



PAWLING

MATTERS

JANUARY/FEBRUARY 2016

Vol XII: Issue 7

A community newsletter from the Pawling Chamber of Commerce serving the Pawling, Holmes and Whaley Lake Communities.

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Pawling Moves Forward with Expansion of Waste Water Treatment Plant



(This is the first of a proposed series of articles about the Pawling Joint Sewer Commission and its importance to strengthening Pawling's infrastructure and economic development)

Pawling's existing 30 year old waste water treatment plant has experienced frequent interruptions of treatment, and expensive maintenance costs over the past several years. As a result, these issues necessitate an upgrade and expansion now and in anticipation of future growth.

According to Dan Peters, Chairman of the Pawling Joint Sewer Commission (PJSC) "The costly "band-aid" approach could keep the old plant going for a little longer, however, the old plant does not consistently treat the volume of wastewater it receives in compliance with its permit conditions. Additionally, even if the old plant was in tip top shape, its processes are incapable of producing an effluent that meets 21st century standards. Clearly, a better collection system and upgraded plant are needed." The question at hand for the public to consider is the extent and cost of the proposed sewer plant expansion and upgrades.

Of major concern are the construction costs, operation and maintenance costs, increases in sewer rates and timing for the new plant. The existing 30 year old waste water treatment plant has a capacity of 320,000 gallons per day. The PJSC and its consulting engineers considered increasing the size of the expanded plant

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Business Matters

Brought to you by SCORE "Counselors to America's Business." To learn more about how SCORE can help your business, e-mail them at scoredcny@hotmail.com or call 845-454-1700 x 1021 for the Dutchess Chapter, or find a counselor online at www.score.org.

10 Ways to Build a Positive Vibe in Your Business

Daniel Kehrer shares the top business energy drains and what you can do to fix them.



Does your business have "drainers" – people whose negativity drains everyone else's energy and drags your business down? Or, worse yet, are you a "drainer" yourself?

"Nobody sets out to be a drainer," notes Jon Gordon, a business "attitude" consultant who works with businesses, professional sports teams, universities and other organizations. "It's just that some people regularly, and inadvertently, exhibit energy-draining behaviors. Many business owners allow it to continue, or are themselves guilty of the same behavior. And over time, the entire culture of the business becomes poisoned."

Here are the top business energy drains, and what you can do to fix them:

Squelch negativity: There's nothing more draining than boss, business owner or employee who's constantly negative. Don't let negativity be your go-to response. Respond constructively when others offer ideas. Even if the suggestions are off the mark, hear them out. An encouraging attitude keeps creative juices flowing. Remember, as pessimism rises, performance drops.

Halt the complain train: The temptation to whine can be powerful, but whining is infectious and before you know it, everyone is complaining about something. Instead, push for solutions. When you hear a complaint, ask the complainer how it should be fixed. Turn your employees into problem solvers instead of problem sharers.

Ban critical email and voicemail: Nine times out of ten, the critical email you send ends up sounding harsher to the other person than you ever intended. Suck it up and conduct your toughest talks in person. You'll be able to ensure that your tone is not misinterpreted and have a constructive dialog with the other person.

Avoid the Monday morning load-up: Don't overwhelm your employees with a mountain of emails or lengthy to-do lists before the week is even underway. Boil down and bundle your orders, and parse them out in steps. Flag the ones you consider most important so others know where to start first.

Spot the busy bee bamboozle: Don't confuse activity with progress. And that applies to you as well as your employees. Just getting through daily routines can make anyone appear busy. But that's not progress. Set goals and hold yourself and your employees accountable for results. Make sure these are results that matter and that are visible to others and valuable to your business.

Seek complete communication clarity: It's amazing how the simple condition of "clarity" contributes to a positive vibe. When people are clear on where the business is going, and what they need to do, they are free to be positive and productive. When employees are stuck trying to track you down for clarification, productivity and creativity suffer.

Get your organization act together: Being disorganized is a drag for everyone. Sure, some things fall through the cracks when you're busy, but chronic disorganization is a disease that drains others who have to cover your tracks.

