

NEWSLINE

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REGIONAL CHAMBER OF COMMERCE



July 2021

New CEOs navigate the pandemic, move hospitals forward during first year

By Joanne E. McFadden

The past year and a half has demonstrated how critical the healthcare infrastructure is. During the COVID-19 pandemic, two executives, Sean M. Fadale and Scott Bruce, took on the role of president and CEO of their respective healthcare organizations, Nathan Littauer Hospital & Nursing Home and St. Mary's Healthcare, the area's two major healthcare systems. Not only did these leaders have to navigate COVID's ever-changing waters, at the same time, they had to move their organizations forward, addressing the dynamic healthcare needs of the region. Here's a look at what their first year brought.

Sean Fadale was serving as President and CEO of Community Memorial Hospital, a small critical access facility in Hamilton when he learned of Laurence E. Kelly's upcoming retirement and the subsequent job opening at Nathan Littauer. "It was one of those opportunities that was very appealing to me," Fadale said, noting that Gloversville is very similar in location, size, and community to his hometown of Warren, Pennsylvania. "When the opportunity presented itself to interview, I jumped at the chance."

In October 2020, he began his tenure as CEO. In



Sean M. Fadale, president and CEO of Nathan Littauer Hospital & Nursing Home.



Scott Bruce, president and CEO of St. Mary's Healthcare.

Hamilton, he had led his hospital through the initial wave of COVID, as healthcare providers across the globe were learning about this new and potentially deadly virus with so many unknowns. While COVID was not brand new

to him as he began his CEO position at Nathan Littauer in October 2020, this particular hospital was new to him. His biggest challenge was "really getting to quickly know the organization, to know its capabilities," Fadale said. "It was very much like jumping into the deep end of the pool."

What he discovered was that Nathan Littauer "was an amazingly well-positioned organization to manage through the challenges of the pandemic."

While his spring was characterized by getting to

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It's a job seeker's market

Employers look for creative ways to recruit new employees



Jessica Willey hand tipping leather at Townsend Leather in Johnstown. This is a department that the company is looking to grow.

By Joanne E. McFadden

As the world emerges from the worst of the COVID-19 pandemic, employers are challenged to find enough workers to fill their job openings.

"This is a job seeker's market — locally, statewide, and nationally," said Gail Breen, executive director of the Fulton, Montgomery, and Schoharie Counties Workforce Development Board, Inc.

According to the New York State Department of Labor (NYSDOL), in April 2021, the last month for which data was available, there were 15,800 nonfarm jobs in Fulton County, an increase of nine percent from April 2020. In Montgomery County, there were 17,000 jobs available, a 5.6 percent increase from a year prior. These are just a fraction of the 7,445,200 private sector jobs across the entire state, which increased by 28,100 or 0.4 percent over the month of April alone.

More jobs area available with less people wanting to fill them, a problem that looms large for many area employers. "I know of companies that have actually shut down a production line because they couldn't get people to man it," said Fulton Montgomery Regional Chamber of Commerce president Mark Kilmer. "And they had the orders," he said, noting that this has been a problem for large and small contractors alike.

While the NYSDOL refused to speculate on why employers are having difficulty filling open job positions, those in workforce development in the region and local employers explained some of the reasons behind the deficit of workers.

Kilmer said that many employers blame the issue on the \$300 monthly federal stipend designed to supplement unemployment benefits. This pandemic-inspired benefit was renewed in March and funded through September 6. In some cases, this means that people have more money coming in from benefits than they would from working.

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Mountain Valley adds symptom management care team

Announcing Mountain Valley Hospice & Palliative Care (MVHPC)

After more than 30 years of providing end-of-life care in Fulton, Montgomery, Saratoga, and Hamilton Counties, Mountain Valley announces a new symptom management care team that will provide support in your community home.

"We are thrilled to be able to offer patients expanded services in their home, featuring customized, person-centered care with the ability to continue aggressive, curative treatment or experimental drug regimens. Mountain Valley patients will no longer have to make a choice between stopping treatment and allowing our team to coordinate their care with a personalized care plan that meets their lifestyle goals," said Kara Travis, MVHPC President/CEO.

From emotional support to oversight of chronic illness and medication management, MVHPC nurses and doctors will assist patients in navigating the complexities of chronic illness by collaborating with their community healthcare partners from the comfort of their home.

Amy Seeley, RN has newly joined the MVHPC team full time as the Palliative Care Program Manager. Formerly a Care Transitions Liaison for Kindred at Home, Seeley has practiced nursing in the Mohawk Valley for the past ten years, including as a Hospice nurse.

"I am grateful for the opportunity to combine my passion for geriatric care with my network of regional healthcare partners to launch this new service for Mountain Valley," said Seeley. "Our team will make patient wellness

our priority, including 24/7 access to alleviate worries and remove the uncertainty. We look forward to collaborating with our community partners to decrease avoidable Emergency Room and hospital visits, all while coordinating the patients' complicated care."

MVHPC Board Chair Patrick Dowd, son of founder Nancy J. Dowd, said of the expanded services and rebranding efforts, "My mother would be proud to see her namesake adapting with the changing needs of the healthcare industry. She was passionate about accessing the patients who need us most. By adding a Palliative option to our menu of services, we allow patients a choice they didn't have before. We are still Mountain Valley. And we remain honored to serve you in your home or ours."

Founded in 1988 by Nancy J. Dowd as a not-for-profit, MVH's mission is to enhance the lives of those served by supporting what matters most to them. MVH delivers care for patients and families in Fulton, Montgomery, Hamilton and Saratoga Counties, in the patient's community home, hospital, nursing home, or assisted living facility. MVH's unique offering is an eight-bedroom, Adirondack-style Hospice home in Gloversville, NY that provides 24-hour clinical care. MVH also offers complimentary grief counselling to any member of the community, regardless of whether their loved one was a Hospice patient. Mountain Valley Hospice – honored to serve you in your home or ours! www.mvhcares.org



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Chamber Golf Tourney Offers Opportunity for Publicity, Chance to support Programming

A signature gift, golf-related raffle prizes, plus abundant food on the course and after play awaits foursomes who join the Fulton County Regional Chamber of Commerce Golf Classic, set for Friday, Sept. 10 at Hales Mills Country Club in Johnstown.

Sponsors and players are being recruited for the tournament, that will begin with a shotgun start at 11 a.m. Sponsors will receive various opportunities for publicity and recognition, as well as the chance to support the Chamber Scholarship Program and other business programs that serve the regional community.

