

# NEWSLINE

A BUSINESS PUBLICATION OF THE **Fulton Montgomery**  
REGIONAL CHAMBER OF COMMERCE



June 2020

## Chamber Adapts, Ramps Up to Support Local Commerce

By Jessica Ford  
Newsline Editor

Leaders and staff at the Fulton Montgomery Regional Chamber of Commerce kicked into high gear to support the business community in the region, as soon as it was apparent that the COVID-19 pandemic would have a severe effect on the local economy.

Despite working remotely, the Chamber team met several times each week to strategize ways to help all community businesses with resources, information and marketing support.

Mark Kilmer, President of the Chamber, explained, "During this time, have been doing our best to actively support our Chamber members in every way possible, but additionally ALL organizations and individuals throughout Fulton and Montgomery counties. When difficult times arise, we are a community first."

**To Support Regional Businesses**, Fulmont "Open For Business" was launched on the Chamber's website and social media outlets. This public list allows the area's open businesses to post their hours of operation, contact information and special instructions, so that customers know how to access all of those still able to serve. The Chamber also developed a restaurant-support program, encouraging residents



Nicole Walrath, Fulton Montgomery Chamber Director of Workforce Development, left, and Jenna Patterson, Chamber Business and Education Partnership Coordinator, show off the lunch bags given to truckers during the inaugural "Feed the Truckers" event held on April 27 in Fultonville. The event was spearheaded by St. Johnsville resident and retired teacher Phoebe Sitterly to thank truckers for their service and dedication, with a bagged lunch. A second event was set for mid-May.

to utilize take out options. Chamber staff members have been reaching out to members, simply to ask how they are doing, and to remind them that we are here to offer help in any way we can.

Businesses that would like to include their name and information in "Open for Business" can visit the Chamber's website, [fulmontmontgomeryny.org](http://fulmontmontgomeryny.org) to fill out a form.

In addition, local restaurants have been featured extensively in social media led by the Tourism Department of the Chamber, with lists, promotions of specials and contests to encourage local residents to enjoy take-out from area eateries.

**To Showcase Community Leadership**, the Chamber has been an active cheerleader for positive actions happening in our area. We've been sharing daily stories on the Chamber's Facebook pages and in other publications to highlight the many ways that our businesses are adapting to the crisis, collaborating and reaching out to help others. We are also posting virtual tours and other learning materials from businesses, for the benefit of local students.

**To Help Businesses Get Through This Crisis,**

See Support, on page 5

## Blueberry Hill Farm To Offer Delicious Bounty This Summer

By Jessica Ford  
Newsline Editor

There is nothing more delicious than the ripe summer blueberries you gather yourself at a pick-your-own farm.

Peter Orszulak, his wife Philippa and their kids would have to agree. They purchased land and a second home more than 14 years ago in Oppenheim as an escape from a busy life in Greenwich, CT. They knew they wanted to grow blueberries as part of their experience here, and started planting. Around 2,500 bushes later, they are ready to share that bounty with everyone.

Blueberry Hill Organic Pick-Your-Own will open to the community on weekends from mid-July through mid-August this year. With rows of blueberry bushes spaced 10 feet apart, going blueberry picking could be a perfect "socially-distanced" way to enjoy the outdoors, spend time with family



The land at Blueberry Hill Pick-Your-Own in Oppenheim is ready to burst into bloom for rows and rows of organic blueberries this summer. Shown from left to right are Mark Kilmer, President of the Fulton Montgomery Regional Chamber of Commerce, and Blueberry Hill Owners Peter Orszulak, his daughter Sydney and wife Philippa.

and friends, and take home a mound of juicy berries to enjoy. Pickers will enjoy 40 different rows of bushes, each spaced 10 feet apart, and at least for this summer, guests will be assigned their own row, to help maintain distance from others.

Peter Orszulak explained

that Blueberry Hill has been a place for he, his wife, and three children to be immersed in nature. The kids are young adults now, with the youngest set to graduate high school this year. He is a licensed arborist and loves the outdoors. He said, "I enjoy watching the bees polli-

nate the plants in the spring, the sunshine and blueberries in the summer, and getting back to the woods for hunting in the fall."

Blueberry Hill is located at 220 Belden Corners in Oppenheim. Hours will be Saturdays 9 a.m. to 5 p.m. and Sundays 9 a.m. to 2 p.m.



Pickers can bring their own containers or use this provided by the farm. Pricing is by the quart, and is expected to be around \$3.50 this year.

There is no need to call ahead. However, it is always a good idea to contact the farm or watch the Facebook page to find out when the berries are ready for picking at the beginning of the season.

Blueberry Hill is on Facebook, search for "Blueberry Hill - Grahamberries" or call (203) 223-1796.





**We are the leading voice of business in the region providing advocacy, resources and solutions for our members.**

*Newsline* is published by the  
Fulton Montgomery Regional Chamber of Commerce  
in partnership with *Daily Gazette Co., Inc.*

### Officers 2020

<u>Chair of the Board</u>	<b>Denis Wilson</b> , Fulmont Community Action Agency
<u>Chair-Elect</u>	<b>Lorraine Hohenforst</b> , HFM Boces
<u>Immediate Past Chair</u>	<b>James Landrio</b> , Holiday Inn Johnstown-Gloversville
<u>First Vice Chair</u>	<b>Carl Marucci</b> , Community Bank
<u>Secretary</u>	<b>Laurence Kelly</b> , Nathan Littauer Hospital & Nursing Home
<u>Treasurer</u>	<b>Trevor Evans</b> , <i>Leader Herald</i>

### Directors 2020

**Elizabeth Bridge**, Liberty Industries  
**Scott Bruce**, St. Mary's Healthcare  
**Martin Callahan**, Helmont Mills-Gehring Industries  
**Rosalie Faber**, Flooring Authority  
**Joe Galea**, JAG Manufacturing  
**Juanita Handy**, Crum Creek CSA  
**James Jankowski**, Jankowski Insurance Agency  
**Lillian Johnson**, HTCP, Healing Touch Practitioner  
**Jason Packer**, Hill & Markes  
**Amy McCray**, C.G. Roxane  
**Wes Ostrander**, Randall Implements  
**Greg Truckenmiller**, Fulton Montgomery Community College  
**Robin Wentworth**, Wells Nursing Home

### Staff

**Mark Kilmer**, President/CEO

**Becky Dutcher**, Financial Administrator/Office Manager  
**Anne M. Boles**, Director of Tourism Development  
**Tara Ryzek**, Tourism Associate  
**Nicole Walrath**, Director of Workforce Development  
**Jenna Patterson**, Business and Education Partnership Coordinator  
**Nicole Tennant**, Executive Assistant  
**Janet Davis**, Director of Membership and Member Services

**Fulton Montgomery Regional Chamber of Commerce**  
 2 N. Main Street, Gloversville, NY 12078  
 1166 Riverfront Center, Amsterdam, NY 12010  
 (518) 725-0641 | (518) 725-0643 (fax)  
[www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org)  
 Facebook: FMChamberNY | Instagram

#### Fulton County Tourism

[www.44lakes.com](http://www.44lakes.com) | Facebook: Visit Fulton County, NY  
 Twitter: @SeeFultonCounty

#### Montgomery County Tourism

[www.visitmontgomerycountyny.com](http://www.visitmontgomerycountyny.com)  
 Facebook: Visit Montgomery County NY  
 Twitter: @MCNYTourism

## Letter from the President

# Census More Important Than Ever to Our Community



**Mark Kilmer**  
President/CEO

The COVID-19 pandemic has impacted our lives in ways that most of us have never experienced before. The disruption to our business, social and financial norms has hit every level of society in ways that we could have never imagined. Everyone is feeling the pain in some way.

Sadly, although this horrible virus will be defeated, the impact caused by this storm will have to be weathered for some time. When considering the number of businesses disruptions, lost jobs, the cost of government disaster programs as well as added costs and lost revenue to federal, state and municipal treasuries, everyone will continue to struggle with the negative effects for years to come.

Several weeks ago, most of us received our 2020 Census forms in the mail, and I'm sure many were set aside with the intention of getting to it later. Suddenly we're hit with this disaster, and the many distractions that came with it, and those forms may have been forgotten.

This year it is more important than ever that you complete and send in the Census, especially considering all that we are, and will continue to be, going through. Residents of New York State, our region, and your community will need to be counted so that we can get our fair share during a very uncertain future. It is critical in times like these that our hospitals, first responders, schools, etc., as well as local and state governments continue to get the proper amount of funding to ensure that all essential programs remain intact to help return us to normal.

The Census will also determine districting and amount of representation at both the state and federal levels.

I filled out and returned mine and it only takes minutes. It can be done online, by phone or by mail. Help better secure the future of you and your children by completing the 2020 Census. What you do – or in this case, don't do – will matter.



**2 North Main Street,  
 Gloversville, New York 12078**  
 (518) 725-0641 • fax (518) 725-0643  
**1166 Riverfront Center,  
 Amsterdam, New York 12010**  
 (518) 725-0641 • fax (518) 684-0111  
 E-mail: [info@fultonmontgomeryny.org](mailto:info@fultonmontgomeryny.org)  
 Website: [www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org)

#### Member of

American Chamber of Commerce Executives Association  
 Business Council of New York State  
 Center For Economic Growth  
 Chamber Alliance of New York State  
 Fulton County Center for Regional Growth  
 Fulton County Farm Bureau  
 Montgomery County Farm Bureau  
 New York State Farm Bureau

# REOPENING, REBUILDING

## Guidance, Advice Available For Businesses Managing the 'New Normal,' and Preparing to Restart Operations

By Jessica Ford

Newsline Editor

Fulton and Montgomery businesses are among the first in the state to resume activity as COVID-19 cases begin to decline, but, "Business As Usual" is a thing of the past.

As businesses navigate the challenge of reopening, a great deal of information, advice, and tips are available both from the New York State Government for official reopening guidelines; and from many of the great minds in business for more generalized counsel on ways to mitigate the impact of the many changes facing all organizations.

Reopening New York: Phase 1 began on May 15 for businesses in construction; agriculture, forestry, fishing and hunting; retail (limited to curbside or in-store pickup or drop off); manufacturing and wholesale trade. The state plans to reopen on a regional basis as each region meets the criteria necessary to protect public health.

According to the NYS Government "Forward Opening Guide," available at [governor.ny.gov/programs/new-york-forward](https://governor.ny.gov/programs/new-york-forward), different regions have different requirements. The impact

### The CHAMBER is HERE for BUSINESSES

For local information and resources, including access to webinars and information sessions relevant to the local business community, contact the Fulton Montgomery Regional Chamber of Commerce at (518) 725-0641 or visit [www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org).



**Fulton Montgomery**  
REGIONAL CHAMBER OF COMMERCE

of the COVID-19 pandemic has been starkly different in different states and different regions throughout the country. Governor Andrew M. Cuomo has said the plan is subject to change, and is evolving continuously.

The guide states, "The unique density of Downstate New York, for example, combined with a large number of airline passengers flying into our regional airports – more than fly to any other State – made New York the most impacted state in the coun-

try, while states with spread out populations and little interstate travel, like Montana, were relatively less impacted. Similarly, the course of the pandemic has differed in different regions within New York. Yates County, for example, did not have a COVID-19 diagnosis until April 1. By that time, Long Island had nearly 20,000 confirmed cases, and New York City had over 50,000. A smart response must be sensitive to these regional differences, allocating resources based on need."

As business categories become eligible to reopen, all businesses, including essential businesses, must develop a COVID-19 Health and Safety Plan. Plan information may be found <https://forward.ny.gov/industries-reopening-phase>. The COVID-19 Health and Safety Plan should include the ways in which each business intends to comply with the Guidance, to safely reopen.

Mandatory guidelines and recommended best practices are available to businesses for each industry in each phase of reopening.

Phase Two includes professional services; retail; administrative support; real estate / rental & leasing. Phase Three includes restaurants / food services; and Phase Four includes arts / entertainment / recreation; and education.

To find guidance for a specific industry, visit <https://forward.ny.gov/industries-reopening-phase>.

For a list of guidelines in short and in detail, as well as templates for a business reopening safety plan, visit [forward.ny.gov](https://forward.ny.gov).

**See Reopening,  
on page 5**

## Local Woman's 'Feed the Truckers' Events A Great Success

St. Johnsville resident and retired teacher Phoebe Sitterly used her "great appreciation" for truck drivers, and their dedication to serve, as the inspiration for an event to thank them with a bagged lunch, held in April in Fultonville. The event was such a hit that she held a second event in May, titled "Sandwiches 4 Semis, A Free Meal to Say Thank You."

The truck drivers event featured a boxed meal for drivers passing through Nationwide Transportation Brokers, just off the Thruway at 58 Riverside Drive in Fultonville. Nationwide Transportation owner Vince Gramuglia hosted both events. The second event was also sponsored by St. John's Reformed Church in St. Johnsville.

Sitterly and a team of volunteers welcomed any truck drivers to stop for a meal. The NYS Truckers Association assisted in getting the word out with advertising and posts.

A flyer soliciting donations for the event explained, "Truck drivers are heroes in this troubling time -- keeping our stores stocked with items we all need more than ever. Some businesses do not want to let them in their facilities to use restrooms, and truck stops are starting to close down their showers."

Sitterly is not new to taking action on behalf of others in the community. She said



St. Johnsville's Phoebe Sitterly

that during her career in education as a social studies teacher, she helped students and their families for many years.

Despite some hesitation by a few individuals during the planning phases of the event,

**See Truckers, on page 4**

### Business Leaders,

As we all know, the world has changed suddenly, drastically and without warning, and these changes are affecting us in ways we could have never imagined.

My prayers go out to each and every one of you.

The Chamber is committed to helping in any way we can, to assist our local businesses in working through this very difficult time, and to help you get back to a semblance of normality.

Since this disaster started, the Chamber has attempted to reach out to all members to provide information, resources, webinars and programs, and often just to offer a friendly and supportive voice to speak with.

Below you will find a link to a business survey. It is important that every business in the region, regardless of size, complete this survey so that we can get a better idea of the impact of the disaster and how we can continue to serve your needs.

We will collect and tabulate the data, and all identifying information will be kept confidential. We will share the results with our county and state economic development partners, along with our county governments.

I thank you in advance for helping us to determine how we can best help you.

We are resilient and strong, and we will succeed.

**Mark Kilmer**

**President,**

**Fulton Montgomery Regional Chamber of Commerce**

**Please visit the link below to fill out the survey:**

[www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org)



## Truckers, continued from page 3

Sitterly pushed forward and did not give up. "At points I was getting a bit discouraged with some people questioning like it was too much to accomplish," she said.

But then the outpouring of support began. She said, "Price Chopper in Gloversville was my first success. The manager recognized me and agreed to give chips and fruit, and she called the Palatine store to tell them to do the same! I visited all of the Subways, and Subway of Amsterdam donated all 200 subs! I am over the moon with joy."

These successes started the ball rolling, and then everything fell into place. Sitterly found partnerships in CG Roxanne LLC in Johnstown, that donated Crystal Geyser bottled water for the event, as well as the Fulton Montgomery Regional Chamber of Commerce Tourism Department, that donated reusable lunch bags for the truckers. Chamber staff members also volunteered at

the events.

Sitterly noted for the second event, "This second event will largely be supported by cash donations, that have just kept coming in. Ripepi's will be helping to make the subs, Family Dollar in Gloversville is donating a lot of chips and various goodies, CG Roxanne is donating all the water, and the Fulton Montgomery Regional Chamber is donating bags. We will again be giving away 200 meals for the truck drivers. The out pouring of cash donations - the people in Fulton and Montgomery Counties are so kind and generous. They want to help truck drivers so much- it is just so amazing! I can't thank our wonderful community enough."