(continued on page 7)

Pawling Events Calendar

Pawling Concert Series
Sultans of Strings
Friday, April 1, 2016

Pawling Concert Series
Jeremy Denk
Friday, April 29, 2016

An Affair of the Art
Sunday, May 1, 2016

Classic Car Show
Sunday, May 15, 2016

Community Garage Sale
Saturday, September 10, 2016

Arts and Crafts Festival
Saturday, September 24, 2016

Chamber Auction
Tuesday, October 18, 2016

Tree Lighting
Friday, December 2, 2016

SPECIAL NOTE:
Town Hall Forum
Dutchess County Executive
Marcus Molinaro
Tuesday, March 8th
PAWLING TOWN HALL

Note to Member Organizations: The Events Calendar is for Chamber, Town, Village and cultural events. For any other events, member organizations can submit a mini article about the event, its background, its purpose, etc. to PM for consideration. Please prepare your information by the 10th of the previous month and deliver it to the Chamber building or e-mail to pccny@bww.com

Waste Water Treatment Plant

(continued from page 1)

from 320,000 gals to possibly 500,000 gals, 750,000 gals or 1,000,000 gals. The decision was made to proceed with the 750,000 gal per day plant in anticipation of strong growth in residential and commercial development in the next 5-10 years.

The concern from current and future users of the 750,000 gallon expanded plant is that the rate of growth presumed may not occur and therefore not warrant the cost at this time. There is no doubt the larger the expansion, the more the plant will cost the Town and Village residents now and in the years to come. According to the PJSC's consultants, the cost to build the plant is estimated at \$6.5 million. The actual cost for the construction of the expanded plant will be known only after construction bids are received sometime in the Spring of 2016. The NYS Environmental Facilities Corporation has committed to providing low interest rate loans for the project covering the initial \$6.5 million in estimated costs. If the construction costs exceed \$6.5 million, it is uncertain how these additional costs will be paid.

On January 14, 2016, the PJSC approved the method for establish-

ing new sewer rates for PJSC's customers. The method for approving the sewer rates and the final rates that will actually be charged are now under consideration by the Village and Town of Pawling. The Village and Town Boards will be holding public hearings before deciding whether to accept and approve the new rates. At these public hearings, all members of the public who are interested in what the new sewer rates will be and when they will be implemented will be provided an opportunity to listen and speak at these public hearings. The PJSC anticipates that the new rates will become effective sometime in the summer/fall of 2016. The bidding process for the new plant will begin shortly and completed in the fourth quarter of 2016. Construction will follow thereafter and the new plant could be online in 2017. Long overdue, a new expanded waste water treatment plant will be a welcomed addition to Pawling's infrastructure and plans for economic development.

More information is available from the Pawling Joint Sewer Commission offices at 9 Memorial Avenue. Tel. 855.9442.

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Dutchess Dialogue
join the conversation

Dutchess County Executive Marcus J. Molinaro
and the Pawling Chamber of Commerce
invite you to an upcoming town hall forum

Pawling Town Hall
160 Charles Colman Blvd
Pawling, NY

Tuesday, March 8th at 5:30 pm

Join County Executive Molinaro for an overview of the
2016 State of the County. Participate in an open conversation to ask
questions and share feedback about the county issues
important to you, your family or your business.

**Town hall forums are open to the public
and all are welcome to attend!**

For more information, visit dutchessny.gov or call 486-2000.

The Pawling Resource Center Celebrates 40 Years of Neighbors Helping Neighbors

In 2016, thanks to the community spirit of “Positively Pawling” as personified by Norman Vincent Peale, the Pawling Resource Center (PRC) commemorates 40 years of assisting those in need in the Pawling community. Today, the organization is stronger and more successful than ever, helping more individuals and families, and raising more funds to support its signature programs. These four decades of community service were made possible by the dedication, commitment and kindness of many volunteers, community board members and donors. The PRC is immensely grateful for the on-going support of Neighbors helping Neighbors.

Since 1976, the Pawling Resource Center, a not-for-profit, non-sectarian organization, has provided free direct services that benefit hundreds of local residents each year, offering a helping hand and a caring place to turn in difficult times. The 501 C charitable organization is in many ways “the heart” of Pawling, as it offers a food bank, rides to medical appointments, loans of medical equipment and many other services provided by volunteers and a very small paid staff.

