

BIZ MATTERS

The official newsletter of the Chetwynd Chamber of Commerce



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 WIN FOR THE SOUTH
 PEACE**

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 CANADIAN AND BC
 CHAMBERS**

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**LOVE CHETWYND
 MEMBER SPOTLIGHT**

BC Leads Next Steps on Reconciliation During Canadian Chamber of Commerce AGM

Last week, the Canadian Chamber of Commerce held its Annual General Meeting. Critically, two resolutions related to Indigenous reconciliation, submitted by BC-based chambers of commerce, were resoundingly passed by the national chamber network.

The two resolutions were titled: Creating a Comprehensive Action Plan on Building a Sustainable Business Relationship with Indigenous Peoples and Establishment of the First Nations Infrastructure Institute.

“The BC Chamber of Commerce and our provincial network are thrilled that the resolutions related to prioritizing economic Indigenous reconciliation across Canada were adopted by the national chamber network,” said Fiona Famulak, BC Chamber of Commerce President and CEO.

continued next page

"At its very core, this policy is about building bigger tables not bigger walls."



*Tumbler Ridge
Chamber of
Commerce*



**BC Chamber
of Commerce**

Know what's on BC's mind.

"British Columbia and other provinces have enacted legislation that includes the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). To enable businesses to implement UNDRIP in their business models, it is essential that the Government of Canada actively engage with the business community to ensure a cohesive environment exists across the country for businesses and Indigenous Peoples to build sustainable relationships.

"On behalf of the South Peace Chambers who tirelessly advocated for this policy, we are incredibly proud to have the Canadian Chamber of Commerce endorse a made-in-BC policy that moves our collective reconciliation efforts forward with indigenous peoples across the country," added Naomi Larsen, Executive Director of the Chetwynd Chamber of Commerce. "At its very core, this policy is about building bigger tables, not bigger walls. I'm especially grateful for the support and efforts of my chamber colleagues in Tumbler Ridge, Dawson Creek and Surrey who were instrumental in the development of the policy."

"High-quality public infrastructure is critical for the health and sustainability of all communities. First proposed over four years ago, this was a team effort, driven by Chief Commissioner C.T. (Manny) Jules, who brought immense insight to this project," said Acacia Pangilinan, Executive Director of the Kamloops Chamber of Commerce. "Having the Canadian Chamber of Commerce endorse the First Nations Infrastructure Institute will help drive the concept forward and gets us another step closer to launch. Ultimately, we believe the success of the institute will be that it is a 'by First Nations, for First Nations' solution to a problem that is long overdue to be addressed."

Versions of each policy were previously passed at the BC Chamber of Commerce's Annual General Meeting in May 2021. The adoption of these policies at the national level represents another important step along our collective path to meaningful reconciliation.

Chetwynd Chamber hosts AGM, elects new board of directors

The Chetwynd Chamber of Commerce hosted their AGM the evening of November 1 and as such are welcoming a few new directors to our table!

Welcome back to Toronto Dominion Bank manager Matthew Lavis as president; Lasser Ranches owner Charlie Lasser as Vice President; Peace Christian and School Vice Principal Devon McAfee. Joining the board this year are Susan Smith of Chinook Wind Outfitters; Tonia Richter of Saulteau First Nations; Carl Rose of Lonestar Sporting Goods; Pat O'Flynn of West Fraser and Bonnie Loupret of Oakenridge Ventures.

These fine folks will be officially sworn in at our next board meeting. Welcome to the team!



MEMBERSHIP RENEWAL

Investment renewal time is upon us and on behalf of the Chetwynd Chamber of Commerce board, we would like to thank all of our members for their support and partnership! It's also a perfect time for new members to join! Keep your eyes peeled for your renewal invoice.

We welcome referrals.

Contact us at manager@chetwyndchamber.ca with any feedback or suggestions.

And don't forget to check out our website at www.chetwyndchamber.ca for membership benefits or to find out more!