Fulton and Montgomery County Director of Tourism Development Anne Boles said, "Phoebe has done an amazing job gathering resources and donations to help make our truckers feel appreciated. Along with recreational visi-

tors to our counties, truckers spend money daily at our local truck stops. Local residents are beneficiaries of the sales tax revenue they leave behind. During this unprecedented time, we want them to know that they are welcome and we are grateful that they are still on the job every day for our benefit."

Sitterly said candy bars were donated from Stewarts Shops, and pieces of fruit were donated from Hannaford in Gloversville. Walmart in Gloversville and Herkimer offered gift cards and Beech Nut donated snack bars.

There have also been many cash donations, which have been greatly appreciated, Sitterly stated. She plans to use those funds to create additional events for other essential employees. She is working with restaurants in the area to plan a hot meal or similar event to show appreciation to those in the community who are continuing to serve others.

Sitterly said she is forever grateful for the volunteers who were at the first event and will be at the second event on the 19th. Fulton Montgomery Regional Chamber of Commerce staff members Nicole Walrath and Jenna Patterson volunteered at the first event. Walrath stated: "To be a part of what Phoebe Sitterly has organized for the truck drivers by providing lunch, is just a small token to show our gratitude. We truly appreciate all of the long hours and hard work our front line workers are putting in."

Patterson said - "Phoebe is an outstanding person and I'm so grateful to be a part of this event that she put together. Seeing the smiles and gratitude that the truckers felt when I was handing them food made my entire day, and it showed me that it meant so much more to them than it did to us. I can't tell you how many times I heard "God bless you."

## Tulips Stun on Mohawk Valley Gateway Overlook Bridge



Blooming tulips stun on the Mohawk Valley Gateway Overlook (MVGO) Bridge in Amsterdam. In the fall of 2019, United States Congressman Paul Tonko, in conjunction with the Netherlands Embassy, secured a donation of 10,000 tulips for the bridge. The Van Eijk tulip bulbs were planted on both the north and south sides of the MVGO and on the entire length of the bridge as well. The donation was made possible through the generosity of Niels Mulder and the world renowned Unex, Inc. Dedicated on August 31, 2016 by New York State Lieutenant Governor Kathleen Hochul, accompanied by Congressman Paul Tonko (the main proponent of the project), the bridge is open from spring until the first snowfall in winter. Spanning 511 feet between the north and south banks of the Mohawk River, the structure uniquely combines a park-over-the-water setting with an introduction to the history of the Mohawk Valley and its peoples, told through nearby examples from the City of Amsterdam. Twelve stopping points along the north and south ends are marked with icons representing major topics in the history of the valley.

## Johnstown's Sunflower Shoppe Still Serving Women

While The Sunflower Shoppe, the clothing shop run by the Elizabeth Cady Stanton Hometown Association at 26 W. Main Street in Johnstown, is currently closed to the public, the Association is still dedicated to their mission of serving underserved women.

Run exclusively by a staff of over 50 volunteers coordinated by volunteer manager Sandy Fiesinger, The Sunflower Shoppe is closed as current social distancing rules are observed. "However, if there are women in need of clothing, please let us know and we will arrange a drop off," stated Fiesinger.

Anyone with an immediate need is asked to call (518) 736-1255.

**Want to reach  
almost 3,000  
BUSINESSES/  
BUSINESS  
OWNERS**



**every month?**

**This is the place,  
advertise in**

**Newsline**

**Fulton**  **Montgomery**  
REGIONAL CHAMBER OF COMMERCE

**contact**

**Mary Anne Semkiw,  
(518) 843-1100 ext. 120  
msekiw@recordernews.com**



## Reopening, continued from page 3

Each re-opening business must develop a written Safety Plan outlining how its workplace will prevent the spread of COVID-19. A business may fill out this template to fulfill the requirement, or may develop its own Safety Plan.

This plan does not need to be submitted to a state agency for approval but must be retained on the premises of the business and must be made available to the New York State Department of Health (DOH) or local health or safety authorities in the event of an inspection.

Additional guidance is available through Empire State Development's "Reopening Resources for Businesses" at [esd.ny.gov/nyforward](https://esd.ny.gov/nyforward).

To have additional questions answered for businesses in Fulton, Herkimer, Montgomery, Oneida, Otsego and Schoharie counties, contact the Regional Control Room through the email [mvnyf@esd.ny.gov](mailto:mvnyf@esd.ny.gov).

### PIVOT, REINVENT

In conjunction with their own efforts to pivot and reinvent business during the COVID-19 crisis, several companies have issued free guidance on ways to navigate through the changed business landscape, find new ways to boost business, and get inspiration from other small business owners to help you figure out what to do next.

For local information and resources, including access to webinars and information sessions relevant to the local business community, contact the Fulton Montgomery Regional Chamber of Commerce at (518) 725-0641 or visit [www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org).

No-cost seminars on growing your business virtually are available, and tips abound on how to conduct sales and service online, as well as how to manage people from afar. Hill & Markes in Amsterdam offers several free webinars with cleaning and health experts, with topics including: "Prevention & Protection: COVID-19 and Influenza"; "COVID-19 Long-term and Education

Facilities" featuring Clorox Scientist, Lori Strazdas; "Measures businesses can take to protect facilities against COVID-19" with a panel of highly trained experts; and "Information on the Paycheck Protection Program" with Kevin Harrigan from Capital Bank.

To access these webinars, visit [hillnmarkes.com/covid19](https://hillnmarkes.com/covid19).

Some additional resources follow, as curated by the Association of Chamber of Commerce Executives:

#### Comcast Business Community

The Comcast Business Community page features lots of helpful content for businesses of all sizes. They also recently launched partnerships with several companies that provide small business tools. Visit <https://cbcommunity.comcast.com/community/response>

Topics include:

- Webinar Series: Keeping Business Moving Amid Disruption — A free webinar series on how business can adapt in times of rapid change.

- FYI: Tools & Services to Help You Stay Connected

- Connecting with your colleagues and customers is more important than ever.

- Using Data and Technology to Deliver More Human Customer Experiences

- Using Social Media & Video to Stay Connected to Customers

- 5 Essential Steps to Get Your Business Up and Running Digitally

- Best Practices to Maintain Cybersecurity of Your Business from Anywhere

- Keep your small business secure from wherever you are.

- Managing the Suddenly Distributed Workforce

- Workforces are going remote. Get key tips to make the transition.

#### Harvard Business Review

Harvard Business Review is offering free instant access to its new ebook "Coronavirus and Business" to help you make sense of the unprecedented

coronavirus crisis and -- lead your employees through it.

Visit: <https://store.hbr.org/product/coronavirus-and-business-the-insights-you-need-from-harvard-business-review/10440?sku=10440E-KND-ENG/>

#### Constant Contact

Constant Contact launched its Small Business Support Kit, which includes industry-specific action plans, live marketing advice and enhanced email packages that include free e-commerce and website builder tools.

Topics include:

- Make a Plan: Download your Small Business Action Plan and learn specific steps you can take for your industry to find solutions and protect your business.

- Engage and Sell Online: A Website Builder and ecommerce tools are available for FREE to all our email marketing packages to help with marketing during this uncertain time. You can get your online store up and running to sell products, gift cards or virtual classes, and communicate to customers fast.

- Learn New Skills: Join daily at 11am EST for a live demonstration of how to get started with your Constant Contact tools.

- Get to Work: Join a weekly webinar series for practical advice about putting your Action Plan to work.

- Get Expert Help: We can set up your online store and design your new website with a matching email template. Plus, we can manage your marketing for you with a variety of plans to meet your budget and needs -- now at a reduced cost.

- Open an Online Store: Create a free online storefront and easily sell products, services, or gift cards with credit card payments.

- Sell in More Places: Sell your products across marketplaces like Amazon, eBay, and Etsy with Ecomdash. Consolidate all orders into one platform and keep your products synced 24/7. To help you get started, all Constant Contact users get a special offer.

- Apply for relief funding

We've partnered with Kabbage to help you access critical funds through SBA's Paycheck Protection Program. Apply online for the relief funds your business needs.

Visit [www.constantcontact.com/support-for-small-business-in-these-challenging-times](http://www.constantcontact.com/support-for-small-business-in-these-challenging-times)

#### Grow with Google

Grow with Google is hosting a livestream on May 6 to help small businesses discover tools, tips and resources to help them manage their business remotely.

Register now for Grow with Google's Manage Your Business Remotely in Times of Uncertainty livestream! Discover tools, tips and resources to help you manage your business remotely during the COVID-19 crisis. Learn how to update critical business information online to keep customers informed, host virtual meetings and events, and access documents from anywhere. We'll also share the latest resources from Google and other partners to help support small businesses.

Visit <https://events.withgoogle.com/gwg-livestream/registrations/new/>

#### Insperity

Insperity's blog is filled with HR advice and tips for supporting your chamber employees and member businesses during the crisis.

Visit <https://www.insperity.com/blog/>

#### Other Online Resources

A Google search for "Business and COVID" leads to many additional sites for thoughtful perspective on business in the new working normal. Some highlights include:

[www.sba.gov](http://www.sba.gov): United States Small Business Administration

[www.mckinsey.com](http://www.mckinsey.com): McKinsey & Company, global management consulting firm

[www.uschamber.com](http://www.uschamber.com): United States Chamber of Commerce

[www.cdc.gov](http://www.cdc.gov): United States Centers for Disease Control

[www.brookings.edu](http://www.brookings.edu): Brookings Institution

## Support, continued from page 1

the Chamber has taken on the responsibility of ensuring that business leaders in this region have every information resource they need during this unusual time. Daily informational e-blasts offer the latest development/regulations coming out of Albany and Washington so that company leaders can navigate this rapidly changing landscape. We continue to search for and provide webinars and information

to share with members, including discussions with our state and national representatives.

**To Serve Others Regionally, Nationally and Internationally**, the Chamber has fielded calls from local, national and international media outlets seeking information on how progress is being made in reopening Upstate New York. Reporters from the Associated Press, local news stations, as well as international reporters from Tokyo and the

Netherlands have reached out to seek information. Whenever appropriate, Kilmer said he has referred the reporters to Chamber member businesses to enhance their exposure.

The Chamber held a town-hall style meeting online with Congresswoman Elise Stefanik in May. More than 80 local business owners joined in the call, and some asked questions about topics including the Paycheck Protection Program; and to advocate for



**Congresswoman Elise Stefanik**

their specific industries. Some expressed frustration about the provisions made in the CARES Act and with difficulty applying for and receiving PPP funding, and some asked for help for their particular business.

# New York State 2021 Budget Passed at \$178 Billion\*

## \*Division of the Budget Announces Financial Plan In Consideration of COVID-19

Governor Andrew M. Cuomo signed the 2021 Executive Budget for the State of New York in early April, enacting several new policies under the banner of “2021 Making Progress Happen.”

The New York State Division of the Budget announced in April the FY 2021 Enacted State Budget Financial Plan, which projects a \$13.3 billion shortfall, or 14%, in revenue from the Executive Budget Forecast released in January and estimates a \$61 billion decline through FY 2024 as a direct consequence of the COVID-19 pandemic. As a result, in the absence of Federal assistance, initial budget control actions outlined in the Financial Plan will reduce spending by \$10.1 billion from the Executive Budget. This represents a \$7.3 billion reduction in state spending from FY 2020 levels.

Released with the Financial Plan is an assessment of the pandemic’s impact on the New York State economy developed by Boston Consulting Group at the State’s request. Prior to March 2020, under Governor Cuomo’s leadership, New York enjoyed a decade of prosperity. During that decade, 1.3 million jobs were created – a 20% increase in private sector employment – to reach a record high as unemployment dropped from 8.9% to 3.7% and wages rose by 47%. However, now, as a result of the COVID-19 pandemic, New York State’s economy will lose \$243 billion over the course of the full recovery, the equivalent of 14% of the State’s Gross Domestic Product (GDP). The COVID-19 recession will be deeper and the recovery longer than the 2008 Great Recession and the recession that followed the terrorist attacks of September 11, 2001.

The BCG assessment aligns with DOB’s economic projections and revenue estimates that it will drop by \$13.3 billion this fiscal year and \$61 billion over the next four years.

The \$10.1 billion in spending reductions from the levels proposed in the Executive Budget include an \$8.2 billion reduction in “aid-to-localities,” a broad spending category that includes funding for health care, K-12 schools, and higher education as well as support for local governments, public transit systems, and the State’s not-for-profit partners who deliver critical services to the most vulnerable New Yorkers. State agency operations will be reduced by 10%, along with other savings.

The 2021 Executive Budget for the State of New York enacted several new policies under the banner of “2021 Making Progress Happen.”

The plan featured a \$33 billion five-year plan to combat climate change,

including a new plan to streamline government bureaucracy to deliver renewable energy projects faster; a \$25 billion expansion of New York’s largest-in-the-nation building program, bringing it to \$275 billion; an historic \$28.5 billion investment in education while reforming funding formulas to prioritize support for poor schools; and an expanded Excelsior free college tuition program to include families making up to \$150,000 per year.

The Executive Budget also included a new proposal to ban foreign-influenced corporations from making campaign contributions; the most funding in the state’s history – an additional \$64 million – to provide services to people who are homeless, including those with mental illness; investments to combat child poverty and \$157 million to expand the Empire State Child Tax Credit, serving 400,000 families with children under 4 years old; and an additional \$25 million funding to harden security infrastructure at non-public schools and cultural organizations vulnerable to hate crimes.

The budget plan also included proposals to ban the sale of flavored e-cigarettes and cap insulin co-payments at \$100 per month. It will continue middle class tax cuts for 4.7 million New Yorkers making under \$300,000 a year; cutting small corporate business taxes, benefiting 36,000 taxpayers and saving them \$35 million; enacting a Paid Sick Leave program impacting 1.3 million New Yorkers; closing the rape intoxication loophole; expanding banking services for low-income people; and proposing an inclusive Equal Rights Amendment.

The Governor’s proposal will reform the current Medicaid system with a new Medicaid Redesign Team co-chaired by Michael Dowling of Northwell Health and labor leader Dennis Rivera. The MRT II will work to reform the program and identify \$2.5 billion in savings this year by finding industry efficiencies or additional industry revenue with zero impact to beneficiaries.

State Operating Funds spending is \$105.8 billion – an increase of 1.9 percent (State Operating Funds exclude Federal funds and capital). All Funds spending is \$178 billion for FY 2021.

### Highlights For Commerce

(to review the entire New York state budget in detail, visit [governor.ny.gov](http://governor.ny.gov).)

### \$33 Billion Five-Year Plan to Combat Climate Change

The budget includes a \$33 billion five-year plan to combat climate change that will include: \$3 billion

Restore Mother Nature Bond Act supplemented by \$740 million in additional state funding; \$28 billion for green energy; and \$1.5 billion for carbon-free transportation. The Governor also proposes reforms to approve renewable projects faster, with the State taking the lead in getting sites shovel ready for “our green energy future.”

### \$275 Billion Infrastructure Program

Starting with an initial \$100 billion investment, and followed up in the FY 2020 Budget with a second \$150 billion investment, this Budget begins the support for expanding the total investment by \$25 billion to \$275 billion with new investments in transit, roads and bridges. The second phase, newly expanded \$175 billion infrastructure plan builds on the Governor’s initial \$100 billion plan and includes \$87 billion for transportation, including mass transit, railroads, airports, highways, bridges, and tunnels across the State. \$35 billion for improving environmental facilities and parks, and the development of green energy. \$11 billion for economic and community development. \$9 billion to further the State’s investment in the construction of high-quality, affordable housing for the people of New York. \$19 billion to help school districts build new and better school buildings. \$14 billion to improve and maintain SUNY and CUNY buildings, State health care facilities and other capital assets.