Sponsor categories will include Presenting; Apparel; Dinner; Cocktail; Hole-In-One; Beverage Cart; Specialty Drink Hole; and Hole/Tee/Contest. All sponsors will be recognized in several ways, including in a program given out to each golfer, on the golf course, in local print media, and the Chamber's social media outlets. Several sponsor levels also include complimentary golfer slots in the event.

Golfers will receive a signature souvenir gift, as well as breakfast treats, a barbecue-style lunch served hot from

the grill on the course, beverages on the course, an hors d'oeuvres hour immediately after play, and dinner. Awards will be given for the lowest-scoring foursomes, as well as to contest winners.

Players can also join a raffle for one of dozens of golf-related prizes. Individual golfers may join the tournament for \$150.

Chamber President Mark Kilmer said, "Being the first year back due to COVID, we are looking to make

this the best year yet. Foursomes will enjoy a fun-filled day of great golf, along with many high-end perks and surprises, and the benefit to the Chamber's programming will be returned to our Chamber members and students through programming and scholarships."

For more information about the tournament, or for sponsor or golfer information, contact the Chamber at (518) 725-0641; or sign-up online at www.fultonmontgomeryny.org/2021-golf-classic/.

The Fulton Montgomery Regional Chamber of Commerce is the leading voice of business in the region providing advocacy, resources and solutions for its members.



Alpin Haus' Bud Heck named Entrepreneur of the Year by Siena College

Heck co-founded the sporting equipment/apparel chain in 1964

Bud Heck, co-founder and CEO of Alpin Haus, has been named the 2021 Civitella Entrepreneur of the Year by Siena College.

Heck is a 1963 graduate of Siena.

Heck and his childhood friend John Daly ran a Christmas tree business and a sno-cone truck, and used the proceeds to found Alpin Haus in 1964. The outdoor recreation chain began as a small A-frame ski shop in Amsterdam, NY and now has five area locations with more than 200 employees who sell recreational vehicles, boats, pools, patio furniture and a wide range of sporting equipment and apparel.

"My employees are my friends," Heck said. "We love to be together. When I came home from work, I was always happy. If you come home and complain about work, your family won't want to be a part of the business."

Good thing Heck stayed smiling – after nearly six decades Alpin Haus is still family-owned and operated.

Michael J. Hickey, executive director of Siena's Stack Center for Innovation and Entrepreneurship, said, "One of the pleasures of having this job is getting the opportunity to meet different generations of Siena entrepreneurs and I am never disappointed. Bud Heck is a perfect example of a Siena entrepreneur, focused on the positive social impacts of his enterprise, engaged with his community and building a family business that will enjoy multi-generational benefits."

The annual award is endowed by Antonio Civitella, president and CEO of Transfinder. Civitella was Siena's first Entrepreneur of the Year honoree in 2014.

"I decided to sponsor this award because I believe it is important to recognize the contributions Siena alumni are making in our community," said Civitella. "Bud Heck illustrates what this award is all about, starting Alpin Haus soon after graduation. Now it's one of the leading outdoor recreational retailers in the Northeast."

Jobs, continued from page 1

However, there are other contributing factors. Breen cites a lack of childcare as another reason people are not applying for jobs. Smaller daycare centers went out of business during the pandemic, tightening the availability of childcare spots at a time when demand was rising.

The sparsity of childcare available is also exacerbated by the hybrid school schedule. "People right now have been upended because of childcare issues and kids not being in school full-time," said Amy Rogers, senior human resources business partner for Keymark Corporation, an aluminum manufacturing company in Fonda.

Another issue is a lack of transportation. Public transportation in Fulton and Montgomery Counties is marginal, Breen said. The Workforce Development Board has been working with

a company in Schenectady that hopes to bring a shuttle service to the area, making it easier for people to get to work.

Keymark, which employs 400 people in Fonda, 120 people at its window company Kasson & Keller, Inc., and 30 at its trucking company, F&F Transport, instituted an employee shuttle service. Employees located in Amsterdam, Johnstown, and Gloversville can go to a Stewart's or Cumberland Farms and get picked up for work and brought back after their shifts. This is just one of the benefits that the company offers employees.

In order to solve workforce problems, the infrastructure needs to be addressed. "We traditionally think of infrastructure as roads and businesses, but daycare is also an infrastructure issue, and so is transportation," Breen said. "We need better daycare—

more affordable daycare, and better transportation."

As a result of the shortage, employers have had to get creative in the way they recruit employees and be flexible once they have them on board.

For example, Keymark operates 24 hours a day, seven days a week. It has full- and part-time positions available and a 3.5-day a week schedule. "We always try to work with people to see what best fits them," said Rogers, noting that the company is always looking to hire new workers.

Townsend Leather in Johnstown, which is in a growth phase and looking for more people to join the company, has worked with employees when necessary to adjust work hours to accommodate for childcare and other needs.

Companies have also sought new ways to recruit workers, in addition to the usual job fairs. "We've had to put up billboards and use online platforms like Facebook and

different social media," said Pamela Goldswier, human resources director for Townsend Leather. "We've been able to hire about 40 people, and we've found a lot of really great people. We're looking for more people to join us."

Goldswier feels that potential employees are shopping around more than they have in previous years. "They're looking for the company culture, a good benefits package, and upward mobility," she said. In interviews these days, she leads with the company culture. "It used to be a secondary conversation when they started the job, and now it's a beginning conversation."

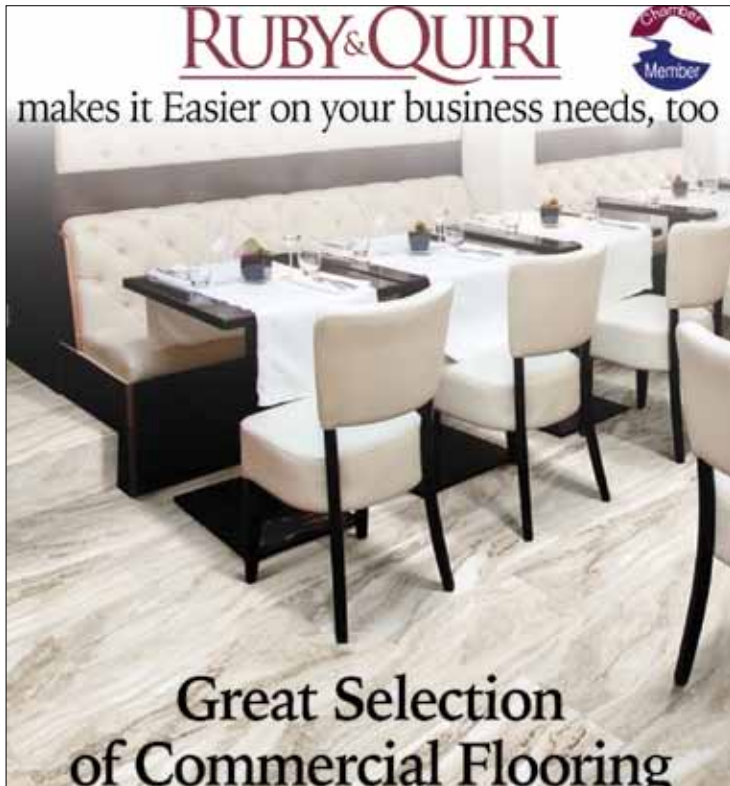
In today's job market, where job seekers have the upper hand, employers are having to revisit their practices. "Employers have got to be more creative," Breen said. They need to consider issues like wage increases, job training, and more flexibility in terms of the work environ-

ment, such as allowing for people to work remotely, thus saving the employee money on daycare, transportation, and clothing. "I think people really are holding out for better jobs, better pay, and better training."