A History of Compassion and Kindness

Founded by Dr. Ralph Lankler and Mr. John Brown, the first PRC was located in the basement of the Town Hall, providing copying services for all of Pawling’s many churches. The founders shared the cost of rent, each personally donating twenty-five dollars each month through to the mid 1980s. The primary mission grew from this simple means of community support and soon, the Pawling Resource Center became “... the instrument for the churches of the community to carry out social ministry aiding the people of the community who are in need.” Although the PRC is no longer church affiliated, the spirit of service, faith, and community remains the cornerstone of its purpose and the foundation of its work and most local churches still participate actively in the PRC programs. Over 40 years, many community members have served on the board of directors to volunteer their guidance and professional expertise. Some, like Charles and Fayne Daniels, have been literally been the backbone of the organization. Many hundreds of local volunteers and staff members, board members and financial, food or services donors has built the PRC – too many to mention.

More Services, More Families Helped

Presently located in the carriage house of the historic John Kane House, the PRC has become locally known for its food pantry that supplies nutritious choices for families and individuals in need. Grant funding for the food pantry is substantial, with allocations through the Regional Food Bank of Northeastern New York, the Wakefern Corporation, and United Way of Dutchess County, Federal Emergency Management Agency and Hannaford Supermarkets, as well as donations from individual community members. The PRC

also makes special meals and gifts available for children and their families through their Adopt-A-Family program during the holiday season. In 2015, the grew to include 77 families, providing the warmth of the holiday season to all who registered for assistance. Also, with the Resource Center’s food pantry expansion, PRC ‘s caring staff and exceptionally committed volunteers were thrilled to provide over 4000 individuals with a place that could be counted on to provide nourishing meals within an atmosphere of dignity and respect.

Transportation services have been made available to medical appointments throughout the year by 45-50 volunteer drivers, affording a vital service to those without access to private or public transport. This program, funded in part from Dutchess County, is vital to the wellbeing of many whom the Resource Center serves. More than 1600 community members utilized transportation services through the Resource

Center for medical appointments in Dutchess, Putnam, and Westchester Counties, as well as nearby locations in Connecticut in 2015. Further transportation services to Hannaford’s and to access PRC’s food pantry were also made available and utilized by area residents.

Additionally, the Pawling Resource Center loaned more than 200 pieces of medical equipment last year, which granted additional mobility and improved the quality of life for many residents. Besides walkers, canes and wheelchairs, the center also provides hospital beds at no charge, subject to availability. This program, in particular, assists families who wish to care for their loved ones at home, allowing families to remain together for as long as possible.

Finally, the Pawling Resource Center offers photocopying services (still made available free of charge to non-profit organizations, churches and individuals) information and social services referrals to the community throughout the year, as well as caregiver respite services and Grief Counseling. Moreover, the Blood Pressure Clinic, Winter Coat Program, Hispanic Outreach Program, and Community Emergency Assistance Services are all part of the many special, ongoing programs available at PRC.

Thanks to All Neighbors Who Are Helping Neighbors

The organizational growth, which has resulted in dramatic improvements in social outreach and depth in PRC’s services, was made possible by more than 1800 volunteer hours contributed by community members. For those who have donated time, goods, services and funding, the Board of Directors and Staff of the PRC are immeasurably grateful, and look to this significant anniversary year as a time to, once again, say “Thank You” to the Pawling community for its continued and unwavering support of all the numerous efforts PRC has made on behalf of those in need.



Thank You for a Great Tree Lighting

“Thank you” is the simplest way to express the Chamber’s gratitude for the generosity expressed by the contributions that made this year’s Tree Lighting on Friday, December 5th so successful.

Pawling’s Annual Tree Lighting is just one of the many events sponsored by your Pawling Chamber of Commerce. Each event is planned with the intention of bringing a positive experience to both visitors and residents.

Each event also includes a cost factor which the chamber tries to absorb while continuing its daily operations. During difficult economic times, financial resources run thin and present challenges to continue events like Tree Lighting.