The \$275 billion infrastructure program will also include funding for the Empire State Trail; modernization of the New York State Fair; and the \$1 billion New NY Broadband program, ensuring broadband internet access for all.

### New School Aid Funding Formula

Since 2012, New York State has increased funding for education by 43 percent, and this year the Governor’s main goal is to ensure education equity. In 2019 the Governor mandated that districts disclose the amount of funding distributed to each individual school. However, wealthier school districts still spend approximately \$36,000 per student as opposed to \$13,000 per student at poorer school districts. To ensure State funds are used to reduce funding disparities, the FY 2021 Budget will increase School Aid by \$826 million, bringing the total annual investment to a record \$28.5 billion, with 85 percent of the Foundation Aid increase going to the highest-need districts. To further prioritize poorer schools and ensure education equity, the Governor is proposing a new School Aid Funding Formula to properly distribute funds and build up

underserved school districts.

### Continuing Middle Class Tax Cuts

Governor Cuomo will continue to lower Personal Income Tax rates for middle-class New Yorkers. In 2020, the third year of the multi-year tax cuts enacted in 2016, income tax rates have been lowered from 6.85 percent to 6.09 percent for taxpayers in the \$43,000-\$161,550 income bracket, and to 6.41 percent in the \$161,550-\$323,200 income bracket. These cuts are expected to save 4.7 million New Yorkers over \$1.8 billion this year. Furthermore, income tax rates will continue to drop to 5.5 percent for taxpayers in the \$27,900-\$161,550 tax bracket and 6 percent in the \$161,550-\$323,200 bracket. When the cuts are fully phased in, middle class taxpayers will have received an income tax rate cut up to 20 percent, amounting to a projected \$4.2 billion in annual savings for six million filers by 2025. As the new rates phase in, they will be the State’s lowest middle-class tax rates in more than 70 years.

### Lowering Tax Rates by 40 Percent for Small Businesses

Cuomo will enact comprehensive tax relief for small businesses, including reducing the corporate tax rate for small businesses from 6.5 percent to 4 percent, which will benefit 36,000 taxpayers and save them \$35 million.

### Establishing Paid Sick Leave for Working New Yorkers

Businesses with five to 99 employees will provide their employees at least five days of job-protected paid sick leave per year and businesses with 100 employees or more will provide at least seven days of paid sick leave per year. Smaller businesses, with four or fewer employees, will guarantee five days of job-protected unpaid sick leave to their employees every year. Small businesses already providing paid sick leave will be able to so.

### Green Economy & Environment

This past decade was the hottest ever recorded, and the five hottest years in history have all occurred since 2015. New York will enact a \$33 billion five-year plan to combat climate change. This nation-leading, first of its kind plan will transition the State to renewable power while combatting climate.

### Restore Mother Nature

Centered on the Governor’s \$3 billion Restore Mother Nature Bond Act, New York State will reduce flood risk, invest in resilient infrastructure

**See Budget, on page 7**



## Budget, continued from page 6

and revitalize critical fish and wildlife habitats by connecting streams and waterways, right-sizing culverts and dams, restoring freshwater and tidal wetlands, reclaiming natural floodplains, restocking shellfish populations and upgrading fish hatcheries, preserving open space, conserving more forest areas, replanting more trees, reducing contamination from agricultural and storm water runoff, and expanding renewable energy. This wide-reaching environmental conservation and resiliency investment includes support from the Department of Environmental Conservation and the Environmental Protection Fund. This is a key component of the Governor's \$33 billion five-year plan to combat climate change.

### Green Energy

New York will be on course to achieving 70 percent of its electricity from renewable sources by 2030, and zero greenhouse gas emissions from the electricity sector by 2040. To help achieve these goals, the Climate plan invests \$28 billion through NYSEERDA, New York Green Bank, NYPA and the Regional Greenhouse Gas Initiative to develop, support and expand carbon-free energy production, build the infrastructure such as transmission lines and energy storage that make renewable energy sources viable and work with our regional partners in driving down carbon emissions. This is a key component of the Governor's \$33 billion five-year plan to combat climate change.

### Banning Single Use and Packaging Styrofoam Products

To build on the progress of last year's plastic bag ban, the Governor is proposing new legislation to prohibit the distribution and use of expanded polystyrene, commonly known as Styrofoam, single-use food containers and packaging materials by January 1, 2022.

### Renewing Funding for the Environmental Protection Fund

The Budget continues EPF funding for a second straight year at a record high \$300 million. Appropriations include \$39 million for solid waste programs,

\$89 million for parks and recreation, \$152 million for open space programs and \$20 million for the climate change mitigation and adaptation program.

### Building A New NY

New York is investing more today in roads and bridges than at any period in our State's history, and the state has already completed \$65 billion in construction, more than any state in the nation.

#### DOT Capital Plan

The FY 2021 Budget will support \$11.9 billion for the two-year DOT Capital Plan that will transform New York's highways, bridges, rail, aviation infrastructure, non-MTA transit and DOT facilities. Compared to the final two years of the last DOT Capital Plan, this is an increase of \$3 billion, or 33 percent.

#### Upstate Airport Economic Development and Revitalization Competition Round 2

The FY 2021 Budget will invest up to \$100 million to continue transforming upstate airports with Round 2 of the Upstate Airport and Economic Development Revitalization Competition. Airports across the state will be encouraged to submit proposals to enhance safety and economic development, improve airport operations and access, reduce environmental impact and create better passenger experiences.

#### Reimagining the Erie Canal

Building on the findings of the Reimagine the Canal Task Force, the New York Power Authority, which now oversees the Canal Corporation as a subsidiary, will invest \$300 million over the next five years to integrate the Empire State Trail and Erie Canal through a new program that will stimulate tourism and economic development, address environmental challenges unknown a century ago, and create an asset that will improve the quality of life in communities along the 360-mile spine of the Erie Canal. A first phase of funding will start this year that will have two parts: a \$100

million economic development fund to invest in communities along the Canal and a separate \$65 million investment in solutions that will help prevent ice jams and related flooding in the Schenectady area. The remaining \$135 million of the plan's funding will subsequently be allocated to research recommended by the Reimagine Task Force, as well as to solutions related to flood mitigation, invasive species prevention and ecosystem restoration.

#### Regional Targeted Investments

Expanding New York's Drone Corridor: The Governor is investing \$9 million to establish an unmanned aerial system experimentation and test facility at Griffiss International Airport in Rome, Oneida County. This "Skydome" will be a year-round indoor research facility to support the safe experimentation of drone technology and techniques, further strengthening the Mohawk Valley and Central New York as a hub for innovation.

#### Launching Next Round of the Downtown Revitalization Initiative

The Downtown Revitalization Initiative is transforming downtown neighborhoods into vibrant communities where the next generation of New Yorkers will want to live, work and raise families. Participating communities are nominated by the State's ten REDCs based on the downtown's potential for transformation. Through four rounds of awards, each winning community was awarded \$10 million to develop a downtown strategic investment plan and implement key catalytic projects that advance the community's vision for revitalization. The FY 2021 Executive Budget provides \$100 million for a fifth round of the Downtown Revitalization Program.

#### Continuing the Successful Regional Economic Development Councils

In 2011, Governor Cuomo established 10 Regional Economic Development Councils to develop long-term regional strategic economic development plans. Since then, the State has invested more than \$6.9 billion through the REDCs, funding more than 8,300 projects and support-

ing more than 240,000 jobs across the state. The FY 2021 Executive Budget includes \$750 million to continue our aggressive, bottom-up regional economic development strategy through the transformative REDC initiative.

### Combating Division And Ensuring Public Safety

#### Increasing and Modernizing Emergency Response Capacity

Over 60 percent of New York counties have been flooded twice in the past 10 years. We must be ready to handle these increasing, life-threatening, emergency situations. It is a new and growing challenge for our state operations. The FY 2021 Executive Budget sustains \$12 million in capital funding to increase and update the State's emergency response capacity so our brave women and men have the right equipment to do their jobs.

#### Legalizing Cannabis

This year Governor Cuomo is proposing a comprehensive regulatory approach to legalize cannabis, creating a new Office of Cannabis Management to specialize in cannabis regulation - overseeing the medical, adult-use and hemp programs. The proposal will administer social equity licensing opportunities, develop an egalitarian adult-use market structure and facilitate market entry through access to capital, technical assistance and incubation of equity entrepreneurs. The proposal will also correct past harms to individuals and communities that have disproportionately been impacted by prohibition. To safeguard public health, the proposal limits the sale of cannabis products to adults 21 and over and establishes stringent quality and safety controls including oversight over the packaging, labeling, advertising and testing of all cannabis products. These efforts will be done in coordination with neighboring states Connecticut, New Jersey and Pennsylvania. The Governor will also propose creating a first of its kind Global Cannabis and Hemp Center for Science, Research and Education with SUNY and other expert partners.

## Liberty ARC a Winner of Albany 2020 Top Workplaces Award

Liberty ARC has been awarded a Top Workplaces 2020 honor by *The Times Union*. The list is based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage, LLC. The anonymous survey uniquely measures 15 drivers of engaged cultures that are critical to the success of any organization: including alignment,

execution, and connection, just to name a few.

"For more than a decade, the Top Workplaces award has helped organizations stand out among their competitors to attract talent," said Eric Rubino, CEO of Energage. "This differentiation is more important than ever in today's tight labor market. Establishing a continuous conversation with employees so you have a

deep understanding of your unique culture is proven to help achieve higher referral rates, lower employee turnover, and double the employee engagement levels. No longer is recognition simply a much-deserved cause for celebration, but it's fast becoming mission-critical to establish a competitive advantage for recruitment and retention."

"Being designated a Top

Workplace for a second year in a row by our workforce is a great honor," said Jennifer Saunders, Liberty ARC CEO. "Liberty ARC's culture is one of respect, empowerment, innovation and collaboration; our commitment to this culture is the reason we are receiving this award. Liberty's outstanding workforce is second to none and we thank them for their valuable input."

## Next Edition of Popular Leadership Training Planned For September

The Fulton Montgomery Regional Chamber of Commerce plans to hold the second edition of its popular 8-week Executive Training Program, in partnership with Sandler Training of Cohoes.

Dates for the trainings will begin on Wednesday Sept. 9, 2020 and be held for 8 consecutive Wednesdays. Individual training locations are yet to be determined. Sessions will run from 8-10 a.m., with discussion and tour from 10-11 a.m.

The training will take the methodologies of the sales industry's most powerful selling system, and apply them to the issues of management.

The comprehensive training program will be hosted by various Chamber member businesses, and each week's session will include 2 hours of instruction, followed by discussion led by the host business, along with a tour of the site.

The course will teach skills and processes for various topics including recruiting and hiring the best candidates for your team; understanding and communicating with your staff members; staging effective meetings; leadership roles such as supervising, training, coaching and mentoring; and setting goals, time management, and delegation.

Luke Scarchilli of Sandler Training explained the goal of the Executive Training series will be to help business leaders enhance their

skills. He explained, "Your job as a leader is not to sell; it is to direct, motivate, and teach others to do the selling for you. Outstanding performance requires a realistic sales plan, including goals and the strategies for accomplishing them."

The curriculum's topics include addressing issues when teams have unmet sales or goals forecasts; helping leaders to transfer the people skills they have mastered to the management of other employees; and creating a formula for finding and hiring the right people.

"Do you every wonder how successful your team might be if you got help on these issues," Sandler asked?

Topics to be taught include: Staging Effective Meetings; Managing Work Relationships; Conflict Management; Building Your Team: Recruiting a Superstar; Building Your Team: Hiring a Superstar; Improving Team Performance: Training and Mentoring; Coaching and Providing Field Support: Pre-Call, Call & Post Call; Improving Team Performance: Supervising; Maximizing Personal Performance: Time Management & Delegation

More information will be available in the coming weeks from the Fulton Montgomery Regional Chamber of Commerce. To hold a place for the training, contact Nicole Tennant at the Chamber, (518) 725-0641 or email [info@FultonMontgomeryNY.org](mailto:info@FultonMontgomeryNY.org).

### Executive Training Program



Presented by the Fulton Montgomery Regional Chamber of Commerce and Sandler Training of the Greater Capital District

**This Comprehensive Training Program is Geared Specifically To High-Level Administrators and Key Business Leaders**

*"Do you every wonder how successful your team might be if you got help on specific issues including inspiring your team, hiring the right people, being a great supervisor, coach and mentor, and even managing your own time more effectively?"*

**DATES:** 8 Wednesday morning sessions, Sept. 9, 2020 through Oct. 28, 2020.

**TIMES:** 8-11 a.m. each week, includes discussion and tour at host company location

**COST:** Series cost is \$999 per attendee

**FOR MORE DETAILS:** More information will be available in the coming weeks from the Fulton Montgomery Regional Chamber of Commerce. To hold a place for the training, contact Nicole Tennant at the Chamber, (518) 725-0641 or email [info@FultonMontgomeryNY.org](mailto:info@FultonMontgomeryNY.org).

## Caroga Arts Collective Announces Cancellation of 2020 Music Festival

The Caroga Arts Collective announced that due to COVID-19 the group will cancel the regularly programmed Caroga Lake Music Festival in 2020.

Artistic and Executive Director Kyle Price and Board Chair Rick Ruby published a letter recently, stating, "The health and safety of our community, artists, and staff are our top priority and this was the most sensible decision for everyone in mind."

The letter noted, "Around this time of year, Caroga Arts is usually hustling in preparation for the big Summer season and the Caroga Lake Music Festival. Volunteers are contacting prospective meal and housing donors, season schedule flyers are appearing in mailboxes, and artists are counting down the days until the festival begins. For the last couple of months, however, we have been carefully analyzing the potential impact of the coronavirus pandemic."

The group is already hard at work planning the 2021 season which will celebrate the 100th birthday of Sherman's and the 10th anniversary of Caroga Lake Music Festival. They are also developing virtual platforms for Caroga Arts to continue to engage with its community, friends and artists.

Virtual programs currently offered, and can be found on the Collective's website, [CarogaArts.org](http://CarogaArts.org). Events include: Happy Hour Music Quarantalk (Thursdays); "The Loon Call" (Mondays): A weekly podcast providing insight into Caroga Arts from Artistic Director Kyle Price; Lakeside Classics (ongoing): A series of new videos of CLMF performances from our archives available on the Caroga Arts YouTube Channel; Your Body Is Your Strad Virtual Institute (June 2-13): With a lineup of star-studded faculty from the U.S. and Europe, the Virtual Institute is an enrichment program for students, professionals and educators worldwide; and Caroga Reflections (coming soon!): A call for stories surrounding first-hand experiences at the MyHil/Schine property and Sherman's Amusement Park to archive the properties' history and help shape our vision for the future of the historic sites.

Price said, "We are looking forward to building a bigger than ever Caroga Lake Music Festival season in 2021 on the grounds of Sherman's Park – which our team will continue to make improvements on this summer – and throughout the community. It is your dedication to Caroga Arts that will carry us through these unprecedented times, and we are forever grateful. Caroga Arts will be waiting on the other side of the door with great anticipation, and as soon as we are able to open that door, together, we'll celebrate the return of life and music in the serene backdrop of the Adirondack mountains. Thank you for your continuing support."

## PPE Suppliers Sought by Chamber

The Fulton Montgomery Regional Chamber of Commerce plans to publish a list of all Chamber Members that are able to provide Personal Protective Equipment, either through ordering or production.