In the current climate with an employee's marketplace, Kilmer would like to see more people apply for jobs. "Salaries are going up, and hourly wages are going up," he said. He anticipates a boom in employment in September when jobless benefits end.

Despite the challenges of the current workforce situation, Goldswier chooses to remain positive. "I'm optimistic that things are going to turn around and that we're going to have some really great people coming into our community," she said.

Employers can post their open jobs on the NYSDOL's Jobs Express website: tstatistics.labor.ny.gov/career-zone/jobs-express.shtml



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CEOs, continued from page 1

know the seemingly forever-changing COVID landscape, autumn became a time of high-level focus on the anticipated post-holiday spike in COVID cases as well as administration of the vaccine. The process brought Fadale quickly up-to-speed with Nathan Littauer.

"The organization responded beautifully," Fadale said. "I'm really impressed with the resiliency of this organization." Fadale cited the example of the critically ill patients the staff treated throughout the hospital. "They were cared for exceptionally well by our staff here," he said, noting that because of COVID restrictions on visitation, patients were cut off from friends and family who could support them at a particularly vulnerable time in their lives. Staff members' compassion for patients, day after day, paired with the housekeeping staff that donned PPE every day to clean rooms and keep the facility's infection rates down, made an impression on Fadale. "Patients kept on coming, and staff kept on being there every day and doing it again," he said, noting that unlike a crisis or emergency, COVID has been sustained for months, which could really take a toll on an organization.

Not only was the hospital dealing with the pandemic, it also continued to provide routine care for the community. "Back through April, we saw over 107,000 outpatient visits, over 2,300 inpatients, and 120,000 visits in our primary care center," he said. "Even though we were treating COVID in our organization, we were still here for our community."

The current challenge is encouraging people to become re-engaged in their healthcare, Fadale said. With the isolation that COVID brought, many stayed home, and they got used to doing that. Nathan Littauer wants to support people in investing in their own healthcare, emphasizing that the healthcare system is there not only for emergencies and crises, but for routine care as well. The hospital is looking to hire additional staff, and it recently redid its health center in Caroga Lake and is in the process of opening a new center in Amsterdam.

Community partnership is high on Fadale's list of priorities. "We want to be good partners with everybody in our community and be a community partner," he said.

Unlike Fadale, Scott Bruce was intimately familiar with St. Mary's Healthcare for 25 years prior to taking the job as president and CEO in July 2020. Just prior to taking on the top leadership position, the Watervliet native had worked as vice president of operations for 15 years.

In some aspects, this made his transition easier. "We had and still have a command center managing the pandemic preparedness and response," Bruce said. "I was very much involved in that [as vice president of Operations]. I was very involved in the processes we were putting in place and making sure that we were ready to deal with it when it hit. I was benefitted by being involved in our process right from the beginning."

However, when he took over as CEO, he was still tasked with learning a whole new and larger set of responsibilities, as well as preparing the hospital for the anticipated influx of COVID patients. "Thankfully, we really didn't get hit hard until the fall and the winter," Bruce

said, noting that the hospital was able to take patients from New York City in the spring of 2020 when that area was hit with more patients than city hospitals could accommodate.

One of the biggest challenges of the past year was making sure that St. Mary's had enough staff and resources to keep up with the demand for its services, which was an unknown factor with the pandemic in play. The questions became, "What was the demand for our services going to be?" and "Were we going to be sourced properly in order to take care of our patients?" Bruce said. He had to consider adequate space, staffing, and equipment, ensuring that the hospital would be prepared to take care of how ever many patients who might come into the hospital. "Thankfully we were, due to a lot of hard work and coordination by our teams at St. Mary's and coordination with hospitals throughout the region," he said.

Capital Region hospitals collaborated, led by Albany Medical Center, to share best practices and other information that could help hospitals navigate the pandemic. "It was really a terrific effort on the part of all the organizations throughout the Capital Region—a spectacular showing of collaboration and doing the right things for our community," Bruce said.

One project that came out of this collaboration was the opening of a respiratory clinic at the Memorial Campus. This helped the hospital's emergency department from being overwhelmed with patients suffering from possibly COVID-related respiratory symptoms so that they could continue to treat patients on an emergency basis. That clinic became the hospital's COVID testing center where staff administered over 200 COVID tests per day.

In addition to navigating pandemic-related challenges, Bruce had the responsibility of moving the hospital forward on other projects. One was a new IT platform for electronic medical records, which the hospital plans to roll out in September. Another project was the completion of the expansion at the Rao Outpatient Pavilion in Amsterdam, which began in October 2020. The addition adds 17,000 square feet to the already 40,000 square-foot building. The structure houses the new St. Mary's Amsterdam Family Health Center, combining in one location the care teams from St. Mary's Carondelet Health Center, Memorial Health Center, and the Memorial Pediatric Health Center. The project embraces the "medical village" concept, where patients can access the care they need from a single source, rather than having to drive to different locations. Primary care, pediatric, nutrition, behavioral health, and case management providers will all be in one place. In addition, the new facility will have a pharmacy, and St. Mary's relocated its inpatient chemical dependency program to this location.

Fadale said that the pandemic has highlighted the importance of local healthcare. "When you look at Nathan Littauer Hospital and St. Mary's, in rural upstate communities—hospitals in those regions kind of became bastions of healthcare during the pandemic," he said. "The pandemic has shone a very bright light on the importance of hospitals in our communities. What we hope with our communities is that they realize that local healthcare is critically important."