Our Thanks to all!

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J. Peter Demetri, DDS
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KFC of Pawling
Margaret Nurzia
Michael and Loretta Montemarano
Mr. & Mrs. Christopher D. Chace
Mr. & Mrs. Dennis Munnelly
Mr. & Mrs. Edward Kelly
Mr. & Mrs. Joseph Duffy
Mr. & Mrs. Patrick Feery

The Chamber reached out to its members, residents and other members of the Pawling community in October and November to help fund some of the costs for this important annual event.

The response was extraordinary! Some of the costs incurred include the installation of wreaths, lights for trees in the Village and the chamber building, Santa and the elves, and gifts for the children. Some additional costs were offset by services from the Village, Sheriffs, Town Constable, Fire Police, the schools, Girl Scouts, Pawling Central School’s Peer Leaders musicians, Trinity Pawling singers, Pete Muroski’s Native Landscape, Sheriff Adrian “Butch” Anderson and many others.

Mr. & Mrs. Robert Mele
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Mr. Alfred Reed
Mr. Joe Pietryka
Mrs. Elizabeth P. Allen
Mrs. Nadezda Davis
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Mike Pepper, *The Computer Guy* - Get the Most From Your WiFi

Slow internet is a plague whether you're trying to get some work done, or you're ready to binge a couple of episodes of a new TV series.

It's no fun when the movie that you're streaming suddenly freezes. Or when you're looking something up on the web and everything just – starts – going – really – slow.

A weak WiFi connection is often the source of the problem.

Here are some things to watch out for to make sure that you get the best performance possible out of your WiFi setup.

1. Put your WiFi router (or access point) near the physical center of your home or business. Your router is the center of your WiFi network, so place it where other devices will have the shortest and least obstructed line between it and the router.

2. Place your WiFi router as high up as possible; off the floor, and out of the basement; away from walls and metal file cabinets if possible.

3. Avoid electrical interference. Cordless phones and baby monitors should be several feet away from routers and not placed where they will be in between your router and other WiFi devices. Also try

to stay away from other interference generating appliances like microwave ovens, TVs, computers, and refrigerators. *And anything that is just a big metal box – such as an oil fuel tank or a water heater.*

4. Extend your range with antennas or repeaters. If you have a large area to cover, or if the signal seems weak in certain spots, you might want to look into directional antennas and/or “range extenders” (a.k.a. WiFi repeaters).

While not strictly necessary, it can save you some hassle if you use the same brand as your router for repeaters and WiFi adapters.

5. Change the WiFi channel on your router. Most routers come set to channel 6 by default, so if you have nearby neighbors with WiFi, your networks might interfere with or even block each other. If you think that same-channel interference might be a problem, then try changing the channel on your router to channel 1 or to channel 11. (Because of the way that WiFi works, choosing channels 2-5 or 7-10 may not solve the problem.)

Using WiFi is supposed to be easy and usually it is. But, of course, I'll be happy to help with it, anytime. Mike Pepper ~ Computer Guy; 845-855-5824; www.PawlingComputerGuy.com

Dutchess County Office for the Aging. . . News for Senior Citizens

Search for 100 year olds - Do you know a Dutchess County resident who will be turning 100 or older anytime this year, or a couple celebrating 70 or more years of marriage? If so, please call our office at (845) 486-2555 and let us know. We would like to send them a personal invitation to our annual Celebration of Aging luncheon which is held each May, Older Americans Month. All honorees and their guest are admitted free. Last year, 23 centenarians ranging in age from 100 to an incredible 111 were able to join us at this truly inspiring event.

Also honored at the Celebration of Aging are the Dutchess County Senior Citizens of the Year. Awards are given out in the categories of Senior Male, Senior Female and Senior Couple. If you know of a senior citizen who deserves this very special recognition, please fill out a nomination form which you can obtain from our office or on the winter edition of the newsletter, found on our website: www.co.dutchess.ny.us/CountyGov/Departments/Aging/soswinter20152016.pdf

Could you save on Medicare? - If you're single, and your monthly gross income is less than about \$1,345, you may be eligible for the Medicare Savings Program which will pay your Medicare Part B premium. Depending upon your income level, you may also be eligible for other benefits, like help paying your Part D benefits. Married couples with a monthly gross income of less than about \$1,813 are also eligible for the MSP. If you make more than these income limits, but pay for health insurance, you may still qualify.