Any PPE suppliers can email the Chamber at [info@fultonmontgomeryny.org](mailto:info@fultonmontgomeryny.org) to be part of the list. Please provide a logo, plus 2-3 sentences regarding what they can provide to the community as a PPE supplier, as well as a link to their website.



## Chamber Scholarship Applications Due June 30, 2020

The Annual Scholarship Program offered by the Fulton Montgomery Regional Chamber of Commerce will continue as planned, with an updated application deadline of June 30, 2020.

The scholarship program was established in 1986 to provide financial assistance for students interested in pursuing a course of college study.

This year's program will consist of four one-time \$1,000 awards. To be eligible for a Chamber Scholarship, a student must be a high school senior graduating from a Fulton or Montgomery County high school in June 2020 and must be entering a 2- or 4-year college or university as of September 2020.

The recipients of the scholarships will be selected by the Chamber's Scholarship Committee. The application, essay, references and a copy of your academic transcript must be

postmarked by 5 p.m. on Tuesday, June 30, 2020 to the Fulton Montgomery Regional Chamber of Commerce at 2 N. Main Street, Gloversville. This date has been extended from May 1, 2020. Applications are available online by clicking on the "News & Events" tab at [www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org) or by emailing school counselors. Applications can also be submitted by email to [info@fultonmontgomeryny.org](mailto:info@fultonmontgomeryny.org).

The Chamber's Scholarship Committee will make its decision based on the applicant's essay, academic achievement, community involvement, economic needs and information provided by the two references. The decision of the committee is final. Recipients will receive the monetary award subject to providing verification of college enrollment. Please visit [www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org), or visit the Chamber Facebook page for updated information.



**Janet Davis**  
Director of Membership  
and Member Services

[Membership@fultonmontgomeryny.org](mailto:Membership@fultonmontgomeryny.org)

First of all I would like to say how excited I am to work for the Chamber.

I started the first week of March and have enjoyed every minute of it. I am a former Banker and love being around people, and helping them any way I can. The Chamber is the perfect place to do just that.

Shortly after I started, the crisis hit and we all had to begin working from home. I had only been to one event and really had not gotten to know our members, but soon I realized many may need our help.

Mark and I decided it would

## Membership News

be a good time to contact our members and tell them we are here to help with their concerns.

Every day I call as many members as possible, introduce myself, and see if there is anything we can do to help. Many have needed direction with the various government loans, others have general questions which we try to answer, and if we cannot, we give them a call back with the answers. I realize what a rough patch this has been. The Chamber is here to help and we want to let our members know we are available.

I think sometimes it is just nice to reach out to people and see how they are doing. In just these few weeks, I have learned so much about our members' businesses and how they operate. Many are family owned and many are one-person operations. Businesses are all shapes and sizes.

I think everyone is concerned about the future. We all have to stick together and get through this tough time. No one expected anything like this to happen in their lifetime, so let's all come together and work together to get through this crisis. Remember the Chamber is here to help.

## Welcome New Members!

Thank you for making an investment in your business, and in our region, with Chamber membership.

**Blueberry Hill**  
(203) 223-1796  
220 Belden Corners Road,  
Oppenheim  
Visit on Facebook

*Pick-Your-Own Blueberry Farm with more than 2,500 bushes makes a perfect summer spot for delicious fruit and wholesome fun for the whole family. Open weekends mid-July through mid-August. Visit us on Facebook for more information.*

## Alzheimer's Association Offers Helpline, COVID-19 Tips

A free service offered by the Alzheimer's Association of Northeastern NY allows specialists and master's-level clinicians to offer confidential support and information to people living with the disease, caregivers, families and the public.

Helpline specialists are available to assist callers with information relative to COVID-19 and Alzheimer's.

A release said, "With more than 400,000 New Yorkers living with Alzheimer's and 1 million caregivers in our state, the dedicated Programs Team is making educational programs and support groups available via phone or video conferencing."

You can find a list of groups and dial-in information at [www.alz.org/northeasternny](http://www.alz.org/northeasternny). There are also tips available for dementia caregivers at home and for individuals in assisted living on the website, as well as a 24/7 Helpline ready to assist at (800) 272-3900. For tips on caregiving for both professionals and families visit [www.alz.org/help-support/caregiving/coronavirus-\(covid-19\)-tips-for-dementia-care](http://www.alz.org/help-support/caregiving/coronavirus-(covid-19)-tips-for-dementia-care).

## Hospice, Quilt Guild Offer Memory Bears to Loved Ones

Mountain Valley Hospice launched a Memory Bear program in collaboration with the Sew Busy Quilt Guild earlier this year. Each bear created has its own unique story that is sure to melt your heart.

A release from the organization said, "We knew we wanted to do more to preserve the memory of our loved ones."

The first bear delivered went to Gary W. who lost his partner in crime, Dennie H. The couple shared amazing times together traveling in their renovated bus before Dennie got sick. The bear means a great deal to Gary, as he admired Dennie and her artistic abilities. Years back, she designed Cabbage Patch dolls to resemble their adventurous sides (see pictured).

The second bear was made in memory of Mary D. Mary's daughter, Maryann V., said the bright and cheerful shirt used to create the bear was something her mother loved to wear. The bear also features multi-color buttons, which is a reminder of Mary's fun-loving spirit! Maryann is pictured with MD (the bear) and her mother's portrait.

The Memory Bears were made with love by the Sew Busy Quilt Guild. Hospice officials said, "We cannot thank the guild enough for choosing MVH as one of their charitable projects! Be sure to check out their other work on their website, which can be found here – <https://sites.google.com/site/sewbusyquilt/home>."

The mission of Mountain Valley Hospice is to enhance the lives of those they serve by supporting what matters most to them. Mountain Valley Hospice supports patients and families in the Fulton, Montgomery, Saratoga and Hamilton Counties of New York State. The Nancy Dowd Hospice Home is an elegantly rustic, 8-bed facility with 24/7 care for those seeking comfort. Anyone can make a referral or request a tour of the building. For details, visit [mvhcares.org](http://mvhcares.org).



**Gary W. holds a memory bear created as a memorial to his partner in crime, Dennie H.**



**Maryann V. Holds a memory bear created from her mother's shirt, along with her mother Mary D.'s portrait.**



## Health Insurance News

Brought to you by:



As the coronavirus (COVID-19) pandemic continues to have an unprecedented effect on daily life, many business owners are looking forward to the future and a return to normalcy. However, even when stay-at-home orders are lifted and nonessential businesses are allowed to resume operations, there's a lot for organizations to consider before they reopen their doors. What's more, many of these considerations are workplace-specific and could be more involved depending on the industry you operate in.

To protect their customers and employees alike, it's important for organizations to do their due diligence before opening their business back up to the public following the COVID-19 pandemic.

### Determining When to Reopen

While many essential businesses (e.g., hospitals, pharmacies, grocery stores and gas stations) have remained open during the COVID-19 pandemic, other operations deemed nonessential have shut down temporarily or changed the nature of their operations. Not only has this led to significant business disruptions, but, for many, it has critically impacted their bottom line.

However, we may be nearing a time when stay-at-home regulations are scaled back and all

businesses are allowed to resume as normal. The question then is: How will business owners know it is acceptable to reopen? The following are some best practices to keep in mind:

— **Review guidance from state and local governments** – The COVID-19 pandemic impacts states and regions in different ways. Just because a business is allowed to reopen in one region of the country doesn't automatically mean your operations will be allowed to resume as well. As such, it's critical to understand and review all relevant state and local orders to determine if and when your business is allowed to reopen.

— **Understand the risks** – If and when the government allows all businesses to reopen, that doesn't necessarily mean COVID-19 is no longer a threat to your operations. What's more, some businesses may have greater COVID-19 exposures than others, underscoring the importance of performing a thorough risk assessment before reopening. Prior to conducting a risk assessment, it's important to review guidance from

the Occupational Safety and Health Administration (OSHA), state and local agencies, industry associations as well as your local health department. More information on conducting a risk assessment can be found below.

Again, before reopening, it's critical to seek the expertise of legal, insurance and other professionals.

### Conducting a Risk Assessment

Even after the government allows businesses to reopen, firms still need to determine if it makes sense to resume operations. Safely restarting your business won't be as simple as unlocking the front door.

Before reopening, businesses should perform a risk assessment to determine what steps must be taken. While the complexity of risk assessments will differ from business to business, they typically involve the following steps:

— **Identifying the hazards** – When it comes to COVID-19, businesses need to think critically about their exposures, particularly if an infected person entered their facilities. When identifying hazards, it's a good idea to perform a walkthrough of the premises and consider high-risk areas (e.g., breakrooms and other areas where people may congregate). It's also important to consider what tasks employees are performing and whether or not they are especially exposed to COVID-19 risks when performing their duties.

— **Deciding who may be harmed and how** – Once you've identified hazards to your business, you need to determine what populations of your workforce are exposed to COVID-19 risks. When performing this evaluation, you will need to make note of high-risk individuals (e.g., staff members who meet with customers or individuals with preexisting medical conditions).

— **Assessing risks** – Once you have identified the risks facing your business, you must analyze them to determine their potential consequences. For each risk facing your business, you'll want to determine:

— **How likely is this particular risk to occur?** – What are the ramifications should this risk occur?

When analyzing your risks, consider potential financial losses, compliance requirements, employee safety, business disruptions, reputational harm and other consequences.

— **Controlling risks** – With a sense of what the threats to your business are, you can then consider ways to address them. There are a variety of methods businesses can use to manage

their risks, including:

– **Risk avoidance** – Risk avoidance is when a business eliminates certain hazards, activities and exposures from their operations altogether.

– **Risk control** – Risk control involves preventive action.

– **Risk transfer** – Risk transfer is when a business transfers their exposures to a third party.

For COVID-19, control measures could include cleaning protocols, work from home orders and mandated personal protective equipment (PPE) usage. Additional workplace considerations can be found below.

— **Monitoring the results** – Risk management is an evolving, continuous process. Once you've implemented a risk management solution, you'll want to monitor its effectiveness and reassess. Remember, COVID-19 risks facing your business can change over time.

### Maintaining Workplace Safety Using OSHA and CDC Guidance

Once you conduct a risk assessment, you will need to act to control COVID-19 risks. Again, risks and the corrective steps that organizations take to address those risks will vary by business and industry.

Thankfully, there are a number of OSHA and Center for Disease Control and Prevention (CDC) workplace controls to consider if your risk assessment determines that COVID-19 poses a threat to your employees or customers. For instance, you should:

— **Implement administrative controls** – Typically, administrative controls are changes in work policies or procedures that reduce or minimize an individual's exposure to a hazard. An example of an administrative control for COVID-19 is establishing alternating days or extra shifts that reduce the total number of employees in a facility at a given time.

— **Utilize Personal Protective Equipment (PPE)** – PPE is equipment worn by individuals to reduce exposure to a hazard, in this case, COVID-19. Businesses should focus on training workers on and proper PPE best practices. Employees should understand how to properly put on, take off and care for PPE. Training material should be easy to understand and must be available in the appropriate language and literacy level for all workers.

— **Consider engineering controls** – Engineering controls protect workers by removing hazardous conditions or by placing a barrier between the worker and the hazard. For COVID-19, engi-

neering controls can include:

– Installing high-efficiency air filters

– Increasing ventilation rates in the work environment

– Installing physical barriers, such as clear plastic sneeze guards

— **Be adaptable** – You should be prepared to change your business practices if needed to maintain critical operations. This could involve identifying alternative suppliers, prioritizing existing customers or suspending portions of your operations.

— **Create a dialogue with vendors and partners** – Talk with business partners about your response plans. Share best practices with other businesses in your communities, and especially those in your supply chain.

— **Encourage social distancing** – Social distancing is the practice of deliberately increasing the physical space between people to avoid spreading illness. In terms of COVID-19, social distancing best practices for businesses can include:

– Avoiding gatherings of 10 or more people

– Instructing workers to maintain at least 6 feet of distance from other people

– Hosting meetings virtually when possible

– Limiting the number of people on the jobsite to essential personnel only

– Encouraging or requiring staff to work from home when possible

– Discouraging people from shaking hands

— **Manage the different risk levels of their employees** – It's important to be aware that some employees may be at higher risk for serious illness, such as older adults and those with chronic medical conditions. Consider minimizing face-to-face contact between these employees or assign work tasks that allow them to maintain a distance of 6 feet from other workers, customers and visitors.

— **Separate sick employees** – Employees who appear to have symptoms (i.e., fever, cough or shortness of breath) upon arrival at work or who become sick during the day should immediately be separated from other employees, customers and visitors, and sent home. If an employee is confirmed to have COVID-19, employers should inform fellow employees of their possible exposure to COVID-19. The employer should instruct fellow employees about how to proceed based on the CDC Public Health Recommendations for Community-Related Exposure.

See Health, on page 11



# St. Mary's Healthcare Leader Giulianelli to Retire

St. Mary's Healthcare President and CEO Vic Giulianelli will retire effective July 1, 2020, after a tremendous 40 year healthcare career that began at St. Mary's in 1980.

Giulianelli began at St. Mary's when he joined the newly constructed hospital as Assistant Director of the Community Mental Health Center. He served from 1982 to 2004 as the Vice President of Operations, and was then to lead St. Mary's Healthcare as the President and CEO.

A release from the organization said, "Through Giulianelli's commitment and leadership the St. Mary's Healthcare Ministry has seen amazing growth and progress. Early in Vic's career, his work was fundamental in building the foundation of our Behavioral Health program. St. Mary's has grown to be a behavioral health center of excellence, operating more than 35 programs in multiple counties for the treatment of individuals dealing with mental illness or addictions."

In 2009, he facilitated the unification of Amsterdam Memorial Hospital and St. Mary's Healthcare, acknowledging the history and success of both hospitals. "Leading with compassion, creativity and collaboration, Vic and the leaders of the acquisition preserved the vast majority

of employee jobs, more than 450 positions, and virtually all of the valued services. In 2015, St. Mary's opened a \$17 million outpatient diagnostic and treatment center, including a comprehensive Cancer Medicine Center. It has been said that Vic's enduring dedication to the communities and patients that need healthcare services has kept St. Mary's expanding access, despite federal and state regulation and the politically charged health insurance environment.

Vic has always had the innate ability to strategically envision a health care environment in which competing organizations work together to ensure a patient's treatment and recovery. He was chosen by fellow CEOs from the Capital Region to serve as chairman of the Alliance for Better Health Care, developing clinically integrated networks of care which are the foundation of the future of quality health care. Additionally, Vic has been a valued member and contributor in regional, statewide and national healthcare communities, including Iroquois Healthcare Alliance, the Healthcare Association of New York and Ascension.

Within Vic dwells a showman. He co-founded, organizes and sings in the annual Amsterdam Rotary Variety

Show; over the past 20 years, the show has raised over a quarter-million dollars for area charities. Moreover, he is the lead singer and front man for the rock-and-roll group, MedRock, composed of St. Mary's physicians and associates.

Vic has a passion for those who are suffering. In 2017, Hurricane Maria caused devastating damage, Vic's concern about the storm's impact on the large Puerto Rican community in Amsterdam, NY, inspired him to form a Puerto Rico Relief Committee. The Committee's goal was to address the needs of those displaced by the Hurricane and to raise money for both the island nation and the families impacted in our local community. Through a Live-Aid event more than \$64,000 was raised to help support relief efforts.

Vic's dedication to the poor and vulnerable has changed the lives of the homeless in Amsterdam. After reading an article describing local people living in tents in the winter, he commissioned his staff to address the problem. The outcome was Danielle's House, the first homeless shelter in the Fulmont Region. Although a collaborative effort, St. Mary's continues a

leadership role in combating homelessness."