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Nathan Littauer holds Auxiliary and Volunteer Appreciation Thank You Luncheon

Nathan Littauer Hospital & Nursing Home gathered at the Holiday Inn in Johnstown, June 3, 2021 to honor Nathan Littauer's Auxiliary and Volunteers. Approximately 40 members attended the "Appreciation Thank You Luncheon." Littauer's Director of Volunteer Services Susan McNeil welcomed everyone at the luncheon stating, "It is such a joy to be here with all of you. I have missed you all, so much. This is our first gathering since 2021, and I am very happy we can be here together."

Littauer Auxiliary Interim President, voted President by auxiliary members, Anita Beck commented, "I am honored to be your President. It is with a heavy heart though, as we miss our past president and friend, Norma Cozzolino." Beck continued, "Norma was a 'hands-on' president. She was creative, and independent. She helped out in all events, activities, and fundraisers. She even filled in for the blood drives, the information desk, helped with lobby sales, made baskets for the first baby born at Littauer and her spirit for Staff Appreciation Day at Littauer was unwavering."

Beck added, "We have plans for the rest of 2021."



During COVID Restrictions, we changed our "Lobby Sales" to online shopping, we are having our "Card/Game Fundraiser" in the fall, we will be able to have our September membership, and our November luncheon meeting. Despite many challenges, we just keep on going!"

Littauer President and CEO Sean Fadale addressed the Auxiliary and Volunteers for the first time as a group, due to COVID restrictions keeping them apart. Fadale thanked the Auxiliary and Volunteers for their continued support of the hospital and nursing home by saying, "We are a strong, independent hospital, and I want Nathan Littauer to be employer of choice and the first choice for patients in our region." Fadale added, "Our Primary Care Centers around our area are vital. We recently partnered with Albany Medical Center, open-

ing a Primary Care and Urgent Care services in Amsterdam." Fadale continued thanking the Auxiliary and Volunteers for their outstanding value to our organization and expressed how truly appreciative Nathan Littauer Hospital is for their service. Fadale added, "We are excited about having our volunteers back in our hospital and nursing home; yet, we are still under restrictions in various areas. Every day we are making progress and we look forward to when we can have our Auxiliary and Volunteers back at full capacity."

McNeil and Beck closed the afternoon jointly, thanking everyone for coming and expressed excitement, as the Nathan Littauer Auxiliary and Volunteers look forward to getting back together and helping the hospital and nursing home's patients, residents, and employees.

Ribbon Cutting: Higher Ground Distilling Co.

Fulton Montgomery Regional Chamber of Commerce on May 28, 2021 had a ribbon cutting for the Grand Opening for the Higher Ground Distilling Co. located at 2513 State Hwy 30, Mayfield NY.

Higher Ground Distilling Company creates superb, smooth whiskey, bourbon, and moonshine of many flavors by using the fin-

est, high quality grains sourced from our local NYS farmers. With their handcrafted and decadent syrups, you can make your own flavor of "Sacandaga Shine." Higher ground offers a fun and relaxing tasting experience. They are located at 2513 New York Highway 30, Mayfield, to make reservations call (518) 527-5490.



LEFT TO RIGHT: Rosalie Faber (Ambassador), Janet Davis (Membership Director), Anne Boles (Tourism Director), John Blackman, Ron Peters (CRG), Rick Argotsinger (Mayfield Supervisor), Mark Kilmer (CEO of Fulton Montgomery Chamber), David Webber (Owner of Distillery), Tina Webber (Owner of Distillery), Jamie Ward (Mayfield Mayor), Ali McGivern, Jenny Rulison-Frisch (Ambassador).

NOW ACCEPTING APPLICATIONS

Sacandaga Senior Apartments

Housing for Seniors 62 Years of Age and Older

The Sacandaga Senior Apartments, located at 302 S. First St., Northville NY 12134 are now accepting applications from qualified low and moderate income, elderly, one and two person households for new spacious one-bedroom apartments. Units include: energy efficient heating air conditioning, accessible and adaptable units, kitchen appliances, on site laundry and in unit storage area.

Rents range from \$547 per month plus utilities to \$585 per month plus utilities. Gross annual income is limited to \$37,650 for one person and \$43,000 for two person households. Applications received, or postmarked by, July 15, 2021 will be placed in random order and a list created. Applicants will be contacted in order to provide additional information and verification of eligibility. Applications received or postmarked after July 15, 2021 will be placed in chronological order at the end of the list. This is an equal housing opportunity.



Applicants will not be discriminated against on the basis of race, color, national origin, religion, sex, familial status, disability, age, marital status, military status, sexual orientation, gender identity and expression, and lawful source of income.

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Tourism News



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Fulton County NY 44 Lakes Craft Beverage Trail now open!



The Fulton County 44 Lakes Craft Beverage Trail welcomes you to the launch of our new trail! The 44 Lakes Craft Beverage Trail specializes with a craft beverage for everyone. Enjoy a proudly crafted NYS craft beer, cider, and spirits from our four inaugural taprooms:

- Higher Ground Distilling Company
- Stump City Brewing LLC
- Rogers' Cideryard LLC
- Great Sacandaga Brewing Company

The trail is open all year long! Please visit www.44lakes.com for a full listing of restaurants, shopping, and accommodations around Fulton County!

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Erik and Jerrienne Stevens
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Broadalbin, NY 12025
518-883-7012
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Great Sacandaga Brewing



Company is New York state farm brewery. Using 100% New York grown grains and hops. We try to create a great customer experience within our facility through our craft beer and friendly service. We want our love of the Great Sacandaga Lake to be reflected in everything we do. Our intention is for our customers to experience a "Taste of the Lake" in every drop.

Our Taproom is designed for local customers and the many tourists that frequent the area for its recreational activities surrounding the lake. There has been abundant interest at established bars and restaurants to enter into contract with our company and to serve our beer. Our company has been able to self-distribute our products in 1/4 barrel kegs as needed.

Higher Ground Distilling Company

2513 State Highway 30,
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Dave and Tina Webber
518-527-5490
highergrounddistilling.com/our-history

Looking back through business history, some of the greatest intentions started with a dream and a person tinkering in their garage. This is exactly how Higher Ground Distilling Company came to be.

In the beginning, what started out as a hobby and an interest to create our own corn

whiskey, soon grew a desire into a desire for enhanced flavors such as American whiskey or bourbon. We look forward to sharing our products and enjoyment of these American spirits.

Stump City Brewery

Owner: Matt Sherman
(contact) Nick Sherman, Jerry Sherman and Casey Oare
521 West Fulton St,
Gloversville, NY 12078
www.stumpcitybrewery.com/our_story

Our story starts with home brewing as do many breweries. The owners, Nicholas Sherman, Casey Oare, Matthew Sherman, and Jerry Sherman have been beer enthusiasts and homebrewers for years. After Matt went for some formal training he vowed to open his own brewery someday and brought the rest of us on board. In 2013 the planning begun, we decided the best location would be on the property owned by Jerry Sherman so we began clearing land that summer. Unfortunately, winter came which made moving logs a little bit difficult and we would resume work the following spring.