Featured LOVECHETWYND.COM Member

Caron Creek RV Park is a full-service RV campground offering water, power, sewer, washhouse with showers, washrooms, a coin operated laundromat, WiFi and access to the Pine River. Caron Creek RV Park gives you a feeling of remote seclusion, surrounded by trees and steps from the river, yet is only a ten minute drive from downtown Chetwynd. Caron Creek RV Park is open year round and offers reasonable rates and friendly, attentive service. Travel membership and seniors discounts available.

Josef Karcher has always been independent and entrepreneurial. He enjoys meeting the everyday challenges that come with small business ownership. Starting the campground in 2012 with his wife, Elke, was the fulfilment of a dream for the couple. They work hard to serve their guests, and seeing repeat customers is rewarding for them.

Josef and Elke chose Chetwynd as home for its affordable lifestyle and access to the great outdoors. Their rural home came with plenty of opportunities to get up close to nature. Wildlife sightings are regular occurrences. The couple loves hiking and Josef is an avid fisherman and hunter. They even like the weather, with its warm summers and sunny, snowy winters. Josef and Elke agree that Chetwynd has a wonderful business community and a great deal of culture. Events like the annual Chetwynd International Chainsaw Carving Championship help to boost business and community spirit. They are grateful for everything their small town has provided them over the years.

Caron Creek RV Park



Main: 250-788-2522
 John Hart Hwy
 Chetwynd, BC V0C 1J0

Hours
 Open daily, year round

**accommodations and tours
 camping-sports & recreation**

WHY JOIN THE CHAMBER

Let us help your business!

<p>VISIBILITY</p> <p>STAND OUT & get noticed as an active member of your community!</p> 	<p>GROWTH</p> <p>Economic Growth in bringing people to the area by promoting tourism & events</p> 	<p>VOICE</p> <p>We advocate on your behalf! Gain access to legislatures through Chamber efforts.</p> 	<p>CREDIBILITY</p> <p>Your reputation matters! Chamber Membership is respected by the community!</p> 	<p>DISCOUNTS</p> <p>Member to Member Discounts increase your buying power.</p> 	<p>NETWORK</p> <p>It's NOT just who you know, it's who others know! Networking is Powerful!</p> 
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Guest Column from #ChamberMember SJA Promo

Why is everything out of stock?

SJA PROMO

FOR MORE INFO
sjaPROMO.ca

Looking for *Christmas* PROMO?

With worldwide labour and inventory shortages, this year is going to be a race to secure inventory!



Let us help you win the race!

The sooner we get started, the more options you'll have! As stock is depleted, suppliers will not be able to quickly replenish and your options will be more limited.

Talk to us today about your holiday appreciation order for employees and customers.

Advertising they thank you for!



250-785-7741
sales@sjaPROMO.ca

It all started with the toilet paper. And once everyone had their two-year supply carefully tucked away, and the shelves were restocked, most of us thought the supply chain issues had been resolved. So why, almost two years later, are we still having so much difficulty finding items consistently in stock?

First, while spending more time at home, we went back to hobbies and activities that we had not done for a long time. The increased demand for products to support our new hobbies created supply issues which, for the most part, industry was able to respond to and get shelves restocked.

Then, we headed outdoors in greater numbers and the demand for outdoor equipment grew and again, stock levels dwindled and it increased demand on raw materials and components which impacted production of other items.

With each new shortage, it became harder for industry to rebound. Labour intensive production ground almost to a halt with capacity restrictions and outbreaks. And even once production started ramping up, there simply wasn't enough capacity to ship everything being produced overseas. When suppliers managed to secure cargo space, shipping costs rose dramatically.

Just when we thought it couldn't get worse, labour shortages created more delays. Whether it was staff to be able to unload container ships or staff to produce, stock or sell the items once they finally arrive, getting products to end consumers became more challenging.

As consumers became more and more aware of supply chain issues, we tried to protect ourselves by buying more when things came back in stock, keeping the cycle going.