Most people automatically receive Medicare Part A (hospital coverage) at age 65 or older, at no cost. The premium for Medicare Part B (out-patient care) costs \$104.90 monthly and is automatically deducted from your Social Security check. If you are eligible for the Medicare Savings Program, you will no longer have to pay the Part B premium. Your Part B premium may be higher if you are new to Medicare in 2016, or have an income-adjusted premium due to a higher income. There is no cost of living increase to Social Security this year. The Office for the Aging has Community Service Workers who can help you determine if you are eligible for the Medicare Savings Program or other benefit programs like Medicaid and Food Stamps (SNAP). Call (845) 486-2555 for more information.

Home repair available - Rebuilding Together Dutchess County (RTDC) is accepting applications for its home repair and accessibility modification programs. These services are provided at no cost to qualified homeowners and focus on ensuring individuals can live independently in safe, warm, dry and healthy homes. The deadline for applications to be considered for Fall Rebuilding Day in October is March 31. Income-qualified Dutchess County homeowners, especially those who are elderly, living with a disability, military veterans or parents with school aged children, are encouraged to apply. To receive an application, or to find out how you can help support RTDC's home repair program, visit www.rebuildingtogetherdutchess.org or call 845-454-7310.

Financial Focus

Best Response to Volatile Markets? Stay Calm

In recent months, stocks have fallen sharply from their record highs, with one-day drops that can rightfully be called “dizzying.” As an investor, what are you to make of this volatility?

For one thing, you'll find it useful to know the probable causes of the market gyrations. Most experts cite global fears about China's economic slowdown, falling oil prices and anticipation of a move by the Federal Reserve to raise interest rates as the key factors behind the stock market's decline.

On the other hand, the U.S. economy is still doing fairly well. Employers are adding jobs at a pretty good clip, wages are rising, home prices are up and overall economic growth has been reasonably solid. In other words, we are in a vastly better place than in the period before the Great Recession of 2008 and early 2009, when the financial markets bottomed out.

Nonetheless, it's only natural that you might feel some trepidation over what's been happening in the financial markets over the past few weeks. So, what should you do? Here are a few suggestions:

Expect more of the same. Be prepared for more volatility, potentially including big drops one day followed by big gains the next. Until the factors considered responsible for the current volatility – that is, China's slowing economy, low oil prices and the Federal Reserve's decision on rates – have been fully absorbed into the market's pricing mechanisms, big price swings, one way or another, are to be expected.

Don't panic. The headlines may look grim, but today's newspapers are tomorrow's recycling pile. Volatility is nothing new, and the financial markets are more resilient than you may think.

Look for opportunities. By definition, a downturn occurs when investors sell massive amounts of stocks, but it actually may be a good

time to buy them, while their price is down. Look at the most successful businesses and their products and services. If you can envision these companies still being around and thriving in ten years, why wouldn't you want to buy their stocks at potentially lower prices?

Diversify. During the downturn, just about everyone's portfolio was affected. But if yours took a particularly large hit, it might be because your holdings are over-concentrated in stocks, especially the types of stocks that fared the worst. You may need to further diversify your portfolio through a mixture of domestic and international stocks, bonds, government securities, real estate, certificates of deposit (CDs) and other vehicles. Diversification, by itself, can't guarantee a profit or prevent against all losses, but it can help blunt the harshest effects of volatility.

Review your investment strategy. Unless your goals have changed, there's no reason to revise your long-term investment strategy, even in the face of wild fluctuations in the financial markets. Still, it's always a good idea to review your strategy at least once a year, possibly in consultation with a financial professional. You may need to make smaller-scale adjustments in response to changes in the economy, interest rates, and so on, but don't abandon your core principles, such as maintaining a portfolio that reflects your goals, risk tolerance and time horizon.

Investing will never be either risk-free or predictable. But by taking the steps described above, you can relieve some of the stress associated with volatility and help yourself stay on track toward your financial objectives.

