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TACC Launches Chamber Cash ~ See Page 4

5% FEBRUARY 5%



CHAMBER CASH


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


www.tachamber.org


Coupon valid at the participating res
 listed on back and must be used t


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5% FEBRUARY 5%

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

Coupon valid at the restaurants listed below and must be used today.

Byron's Dining Room
 The Mercersburg Inn
 405 S. Main St.
 Mercersburg, PA 17236
 Phone: 717-328-5251

Thu - Sat: 5:30 p.m. - 8:30 p.m.
 Sun: 5 p.m. - 8 p.m.

Flannery's Tavern on the Square
 5 N. Main St.
 Mercersburg, PA 17236
 Phone: 717-328-5011

Open Daily at 11:00 AM
 Closed Tuesday

Romeo's Cafe, Inc.
 66 Church St.
 Mercersburg, PA 17236
 Phone: 717-328-2351

Tue - Thur: 11 am - 9pm
 Fri: 11 am - 11 pm
 Sat: 11 am - 10 pm
 Closed Sun and Mon

Rue's Food & Spirits
 115 N. Main St.
 Mercersburg, PA 17236
 Phone: 717-328-3437

Open Daily at 10:00 AM
 Closed Sunday

Upcoming Event
Member Luncheon

February 19, 2014
 Doors and Buffet Open at 11:45am
 Speaker - Tuscarora School District
 American Legion
 100 Keefer Dr., Mercersburg
 RSVP's Required
 \$10 per person Paid at the Door Only
 RSVP 328-5827 or
info@tachamber.org

**Build Community
 Prosperity from Within**

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

www.tachamber.org

Tuscarora Area
CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

BOARD OF DIRECTORS

Executive Board Members

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Borough of Mercersburg

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Tuscarora School District

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F&M Trust

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The First National Bank of Mercersburg

Staff

Executive Director

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.

Dear Tuscarora Area Chamber of Commerce Members,

We will be hosting a business only luncheon with the leadership of the Tuscarora School District Wednesday February 19th at noon at the American Legion 100 Keefer Dr., Mercersburg. The school district is facing some hard choices ahead and many road blocks created by the state are adversely impacting them, hence us. The chamber sees the proposed/possible tax hike TSD is discussing as one of our top 2014 issues. While TSD is facing adversity, so are all of you, the businesses, economic core and tax base of Tuscarora. Raising taxes the proposed 7.8% is frightening to everyone. We hope you will make every effort to attend this lunch and learn more!

We expect TSD will educate us about;

- The issues that are negatively impacting the school budget for the coming years
- Why they have request "special exception" from the state to raise taxes 7.8%
- What their plans are to cut costs and save money so they will not have to raise taxes that high

This event is also designed for you to communicate with Tuscarora School District officials about;

- What a tax hike will do to your business
- How a tax hike may impact your employees
- Share your thoughts about how they can save money and cut costs

Lunch will be buffet style and \$10 paid at the door. RSVP's are required. Please RSVP for this event via 328-5827, <http://www.tachamber.org/chamber/event/202> or mgordon@tachamber.org by February 17th 1pm.

Sincerely,

Mary-Anne Gordon

Executive Director TACC



Tuscarora School District
100 West Seminary St.
Mercersburg PA 17236

January 10, 2014

TO: Tuscarora Area Businesses & Organizations

FR: Tuscarora School Board of Directors

RE: Education Update/Forum for the Business Community

**Wednesday February 19, 2014 American Legion 100 Keefer Dr. Mercersburg,
RSVP required to 328-5827 or mgordon@tachamber.org \$10 per person for lunch.**

Dear Business & Community Leaders,

In order to be transparent and forthcoming with the community, the Tuscarora School Board of Directors are holding a series of events across the district, in order to provide updates on district happenings and concerns, and allow for an open forum for discussion. We are beginning this endeavor at the end of January with a town-hall style meeting at the James Buchanan High School, and continuing with two more after that. These meetings will focus on a variety of topics, including Keystone Exams, graduation requirements, literacy, and our Science, Technology, Engineering, and Mathematics (STEM) program. In addition to that, at our January meeting we will be giving an update on the district's financial status, and the issues we are facing over the next few years. This is a direct result of our increasing contribution rates into the Public School Employees' Retirement System (PSERS), and rising healthcare costs (which we are sure you are all dealing with yourselves). The district has invited Governor Tom Corbett, Lt. Governor Jim Cawley, State Senators Alloway and Eichelberger, and State Representatives Rock and Harris.