As we head into the Christmas season, expect this trend to continue. So, what's the moral of the story? Be patient with sales staff (trust me, they wish they had that item in stock), be flexible and start early this year.

Canadian
Chamber of
CommerceChambre de
Commerce
du Canada

BUSINESS RECOVERY

BULLETIN

Cyber. Right. Now. Leading the Global Cybersecurity Future

In an increasingly interconnected and digital world, accelerated by the pandemic, cybersecurity is an ever more vital topic for Canadians, government, and businesses alike.

Canadians should be proud that our country has a strong cybersecurity foundation in place, with a number of significant global companies calling Canada home. While the recently released 2021 federal budget did dedicate significant investments in cybersecurity to secure government IT infrastructure, it made no specific commitment to help Canadian businesses boost their cybersecurity measures.

At the same time our most direct competitors in the U.S., Israel, and UK are investing billions. The OECD has also raised a red flag: while the majority of the OECD is increasing R&D investment – being led by the United States, Japan, Germany and Korea – Canada is one of only a few countries where R&D investment is “stagnant”. With far less investment in Canadian cybersecurity, Canada now finds itself at risk of being left behind.

Small and mid-sized organizations in particular are in need of greater cybersecurity threat awareness, protection, and training to utilize the full suite of tools at their disposal to keep Canadians safe from bad actors. Cybersecurity expertise should be supported to provide the necessary protection and training.

Cybersecurity is part of a vast digital ecosystem that connects communities across Canada and around the world. In 2018, Canada’s 340 cybersecurity companies contributed \$2.3 billion to Canada’s GDP and 22,000 high-skilled, well-paying jobs. Continuing to sustain innovation and build trust in this digital world demands continued growth of cybersecurity capacity. Digital expansion, hastened by COVID-19, has created significant opportunity right now to create high-skilled, well-paying jobs, increase exports, and contribute to Canada’s economic recovery. This moment might never come again.

Canada is well-positioned on cybersecurity, but our global competitors are moving fast. Increased investment in cybersecurity stands to benefit communities across Canada from both job creation and from improved Canadian cybersecurity accessibility and protection. *continued on next page*

Here's how Canada can lead the global cybersecurity future

There are three key areas Canada must improve upon:

- Growing Canada's economy by accelerating the competitiveness of Canada's cybersecurity industry.
- Securing Canadian critical infrastructure, supply chains, and businesses of all sizes from cyber threats by investing in cybersecurity at levels comparable to Canada's G7 peers.
- Boosting Canada's cybersecurity skill-set and career opportunities by making cybersecurity education, talent development, and retention a national priority and by investing in programs that diversify and expand the cyber workforce pipeline.

Time is of the essence. Recent data from the Canadian Survey on Business Conditions shows that 1 in 5 Canadian organizations experienced cybersecurity incidents in 2020. This includes 6.6% that experienced more cybersecurity incidents in 2020 compared to 2019. Further, 1 in 4 organizations reported that adopting technologies was "somewhat" or "extremely" challenging.

Canadians are concerned too. According to the 2021 Edelman Trust Barometer, 65% of Canadians are worried about falling victim to a cyber-attack. This is the second highest worry, behind only a fear of job loss (75%). Cyber-attack is an even bigger worry than COVID (60%) and climate change (63%). This concern extends to business leaders as well: PwC Canada reports that 80% of Canadian CEOs say they are concerned about cybersecurity as a threat to growth.

Canada's digital expansion has been accelerated by COVID at a pace unimaginable before the pandemic. There is a very significant opportunity to seize the moment of soaring global demand and solidify Canada's position as a global cybersecurity leader. Canada's diminished fiscal health means we simply cannot afford to miss this economic opportunity.