The release stated that the Board and associates of St. Mary's Healthcare have been fortunate to work with Vic – a leader with vision, passion and commitment. As a long serving CEO in the Capital Region, the community has continued to benefit from his knowledge of health care in the past and his vision of health care for the future.

Officials said the path to this transition has been years in the making. As such, the Board of Directors of St. Mary's Healthcare announced the appointment of Scott Bruce as incoming President and CEO, effective July 1, 2020.

Bruce has a long and successful association with St. Mary's Healthcare, having worked at St. Mary's for 25 years. He has served as Vice-President of Operations since 2005. He is a graduate of Siena College and earned an MBA at the University of Connecticut. As COO, he managed a number of important service expansion and construction projects, including the award-winning Rao Pavilion, the establishment of several new Urgent Care, Specialty and Primary Care Centers and the expansion

of diagnostic and treatment services in Medical Imaging, Laboratory and the Surgical Suite. His role in the transitioning of Amsterdam Memorial Health Care into St. Mary's Healthcare was integral to the success of that unification in 2009.

The release stated, "Scott is a seasoned executive who is highly respected among his colleagues at St. Mary's and throughout the Capital Region for his knowledge, judgment, insight, analytical abilities and collaborative leadership. He is able to see the big picture while maintaining focus on mission and what drives performance on a daily basis. Scott has established an excellent rapport with his peers and with those who report to him. He is respectful, creative and ever mindful of the poor and vulnerable who seek care at St. Mary's. As one colleague stated, 'Integrity and values are the backbone of Scott's leadership style.'

The Board is confident that Scott is the right person to successfully lead the transition of St. Mary's Healthcare to independent status and insure a strong future for this organization enabling St. Mary's to serve this community for years to come."

## Health, continued from page 10

— **Support respiratory etiquette and hand hygiene** – Businesses should encourage good hygiene to prevent the spread of COVID-19. This can involve:

- Providing tissues and no-touch disposal receptacles
- Providing soap and water in the workplace or Placing hand sanitizers in multiple locations to encourage hand hygiene

— **Perform routine environmental cleaning and disinfection** – Businesses should regularly sanitize their facility to prevent the spread of COVID-19. Some best practices include:

- Cleaning and disinfecting all frequently touched surfaces in the workplace, such as workstations, keyboards, telephones, handrails and doorknobs.

- Discouraging workers from using other workers' phones, desks, offices, or other tools and equipment, when possible. If necessary, clean and disinfect them before and after use.

- Providing disposable wipes so that commonly used surfaces can be wiped down by employees before each use.

### Continued Safety

While resuming operations following the COVID-19 pandemic may seem like a daunting task, businesses don't have to go it alone. To help with this process, organizations can seek the help of their insurance professionals to determine what actions they need to take to ensure their business reopens smoothly.

To learn more, contact Bouche & Clarke Benefits, Inc. today.

## St. Mary's Healthcare to Pursue Future as Independent, Catholic Healthcare Ministry Local System Began Exploring Separation in 2015

Following what leaders called, "a thorough and prayerful review," the Board of Directors of St. Mary's Healthcare in Amsterdam, and the Board of Directors of Ascension have determined that the best path to ensure continued excellence and success for St. Mary's will be as an independent, Catholic healthcare organization under the governance of the local Board.

The St. Mary's Board and Ascension began to explore opportunities for the health ministry to pursue a future apart from Ascension in 2015.

"As we implement this change, St. Mary's will continue to be a mission-inspired, vibrant Catholic ministry, continuing to identify and to meet the changing needs of those we serve, especially persons who are poor and vulnerable," said Sister Mary Anne Heenan, CSJ, Board Chair of St. Mary's Healthcare.

"We believe this is the best approach for the individuals and communities St. Mary's serves as well as for its dedicated and compassionate associates, providers and volunteers,"

said Craig Cordola, Executive Vice President and Chief Operating Officer of Ascension.

St. Mary's has served the Amsterdam community since 1903, when five Sisters of St. Joseph opened the doors of St. Mary's Hospital and "began a ministry of healing and compassion."

St. Mary's has been part of Ascension since 2002, when the Sisters of St. Joseph of Carondelet added their Carondelet Health System with Ascension and the Sisters of St. Joseph became a member of the Ascension sponsoring organization.

On June 1, 2009, St. Mary's Hospital unified with Amsterdam Memorial Healthcare, combining two great traditions into one path to the future. The new entity became St. Mary's Healthcare, a Catholic healthcare ministry dedicated to serving all people through a full continuum of health services.

The transition of St. Mary's to independent status is anticipated to be effective June 30, 2020, pending all necessary regulatory and canonical approvals.



# Restaurants Continue to Serve in Fulton, Montgomery Counties

Restaurants in both Fulton and Montgomery counties have worked hard to weather the storm of COVID-19, by utilizing curbside pickup and other methods to keep customers and staff members safe and healthy. Below is a list of restaurants open in Fulton and Montgomery counties. Please take the opportunity to support them, and enjoy a wonderful meal!

To add your restaurant to this list, contact the Fulton Montgomery Regional Chamber of Commerce, (518) 725-0641; or visit Facebook or online at [FultonMontgomeryNY.org](http://FultonMontgomeryNY.org).

## Fulton County

Applebee’s  
223 N. Comrie Ave. Johnstown  
[www.applebees.com](http://www.applebees.com)  
518-762-1720  
Curb side service  
daily 11AM-12AM

Asian Delight  
50 Elmwood Ave. Gloversville  
[www.asiandelightgloversville.com](http://www.asiandelightgloversville.com)  
518-725-2828  
Take out  
Daily 11am-8pm

Brass Monkey  
52 Cayadetta St. Gloversville  
[www.facebook.com/BrassMonkeyGloversville/](http://www.facebook.com/BrassMonkeyGloversville/)  
518-725-4880  
Take out  
Thursday-Saturday 4pm-9pm

Buck’s Pizza  
23 S. Main St. Gloversville  
[www.facebook.com/BucksPizzaHQ/](http://www.facebook.com/BucksPizzaHQ/)  
518-773-8200  
Take out/delivery  
daily

Bowman’s Market  
50 East Pine Street, Gloversville  
[www.facebook.com/pages/Bowmans-Market/143511692350426](http://www.facebook.com/pages/Bowmans-Market/143511692350426)  
518-725-7517  
call in order, curb side service only  
Monday- Friday 8am-5pm,  
Saturday 8am-3pm, closed  
Sunday

Brittany’s Diner  
105 State Highway 67, Ephratah  
[www.facebook.com/brittanys-diner/](http://www.facebook.com/brittanys-diner/)  
518-993-2099  
take out/drive thru window  
Daily: 10am-7pm

Burger King- Gloversville  
98 Arterial Plaza, Gloversville  
[www.bk.com](http://www.bk.com)  
518-725-0850  
drive thru window  
Monday-Saturday 6am-12am,  
Sunday 7am-12am

Burger King- Gloversville  
273 South Kingsboro Ave,  
Gloversville  
[www.bk.com](http://www.bk.com)  
518-725-9271  
drive thru window  
Monday-Saturday 6am-12am,  
Sunday 7am-12am

Cafe in the Village  
17 West Main St, Broadalbin  
[www.facebook.com/Cafe-in-the-Village-608788562465998/](http://www.facebook.com/Cafe-in-the-Village-608788562465998/)  
518-883-8383  
take out, curbside pickup  
Daily 7am-1pm

Camper’s Corner Store  
3044 State 29A, Caroga Lake  
[www.facebook.com/RJGCCS/](http://www.facebook.com/RJGCCS/)  
518-604-4055  
Take out/local delivery  
Daily-7am-8pm

Canada Lake Store  
103 Old State Road  
[www.canadalakemarine.com](http://www.canadalakemarine.com)  
518-835-6069  
Take out, curbside ordering and pickup  
Daily 10am-5pm

Cesar’s Pizza Restaurant  
253 North Main St, Gloversville  
[www.facebook.com/ceasarspizza/](http://www.facebook.com/ceasarspizza/)  
518-775-5000  
Take out/delivery  
Daily - 11am-10pm

Checkers Out Speedway-  
Restaurant  
2299 State Highway 30A,  
Johnstown  
[www.facebook.com/Checkers-Out-Speedway-111496942224330/](http://www.facebook.com/Checkers-Out-Speedway-111496942224330/)  
518-736-4630  
Take out/delivery  
Opens at 11am

Christiano’s Pizza  
662 State Highway 30, Northville  
[www.facebook.com/Cristianos-Pizza-104087102968460/](http://www.facebook.com/Cristianos-Pizza-104087102968460/)  
518-863-8118  
Take out/local delivery  
Sun 4p-9p, Mon 4p-9p, closed  
Tuesday. Wed and Thurs 4p-9p,  
Fri and Sat 4p-10p

Domino’s Pizza  
132 West Fulton St, Gloversville  
[www.pizza.dominos.com](http://www.pizza.dominos.com)  
518-725-1100  
Take out/delivery  
Sun-Thurs 10:30am-12am, Fri-Sat 10:30am-2am

Drew’s Dogs  
62 Elmwood Ave, Gloversville  
[www.facebook.com/drewdogsn-more/](http://www.facebook.com/drewdogsn-more/)  
518-725-3739  
pick up window/curb side service  
Mon-Wed 11a-6p, Thurs-Fri 11a-7p, Sat 11a-4p, Sunday closed

Dunkin Donuts -Gloversville  
198 Second Ave, Gloversville  
[www.dunkindonuts.com](http://www.dunkindonuts.com)  
518-725-5700  
Drive thru window  
daily 5am-8pm

Dunkin Donuts- Broadalbin  
3682 State Hwy 30, Broadalbin  
[www.dunkindonuts.com](http://www.dunkindonuts.com)  
518-883-6150  
Drive thru window  
daily 5am-11pm

Dunkin Donuts- Johnstown  
209 N. Comrie Ave, Johnstown  
[www.dunkindonuts.com](http://www.dunkindonuts.com)  
518-762-5700  
Drive thru window  
daily 4am-10pm

Dunkin Donuts- Mayfield  
2470 State Hwy 30, Mayfield  
[www.dunkindonuts.com](http://www.dunkindonuts.com)  
518-661-5344  
drive thru window  
daily 5am-7pm

Fritz’s Pizza  
3717 State Highway 30,  
Broadalbin  
[fritzspizza.com/](http://fritzspizza.com/)  
518-883-3048  
Take out/delivery  
M-Thurs 11-9 F-Sat 11-10 Sun 12-9

Friendly’s  
248 N Comrie Ave, Johnstown  
[www.friendlyrestaurants.com](http://www.friendlyrestaurants.com)  
518-762-2727  
Take out  
Daily-11am-10pm

Fuel N Food  
3006 St Highway 30, Mayfield  
[www.facebook.com/fuelnfoodny/](http://www.facebook.com/fuelnfoodny/)  
518-661-6917  
Take out  
Mon-Sat opens at 6am,  
Sunday opens at 7am

Gloversville Palace Diner  
62 South Main St, Gloversville  
[www.facebook.com/pages/Gloversville-Palace-Diner/117913614902478](http://www.facebook.com/pages/Gloversville-Palace-Diner/117913614902478)  
518-725-9056  
Take out  
Daily, breakfast and lunch

Hales Mills Country Club  
146 Steele Rd, Johnstown  
[www.halesmillscountryclub.com/](http://www.halesmillscountryclub.com/)  
518-736-4622  
Take out and local delivery  
Wednesday and Thursday 4pm-8pm, Friday-Saturday 11am-8pm

Harold’s  
176 W. Fulton St. Gloversville  
[www.facebook.com/pages/Harolds-Restaurant-Lounge/117318581621102](http://www.facebook.com/pages/Harolds-Restaurant-Lounge/117318581621102)  
518-725-9018  
Take out  
Thursday, Friday, and Saturday,  
call In order starting at 2pm

Hometown Market  
9 South Melcher St, Johnstown  
[www.facebook.com/Hometown-Market-211320725627786](http://www.facebook.com/Hometown-Market-211320725627786)  
518-848-3343  
Take out  
Open at 10AM, Monday - Saturday

Holiday Inn/308 Prime  
308 North Comrie Ave,  
Johnstown  
[www.ihg.com](http://www.ihg.com)  
518-762-4686  
Take out  
Monday- Sunday 6:30am-9pm

Hot Dog Hut  
4 East Main Street, Johnstown  
[www.hotdoghutcafe.com/](http://www.hotdoghutcafe.com/)  
518-762-3678  
Take out  
Monday- Wednesday-  
10:30a-3pm Thursday 10:30am-7pm, Friday 10:30am-8pm

Hotel Broadalbin  
59 W Main St, Broadalbin  
[www.historicbroadalbinhotel.com/](http://www.historicbroadalbinhotel.com/)  
518-883-5414  
Take out/delivery  
Wed-Sat 4pm-9pm

House Chen  
267 North Main St. Gloversville  
[www.facebook.com/housechen267](http://www.facebook.com/housechen267)  
518-752-5022  
Take out and Curbside service, no delivery  
Tuesday-Saturday 11am-9pm,  
Sunday 12pm-9pm

House of Pizza  
219 5th Ave Ext, Gloversville  
[slicelife.com/restaurants/ny/gloversville/12078/house-of-pizza-gloversville/menu](http://slicelife.com/restaurants/ny/gloversville/12078/house-of-pizza-gloversville/menu)  
518-725-9400  
Drive Thru window/delivery  
Daily- 11am-10pm

Jackies Diner  
1472 State Highway 29,  
Broadalbin  
[www.facebook.com/jackiesdiner1/](http://www.facebook.com/jackiesdiner1/)  
518-883-8600  
Take out  
Monday-Saturday 7am-8pm,  
Sunday 7am-1pm

Jay’s Village Pizzeria  
172 South Main St. Northville  
[www.facebook.com/Jays-Village-Pizzeria-780343775487946/](http://www.facebook.com/Jays-Village-Pizzeria-780343775487946/)  
518-863-5025  
take out/curbside service  
open 4pm-9pm, closed on  
Wednesdays

Jimmy’s Deli  
78 North Main St. Gloversville  
[www.facebook.com/jimmys.deli.9](http://www.facebook.com/jimmys.deli.9)  
518-921-4181  
Take out/delivery  
Daily, 8am-11pm  
KFC  
144 North Comrie Ave,  
Johnstown  
[www.kfc.com](http://www.kfc.com)  
518-762-3154  
drive thru window  
daily, 10:30am-10pm

Klippel’s Cozy Corner  
221 Bridge Street, Northville  
[places.singleplatform.com/klippels-kozy-korner/menu?ref=google#menu\\_2978931](http://places.singleplatform.com/klippels-kozy-korner/menu?ref=google#menu_2978931)  
518-863-8550  
Take out  
Monday-Friday 10am-6pm,  
Saturday 10am-4pm

Lakeside Tavern  
306 Woods Hallow Road,  
Gloversville  
[www.lanzislakesidetavern.com](http://www.lanzislakesidetavern.com)  
518-883-5253  
Take out/local delivery  
Wednesday and Thursday4pm-9pm, Friday and Saturday 11am-9pm, Sunday 11am-8pm

Lanzi’s on the Lake  
1751 State Highway 30, Mayfield  
[www.lanzisonthelake.net/](http://www.lanzisonthelake.net/)  
518-661-7711  
Take out  
Friday 5pm-9pm Saturday 12pm-9pm Sunday 12pm-8pm