This article was written by Edward Jones and Provided by Celeste Bevilacqua, Financial Advisor, Edward Jones, she can be reached at 845-471-6346 or celeste.bevilacqua@edwardjones.com

10 Ways to Build a Positive Vibe

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Don't sacrifice quality for expediency: When there's a lot of work to do, there's a tendency to hastily clear your plate, either by cutting corners or passing the buck to others. Taking the time you need to do the job right sets up your employees and the rest of your business for success, and encourages others to take on projects with confidence and energy.

Recognize real-time success: Don't get so caught up in what's to come later than you forget to acknowledge what's happening now. Employees don't need applause at every turn, but they do need to know that you can be satisfied, and that they aren't just hamsters running in a wheel.

Set zero tolerance for low performance: “Simply put,” says Jon Gordon, “low performers drag the rest of your team down. They create resentment and generate more work for everyone else. And if you let them linger for too long, your best employees will move on. Hold everyone accountable for achieving their goals and meeting performance standards. If someone constantly misses the bar, take action.

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Member News

Pawling Library

The Pawling Library is continuing to grow, and is inviting the community to participate.

Starting February 1, 2016 the library will begin sending a free on line newsletter out to the community designed to keep everyone informed about all the exciting educational opportunities available at the library coming up that month. Articles of interest will be included, as well as important information that is available about upcoming library events, library services, library news and programs.

The library would like to include as many Pawling residents on their list of newsletter recipients as possible. Email addresses may be added by entering them at this page on the library web site: www.pawlinglibrary.org/newsletter-sign-up/. The Library will guarantee that your information will NOT be used in any other way and will not be shared with any other organization.

Deadline for inclusion in February's newsletter is February 1st. Email permission use received after that date will mean your first newsletter will be received a bit later in the month. If you should decide, after receiving your first issue of the newsletter, that you would like to opt out, simply click on the "opt out" link at the bottom of the page.

Pawling Rotarians Learn About Teen Programs at the Library

Nicole Curcio, Director of the Young Adult program at the Pawling Library, was the guest speaker at the regular meeting of Pawling Rotary on Tuesday, January 26th. Ms. Curcio spoke enthusiastically about the many activities available for teens in grades 7 through 12, outlining in detail all that is happening for this age group at the Library. Activities included the Rogue Book Club, Doctor Who Fan Club, The Writer's Blog, Star Wars Fan & Book Club, You Tube Directors, and three Minecraft clubs structured around different games and challenges. Of most interest to Rotary Club members was Ms. Curcio's explanation of Project Do Something, a community service group that works on small service projects that make a big difference in the lives of service recipients. All programs for teens take place on different days and times throughout the week and information about them is available on the Library website.

Pawling Rotary meets every Tuesday at noon in the Lathrop Building at Lakeside Park.

Membership in the Chamber of Commerce Includes

Membership in the Chamber includes: reduced advertising rates in our monthly newsletter, advertising in the local newspapers, radio and cable stations to increase your exposure, free listing in the Chamber Website and Guidebook, the opportunity to participate in the gift certificate program, and monthly business networking meetings.

Fees are: \$165 for a business or \$45 for a not-for-profit and \$35 for an individual membership.

Please send your check to:

PCC Attention Andrew Carlucci, P.O. Box 19, Pawling, NY 12564

Editorial Notes

The Chamber thanks the following members for contributing their time and talent to making this publication possible: Celeste Bevilacqua, and the staffs of Morales Communications and Phoenix Marketing.

Information about special events, as well as any comments and/or corrections to this newsletter, should be dropped off at the Chamber building, The Yarn & Craft Box or email: pccny@bww.com. If time and space permit and within the context of editorial judgment, the information will be used.

To advertise in Pawling Matters please contact Peter Cris at petercris@aol.com

CHAMBER COMMITTEES

Volunteers are what make our chamber work. Please contact the committee chairperson for information and opportunities available.

Beautification

Chair: Steve Parrino 845-855-5415

Events

Chair: Marie Stewart 845-855-1632

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Chair: George Apap 845-855-3300

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