To grow Canada's economy by accelerating the competitiveness of Canada's cybersecurity industry, the Government of Canada should:

- Accelerate the commercialization of cybersecurity innovation in Canada by establishing and funding a Cybersecurity Commercialization Program that bridges the gap between cybersecurity research and cybersecurity product development and optimization in high-impact and high-reward areas.
- Modernize Research and Development programs to reward companies undertaking high risk research where near-term returns on investment are absent. This should include providing wage and payroll tax subsidies, tax credits, focused R&D support, and other incentives to generate cybersecurity-related Intellectual Property in Canada.
- Create opportunities for made-in-Canada cybersecurity products and services by establishing a Cybersecurity Technology Early Adoption Program that encourages public and private entities to become early adopters of cybersecurity products and services developed in Canada, with particular emphasis on high growth areas, such as IoT and smart cities cybersecurity, critical infrastructure security (including health care), software supply chain security, AI-driven cybersecurity, and post-quantum encryption.

Stimulate cybersecurity innovation in Canada through public sector procurement by making government technology procurement practices more agile, challenge-based and outcome-driven. Also, create more opportunities for cybersecurity start-ups, scale-ups, and underrepresented and/or unrepresented groups (such as Women, Indigenous peoples, Black persons, persons with disabilities, LGBTQ+), who own or lead small businesses by leveraging existing policies, such as the Industrial and Technological Benefits policy and accelerating efforts by Public Services and Procurement Canada to increase the diversity of bidders on government contracts.



FREE webinar presented by Small Business BC DIGITAL MARKETING FOR EXPORTERS - November 30 at 9:30 AM to 11:00 AM

In recent months, BC-based businesses have become increasingly reliant on digital marketing to reach customers where they're most comfortable – online.

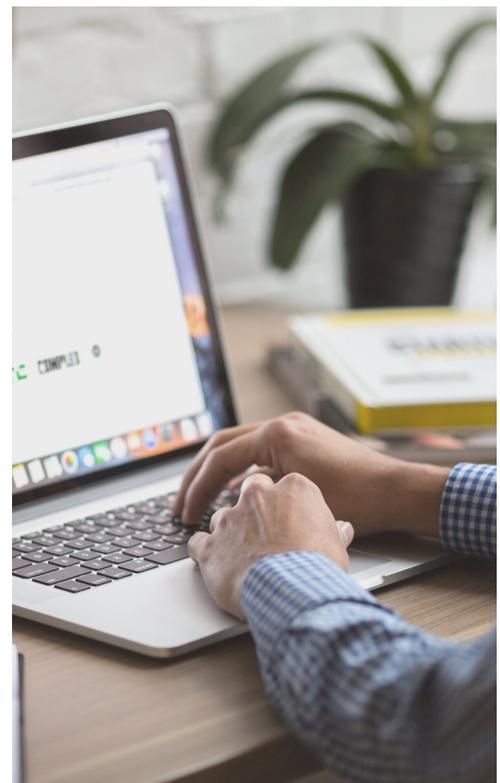
This great 'Digital Transformation' is something all businesses will need to adapt to, especially if they're looking to expand beyond the borders of British Columbia.

Join us for this FREE interactive webinar and learn the basics of digital marketing for exporters. You'll discover best practices in selecting sales channels, key website tips for attracting buyers outside of BC, as well as the industry jargon and buzzwords you need to know to optimize your digital marketing dollars.

WHAT WILL I LEARN?

- Understanding the online customer journey
- The art of choosing the correct keywords for your marketing copy
- How to direct traffic to your website
- Selecting the correct online marketing and sales channels
- Cultural preferences and behavior online

Link to register: [Digital Marketing for Exporters - **Small Business BC**](#)



2021 Shop Local Campaign is Coming

But...let's make it all year long

Shop Local campaigns are a good thing. But this year—and all subsequent ones, if you ask us—let's celebrate more than a season of shop local, let's celebrate an entire year of local. Why settle for just a few weeks?