LaPalma Mexican Grill  
22 North Market St, Johnstown  
[www.lapalmajohnstown.com](http://www.lapalmajohnstown.com)  
518-848-3172  
Take out  
Monday- Saturday 11am-9pm

Let’s Twist Again Diner  
1778 County Highway 107,  
Amsterdam  
[www.facebook.com/letstwist-perth/](http://www.facebook.com/letstwist-perth/)  
518-883-1122  
Take out  
Wednesday and Thursday  
7am-2pm. Friday and Saturday  
7am-6pm

Local Five and Dine  
132 South Main Street, Northville  
[www.facebook.com/pages/category/Restaurant/The-Local-Five-and-Dine-104551021058860/](http://www.facebook.com/pages/category/Restaurant/The-Local-Five-and-Dine-104551021058860/)  
518-863-3478  
Take out/ Local delivery within  
3 miles  
Wednesday-Sunday 4pm-8pm.  
Closed Monday and Tuesday

Market Street Pizza  
6 South Market Street, Johnstown  
[www.facebook.com/MarketStreetPizzaJohnstown/](http://www.facebook.com/MarketStreetPizzaJohnstown/)  
518-762-8615  
Take out/delivery  
Wed and Thurs 11am-9p,  
Friday 11a-10p, Saturday  
3:30p-10p

Mayfield Grill  
8 School Street, Mayfield  
[www.facebook.com/MayfieldGrillMayfieldNY/](http://www.facebook.com/MayfieldGrillMayfieldNY/)  
518-661-6088  
Take out  
Tuesday-Saturday 11am-11p  
Closed Sunday and Monday

McDonalds- Johnstown  
North Comrie Ave, Johnstown  
[www.mcdonalds.com](http://www.mcdonalds.com)  
518-762-4961  
Drive thru window  
daily 5am-12am

McDonalds-Gloversville  
220 5th Ave Extension  
[www.mcdonalds.com](http://www.mcdonalds.com)  
518-725-6949  
Drive thru window  
daily, 5am-12am

Mister Pizza  
7 North School Street, Mayfield  
[www.mayfieldmisterpizza.com](http://www.mayfieldmisterpizza.com)  
518-661-5599  
Take out/local delivery  
Tuesday - Sunday- 4pm-9pm

Mohawk Harvest Co-op  
North Main St, Gloversville  
[mohawkharvest.org/](http://mohawkharvest.org/)  
518-706-0681  
Take out  
daily breakfast/lunch, closed  
Sunday

Nac’s Meat Market  
2513 State Hwy 30, Mayfield  
[www.facebook.com/NACsmeatmarket/](http://www.facebook.com/NACsmeatmarket/)  
518-613-4280  
Call in order, Take only  
Monday-Saturday 8am-3pm,  
Sunday 8am-3pm

Nanny and Pops Small Town  
Café  
20 School St. Mayfield  
[www.facebook.com/nannyand-pops/](http://www.facebook.com/nannyand-pops/)  
518-661-9959  
Take out  
Tuesday-Friday 7am-1pm,  
Saturday and Sunday 7am-12pm

New York Lunch  
21 Bleecker St, Gloversville  
[www.facebook.com/New-York-Lunch-243028729239586/](http://www.facebook.com/New-York-Lunch-243028729239586/)  
518-725-4170  
Take out  
Mon-Wed 7am-3pm, Thursday  
7am-7pm, Friday 7a-8pm,  
Saturday 7am-3pm, Sunday 8a-1p

Nick Stoner Inn  
1810 State Highway 10,  
Caroga Lake  
[www.facebook.com/nickstonerinn/](http://www.facebook.com/nickstonerinn/)  
518-835-8039  
curb-side pick up  
Thursday - Sunday 12pm-8pm

Nicolino’s Restaurant  
4515 State Highway 30,  
Amsterdam  
[www.nicolinos.com](http://www.nicolinos.com)  
518-842-4907  
Take out  
daily 4-8pm

Partners Pub  
21 S. William St, Johnstown  
[www.partnerspubandgrill.com/](http://www.partnerspubandgrill.com/)  
518-762-2337  
Take out  
daily 11am-8pm

Peaceful Valley Maple Farms  
116 Lagrange Road, Johnstown  
[peacefulvalleymaplefarm.food74.com/](http://peacefulvalleymaplefarm.food74.com/)  
518-762-8936  
Take out  
Friday Breakfast 8am-1pm  
Dinner 4pm-8:30pm, Saturday  
Breakfast 7am-12pm, Sunday  
Breakfast 7am-1pm

Peking Chinese Restaurant  
Gloversville  
40 Church St, Gloversville  
[www.facebook.com/pages/Peking-Chinese-Restaurant-88/111541928883947](http://www.facebook.com/pages/Peking-Chinese-Restaurant-88/111541928883947)  
518-725-0338  
Take out/delivery  
Mon-Thurs 11am-10:30pm, Fri-Sat 11am-11pm, Sun 12p-10p

Peking In- Johnstown  
50 East Main St, Johnstown  
[www.pekingcorp.com](http://www.pekingcorp.com)  
518-762-2828  
Take out/delivery  
Tues-Thurs 11a-10:30p Wed-Fri  
11a-11p Sun 12p-10p closed  
Monday

Pino’s Italian Restaurant  
326 West Clinton St. Johnstown  
[www.facebook.com/Pinos-Italian-Restaurant-120687441279292/](http://www.facebook.com/Pinos-Italian-Restaurant-120687441279292/)  
518-762-1181  
Take out/local delivery  
Monday-Saturday 4:30p-7:30p

Pizza Supreme  
2 North Main St, Broadalbin  
[www.facebook.com/ThePizzaSupreme/](http://www.facebook.com/ThePizzaSupreme/)  
518-883-5555  
Take out, delivery--- cash/check  
only  
Monday-Saturday 11am-9pm,  
Sunday 1pm-9p,

Pizza Hut-Gloversville  
195 Second Ave, Gloversville  
[www.pizzahut.com](http://www.pizzahut.com)  
518-725-6888  
Take out, Delivery, drive thru  
window  
Sun-Thurs 11am-10pm, Fri and  
Sat 11am-11pm



<p>Pizza Hut- Johnstown 230 North Comrie Ave, Johnstown www.pizzahut.com 518-762-4090 Take out and delivery Sun-Thurs 11am-10pm, Fri and Sat 11am-11pm</p>	<p>Sacandaga Scoops/Double H BBQ 105 2nd Ave Extension, Mayfield www.facebook.com/ SacandagaScoops/ 518-613-4033 Take out Open 4/2, Thursday 4pm-8pm Friday and Saturday 12pm-8pm, Sunday 12pm-8pm</p>	<p>Taco Bell- Johnstown 205 North Comrie Ave, Johnstown www.tacobell.com 518-762-9883 Drive thru window daily 7am-1am</p>	<p>Montgomery County</p>	<p>Dominos 43 Market St, Amsterdam www.dominos.com 518-842-7227 Takeout/ Delivery Monday-Sunday , 1030a-1a</p>	<p>Manhattan Express Pizza 4908 State Hwy 30, Amsterdam www.manhattanexpressmenu.com/ 518-627-0700 Takeout/ delivery Sunday 12p-9p,Monday-Saturday 11am-9pm</p>
<p>Pizza Joint 151 North Main St, Gloversville slicelife.com/restaurants/ny/ gloversville/12078/the-piz- za-joint-gloversville/menu 518-725-0011 Take out/delivery Sunday , 12pm-8:30pm, Mon- Saturday 11am-11:30pm</p>	<p>Second Wind Coffee E. Main Street, Johnstown www.secondwindcoffee.com 518-725-4575 Take out Mon-Fri 6am-3:30pm, Sat and Sun 9am-3:30pm</p>	<p>Timeless Tavern 162 South Main St. Northville www.timelesstavern.com 518-863-4635 Take out Tuesday-Saturday 4pm-8pm</p>	<p>518 Grille 128 Polar Plaza Amsterdam www.518grille.com 518-843-2333 Online Ordering- Takeout/ drive thru window Monday-Wednesday 11am-8pm, Thursday-Saturday 11am-10pm, Closed Sunday</p>	<p>Europa Cafe 319 Forest Ave, Amsterdam www.facebook.com/Europa- Cafe-366290100468/ 518-843-6036 Takeout/ Delivery Tuesday-Sunday , 6a-2p</p>	<p>McDonald’s - Fultonville 37 Riverside Drive, Fultonville www.mcdonalds.com 518-853-3826 Drive-thru Daily 5am-11pm</p>
<p>Plaza Italian Bistro 130 North Pine St, Gloversville www.plazaspizza.com 572-725-4007 take out window / delivery Daily - 11am-10pm</p>	<p>Shelby’s Four Corner Diner 74 Northville-Edinburg Rd. Northville www.facebook.com/ FOUR-Corners- DINER-165601763622419/ 518-863-2488 Take out Mon-Fri 10am-6:30pm, Sat/Sun 9am-6:30pm</p>	<p>Udderly Delicious 340 North Comrie Ave, Johnstown www.facebook.com/Udderly- Delicious-112128319379999/ 518-762-7735 take out window Daily, 11:30am-8pm</p>	<p>5S Diner 12 Hancock St, Fort Plain www.facebook.com/5s-Din- er-Fortplain-130940880382347/ 518-993-5306 Takeout Monday-Saturday 7am-7pm, Sunday 7am-12:30pm</p>	<p>G’s Famous Lemon Cookies 44 Main Street, Amsterdam www.facebook.com/main- street44/ 518-212-5177 Takeout/ Delivery Wednesday-Friday, 830a-6p Saturday/Sunday , 9a-5p</p>	<p>McDonald’s of Palatine Bridge 23 Dutchtown Plaza, Palatine Bridge www.mcdonalds.com 518-673-6046 Drive Thru Window Daily, 6am-11pm</p>
<p>Project 29 836 Route 29, Broadalbin www.project29pub.com/ 518-883-1168 Take out Wednesday-Saturday 2pm-8pm</p>	<p>Sport Island Pub 108 Riverside Blvd, Northville www.sportislandpub.com 518-863-2003 Take out/local delivery Thursday 4pm-8pm, Friday- Sunday, 11am-8pm</p>	<p>Union Hall Inn 2 Union Place, Johnstown www.facebook.com/Union-Hall- Inn-Restaurant-1515129992851/ 518-762-3210 take out Tuesday-Saturday 4p-8p, closed on Sunday and Monday</p>	<p>All American Diner Main Street, Amsterdam www.facebook.com/allamerican- dineramsterdamny/ 518-707-6260 Takeout/ delivery Monday-Saturday , 630-2p Sunday - 7a-1p</p>	<p>Gabrianas Pizza and Pasta 227 W Grand St, Palatine Bridge www.facebook.com/ Gabrianas-Pizza-and- Pasta-112787143627434/ 518-673-5891 Takeout/ Delivery Monday- Friday, 11a-9p Saturday 11a-10p</p>	<p>McDonald’s- Amsterdam 158 Market Street, Amsterdam www.mcdonalds.com 518-843-1023 Drive Thru Window Daily</p>
<p>Railside Cafe 454 N. Perry St, Johnstown www.facebook.com/railsidecafe. johnstown.ny/ 518-762-3292 Take out/local delivery Mon-Fri 6am-2p, Sat-Sun 7a-1p**Thursday night dinner starting 5/14- 4:30p-6p</p>	<p>Stump City Brewing E. State Street Ext., Gloversville www.stumpcitybrewery.com/ 518-831-0722 take out Wednesday and Thursday 3pm-7pm, Friday 3pm-8pm, Saturday 12pm-8pm, Sunday 12pm-6pm</p>	<p>Vic’s Tavern 223 County Highway 152, Northville www.facebook.com/Vics-Tavern- Sacandaga-Park-NY-The-ole- Tamarack-288129102786/ 518-863-6272 take out/local delivery Daily, 4p-8p</p>	<p>Bosco’s 165 Division Street, Amsterdam slicelife.com/restaurants/ny/am- sterdam/12010/bosco-s/menu 518-842-5077 Take out open daily 3p-10p</p>	<p>Gino’s Restaurant and Pizza 49 Church St, Canajoharie ginoscanjo.wordpress.com/ 518-673-0036 take out Tuesday-Saturday 11a-9p, closed Sunday and Monday</p>	<p>Mediterranean Kitchen 18 Canal St, Fort Plain www.facebook.com/mediterr- neankitchenn/ 518-993-8348 Takeout Daily, 630a-8p</p>
<p>Raindancer Restaurant 4582 State Highway 30, Amsterdam www.raindancerrestaurant.com 518-842-2606 Take out- Reopening April 27th Daily 12pm-8pm</p>	<p>Subway-Gloversville 69 Arterial Plaza, Gloversville www.subway.com 518-921-4101 take out Mon-Sun 11am-7pm</p>	<p>Vince’s Pizza and pasta 118 W. Main Street, Johnstown www.facebook.com/Vinces- Pizza-Pasta-250497278295017/ 518-736-2828 take out/delivery Tues and Wed 11am-9pm Thurs and Fri 11am-10pm, Sat 12pm-10pm, Sun 2pm-9pm</p>	<p>Bridge Street Café 10 Bridge St, Suite 1, St. Johnsville www.facebook.com/pages/ Bridge-Street-Bakery- Cafe/240755169808697 518-568-8023 take out Monday-Friday 5am-1pm, Sat/ Sun 5am-1pm</p>	<p>Goodfellas Pizza 1 Hewitt St, Amsterdam www.facebook.com/good.fel- laspizzeria.5/ 518-842-2202 Takeout/ Delivery Monday-Wednesday, 4p-9p Thursday, 4p-10p Friday-11a-11p Saturday, 11a-10p Sunday- 12p-8p</p>	<p>Mundos Cafe 240 Forest Ave, Amsterdam www.facebook.com/mundos- cafeny/ 518-212-2989 Takeout Tuesday-Thursday, 9a-6p Friday-Sunday, 8a-6p</p>
<p>Rogers Cideryard 260 County Hwy 101, Gloversville www.facebook.com/ RogersCideryard/ 518-332-2732 Take out FridaySaturday 4pm-10pm</p>	<p>Subway- Broadalbin 3677 State Highway 30, Broadalbin www.subway.com 518-883-9912 take out daily 8am-9pm</p>	<p>Vintage Cafe 21 W. Main Street, Johnstown www.facebook.com/Vintage- Cafe-161269773998351/ 518-762-0030 take out/local delivery Opening 3/24- Monday - Friday 7am-2pm</p>	<p>CP’s 17 Main Street, Hagaman www.facebook.com/CPs-Family- Restaurant-154940054547529/ 518-843-1905 Takeout Tuesday- Saturday,1130a-8p Sunday, 1130a-630p</p>	<p>Iroquois Lanes-Restaurant Open 192 Erie Blvd. Canajoharie www.facebook.com/iroquois. lanes 518-673-5498 Takeout/ Delivery Daily 11am-8pm</p>	<p>New York Pizzeria 68 Main St, Fort Plain www.facebook.com/New-York- Pizzeria-115234775166102/ 518-993-2232 Takeout Tuesday-Saturday, 11a-9p Sunday, 12p-9p</p>
<p>Romana’s 219 North Comrie Ave, Johnstown www.romanasitaliankitchenny.com/ 518-762-3931 Take out/delivery daily</p>	<p>Subway- Mayfield 2470 State Highway 30, Mayfield www.subway.com 518-661-7750 take out Mon-Sun 9am-9pm</p>	<p>Wendy’s 140 North Comrie Ave, Johnstown www.wendys.com 518-762-2245 drive thru window daily, 6:30am-12am</p>	<p>Creekstone 30B East Main St, Amsterdam www.creekstoneamsterdam.com/ index.html 518-684-6272 Takeout Wednesday-Sunday, 1130a-7p</p>	<p>Lombardo’s Pizza 7845 State Hwy 5, St. Johnsville www.facebook.com/ Lombardos-186402174711898/ 518-568-7111 Takeout/ Curbside pickup/ delivery Wednesday and Thursday 11am-9pm, Friday 11am-10pm, Saturday 12pm-10pm, Sunday 12pm-8pm</p>	<p>Panera 500 Amsterdam Commons, Amsterdam www.panerabread.com 518-843-1673 Takeout/ drivethru Monday-Thursday, 10a-9p Friday, 9a-9p Saturday, 8a-9p Sunday, 9a-8p</p>
<p>Royal Mountain Inn 4993 State Highway 29, Johnstown www.facebook.com/royalmoun- taininn/ 518-736-1410 Take out Wednesday-Friday 4pm-9pm Saturday 8am-9pm, Sunday 8am-8pm</p>	<p>Summer’s Best Ice Cream 24 Briggs Street, Johnstown www.facebook.com/Summers-Best- Ice-Cream-261125897769029/ drive thru window REOPEN 4/23--Daily 3pm-8:30pm</p>	<p>Whitey’s Deli 204 North Perry St, Johnstown www.facebook.com/ WHITEYSJOHNSTOWN/ 518-762-3280 take out Tues and Wed 7am-6pm, Thurs and Fri 7am-9am, Sat 7am-4pm, Sun 9am-4pm</p>	<p>Cronies 111 S Pawling St, Hagaman www.cronieshagaman.com 518-842-1413 Takeout/ delivery Monday- Friday, 8a-9p Saturday/Sunday, 630a-9p</p>	<p>Loopie’s Irish Pub 410 Mohawk Dr. Tribes Hill www.facebook.com/Loopies- Pub-127147647344912/ 518-829-8000 Takeout Only Daily- 3pm-8pm</p>	<p>Papa Joes Pizzeria 59 Main Street, Fort Plain www.facebook.com/Papa-Joes- Pizzeria-120225447993326/ 518-993-3200 Takeout Monday-Saturday, 11a-9p Sunday, 12p-9p</p>
<p>Sam’s Seafood Steakhouse 281 North Comrie Ave. Johnstown www.facebook.com/samssea- foodsteakhouse/ 518-762-7267 Take out Wednesday-Sunday 4pm-8pm. Pre-order by 4pm</p>	<p>Synder’s Convenient Corner 60 Elmwood Ave, Gloversville www.facebook.com/pages/ category/Convenience- Store/Snyders-Convenient- Corner-516395758872585/ 518-448-0016 take out Daily 9am-9pm</p>	<p>Zippys Ice Cream 2513 State Hwy 30, Mayfield www.facebook.com/Zippys-Ice- Cream-1022459074544903/ 518-725-9097 Take out Thursday - Sunday 2pm-8pm</p>	<p>Cuba Havana 1250 Riverfront Center, Amsterdam www.facebook.com/ groups/126663501306703/ 518-212-2679 Takeout/ Delivery Monday- Saturday, 8a-8p</p>	<p>Lorenzo’s Southside 1 Port Jackson Square, Amsterdam www.facebook.com/lorenzos- southside/ 518-212-2256 Takeout/ delivery Wed-Fri 4pm-8pm Sat and Sun 12pm-8pm</p>	<p>See Restaurants, on page 14</p>