We will continue to strive to be the best brewers this Stump City has ever seen.

Rogers Cideryard

Owner: Mitch Rogers
260 County Highway 131,
Johnstown NY 12095
518-705-4048

www.brewcentralny.com/venues/rogers-cideryard/

At Rogers Family Orchard in Johnstown, the groves stretch in beautiful rows and gently fade into the edge of the woods with colors especially bright against a gray fall sky. The sight of the gnarly apple trees illustrates a great upstate New York tradition for visitors and passersby.

Rogers' Cideryard is dedicated to the drink of the hard variety, a popular beverage in Colonial times, a large part of the pioneer-era upstate economy and a growing interest among craft brew connoisseurs today.

Have you tried the Fulton County Five Hiking Challenge Yet?



The "Fulton County Five" is a 5-hike challenge for our community and visitors to participate in and enjoy the beauty of our local hiking.

Please visit www.44lakes.com and click on "Hiking Challenge" tab for full description of hikes, patch, and certificate information.

Hiking challenges are designed to give people an opportunity to visit new places and explore new trails. This challenge is on a beginner/intermediate level and would be challenging but completable. The five trails are:

- Nine Corner Lake
- Kane Mountain Fire Tower
- Stewart and Indian Lake
- Willie Wildlife Marsh
- Mud Lake

Complete all 5 trails and receive a patch and a certificate!

This initiative was started as a conversation with Randy Gardinier, local hiking enthusiast. Randy has always enjoyed hiking and has done sections of the Northville-Placid trail, as well as a few high peaks in the Adirondacks.

The patch design was created by Makiya Smith, a PTECH (Pathways in Technology Early College High School) sophomore from Mayfield. While creating her design, she knew that she wanted a five-point shape to split in five for each trail. Smith used the pictures presented for inspiration, and highlighted the fire tower at Kane Mountain, the bridge at Willie Marsh, and the rocks at Nine Corner Lake.

Fulton County Five Hiking Challenge is a partnership with:

Fulton Montgomery
Regional Chamber of Commerce
518-725-0641
tourism@fultonmontgomeryny.org

Fulton County, NY ~
www.fultoncountyny.gov

Hit the Trail for the Canalway Challenge

Erie Canalway National Heritage Corridor invites New Yorkers to take part in the Canalway Challenge this fall, tracing history and tracking miles along New York's canals and Canalway Trail. Part fitness challenge, part journey of discovery, the Canalway Challenge is free and registration is open to people of all

Tourism News



ages and abilities. Participants set their own mileage goal and walk, run, cycle or paddle to achieve it.

Pick your mileage and your method and begin your adventure along New York's iconic canals. Walk, run, cycle, roll, or paddle—the Canalway Challenge is free and open to people of all abilities. Sign up today: www.CanalwayChallenge.org

Participants are encouraged to take up a quest to discover great food and beverages, historic sites, parks, and communities and discover what's Hot on the Trail while completing the Canalway Challenge.

"Hot on the Trail adds a new element of discovery to the Canalway Challenge, while also supporting small businesses and attractions that have suffered from reduced visitation during the coronavirus pandemic," said Bob Radliff, Executive Director of the Erie Canalway National Heritage Corridor. "It's a win-win for both visitors and for small businesses and attractions that have reopened with safety protocols in place."

Northville Rotary Celebrates its Twelfth Wood and Art Show July 16-18

With the year of COVID, our twelfth annual Woodworking and Fine Arts Weekend sponsored by the Northville Rotary will be held a year later than planned on the weekend of July 16-18. Over 50 artists from around the local area and New York state will display their art at the Northampton Town Park and Bradt Municipal Building in

Northville. The weekend will begin with Opening Ceremonies 5:00 on Friday, July 16th. The show will from continue 5:00-8:00. Hours Saturday will be 9-4 and Sunday 10-3 and include demonstrations, raffles, and a silent auction.

Juried artists and selected fine craftsmen display countless examples of the most exquisite works of art. Among the fine artists you can expect to find are woodworkers, painters, jewelers, photographers, weavers, basket makers, potters, and others, all displaying their unique talent with items available for purchase.

The Northville Rotary is proud to announce this year's featured artists – Textile artist Dan Bridge of Cossackie, NY, an exceptional weaver and quilter as well as master wood carver Frank Snyder of Queensbury, NY who creates unique Adirondack pieces.

Dan Bridge, also known

as "WeavrDan" has been weaving for over 20 years, and still enjoys the wonder of it all. Learning new techniques and patterns still "send a thrill thru the fabric of my life". Creating, exploring and just plain having fun makes the art that much more enjoyable, since "joy is the essence of our existence". Sewing, be it simple jackets or hats or more involved applique and free motion quilting, is another art form which has appealed to his creative gene. Wall hangings, old photographic portraits and diminutive pins are also a creative outlet for new ideas.

Demonstration, teaching and learning round out his love for the fiber arts, which he hopes to continue for a very long time. Dan has won a number of first place showings at many County Fairs as well as at the state level. He has taught weaving techniques at Emma Willard School for their summer program. For several years, he has been teaching Inkle weaving at the Silverbay YMCA Resort. He is selling his work at the Micropolis Cooperative at the Mohawk Harvest Cooperative in Gloversville, N.Y. and the SVAN Gallery in Northville, N.Y. He believes "Living is

See Tourism News,
on page 8

Discover Northville, NY on the Great Sacandaga Lake

12th Annual! NORTHVILLE ROTARY CLUB

Woodworking & Fine Arts Weekend

July 16, 17, 18, 2021

Over 60 Artisans! ★ Demonstrations ★ Food ★ Music ★ Raffles

Friday, July 16, 5pm - 8pm Meet the Artists & Preview Sale

Saturday, July 17, 9am - 4pm Sunday, July 18, 10am - 3pm

Town Hall & Park - S. Main St., Northville, NY

2021 FEATURED ARTISTS

Frank Snyder
Carved Wall Art

Dan Bridge
Handwoven Textiles

a community service project of the **Northville Rotary Club**

www.northvillrotary.com sowens26@gmail.com

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AMSTERDAM, NY**

FOR MORE INFORMATION ABOUT WISH FEST, VISIT:
WISHFESTNENY.ORG

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ROCK JUNKIES **DAVID J** **MADISON VANDENBURG**

FIREWORKS TO CLOSE NIGHT! **ASTORIA LANDING VIP TENT** **FAMILY FRIENDLY!**

SPECIAL THANKS TO OUR SPONSORS:

Riverlink Park 2021 Summer Concerts

JULY

Sat July 3rd **George Wonders Orchestra**
Big band, Swing.