Many small businesses were hit exceptionally hard because of their lack of e-commerce options. While big box stores gobbled up the lion's share of online orders (Walmart's online orders increased by 79% in the 3rd quarter of 2020 alone), many small businesses struggled to launch an online component, much less market that one was available. It was a hard learned lesson and one many simply weren't prepared for.

When we talk about shopping small or shopping local, we always mention how the money stays in town. But let's break that down a bit.

According to Fundera, "small businesses generate \$68 of local economic return for every \$100 spent with them."

On the other hand, it's estimated that for every \$100 spent at a large business, only \$43 stays in the community, according to the Civic Economics Study in Grand Rapids, Michigan.

A local business that is thriving and growing is also much more likely to:

- Hire more employees
- Support a local sports team or PTA
- Sponsor an event
- Give to a local nonprofit or charity.

According to the Seattle Good Business Network, small businesses donate 250% more than larger businesses to non-profits and community causes.

- Give bonuses to employees
- Expand into a new product or service line
- Pay employees more or be able to afford offering benefits or better benefits or employee perks
- Move into a larger location, which may help a landlord who hasn't been able to rent the space
- Pay additional tax dollars that help fund local needs like police, fire, and infrastructure

So as our shop local holiday season sneaks up on us (and be prepared because this year's program is going to be HUGE) remember to #SupportChetwynd.



The BC Chamber presents:

THE BC CHAMBER OF COMMERCE INVITES YOU TO THE
Collective Perspective 2021
 with Bruce Anderson

Thursday, November 18, 2021
 Virtual Event
 4:00pm - 6:00pm PST

BC Chamber of Commerce



As BC's largest and most broadly-based business organization, the BC Chamber of Commerce is where members and partners regularly look to learn what's on the minds of the business community across the province.

Each year, we invite you to share your perspective on business through the Collective Perspective Survey that delivers B.C.'s most comprehensive economic snapshot, touching every region and sector in the province. We use the information to inform our policy and advocacy efforts and share the results directly with key government leaders.

The BC Chamber of Commerce invites you to attend the Collective Perspective 2021 virtual event on November 18, from 4:00pm to 6:00pm PST. Abacus Data's Bruce Anderson, one of Canada's most respected pollsters, will present the results of the survey.

This year we'll contextualize survey responses and explore the following issues:

- Your confidence in government
- Impacts of the pandemic on future goals

The future of global trade (from a BC perspective)

The greening of BC's economy, and the impacts of climate change on BC businesses.

The virtual event is now open for registration*. **Get your tickets today.** Have you taken our Collective Perspective Survey yet? **Take the survey here** and be entered for a chance to win one of three \$250 VISA Gift Cards!



TRADE SHOW

April 1, 2 & 3, 2022

Advertise your business, service or product

Contact us to book your spot NOW!

Call to book a booth or download
an Exhibitor's Package at
www.chetwyndchamber.ca/trade-show

For more information call the
Chetwynd Chamber at 250-788-3345 or
email manager@chetwyndchamber.ca

10' x 10' Booths
Home Based Tables
Non-Profit Tables

As per current Public Health Orders, proof of vaccination is required for all vendors, attendees, contractors, staff & volunteers

Are you a part of BC MindReader? You should be!

You'll participate in surveys on topics you care about. All related to BC business and the provincial economy.

Information gathered through BC MindReader informs our advocacy efforts and policy direction. We don't just gather insights, we also share it back with you—so you can make data-driven decisions about your business.

Members are segmented by sector, region, gender (and more) to give us—and YOU—better insight into various business demographics. Head to www.bcmindreader.com and sign up!



We want to promote your business with Swag Friday

Does your business or company have promotional swag? If so we would love to be your LIVE billboard - we'll wear 'em, write with 'em, drink out of 'em and brag about the product on social media!

WE LOVE TO PROMOTE OUR MEMBERS!

Contact us today at manager@chetwyndchamber.ca



BC Chamber of Commerce
Know what's on BC's mind.

POWERED BY
VISIONCRITICAL™

Join the BC Chamber **MindReader™** platform— a totally free member benefit!

