

Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

chamber news

www.mercersburg.org
www.tuscaroraareachamberofcommerce.org



October 8th Golf Tournament

Don't miss the 4th Annual Tuscarora Area Chamber Golf Tournament Friday October 8th at Whitetail Resort, sponsored by Craig, Friedly, Potter & Moore and Penn National Insurance.

Registration opens at 11:45am, a pulled pork lunch sponsored by the First National Bank of Mercersburg will be served 11:45am-12:30pm. Shot Gun start is 1pm. Each participant will receive a gift bag with freebies by Whitetail Resort

We anticipate 36 teams will enjoy a beautiful day. Free beverages will be provided by Auto Sales Unlimited. Century Link's Par 3 Poker and D. L. Martin's Hole in One games are sure to be a hit. Awards and dinner will be at the Snow Tubing Lodge sponsored by Bell Insurance. See the enclosed insert for more details.



The Chamber of Commerce, Development Association and community recently celebrated the opening of B&J Liberty Gas Station & Convenience Store with owners Brent and Jody Smith. Congratulations Smiths, and thank you for all you do for Mercersburg!



Atlas Copco's VP Jaco van de Merwe and Plant Manager Keith Mackling opened their new facility in Fort Loudon. Thank you Senator Alloway, Commissioners Keller and Thomas, FCADC's Mike Ross, Governor's Action Team Brent Vernon and employees and chamber directors for attending.



Thank you State Farm! They sponsored the Sea to Shining Sea cross country bike ride. This group stopped in town on their way to Virginia Beach from San Francisco.

WELCOME NEW MEMBERS

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www.csborbisonia.com/
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Winery

MACWELL

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Organization

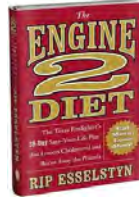
PRESBYTERIAN CHURCH OF THE UPPER

WEST CONOCOCHEAGUE

Reverend Anthony Lorenz
34 West Seminary St.
Mercersburg, PA 17236
717-328-2150
anthony.lorenz@comcast.net
Churches

Chamber Lunch

Wednesday September 15th



Meet best selling
author
Rip Esselstyn

@ Flannery's Restaurant

2 Seating's
12pm in back dining room
12:30pm in middle dining room

Seats are limited so RSVP now.

RSVP by September 13th 2pm to 328-5827 or
info@mercersburg.org.

Sponsored by -



The views and opinions of the author do not necessarily reflect the view
of the Tuscarora Area Chamber of Commerce or its board members.

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- 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



Mercersburg Townfest

1 Mile Race & Family Fun Run

Race Day is September 25, 2010 Registration will be at the Mercersburg Elementary School.

Awards will be given to the top female and male competitors in each division.

All Pre-registrants will receive a **free t-shirt** and **gift bag** on race day.

Race Day Registration and Packet Pick-up: 7:30am - 8:45am

Entry Fees: Pre-registration: \$15 (Forms must be received by September 13th to ensure a shirt, shirts may be available for later registrants) or registration on race day: \$18 no shirts will be available race day . Children 0-7 years old race for free with parent, no shirt available.

Complete, clip and mail to:
Tuscarora Area Chamber of Commerce
PO Box 161
Mercersburg, PA 17236
717-328-5827 with questions

Name _____ Age (on race day) _____

Address _____ City _____

State _____ Zip Code _____

Email _____

Gender (Circle One): F M T-shirt Size (Circle One): S M L XL

Make checks payable to: TACC

Waiver

Upon acceptance of my entry, I, the undersigned, assume all the risks associated with running in this event and do hereby release and discharge Tuscarora Area Chamber of Commerce and all other race representatives from any and all claims for damage, demands, and causes of action arising from or as a result of my participation in the race.

*Participants under 18 years of age must have a parent or legal guardian sign the application.

Athlete's Signature: _____

Parent/guardian must sign for runners under 18 years of age: _____

ENGRAVE A NAME . . .

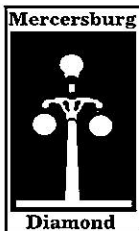
INTO MERCERSBURG'S LITERARY HISTORY . . .

For yourself and those you want to remember, have a brick engraved with an individual name that will become a permanent part of the sidewalk in front of the historic Fendrick Library on Main Street.

SHARE OUR VISION



OF A MORE BEAUTIFUL MERCERSBURG



HONOR THE PAST PROTECT THE FUTURE

Mercersburg Beautification Committee
P.O. Box 202
Mercersburg, PA 17236

Banking has never looked so good.



Left to right:
Guy Shaul, Owner
Penny Shaul, Owner
Trish Hanks, Market Manager, F&M Trust

Guy and Penny Shaul have already celebrated their fifth anniversary in business together. **Here's Looking at You** proudly provides Chambersburg with fashionable women's clothing and home decor in a relaxed atmosphere.