Sat July 10th **WishFest** To benefit Make-A-Wish Northeast New York
A day of family fun for all ages...feature music by Madison VanDenburg, Rock Junkies, and David J. Fireworks

Sat July 17th **Mark Doyle & The Maniacs**
Premium Blues & Rock.

Sat July 24th **Insolent Willies**
Acoustic roots, Rock.

Nisky Dixie Cats
Dixieland, Jazz.

Sat July 31st **Lustre Kings**
Country, Rock & more.

AUGUST

Sat Aug 7th **"Riverfest" ALL DAY EVENTS**
Med Rock
Hits from the 60s, 70s and beyond.

Sat Aug 14th **Across the Pond**
Group of musicians paying tribute to the music and style of the Beatles.

Sat Aug 21st **Dark Sarcasm**
Pink Floyd tribute.

Sat Aug 28th **Becca Frame & The Tall Boys**
Rock and Soul with a funky edge.

Golf cart transportation provided by
Amsterdam Recreation Department
on concert nights.

FREE • Shine
Riverlink Park • Downtown Amsterdam

Nathan Littauer Hospital Celebrates Opening of Caroga Lake Primary Care

Nathan Littauer Hospital & Nursing Home is proud to announce the opening of the organization's new Caroga Lake Primary Care Center in Caroga, NY. The healthcare organization began the center's construction in late September 2020. Previously, Nathan Littauer Hospital leased a portion of the municipal building, owned by the Town of Caroga in 2005. Now as a standalone structure for the people of Caroga, the organization is proudly continuing its healthcare services in a new center. "We look forward to meeting new patients in the area," says Alison Townsend, Physician Assistant with Nathan Littauer. "We provide an invaluable service to the community members here, and I think our patients are really grateful for that."

The new Primary Care Center is approximately 1,350 square feet of space, and is next to Caroga's Town Hall, where the original primary care center was housed.



Nathan Littauer Hospital & Nursing Home's new Caroga Lake Primary Care Center in Caroga, NY.

"It is exciting to work with Nathan Littauer Hospital & Nursing Home in our commitment to the community," said Supervisor of Town of Caroga Scott Horton. "This new Caroga Lake Primary Care Center is a boon, and it shows that the area of our town continues to grow. In turn, so is its need for great healthcare services."

The Caroga Lake Primary Care Center is now accepting new patients. To call and schedule an appointment, or to select a primary care provider, call: (518) 835-2341.

Nathan Littauer Hospital

invites the members of its community, and the people of the Town of Caroga, to celebrate the Primary Care Center's opening June 24, 2021. From 5:30 – 7:30 p.m., Nathan Littauer will host a "drive-thru open house," where members of the public will get a glimpse of the new center, and receive a free gift, while supplies last!

Tourism News continued from page 9

Weaving the Threads of Life!!"

Frank Snyder has been working in carpentry and furniture building for the past 15 years. His company named Adirondack Rustic Rose, is a small business in Queensbury, NY that specializes in beautiful handmade furniture and Adirondack design. They are proud of their diverse portfolio that includes projects in home decor, as well as in the retail and commercial sectors. All the raw materials and finishes used are from the US.

Frank specializes in lake and mountain carving, boxes, and cremation urns for veterans or patriotic Americans. He even offers mantles made from a 100-year-old dock found in Lake George. You can check out his unique work on his web page: AdirondackRose.com and on Facebook page. Frank's motto is "Integrity first." He would never sell something he

wouldn't buy himself!

This year we will be raffling a paddleboard donated by Fuel and Food in Mayfield, Amish furniture donated by The Blue Hen of Amsterdam, and a 13' wooden kayak built by a group of community members and Rotarians led by Ed Anker. Food can be purchased from a number of vendors.

Come join us to celebrate our twelfth show and enjoy discovering the beautiful Sacandaga Lake, restaurants and shops of the quaint village of Northville in Fulton County. Proceeds from this event will be used by the Northville Rotary throughout the year to provide scholarships to students, support community organizations, and projects of Rotary International.

Please contact Susan Owens (518) 332-7943, or email sowens26@gmail.com for additional information.

Chamber Member Anniversaries

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

10 to 19 Years continued

Mohawk Valley Group
at Morgan Stanley2010
Cioffi, Slezak, Wildgrube P.C.2011

Less than 5 Years

The Sentinel of Amsterdam -
An Assisted Living Community2017
Adirondack Generators2018
MCJ Construction2018
Powersports Insurance Agency, Inc.2019
True Value Hardware2019
Brittany's Diner & Grocery Store2019
Blueberry Hill2020

5 to 9 Years

McMurray's2012
Hales Mills Country Club2013
First National Bank of Scotia2014
The Century Club of Amsterdam2015
Fulton County Barbershop2016
Schenectady Community Action
Program, Inc.2016
Argersinger Office Complex2016
Gloversville Housing Authority2016
Lakeside Tavern & Marina2014

10 to 19 Years

ADK Realty2006
Spirits of the Adirondacks2007
Cotugno Dental Associates2008
Curtin-Hebert Machines2009
Distinct Home Design, Inc.2009
Repeat Business Systems, Inc.2010

20 to 29 Years

Timberlane Blueberry Farm1992
Ship and Copy1993
Town of Johnstown1994
Sunset Bay Vacation Resort -
RV Park and Marina1996
Gloversville Public Library1996
Wal-Mart DC #60962000

30 to 39 Years

Jankowski Agency, Inc.1983
Century Linen & Uniform1984
H.F.M. Prevention Council1986
Main Motorcar
Chrysler Dodge Jeep Ram1986
Correll Contracting Corporation1987
Holland Meadows Golf Course1990
Riley Mortuary, Inc.1991
Kinowski Agency, Inc.-Amsterdam1991
Arkell Hall Foundation, Inc.1991
K2 Liquor1991

40 to 49 Years

Taylor Made Custom Products1977
Edgerson, Inc.1978
Noble Ace Hardware1978
Dunham's Spring Shop, Inc.1985
Bornt Waste and Metal1980

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The Workforce and Employees with Disabilities – Isn't it time to Diversify?

According to The Employer Assistance and Resource Network on Disability Inclusion (EARN), people with disabilities are one of the most prevalent minority groups in the county and are significantly less likely to be employed than those without disabilities.