After conversations with Mary-Anne Gordon, Executive Director of the Tuscarora Area Chamber of Commerce, the board leadership believed it was appropriate to engage in a separate forum with the business community, in order to answer your questions and concerns. We realize the busy and complicated schedules of our business and community leaders, and want to accommodate them. The chamber has been gracious enough to host this event, and act as somewhat of a moderator. Several members of the school board and members of the administrative team will be in attendance. We will begin with a short introduction of those individuals, followed by a brief presentation by the district's Business Manager, Eric Holtzman. This presentation will paint a picture of the district's financial outlay currently, and over the next few years. This will be followed by a few brief remarks from board/administration members, and end with a question and answer session from those in attendance. The board would greatly appreciate your participation, and wants to hear your concerns, ideas, and solutions. Our hope is to give you an update on where things stand, and help to facilitate a meaningful discussion on what needs to be accomplished. At the end of the day, we seek to provide the best possible instruction for our students, and prepare them for both career and college readiness.

Thanks to the Tuscarora Area Chamber of Commerce staff and board for hosting this event Wednesday February 19th 12pm at the American Legion, 100 Keefer Dr. Mercersburg. We look forward to our continued partnership.

Sincerely,

Tuscarora School Board of Directors

Charles A Prijatelj, Ed.D

Superintendent

voice 717.328.3127



Eric R Holtzman

Business Manager

fax 717.328.9316



Loretta A Martin

Board Secretary



www.tus.k12.pa.us



Spend \$25 or more at a participating retailer and receive Chamber Ca\$h good for 5% of your dining purchase at the participating downtown Mercersburg restaurants listed below.

Byron's Dining Room
The Mercersburg Inn
 405 S. Main St.
 Mercersburg, PA 17236
 Phone: 717-328-5231

Thur - Sat: 5:30 p.m. - 8:30 p.m.
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115 N. Main St.
 Mercersburg, PA 17236
 Phone: 717-328-3437

Open Daily at 10:00 AM
 Closed Sunday

*Chamber Ca\$h is only good for use the same day as your store purchase.
 Please show your store receipt to us when using the coupon.*

Thank you for shopping Downtown Mercersburg!



I heard another manager suggest it this past week : *"I think we need to start rewarding our employees for perfect attendance. It's the least we can do to show them our appreciation for their dedication!"*

No, it's not the least you can do to show your appreciation for your team's dedication. In fact, rewarding perfect attendance is wrong. Let me tell you why.

First, I'll share just a few of the most obvious reasons (we've all experienced in the workplace) as to why it's not a smart management move to reward perfect attendance:

Employees with perfect attendance often:

- 1. Come to work when they're sick - OR - when they're contagious.** I don't think I'm alone on this one, but: I DON'T WANT TO GET SICK! Stay home when you're sick and get better there. Don't come to work and spread your germs here. If you're coming into work because you're out of sick leave or you don't want to stay home by yourself, I feel bad for you. However, you're an adult and you need to make the right choice and do what's right for your colleagues. Stay home.
- 2. Don't want to disappoint others.** Over the years, I've heard too many managers in client organizations say they come to work when they're sick for fear they'll be viewed negatively by their bosses if they don't come in. So the managers come to work, spread their germs, try to focus, and perform far from optimally. They're doing all of these things while their colleagues try to stay away from them so they don't get sick. (See point #1 above.)
- 3. Believe they're irreplaceable.** People achieving perfect attendance often believe no one else can do their jobs. Again, I will be the bearer of bad news: *Everyone is replaceable*. Yes, I've had to accept the fact that even I am! If no one else can do the job, that employee has too much control on your business, your department, or team. What happens if that employee leaves your organization?
- 4. Focus on succeeding at work at the expense of their families and personal lives.** Work can become an escape from personal pressures and difficulties. That's fine. However, when it becomes a hide-out instead of a place for thought and performance, it affects the individual's and the team's performance and again becomes a management issue. The workplace should not become someone's life to the exclusion of everything else.
- 5. Fail to use their available leave.** There have been numerous studies on this, but if we don't take time every now and then to get away and recharge, our ability to perform at our best drops. Take the leave you have coming to you. You don't need to go anywhere. Have a "staycation" or do something else relaxing at home or in the local area. Just get away from work and its pressures and recharge yourself.

