

Insight

REAL-WORLD RESULTS

Leadership Institute Launches 12th Year

The Chamber is proud to announce The Leadership Institute's Class of 2017, marking the 12th year of our award-winning, skills-based program. This year's dynamic and diverse group will learn from a faculty of 100 senior-level business executives who bring real-life expertise to this valuable program. More than 275 Leadership alumni have graduated in more than a decade and are now applying their valuable skills within their professions and in their communities. Welcome to this year's class!

- Kelly Bariteau**, HANYS Solutions, Inc.
- Davia Collington**, Rensselaer County Mental Health/Troy Drug-Free Community Coalition
- Christopher D'Ambro**, Saratoga National Bank & Trust Company
- Christopher Despart**, Action Window Cleaning Co., Inc.
- Deborah Fasser**, Corning Place Communications
- Suzanne Gardner-Clarkson**, Susan Odell Taylor School For Children
- Matthew Gaspary**, Mosaic Associates Architects
- Kayla Germain**, Smith & Jones
- Daquetta Jones**, YWCA of the Greater Capital Region, Inc.
- Rachael Kruse**, Rensselaer Polytechnic Institute
- Ashlee LaPier**, Phoenix Companies, Inc.
- Felix Lomonaco**, architecture+

- Michael Maloney**, Unity House of Troy, Inc.
- Allison McCarthy**, CS Architecture | Engineering | Construction Management
- Jennifer Mele**, Albany Diocesan Cemeteries
- Theresa Newton**, Troy Rehabilitation Improvement Program
- Staci O'Neill**, Rensselaer County Regional Chamber of Commerce
- Carl Oropallo**, Capital District YMCA - Troy Branch
- Gregory Powell**, NYBDC
- Guy Prisciandaro**, KeyBank, NA
- Julie Rifenburg**, ParkEast Sales (a Rifenburg Company)
- Stephen Rychcik**, DeCrescente Distributing Company, Inc.
- Alicia Salamone-Powers**, Capital District Child Care Council
- Wesley Slyke**, First Niagara Bank
- James Thomas**, Turner Construction Company
- Sean Wade**, Pioneer Bank

Ready to Join Us? Start Now for the Class of 2018

If you or a staff member would like to attend The Leadership Institute, it's time to start planning for next year's class. Most businesses and nonprofits are finalizing their annual budgets for 2017 and the Chamber has early applications available for those interested in our award-winning professional development program. Contact Director of Member Engagement & Business Development Kate Ollier at kollier@renscochamber.com today.



The Leadership Institute is sponsored by First Niagara Bank with media sponsorship by Albany Business Review.

VIP PACKAGES FOR YOUR CLIENTS & GUESTS

Golf Classic Tees Off August 15 at CC of Troy

The 2016 Golf Classic: A Day of Clubs, Carts & Connections gets underway on Monday, August 15 at the Country Club of Troy. A sell-out event, it's a great way to network or treat a client or guest while enjoying a day on the links. Check-in is at 10:30 a.m., with lunch at 11 a.m. and a shotgun start at 12 p.m. Golf packages are \$195 per person or \$780 per foursome and include lunch, dinner, cart and

more. For an extra \$50 per person, you can pre-order a VIP package that includes all of the day's golf challenges, valuable raffle tickets and mulligans (an \$80 value). For \$35 per person, non-golfers are invited to join us for a 5:30 p.m. dinner at the clubhouse. For sponsorship opportunities that fit every budget, contact Gabie Polce at 518.687.1238 or gpolce@renscochamber.com. Thank you to our major sponsors (as of printing):

Eagle Sponsors				
Birdie Sponsors				
Closest to the Pin (M)	Closest to the Pin (W)	Longest Drive (M)	Longest Drive (W)	Cart Sponsor
Putting Challenge	Longest Putt on the 18th Green	Chipping Challenge	Hit the Green	Hole-in-One Sponsors

Raffle Prizes for You!

Even if you don't golf, you can still get in on this year's exciting raffle prizes, including: **1st Grand Prize - Jet Away on JetBlue** with two roundtrip tickets from Albany to any non-stop city (courtesy of jetblue.com); **2nd Grand Prize - Two Nights in Lake Placid** at the Mirror Lake Inn (courtesy of mirrorlakeinn.com); **3rd Grand Prize - Overnight Stay & Golf For Two in Cooperstown** at The Cooper Inn and Leatherstocking Golf Course (courtesy of otesaga.com); **4th Grand Prize - Custom Designed Cufflinks** featuring sterling silver compass and map of the world (courtesy of jkbloom.com). More than 60 other exciting prizes! Tickets are \$4 each/eight for \$20. Drawing at the Golf Classic; *winner do not have to be present*. For tickets, call 518.274.7020.