Now let us consider Joe. Despite having a disability, Joe was given an opportunity to work for his current employer. He has successfully worked for this same company since 1996. Because of the opportunity Joe was given by the company, he now enjoys living independently and comfortably in his own home, maintains his job, bought his own vehicle, pays his own bills, and saves toward his retirement, all without the assistance of public benefits. Joe has been a loyal and well-loved employee for more than 25 years because his company had the foresight to take a chance on hiring him. Thanks to them, Joe was able to benefit, however Joe was not the only one to benefit from their decision to hire someone with a disability. The employer also received benefits that some may not even be aware of. Do you know the benefits of hiring a person with a disability?

It is important for employers to recognize the benefits that come with hiring a person with a disability. The advantages of hiring a person with disabilities:

• **You will Increase your loyal workforce** – According to a study from DePaul University, people with disabilities perform equally effectively as people

without disabilities. The retail and hospitality sectors say that people with a disability stay longer in the job than those without a disability. In all sectors, people with disabilities have fewer absences than those without disabilities.

• **You will create diversity in the workplace** – You can establish a reputation for being a business that promotes diversity in their workplace. Diversity is good business, putting together people that have different viewpoints and life experiences that will bring together different ideas to solving problems and new ways to be efficient. A diverse team can help you compete in the business marketplace. Once your business has established itself as a diverse workplace, others in the area may be inspired to follow your lead by creating opportunities for employment in their own businesses as well by hiring a person that is often overlooked.

• **Job Incentive for businesses** – New York State makes it easier for business to hire people with disabilities. Incentives are offered to most businesses. The following are incentives offered to businesses in NYS who hire a person with a disability:

• **Work Opportunity Tax Credits (WOTC)** – This federal program is designed to encourage employers to hire people with disabilities and gives direct tax credits to private employers who create job opportunities for qualified people.

• **Workers with Disabilities**

Employment Tax Credit (WETC) – This is a New York State initiative by which employers can receive a NYS tax credit of up to \$2,100 for each disabled individual that they hire.

• **Disabled Access Credit** – The Disabled Access Credit provides a non-refundable credit for small businesses that incur expenditures for the purpose of providing access to persons with disabilities.

• **Barrier Removal Tax Deduction** – The Architectural Barrier Removal Tax Deduction encourages businesses of any size to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly.

• **Work Try-Out –WTO** can offset many of the costs associated with hiring new employees, and you as the employer, can be assured that the employee is right for the job. ACCES-VR can reim-

burse a business for 100% of an employee's wages for up to 480 hours.

• **On-The-Job Training Monetary Incentive Program** – On-the-Job Training (OJT) is designed to provide an individual with disabilities the skills necessary to perform a particular job and affords employers the benefit of receiving reimbursement for part of wages paid.

If your company is looking to hire, please keep in mind these benefits to hiring a person with a disability. Make a commitment to diversity. You will be glad you did.

If you would like more information about hiring a person with disability or accessing the above references, contact RCIL at 518-842-3561.

"Employer Incentives" CAREERS Support Solutions Inc, careersupportsolutions.org/employer-info/employer-incentives/.

"3 Big Benefits of Hiring Persons with Disabilities." EVERFI, 23 Nov. 2020 everfi.com/blog/workplace-training/big-benefits-of-hiring-persons-with-disabilities/.

Come Witness the Creative Works of the Johnstown Senior Center

The Fulton Montgomery Regional Chamber of Commerce will host an art show featuring the creative works of the Johnstown Senior Center's Painting Class. PLEASE COME and meet the artists at the opening reception which is being held on Thursday, July 8th from 4 to 6pm. The show is at the Chamber, 2 North Main Street, Gloversville and will run from July 9th from 8 AM to 4 PM through August 30th. Some of the artists are seasoned artists and some are new to this creative outlet. Bar none, new or experienced, 60 or 85, their passion and creative flow is apparent in their paintings. We invite you to come and support the work of this amazing group of artists.

Surgeons with heart.



Osama
Essa, MD



Nicholas
Filippone, MD



Robert
Wasiczko, MD

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Business Education Partnership News

HFM Pathways in Technology Early College High School (HFM PTECH)

10 HFM PTECH students to take part in paid IBM internships this summer

Local students among nearly 1,000 selected to gain critical technology and workplace career skills



Nicole Walrath
Director of
Workforce Development
NicoleW@fultonmontgomeryny.org



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

Business partners needed

As we head into summer, we are looking for businesses to partner with HFM Pathways in Technology Early College High School (PTECH), Career & Technical Education (CTE), and other pathway programs next school year. Get involved by:

- Hosting students for internships
- Serving as a guest speaker and/or guest judge
- Hosting students for a workplace tour
- Mentoring students professional skills needed for workforce

Please contact Nicole Walrath at nwalrath@hfmbores.org for further information.

This summer, 10 HFM PTECH students will participate in paid internships with IBM, which will help them gain critical professional and technical skills.

Fulton Montgomery Regional Chamber of Commerce Director of Workforce Development Nicole Walrath said she first reached out to IBM after reading an article about IBM's internship opportunities nearly a year ago. She has since worked closely with IBM and the students in the Hamilton-Fulton-Montgomery BOCES PTECH (Pathways in Technology Early College High School) program to guide them through the rigorous application process.

"IBM has always been an immense supporter of the PTECH community, but the growth in this collaboration has really opened doors that our PTECH students might not have had otherwise," Walrath said. "I'm incredibly proud of the hard work and dedication all 10 students have accomplished."

To be selected, the students must have completed at least their junior year of high school, earned at least 12 college credits, meet a GPA requirement and have completed 8 to 10 hours of IBM training to earn their IBM Professional Skills Badge.

The students selected for IBM's virtual summer internships include:

- Colby Agerter of Mayfield
- Frank Alvarez of Fonda
- Siew Goh of Johnstown
- Jackson Haverly of Johnstown
- Zakary Kehn of Amsterdam
- Caleb Kobas of Johnstown
- Shain Krutz of Johnstown
- Sebastian Lasher of Gloversville
- Hunter LaCelle of Amsterdam
- Xavier Maldonado of Mayfield

The students, some of



PTECH student Jackson Haverly, who will be working as an intern for IBM this summer, poses with the items IBM sent to get him prepared for the internship.

whom earned their associate degrees and completed the HFM PTECH program this spring, will also receive a stipend to set up a home office from which they will work about 32 hours a week over six weeks this summer.

"We are thrilled to have these 10 students represent our school at IBM. The internship offers a phenomenal opportunity to gain real-world experience and should serve as an excellent stepping stone for their careers," HFM PTECH Principal Matt Davis said.

The students from the HFM PTECH program will be among IBM's nearly 1,000 paid P-TECH interns from 45 schools in Colorado, Connecticut, Illinois, Maryland, New York, Texas, and more. The internships are part of IBM's effort to create more equitable pathways for under-served people to acquire tech and professional skills by supporting a "skills over degrees" approach.