# Leading in a Time of Great Change

This is a difficult time for leaders, particularly, new or emerging leaders. It's difficult when you can't interact with your team face to face. It's difficult when you know their personal lives, as well as their professional lives, have been turned upside down. It's difficult when your personal and professional lives have also been turned upside down but, as a leader, there are high expectations you continue to lead and lead successfully. Others, your team, your bosses, your colleagues look to you for direction, support, and performance.

What can you do to keep your team engaged, keep them motivated, keep them wanting to stay and be led by you? After all, by the time our workplaces emerge from this crisis, some of our best performers may have moved on, deciding to change their way of life. As their leader, you want to maintain a high level of involvement, you want to have your team emerge stronger and whole.

A key leadership role is as a facilitator of change. And boy, is this current situation an example of change, significant change. Normally, when we deal with change in the workplace, it is as a result of some break in our normal routine or a challenge to our beliefs and attitudes. But this change is all about doing everything differently, moving away from our normal routines, both at work and at home. The big difference compared to most work-

place changes is that none of us can resist the change. It is here and we need to figure out the best ways to live with, and grow from, the change.

A few principles you can apply to help you mitigate the challenge of keeping your team motivated and engaged, while helping you to continue to grow as a leader.

## Keep them close

Communication is the key. Use video as much as possible. This helps teams to feel they are interacting face to face. If you can, conduct daily check ins which helps team members, and you, to have that necessary social interaction that used to be at the office.

Let's take an example of communicating remotely. You may think you can continue to connect with your team in the same way you did previously, only now using technology. Technology, albeit fantastic for connecting remotely, may not always meet the needs of each of your team members. Some may feel the need to connect more often, on an individual basis. This may require telephone conversations, email or text exchanges about their individual needs and challenges. It's critical to keep in mind that holding a weekly video or telephone conference call with your team will not meet the needs of them all. Reach out to each of them individually, schedule regular check-ins using the technology that works best for each of them. This may be time con-

suming but necessary to keep them motivated and engaged.

Set goals for these daily check ins and weekly meetings and follow up with team members on progress being made. Make sure you have an agenda and stick to it. To provide opportunities for personal development, delegate, to members of the team, agenda creation and meeting management as well as subsequent progress updates. This will lessen the load on you while improving the skills of others.

Don't forget the value and challenge of active listening, particularly when using online video tools, since, with most of these tools, only one person can speak, and be heard, at a time. Do you need to put a process in place to ensure everyone gets their turn to contribute? How do you ensure no one dominates the conversation? During these calls, listen for tone of voice, words used, and what is being emot-ed. Without the advantage of body language, listening skills are highlighted.

## Take care of yourself

One of the best ways to build your leadership strength is to utilize Stephen Covey's circles of concern, influence and control. Ask yourself, what keeps you awake at night (other than Covid-19 if you can), which of these things can you influence, can you possibly change? For those things you can influence, can affect positively, focus on what you can control. Thinking about your

situation in this way helps you to become more self-aware – aware of your feelings. Being self-aware helps you to better understand and appreciate your emotions and others' as well. Increasing self-awareness enhances your self-confidence making you better able to tune into subtle feelings.

You can't do it all. As mentioned previously in this article, delegate. Give team members the opportunity to try new skills or tasks, new ways they can contribute. You might want to consider dedicating one of your daily check-ins or weekly meetings to training, one of your team members leading a short training session. Given that many employees have not experienced working remotely in the past, training in time management may be just the right skill to help them manage their workload at home.

## Lead from the Heart

Kouzes and Posner in their book, *The Leadership Challenge*, speak to the need for leaders to encourage the heart. Leaders do this through recognizing contributions and celebrating accomplishments. Encourage your team to build a list of ideas to recognize the effort each other demonstrates. Then put them into practice as often as possible.

Be an inclusive leader, one who ensures team members speak up and are heard, who empowers them to make decisions, who encourages them to provide input and feedback to you about how you are leading

during this tough time, Create opportunities for them to coach and mentor one another and share credit for successes.

Bloggers with the Hot Spots Movement group in United Kingdom, a group focused on the future of work, recommend leaders 'build a narrative.' "A narrative provides a way to make sense of events and communicate experience, knowledge and emotions. Creating a strong narrative does not rely upon the leaders having all the answers (now more than ever – this is clearly impossible). However, it does rely on creating an ongoing thread of communication that recognizes the deep uncertainty whilst also visioning the future, to help people connect with a sense of direction and purpose." Creating this narrative can be cathartic for your team, especially if they are encouraged to share their personal stories. As Aisha Zafar, at Mohawk College Enterprise, says, "Stories evoke emotions and build human connections."

Writer Donna Stevenson has many years of leadership experience, both as a senior corporate leader and an external consultant to large organizations. Today Donna is the owner of Boomer Match to Business (BM2B) specializing in matching expert talent to need. She is also an accomplished training design and facilitator. Visit BM2B at [bm2b.ca/](http://bm2b.ca/). *Article Source: EzineArticles.com/expert/Donna\_Stevenson/821740*

## Restaurants, continued from page 13

Parillo's Armory Grill  
67 Bridge St, Amsterdam  
[www.facebook.com/parillosgrill/](http://www.facebook.com/parillosgrill/)  
518-842-2004  
Takeout – Limited menu  
Check Facebook for menu  
Friday & Saturday 4:00-7:00pm  
Sunday 1:00-6:00pm

Peruzzi's Meat Market  
69 Church St, Canajoharie  
[www.facebook.com/Peruzzis-Meat-Market-374870952661533/](http://www.facebook.com/Peruzzis-Meat-Market-374870952661533/)  
518-673-3382  
call in order, curbside service  
Monday -Friday 10a-6p, Sat/Sun 10a-3p

Recovery Sports Grill  
Rt. 30, Amsterdam  
[bblhospitality.formstack.com/forms/winterspring2020](http://bblhospitality.formstack.com/forms/winterspring2020)  
518-640-6464  
Takeout Only  
Monday- Saturday, 1130a-8p  
Sunday, 12p-8p

Ripepi's Restaurant  
7850 State Hwy 5, St. Johnsville  
[www.facebook.com/Ripepis-Restaurant-162954023735596/](http://www.facebook.com/Ripepis-Restaurant-162954023735596/)  
518-568-7656  
Takeout  
Wednesday- Saturday 5pm-9pm, Sunday 4pm-8pm, closed Monday/Tuesday

Russo's Bar and Grill  
365 West Main Street, Amsterdam  
[www.russosgrill.com](http://www.russosgrill.com)  
518-842-2630  
Takeout – possible Delivery soon  
7 days a week, 11a-8p

Rustic Loft  
4740 State Highway 30, Amsterdam  
[www.facebook.com/therusticloft/](http://www.facebook.com/therusticloft/)  
518-843-2100  
Takeout only  
Mon-Thursday, Friday, Saturday 4p-8p; Sunday, 12p-8p

Shorty's Southside Tavern  
51 Broad St, Amsterdam  
[www.facebook.com/Shortys-Southside-Tavern-347392826463/](http://www.facebook.com/Shortys-Southside-Tavern-347392826463/)  
518-842-7800  
takeout/ delivery  
Daily- 11am-8pm

Shults Family Farm  
487 Clinton Road, Canajoharie  
[www.facebook.com/shultsfarm/](http://www.facebook.com/shultsfarm/)  
518-848-1370  
Pickup/ Delivery  
Daily- 9am-9pm

Subway-Amsterdam  
4844 State Highway 30, Amsterdam  
[www.subway.com](http://www.subway.com)  
518-842-6364  
Takeout/ drive thru  
Monday-Saturday 10am-9pm,  
Sunday 10am-6pm

Subway- Fonda  
37 W. Main St. Fonda  
[www.subway.com](http://www.subway.com)  
518-853-4445  
Takeout  
Monday- Friday 11am-7pm,  
Saturday and Sunday 11am-6pm

The Rockton House  
34 Lyon St, Amsterdam  
[www.facebook.com/rocktonhouse/](http://www.facebook.com/rocktonhouse/)  
518-843-8669  
Takeout/ delivery  
Tuesday-Friday, 4p-9p  
Saturday, 1p-10p; Sunday, 1p-8p

The Stockyard Public House  
754 Corbin Hill Rd, Sprakers  
[www.facebook.com/The-Stockyard-Public-House-133287406833009/](http://www.facebook.com/The-Stockyard-Public-House-133287406833009/)  
518- 922-9977  
Takeout/ Delivery  
Tuesday-Thursday, 4p-9p  
Friday, 4p-10p  
Sunday, 1p-8p

The Village Restaurant  
59 Church St, Canajoharie  
[www.facebook.com/Village-Restaurant-118634968151282/](http://www.facebook.com/Village-Restaurant-118634968151282/)  
518-673-2596  
Takeout/ Delivery  
Monday-Friday, 5a-8p  
Saturday, 5a-5p  
Sunday, 6a-5p

TJ's Pizza- Fonda  
21 Main St, Fultonville  
[www.facebook.com/TheTjsPizzeriaandDeli/](http://www.facebook.com/TheTjsPizzeriaandDeli/)  
518-853-4499  
Takeout/ Delivery  
Tuesday-Thursday 11a-7p,  
Friday 11a-8p, Saturday 4p-8p

Town and Country Deli  
4755 State Highway 30, Amsterdam  
[www.townandcountrydeli.com/](http://www.townandcountrydeli.com/)  
518-842-2705  
Takeout  
Monday thru Friday, 9a-6p

Van Avery's Sandwich Shop  
45 Church Street, Canajoharie  
[www.facebook.com/Van-Averys-Sandwich-Shop-749915902092997/](http://www.facebook.com/Van-Averys-Sandwich-Shop-749915902092997/)  
518-775-6580  
Takeout  
Monday-Saturday 11am-4pm

Winner's Circle  
3293 State Highway 5, Fonda  
[www.facebook.com/WinnersCircleRestaurant/](http://www.facebook.com/WinnersCircleRestaurant/)  
518-853-3094  
Takeout/ Delivery  
Tuesday-Friday, 11a-9p  
Saturday, 4p-9p

visit Facebook or online at  
**FultonMontgomeryNY.org.**



## Tourism News



**Anne Boles**  
Director of  
Tourism Development  
tourism@fultonmontgomeryny.org

The tourism department, along with the all the staff at the Chamber, are grateful for the support of our local businesses during this unprecedented time.

We can all get through this together, as we continue to collaborate and support each other. You can count on the Chamber, our leadership, our board, our community. We're here to help.

### Connect With The Travelstorys App

While you are limited to outdoor activities, we thought we would share something exciting that you can take part in with proper social distancing.

Did you know we have a NEW "TravelStorys App" that provides free GPS guided tours that share the stories of Montgomery County??

Take a walk, ride a bike, drive in the car, or listen from home. You can practice social distancing AND get a history lesson about the county.

In partnership with economic development and the Department of History and Archives, the tourism department launched the TravelStorys audio tour, that allows listen-

ers to hear the historic stories of Montgomery County while traveling the Erie Canalway Trail throughout the county.

The Cycling the Erie Canal: A Path Through History audio tour is available through the free TravelStorys app (available for download on smartphones).

TravelStorys brings the little-known stories about the land to life, and by using GPS technology, narration on the tours automatically play as listeners pass through each site.

The Montgomery County TravelStorys Audio Tour invites visitors to interact with the region in a deeper way, and to experience the Erie Canalway Trail in a new way. To download TravelStorys and take the tour, visit Google Play or the Apple Store.

Please visit: [www.travelstorys.com/tours/156/Cycling%20the%20Erie%20Canal](http://www.travelstorys.com/tours/156/Cycling%20the%20Erie%20Canal)

### Hit the Trails!

There are wonderful trails and bike paths in the Fulton Montgomery County area. Please peruse Fulton and Montgomery counties tourism websites ([www.44lakes.com](http://www.44lakes.com) or [www.visitmontgomery-countyny.com](http://www.visitmontgomery-countyny.com)) for ideas on places to go.

It's vital that people find ways to engage in physical activity during this time; the benefits to our immune systems and our mental health are significant. But it is critical that we do so in ways that will keep us safe and minimize the spread of illness.