JOIN MINDREADER NOW!

The **BC Chamber** and your local chamber are excited to announce a provincial first.

BC's biggest and broadest business network has teamed up with Vision Critical to bring you the **MindReader™** platform.

MindReader™ is a new cloud-based platform that allows our provincial network to have more timely, impactful conversations

Share your views - and we can cut more red tape!



Covid 19 immunization clinic hours in Chetwynd

WHEN:	WHERE:	ADDRESS:	DETAILS:
<ul style="list-style-type: none"> Nov 3, 10, 17, 24, 30 (10 am to 4 pm) *Closed between 12 pm and 1 pm <p>You can also contact #ChamberMember Chetwynd Drugmart at 250-788-3393 to book specifically for the Moderna Vaccine.</p>	Chetwynd Primary Care Clinic	5125 50th St Southwest, Chetwynd, BC	<ul style="list-style-type: none"> 12+ booked appointments and limited drop-in Please call the clinic at 250-788-7300 to book an appointment Booster doses require an appointment for those eligible

Flu clinic information

To book your flu vaccine: contact the Chetwynd Recreation Centre Influenza Clinic 4552 North Access Road, Chetwynd Phone: 250-788-7300

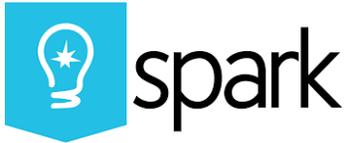
Canada's #1 Plan for Employee Benefits

See why 30,000 business owners selected this plan!
chamberplan.ca





Chamber Perks & Benefits



Spark Insurance* is offering members significant discounts on non-profit insurance packages and has created an efficient online application process that takes less than 5 minutes; saving your non-profit and charity organizations time and money. Spark Insurance offer nine types of nonprofit insurance in one package. For more information on Spark Insurance, please contact Chetwynd Chamber of Commerce at 250-788-3345



BC Chamber members receive discounts off the posted pump price for gasoline, diesel and retail purchases with the Shell Triton Card. For more information or to apply, please drop in to the Chetwynd Chamber of Commerce or email us at manager@chetwyndchamber.ca



Kubera has replaced VersaPay as the preferred processing provider for BC Chamber of Commerce Members! Continuing on as the dedicated payments services relationship manager for Chamber of Commerce members across BC, is Chris Browes (formerly of VersaPay). Chris Browes and his BC based team of integration and payments security experts at Kubera Payments will continue to be the authorized representatives of BluePay implementing these payments services.



Chamber members can now receive hotel and car rental discounts in Canada and around the world for unlimited business and leisure travel. Hotel savings may be as much as 50%, and average 10 to 20% below market rates. Savings on car rentals may exceed 35%, with over 1200 car rental suppliers at over 30,000 locations across 175 countries around the world. Contact the Chetwynd Chamber at 250-788-3345 for more information!



Staples Advantage is the world's largest business-to-business supplier of office essentials, print solutions, promotional products and office furniture solutions. Businesses know the challenges they face; Staples Advantage works with companies to build a specialty program that meets their demands. BC Chamber members can access the Staples Advantage discount program, which provides savings on office essentials, print solutions and more. For more information or to apply, contact the Chetwynd Chamber.



Over 25,000 businesses purchase group benefits from the Chambers Plan. Comprehensive benefit packages apply to home-based businesses and small business firms - with no industry restrictions. For-profit businesses with three people and up are eligible for guaranteed coverage. Flexible group plans are also available for larger firms with up to 35 employees. All plans start with employee life insurance. Your Chambers Plan advisor can help you select the right options for building as comprehensive a plan as you wish to meet your exact needs and fit your budget. Benefit options include life, health, dental and travel care insurance, vision care, short and long-term disability, business overhead benefits and many others. Guaranteed renewable contract. For more information, please contact the Chetwynd Chamber.