"The traditional pathways into highly skilled jobs are changing for the better, becoming more inclusive and accessible to people from all walks of life," said Obed Louissaint, IBM senior vice president of Transformation and Culture. "These U.S.-based programs

were created to level the playing field, create economic opportunity through skills, and build a technology workforce that resembles the country."

About P-TECH

The P-TECH (Pathways to Technology Early College High School) model was first launched by IBM in 2011 and has been adopted in over 266 schools across 28 countries. The network includes more than 150,000 students and 600 corporate partners. This groundbreaking public education model helps address education access and workforce development challenges, with each P-TECH school collaborating with a high school, community college and an industry partner. P-TECH students can graduate with high school diplomas, tuition-free associate degrees, and workplace experiences, including mentorship and internships.

The HFM BOCES PTECH first opened in the 2014-15 school year and now houses the three regional PTECH programs that together offer 20 associate degree programs from Fulton-Montgomery Community College and SUNY Cobleskill in the areas of agriculture, business, advanced manufacturing, computer science and medical/health sciences.



PTECH recently hosted a Human Rights Symposium in which sophomores presented TED-style academic talks on various issues.

Students worked in groups to research examples of human rights violations and were charged with raising awareness and promoting practical activism through their presentations.

Thank you to the panel of professionals who attended the presentations and provided the students with feedback:

- The Rev. Laurie M. Garramone, Rector at St. John's Church
- Samantha Hall-Saladino, Executive Director at Fulton County Historical Society & Museum
- Lashawn Hawkins, Chief Of Change at I Can Breathe And I Will Speak Inc.

Business Education Partnership News

HFM Career and Technical education (CTE)

At the end of their senior year, local high school students attending the HFM Career and Technical Center complete a two-week internship working for local businesses. These valuable workplace experiences help students sharpen their skills and prepare for careers.



Alpin Haus

HFM Auto Technology student Brett Donohue, from Johnstown, works at the Alpin Haus RV Center on Route 5S in the town of Florida.



Affordable Auto Repair

HFM Auto Technology student Richard Mancini, from Broadalbin-Perth, works at Affordable Auto Repair on Route 30 in Amsterdam.



Glove Cities Veterinary Hospital

HFM Veterinary and Animal Science senior Sarah Grailich, from Northville, completed her internship at the Glove Cities Veterinary Hospital in Gloversville. Her internship provided many hands-on experiences including the observation of a feline dental procedure. In addition to Grailich (in black), Glove Cities also hosted a college intern from SUNY Delhi (in maroon).



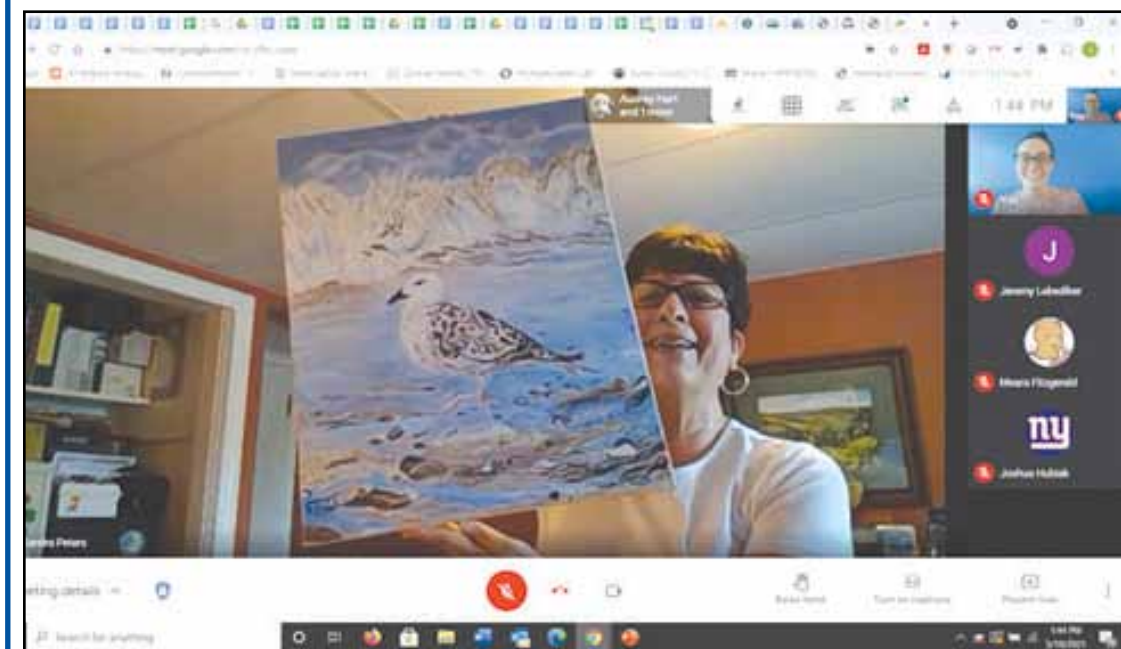
Montgomery County Sheriff's Office

Seven Criminal Justice seniors at the HFM Career and Technical Center completed their internships at the Montgomery County Sheriff's Office. Each student had the opportunity to work with MCSO personnel on the road patrol, the county jail, the investigations unit, the dispatch center and the civil office.



Executive Group
Amsterdam senior Hunter Lais, who participated in the Skilled Trades – Electrical, HVAC, and Plumbing program at the HFM Career and Technical Center, completed an internship in the cabinet shop at the Executive Group in Amsterdam.

Mayfield High School Arts in Business Pathway



In May, Arts in Business students concluded their year of guests with local artist and community member, Sandy Peters. Sandy is currently a member and on the Board of Directors of the Sacandaga Valley Arts Network, often referred to as SVAN. She is also Manager of the SVAN Gallery

& Gift Shop in Northville, and a Landscape and Nature Photographer. Sandy spoke with students about different types of art, different artists she's worked with at SVAN, and what it takes to be an artist. We would like to thank Sandy for all of her insight into the industry.

St. Mary's Urgent Care



Amsterdam

Rao Outpatient Pavilion
4950 State Highway 30
Amsterdam, NY 12010
Tel: (518) 673-2573



Gloversville

Gloversville Health Center
84 East State St.
Gloversville, NY 12078
Tel: (518) 773-7710



St. Johnsville

Urgent Care - St. Johnsville
7 Timmerman Avenue
St. Johnsville, NY 13452
Tel: (518) 770-7818



Charlton

Urgent Care - Charlton
2370 State Highway 67
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