Please remember safe social distancing guidelines at this time. If the parking lot is full, please consider driving to another hiking trail. Be prepared that trails may be closed. While on the path, please stay at least 6 feet between yourself

and others, even if you're wearing a face covering. Carry water, hand sanitizer, and wipes to further protect yourself.

Enjoy the fresh air!

### National Travel And Tourism Week 2020: Celebrating the SPIRIT OF TRAVEL

Established in 1983 by a congressional resolution, National Travel and Tourism Week is an annual tradition during the first full week of May for the U.S. travel community to celebrate the value travel holds for our economy, businesses and personal wellbeing.

U.S. Travel Association, the national, nonprofit organization representing all components of the travel industry, wrote, "The coronavirus public health crisis is having devastating impact on the U.S. travel and tourism industry – and the entire American economy. Travel businesses are having to make tough decisions and our entire workforce is directly affected. This year, more than ever, the travel and tourism industry will unite together, support each other and remind the country that even through the most difficult times, the spirit of travel cannot be broken. It is the spirit of travel that makes visitors feel at home, provides lasting memories and inspires millions each and every day. It is the spirit of travel that is the undercurrent of American culture.

While in-person events are not permitted, we still honor the spirit of travel.

## Hill & Markes Offers Advice, Resources For COVID-19

Hill & Markes, wholesale distributor based in Amsterdam, NY, is committed to providing education, product, and preventive and protective cleaning expertise to businesses against COVID-19.

The 114-year-old wholesale distributor provides a variety of cleaning and food service product to healthcare facilities, schools and universities, ice cream shops, office supplies and restaurants.

During this unprecedented time, they have focused on providing their customers with the tools and products to keep their facilities safe.

The company offers a COVID-19 Information Hub on Website. [www.hillnmarkes.com/covid19](http://www.hillnmarkes.com/covid19). They also offer weekly webinars with cleaning and health experts, including: How to protect yourself against COVID-19 and Influenza with Director of Public Health, Sara Boerenko; Prevention & Protection: COVID-19 Long-term and Education Facilities featuring Clorox Scientist, Lori Strazdas; Measures businesses can take to protect facilities against COVID-19 with a panel of highly trained experts; The Paycheck Protection Program with Kevin Harrigan from Capital Bank; How to safely open & operate your ice cream shop during the COVID-19 pandemic with Eric Stewart from Taylor Upstate, and Andy Lagoe from Gilligan's Ice Cream; Food Service Webinar, 4.23; Cleaning and Disinfection Webinar week of 4.27.

As a company, Hill & Markes has provided gift cards to local restaurants as part of our Takeout Tuesday giveaway on social media to support our friends in the hospitality industry. They are also providing meals and product to front line workers weekly.

They have started a consulting program with ISSA Cleaning Institute to focus on how to re-enter the economy. It will evaluate current cleaning and disinfection processes, as well as hand hygiene programs.

### Bringing in PPE product to meet community and customers' needs

Experts at Hill & Markes have offered some product recommendations for businesses dealing with issues related to COVID-19. They include:

Electrostatic spraying systems, like the Clorox T360 Electrostatic Sprayer. This technology allows cleaning crews to disinfect an entire room in a quarter of the time.

**AVOID HAND DRYERS AT ALL COST** – research shows that they are less sanitary than paper alternatives. Hand dryers circulate air that can spread the virus. Touchless dispensing systems will become the new normal to reduce the spread of disease. Hand hygiene is a critical component in reducing the spread of germs, and we recommend moving to a paper towel and soap dispensing technology, specifically ones that are touch free.

IoT (Internet of Technology) that communicates to cleaning crews when towel, soap, and hand sanitizer dispensers are empty. This will allow crews to focus on disinfection and cleaning instead of checking up on dispensers every couple of hours.

PPE will become a permanent staple of our lives. Face masks, gloves, face shields, goggles, and variety of other protective gear will become the norm once we reenter society.

Hill & Markes staff members are experts in proper cleaning techniques and can share with customers their knowledge regarding proper training on disinfection and cleaning processes with EPA registered product, especially dwell times. Knowing the difference between cleaning, disinfecting, and sanitizing; cleaning – Cleaning removes germs from surfaces or objects. Cleaning works by using soap (or detergent) and water to physically remove germs from surfaces; disinfecting – Disinfecting works by using chemicals to kill germs on surfaces. This process does not clean dirty surfaces or remove germs, but by killing germs on surfaces after cleaning; and sanitizing – Sanitizing lowers the number of germs, bacteria and fungi on surfaces or objects to a safe level.

Visit our tourism event calendars for more information on these and other events happening in Fulton County,  
[www.44lakes.com/calendar](http://www.44lakes.com/calendar)  
and Montgomery County,  
[www.visitmontgomerycountyny.com/events-calendar](http://www.visitmontgomerycountyny.com/events-calendar).



## Business Education Partnership News

# HFM BOCES Instructor Produces PPE for Local Healthcare Workers

With the need for personal protective equipment (PPE) surging during the COVID-19 pandemic, HFM BOCES teacher Zac Carrico has been working to produce and assemble protective face shields for healthcare workers.

In April he delivered the first batch – about 30 face shields – to the Respiratory Therapy Department at St. Mary's Hospital in Amsterdam.

"These can be for anybody who is going to come in contact with patients," Carrico said. "It's a physical barrier to touching your own face, as well as a physical barrier between healthcare worker and patient, for protection when people breathe or sneeze or cough."

Carrico was first approached about producing the face shields after Montgomery County Health Department Director Sara Boerenko expressed a need to HFM BOCES leaders. Career and Technical Center Director Jay DeTraglia said he was thrilled BOCES equipment and know-how could be used to help keep healthcare workers safe.

"Our ability to respond to this crisis underscores the practical and relevant skills our programs offer students and the workforce," he said. "We'll continue to contribute however we can."

Carrico said he was happy to jump into action when DeTraglia told him about the need. "There are people who need this protection, and if we could use the BOCES equipment and unused material to help, why wouldn't we?" he said.

To make the face shields, the 3D printers at HFM PTECH in the Jansen Avenue School have been humming for hours at a time forming the headbands.

Once those pieces are complete, Carrico brings them over to the Career and Technical Center at HFM BOCES and uses the laser to cut the appropriate size of plastic film for the clear shield and makes the holes to attach the headband.

As for the materials, Carrico said he has plenty of plastic filament for the 3D printers on hand at PTECH, enough to make hundreds of headbands, and he has a giant roll of the Mylar film. "I probably have a half-mile of the stuff that was my Dad's that I just had in storage," he said. "It was free and kind of works perfect."



Carrico said the template for the plastic headband has been widely shared and is pretty basic. He's been in touch with others in the region who are also using their 3D printers and other equipment to produce the protective gear to share what materials and methods have been working the best.

Carrico, who has four young children, said he has been balancing his responsibilities at home with doing remote instruction for his BOCES Engineering Technology students and PTECH robotics students and making the face shields whenever possible. "I've been fitting it in," he said, adding that he hopes to increase production now that he's worked out some bugs in the process.

"There have been some trials and tribulations of getting it right, but I should be able to start making them faster now," he said.



**Nicole Walrath**  
Director of  
Workforce Development  
NicoleW@fultonmontgomeryny.org



**Jenna Patterson**  
Business and Education  
Partnership Coordinator  
jennap@fultonmontgomeryny.org



In March, Alejandro Christopher, a junior at HFM PTECH whose home school district is Amsterdam, was one of six students who participated in the Puerto Rican/Hispanic Youth Leadership Institute conference. PR/HYLI, as it's known, seeks to develop leadership skills in Latino/Hispanic Youth, create opportunities for them to interact with positive role models, create meaningful partnerships and help them develop knowledge of the legislative process.

## PTECH

Although learning inside innovation classrooms has stopped, PTECH programs continue education through distance-learning. Teachers and educators are coming up with new and creative ways to keep the students involved.

Nicole Walrath and Jenna Patterson continue to work with business partners as much as possible. Through a variety of ways, Walrath and Patterson have shared virtual tours with the students, provided mentoring materials, highlighted TED talks and podcasts that are relevant in keeping students engaged and learning.

**AT RIGHT:** Freshmen at Ag PTECH hosted a culinary arts pathway panel in March. Students were able to explore career options that are available to them in the culinary arts field while discussing the skill set needed to be successful with business professionals. Thank you to our special guests Aaron Katovitch, owner and chef at The Table at Fort Plain; David DeLeo, beverage operations manager of Rivers Casino & Resort Schenectady; Doug Davis, owner and chef at Manhattan Exchange; and Matt Sherman, owner and brewer at Stump City Brewing LLC.

## Agriculture PTECH





# Chamber Member Anniversaries

The following businesses have found value in their Chamber investment and have renewed their membership in the months of May/June of this year. Please note these member businesses and the year they joined! Thank you to all our renewing Chamber members.

## Less than 5 Years

Golden Sand Asian Spa .....	2019
NBT Bank - Canajoharie .....	2019
The Salvation Army .....	2019
Powersports Insurance Agency, Inc.....	2019
NBT Bank-Hannaford Plaza .....	2019
Upstate Coffee Co.....	2018
Nick Stoner Inn & 19th Hole .....	2017
Sentinel of Amsterdam – An Assisted Living Facility .....	2017
PCM Communications .....	2016
Town of Mohawk.....	2016
New York State Restaurant Association ..	2016

## 5 to 9 Years

Benson's Pet Center .....	2015
Mohawk Valley Collective, Inc. ....	2015
Inn at the Bridge.....	2014
Outdoor Motor Sports & Trailer Sales...	2014
Miller's Ready Mix Concrete and Block ...	2014
The Wesson Group, LLC .....	2014
Flooring Authority, Inc. ....	2014
Insight Payroll Solutions, Inc.....	2014
Joanna Olson of Howard Hanna Real Estate .....	2014
The Stockyard Public House.....	2014
Gloversville Senior Center.....	2014
New Process Cleaners .....	2014
Versatile Wood Fabrication .....	2014
Accu-Contracting, Inc.....	2014
Lott Holdings .....	2014
Hales Mills Country Club .....	2013
USM Solutions.....	2012
Stephen Miller General Contractors, Inc ....	2012
L & M TV & Appliances, L.L.C. ....	2011
GIANT Solutions, L.L.C. ....	2011
Lamont Engineers .....	2011
Fred's Sanitation Service, Inc. ....	2011
Dunkin' Donuts.....	2011

## 10 to 19 Years

Pickett Memorial Co.....	2010
Fulton County Farm Bureau .....	2010
SW The Spa .....	2010
Mohawk Valley Group at Morgan Stanley .....	2010
Amsterdam Mohawks .....	2009
Adirondack Septic Tank, Inc. ....	2009

## 10 to 19 Years continued

The Hearing Doctor .....	2009
Delaney Crushed Stone Products, Inc.....	2008
Elizabeth Cady Stanton Hometown Association .....	2008
River Ridge Living Center, L.L.C. ....	2008
R & A Waite, Inc. ....	2008
Spinnaker Management & Realty Sales ...	2007
Allan MacVean, CFP .....	2007
Dunlap Chiropractic .....	2006
Horace J. Inman Senior Center .....	2006
Pavlus Orchards .....	2006
School House Treasures.....	2006
Hear For You .....	2005
Salvione Insurance Agency Inc. ....	2005
St. John's Episcopal Church .....	2005
Geesler's .....	2005
Home Health Care Partners .....	2003
Carpe Canem Inc.....	2001
Perfection Cleaning Service.....	2001

## 20 to 29 Years

Wal-Mart DC #6096 .....	2000
Harold's Restaurant and Lounge .....	1999
Knights Inn.....	1999
Town of Glen .....	1998
The Salmon Law Firm, PLLC .....	1998
Roser Communications Network, Inc.....	1998
D.W.L. Brand.....	1998
Smith & Smith Contractors, Inc.....	1998
Electro-Metrics .....	1996
Gloversville Economic Development Corp. ....	1994
K2 Liquor.....	1991
School House Pools, Inc. ....	1991

## 30 to 39 Years

Fulton County Community Heritage Corp.....	1989
Albanese & Albanese, Attorneys .....	1988
Lapland Lake Nordic Vacation Center ..	1985

## 40 to 49 Years

William Bresonis, D.D.S., P.C.....	1980
Nathan Littauer Hospital and Nursing Home .....	1980
Edgerson, Inc. ....	1978
C. T. Male Associates, P.C. ....	1974
Fulton-Montgomery Community College .....	1974
Frontier.....	1974

## Chamber Member Events

### Tuesdays in June, 2020

In Cold Blood: An American Genre Reading and Discussion Group, hosted by the Fulton County Museum. The group will meet Tuesdays, June 9, 16, 23, & 30, at 7 p.m. Pre-program meeting and book pick up is Tuesday, June 2nd, at 7 p.m. For more information, email Samantha at [ssaladino@fultoncounty-historicalsociety.org](mailto:ssaladino@fultoncounty-historicalsociety.org).

### Thursday June 4-21, 2020

The fourth annual Nigra Arts Center Regional Art Show (featuring work from artists who live and work in Fulton, Montgomery and neighboring counties) and the second Adirondack Life Art Show (featuring award-winning photography from artists who have been published in Adirondack Life Magazine) have been combined into a single exhibition that will be on display June 4 to July 21, with a public opening reception on Thursday, June 11, 6-8 p.m. The Nigra Arts Center's fifth annual New York State Summer Art Show will follow, with a new start date of July 30. This show will conclude on September 25, its original end date, then the rest of the Nigra Arts Center's 2020 exhibitions will proceed as previously scheduled and listed on [www.pncreativeartscenter.org/art-shows](http://www.pncreativeartscenter.org/art-shows).

The Nigra Arts Center will resume a full schedule of classes and events open to the public as soon as it is safe to do so. The annual Lexington Foundation Golf Tournament, originally scheduled for June 5, has been postponed to August 28. Rental space will be available at the Nigra Arts Center for private and corporate events after May 18.

While the Nigra Arts Center is closed to the public, its staff remain available to address any questions or concerns the public might have. They may be reached at (518) 661-9932 or [info@pnarts.org](mailto:info@pnarts.org).

Up-to-date news on any further changes to the Nigra Arts Center's operations can be found on its website, [www.pncreativeartscenter.org](http://www.pncreativeartscenter.org), and its Facebook page, [www.facebook.com/PaulNigraCenter](http://www.facebook.com/PaulNigraCenter). The Paul Nigra Center for Creative Arts is located at 2736 State Highway 30 in Gloversville.

## Fulton County Museum to go Virtual in 2020

In response to COVID-19, which has closed the doors of all cultural organizations across New York State, the Fulton County Historical Society (FCHS) will reach out to audiences virtually in 2020 rather than welcoming them to the museum.

The building will not be open to the public for the 2020 season. "The health and well being of our visitors, volunteers, and staff is our top priority," said Samantha Hall-Saladino, FCHS Executive Director. "It is uncertain when organizations can safely reopen, and if the closure would be lifted in time for our busy summer season."

Though officials said they are deeply disappointed that they cannot offer an in-person museum experience this season, they said they hope that this decision will ultimately benefit members, visitors, and staff. They are already at work developing virtual experiences through the end of 2020.

Many of the Society's currently scheduled programs will be re-envisioned as virtual events. Online lectures and exhibits, behind the scenes tours, at-home lesson plans, and more will be available on our website and on Facebook. "We are deeply grateful for the continued support of our members and our community during this historic and uncertain time," Hall-Saladino said. "While visitors may not be able to come to the FCHS this season, the FCHS will come to them in new and exciting ways."

The Fulton County Historical Society is located at 237 Kingsboro Ave., Gloversville and can be found online at [fultoncountyhistoricalsociety.org](http://fultoncountyhistoricalsociety.org).