Canada's only national airport parking company, Park'N Fly offers BC Chamber Members exclusive, lower than web rates which can be used for both leisure and business travel. BC Chamber Members that travel frequently can register online to expedite their service and receive the discount automatically every time they park with us, additional services are included with rewards program.



Petro Canada offers Chamber members 2.0 cents per litre off all grades of gasoline & diesel. 5% discount on all parts and labour at Centigard Car Care Centres. 5% discount on vehicle propane. Individually numbered credit card for each vehicle. For more information, please contact the Chetwynd Chamber of Commerce



Sign up for Constant Contact through your Chamber of Commerce and get a discount of up to 25% - even if you're already a Constant Contact customer
www.constantcontact.com



Chamber members can now receive hotel and car rental discounts in Canada and around the world for unlimited business and leisure travel. Hotel savings may be as much as 50%, and average 10 to 20% below market rates. Savings on car rentals may exceed 35%, with over 1200 car rental suppliers at over 30,000 locations across 175 countries around the world. For more information, contact the Chetwynd Chamber for rates and codes.

Payworks



Payworks Chamber of Commerce Affinity Program Not just a service provider - your business partner. Canadian-owned Payworks provides comprehensive, innovative and integrated web-based Payroll, HR and Employee Time Management solutions to businesses across Canada. Their integrated online solutions increase payroll accuracy and reduce costly errors. They are easy to use, and like all Payworks solutions, they are backed by unparalleled client support. Payworks goal is to help you run your payroll as quickly and easily as possible, while maintaining the highest levels of accuracy, reliability, and service. This is how we work. For more info, contact www.payworks.ca or the Chetwynd Chamber



The BC Chamber of Commerce and Imperial Oil are please to offer the Esso Business Card Program to all members. Delivered through Esso, this program saves a member business 3.5 cents per liter off the posted pump price at any ESSO-branded service station in Canada. You can also collect valuable Aeroplan miles on your purchases. Stop by our office and pick up an application form.



The Chetwynd Chamber of Commerce and Chetwynd Pencil Box Pro in beautiful downtown Chetwynd offers price matching on all inks and toners comparative to Staples Office supplies.



BCMIndReader.com is an online insight community that amplifies your business's voice. Now you can share your concerns and feedback directly with government; influence the decisions that affect your bottom line; and make informed choices about your business, in your region and sector. Sign up today!



Talent Forward: Hire a Student: Funding resources, information, and one-to-one consulting help our members get connected to student talent across B.C.



BC Business Magazine: SubscriptionL Chamber members can access a one-year subscription to BC’s premiere business magazine for only \$12.



Purolator: ShippingLEarn volume discounts starting at 25% on Purolator Express® and Purolator Ground® services.



Anova Energy extends its services to member businesses seeking to meet their carbon emissions obligations under government regulations or to become more “green”.



Payment Processing with Elavon, For more than 25 years, Elavon has been rated among the top five global leaders in payment processing, leveraging the world’s best technologies for our partners from locally owned small businesses, to large worldwide enterprises. Elavon is the innovative, secure and global partner for your payment processing needs, whether you do business online, mobile or in-person.



Get preferred rates on group home, auto, travel, commercial and D & O liability insurances.



Rogers for Business Association Program: Managed by Vesta Networks, Rogers for Business brings discounts on a variety of products and services such as wireless data, voice, wireline and Microsoft 365.



Chambers Shipping Program (Freightcom): Enjoy discounted rates on shipping within North America and worldwide.

DID YOU KNOW?

Chambers Are:

Community Leaders

gathering and sharing information from local, state and national resources

Quickly Adapting

to their ever changing mission - always keeping their business community in the forefront

Becoming Experts

in the areas of small business loans, state and federal disaster relief, human resources and virtual communications

Embracing and Developing

new advertising tools, marketing campaigns and virtual events

Strengthening and Growing

local, regional, state and national relationships



Innovative. Collaborative. Energetic. Tireless. Servant Leadership.