APPI Energy's customer service team helped us achieve tax exemption status, further reducing and managing our energy costs."

*Allen Eshleman, Executive Director
Cove Valley Christian Youth Camp
Mercersburg, PA
Tuscarora Area Chamber Member*

*The association's trusted
energy consultant*



**Healthcare reform. Benefit changes.
Mandates. Increased costs.**

Your challenges are our strength.

Your business needs more than just healthcare benefits.

You need healthcare solutions.

PA Chamber Insurance not only offers the best in employee benefits, but also the education, information and expertise to guide your business to benefit success. Backed by the Statewide Voice of Business, the Pennsylvania Chamber, we go above and beyond basic healthcare.

✓One-on-one recommendation for your business: Whether it is evaluating your current plan, looking at options or assisting your employees purchasing a plan through the Federally Facilitated Marketplace, we are here to work with you in choosing the best benefit solution for your company.

✓ACA updates and reform education: The latest updates for businesses on the Affordable Care Act regulations from top experts, details on any changes to employer requirements and helpful guidance on implementation, useful resources, and summaries of the healthcare reform law provisions and requirements timeline.

✓Working to repeal the "premium tax," and other advocacy efforts: We take action to influence public policy and work to ensure that lawmakers hear the concerns of our members—including those aspects of the Affordable Care Act that hurt business. As a member of the *Affordable Coverage Project*, a national group of trade associations and state and local chambers of commerce, the PA Chamber is working to repeal the health insurance "premium tax" and stop its harsh financial impact on smaller businesses.

We want to work not just with you—but *for* you and turn your healthcare reform confusion into benefit *solutions*.

Call PA Chamber Insurance today at 800 755-3021 or visit us online at www.pachamberinsurance.com.



Tuscarora Area
CHAMBER OF COMMERCE
Mercersburg, Montgomery, Peters, St. Thomas, Warren

Service. Simplicity. Selection.

Penn National Insurance declares dividend



Greg Duffey (ChamberPlus Agency Program Administrator) and **Mary Anne Gordon** (Tuscarora Area Chamber of Commerce Director)

ChamberPlus Program Dividend Check presented

Chamber News

ChamberPlus program earns 7% dividend

Penn National Insurance is pleased to announce that a 7% dividend has been declared for **ChamberPlus** program for the 2013/2014 plan year.

To find out how you can join the **ChamberPlus** program please contact your local Chamber of Commerce or any Penn National Insurance Agent.