Now let me share some insights I've provided my clients to help them gain a deeper appreciation as to why rewarding perfect attendance is really not a smart management move.

- 1. Pay them to come to work...twice.** If your team members need to be physically present to do their jobs, why would you pay them a bonus for doing what they're supposed to be doing anyway (i.e., Showing up for work to do their jobs)?
- 2. Uncover inefficiencies.** When employees take leave or stay away when they're sick, others have to pick up their workload. Invariably having another set of eyes on a process provides opportunities to identify efficiencies that well-intentioned team members have just learned to deal with and work around.
- 3. Uncover overloads & reallocate responsibilities.** When employees are out, note how many people have to cover for just one key employee when s/he is out. If three people have to cover for one person, you're probably over-loading a key person. It's time to reallocate tasks, cross-train, develop others, and really show your hard-working team members you are aware and appreciate what they do.

If you want to show your team members you appreciate their work, I applaud you. However, I suggest you show them you appreciate their work by monitoring what they do all year long. Support them by telling them to go home when they're sick and get better. Support them by minimizing the inefficient office systems, equipment, etc they've had to work with and work around. Support them by acknowledging that they've been carrying more than their fair share of the work and you will work with them in bringing others up to speed.

If you want to show your employees you appreciate their dedication, do it. Just do it in a way that actually helps them, the other members of your team, and your organization.

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TUSCARORA AREA CHAMBER OF COMMERCE

ANNUAL AWARDS DINNER

SPONSORSHIP OPPORTUNITIES

Tuesday April 1, 2014

Silent Auction, Business to Business Expo 5:00-6:30pm

Dinner, Speakers & Awards 6:30-8:30pm

American Legion, 100 Keefer Dr., Mercersburg

2014 Sponsorship Opportunities

Award Sponsor \$100 20 available	1 ticket to the event (a \$25 value), special mention in all publicity prior to, at and following the event and on our web site.
Award Sponsor & Business Expo Exhibitor \$150 10 available	1 ticket to the event (a \$25 value), a table at the business expo that you can customize*, special mention in all publicity prior to, at and following the event and on our web site. *details to be announced

Sponsorship Commitment

Sign up for: Price

Award Sponsor \$100.00

Award & Expo Sponsor \$150.00

Method of Payment

Bill Me Payment Enclosed

Name _____

Address _____

Phone _____

Signature _____

Return to -
Tuscarora Area Chamber of Commerce
PO Box 161
Mercersburg, PA 17236
E-mail: mgordon@tachamber.org Phone: 717-328-5827



JEFFREY D. KUHN

MOWING • MULCHING

KUHN LAWN SERVICE LLC

5 REASONS TO HIRE KUHN LAWN SERVICE LLC TO HANDLE YOUR LAWN CARE NEEDS:

- EASY** - you work hard - come home to a beautiful lawn – effortlessly
- HEALTHIER** – curb allergies – enjoy sneeze-free summers
- HAPPIER** - spend evenings & weekends doing what YOU want to do
- SAVE MONEY** – no more mower, mower maintenance costs & fuel
- AMAZING CUTS** – your property will look better than ever – guaranteed!

- Professional
- Uniformed
- Completely Trained
- PA Registered
- Courteous
- Fair Prices
- Dependable
- Fully Insured

TESTIMONIALS

Your crew is friendly and the job well done & fast. You are a 10.

L Martin, Greencastle, PA

Reliable. Great job! J Bauder, Mercersburg, PA

You come when you say you are coming. Excellent

C Hamilton, Chambersburg, PA

Honest, reliable and a pleasure. R Barker, Mercersburg, PA

You guys are the greatest! You've always been there, for snow removal & mowing. Thanks. Betsy Schmidt, Mercersburg, PA

Excellent workers, good cleanup, made good use of time. I rate you a 10.

R Joran, Greencastle, PA

Kuhn Lawn Service LLC

Jeffrey D. Kuhn, President

c: (717) 360-2617

e: kuhnlawns@gmail.com