Since first opening their doors, the Shauls have relied upon F&M Trust to help meet all of their banking needs. Why? Because F&M Trust is the "easy to work with" community bank. Not only do they bank with F&M Trust, but they also serve on community-based committees that help foster downtown growth. That idea fits nicely with F&M Trust's long-standing approach to community service, too.

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- > **Credit Card Processing**
- > **Business Loans & Lines of Credit**
- > **Franklin eDeposit** (Remote Deposit Service)
- > **And More!**

For a no-obligation meeting to learn more, call **Trish Hanks** at (717) **264-6116** or visit your nearest F&M Trust community office.

St. Thomas

6962 Lincoln Way West
369-3240

Memorial Square

20 South Main Street
264-6116

West Side

1100 Lincoln Way West
263-9168

Norland Avenue

870 Norland Avenue
262-2085

Philadelphia Avenue

2405 Philadelphia Ave.
264-5122

Orchard Park

841 Wayne Ave.
263-1801

Lincoln Way East

1712 Lincoln Way East
264-9414



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Stop hurting your cash flow and put an end to your bookkeeping nightmares with this fast-paced and informative Training Course.

Class Dates:

Thursday, September 16, 2010 ~ 9:00 A.M. to 1:00 P.M.

Thursday, October 28, 2010 ~ 9:00 A.M. to 1:00 P.M.



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Course: **\$129.00** per person (includes Continental breakfast)

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Phone _____

Fax _____

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1) _____

2) _____

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Chambersburg, PA 17201

Circle one: Visa Mastercard

Total: _____ Exp. Date ____/____/____

Credit Card # _____

Name on Card _____

Signature: _____



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You're Invited...

Waste Management

Mountain View Reclamation's Annual Open House



Meet *Cycler*, the Recycle Robot,
and Sunnyland Band's *Washboard Willie*.

Date: Saturday, October 2, 2010

Time: 1:00 to 4:00pm

Location: 9446 Letzburg Road, Greencastle, PA

Enjoy

- Food and Beverages
- Ice Cream
- Door Prizes
- Giveaways
- Photo Opportunities
- Meet Our Staff

Featuring

- Landfill Tours
- Sunnyland Band
- Touch A Truck



For more information, contact **Cheryl Shields** at **717.593.9948**.

MANAGER'S CORNER: *COMPLACENCY – THE CREATION OF THE MICROMANAGING LEADER*

Complacency and micromanagement seem to be two diametrically opposed ideas. Yet complacency leads to micromanagement. And micromanagement causes team complacency. They feed off of one another and yet they are mortal enemies.

So why do so many well-meaning leaders create these battles between themselves and their teams? From my experience, it's because that's how they were taught to lead. They were taught to believe that in order to lead others, you need to know your team members' jobs and to be able to do their jobs as well or better than they can. Otherwise how can you possibly lead them? These well-meaning leaders have also been taught that if your team members aren't getting the work done sufficiently, you better jump in and do the work yourself. Every one of those ideas is great on the surface. However, what are their long-term impacts on team productivity and morale, team and individual problem-solving skills, innovation, etc? Negative, negative, negative.


There are numerous issues to address with all of the whys and how's of micromanaging leaders, but in its most basic form, micromanaging leaders micromanage because they don't trust the judgment or work of their team members. The micromanaging leader may know this is true, but doesn't make the connection that that lack of trust is a huge red light that indicates a staff change, staff training, or some other staff action is needed. Simply jumping in and taking over for employees you don't really trust to do the work isn't an acceptable leadership action. Addressing that lack of trust is. Why don't you trust your employees' judgment or abilities? What would they need to demonstrate to gain your trust? What would they need to do – specifically - over the next 3, 6, or 9 months to start to earn your trust? Be specific in outlining what each team member would need to do to gradually earn your trust?

If you don't know what you specifically would need each team member to do to allow you to slowly trust their abilities, you're by default encouraging them to remain dependent upon you to micromanage them. You're encouraging their complacency. Why should they bother to solve their own problems? You'll solve them for them. Why should they innovate or think of continuous improvement initiatives? You'll figure those out for them. Why should they learn anything new to move themselves or the organization forward? You do that.

So if you're tired of doing everything for your team members, stop. If you're frustrated because of your team's complacency, do something about it. Face the truth about your leadership style. Leaders lead. Leaders leverage the skills of others to move the organization forward. Leaders support the development of others to better themselves and the organization. Leaders realize it's about the team and their ever-growing skills; it's not about the leader and his ability to do and be all. Leaders don't create battles between themselves and their own team members. Leaders don't create complacency.



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Tuscarora Area Chamber of Commerce Presents



**Mercersburg
Townfest**



1 Mile Race & Family Fun Run

Don't miss this year's Townfest with 110+ vendors, kid's activities, moon bounce, music, food and now our 1 Mile Race & Family Fun Run!!

www.mercersburgtownfest.com

Tuscarora Area Chamber of Commerce Presents



**31st
Annual**

**Mercersburg
Townfest**

**Saturday September 25th, 2010
9am-3pm Downtown Mercersburg**