ASK THE EXPERT: High-Impact Membership

Theresa Moroukian is an Associate Partner, Finance and Human Resources Director for Mosaic Associates Architects. She is responsible for all aspects of financial management for the multi-million-dollar company as well as HR for a staff of 30. A Leadership Institute alumna, she serves as chair of the Chamber's membership committee and on the Chamber's Nominating and Golf Classic committees.



Q: How did you get involved with the Chamber?

A: The company was a member for years but our involvement had been minimal. Then I participated in The Leadership Institute and realized the depth of what the Chamber has to offer. When we decided to relocate the business, the first call I made was to the Chamber. The staff connected us with realtors, landlords, moving companies—everything we needed. Leadership is an awesome program that continues to connect me with people and resources. Our company applies to send a different staff member each year. There's actually a waiting list! We wouldn't do it if it wasn't an invaluable benefit.

Q: How can members get the most out of their experience with the Chamber?

A: Get involved now. Choose a program or a committee that interests you and start attending. By investing a little time going to a program, the payback is enormous in terms of connections and information. The Chamber opens the doors to the regional business community, introducing you personally to others, referring them to you and providing the resources you need to navigate. Why reinvent the wheel when the Chamber already has the answers? Businesses and nonprofits can't afford *not* to maximize their Chamber membership. It's vital to their growth and success.

Q: What about marketing and building brands?

A: Our company partners with the Chamber to sponsor programs that really get our name out there. The Chamber helps us target events within our niche services, so our sponsorship dollars have the most impact and our message reaches a receptive audience. With customized marketing packages for every sized budget, the Chamber has already done the work for you. All members have to do is make the call to get started.

"Ask the Experts" is a monthly Q&A featuring members of the Chamber's Board of Directors.



The Rensselaer County Regional Chamber of Commerce is a business, civic and economic development alliance that strives to enhance the economic vitality of Rensselaer County and the neighboring Gateway communities of Cohoes, Green Island, Waterford and Watervliet. The Chamber seeks to improve the quality of life within the community for both residents and businesses.

"insight" is published monthly. Submissions are considered for publication based upon content and space availability.

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● NEW MEMBERS

ADP
Payroll Preparation Services
Rep: John Schmitt
36 British American Boulevard
Latham, NY 12110
Phone: 845.901.0896

Berlin Central School District
Education
Rep: Dr. Stephen Young
17400 Route 22
Cherry Plain, NY 12040
Phone: 518.658.2515

Hampton Inn & Suites
Hotels & Motels
Rep: Andrew Smith
25 Hampton Inn Drive
East Greenbush, NY 12061
Phone: 518.477.9700
hamptoninn.com

SMRT Architects and Engineers
Architects & Engineers
Rep: Andrew Maurer
11 Century Hill Drive
Suite 207
Latham, NY 12110
Phone: 518.782.2316

The Beer Diviner
Brewery
Rep: Jonathan Post
243 Bly Hollow Road
Petersburg, NY 12040
Phone: 518.210.6196
thebeerdiviner.com

Uncle Sam's Good & Natural Products, Noorjahan LLC
Gourmet Organic Foods - Retail
Rep: Abdul Bari
77 Fourth Street
Troy, NY 12180
Phone: 518.271.7299

CloseUP Conversation w/

Director of Member Engagement & Business Development
Kate Ollier works to retain Chamber members through positive relations, relevant programs, cost-saving benefits and high-impact marketing opportunities.



As a Chamber member, you can become an active stakeholder in the regional business community through our organization's economic development initiatives. In 2010, the Chamber created a community fund called "Van Rensselaer Fund Rensselaer County Regional Chamber of Commerce." This fund allows the Chamber to apply for and receive grant funding for a variety of member-focused initiatives. Our mission is to use this fund agreement with The Community Foundation for the Greater Capital Region to support arts, culture and education and to promote the economic vitality of the region. In addition, the fund allows the Chamber to expand and diversify its offerings, providing scholarships for educational programs, such as The Leadership Institute, and for cultural events including the annual Troy Victorian Stroll. The financial support of donors directly helps the Chamber to provide programs designed to assist businesses grow and succeed in the Rensselaer County region.

Gifts of all levels make a valuable difference and donations may be designated for specific purposes. Donors enjoy the tax benefits of a charitable contribution. Find out more by contacting me today at 518.687.1249 or kollier@renscochamber.com. A small investment earns a big return when you partner with the Chamber!

● MEMBER NEWS



Hudson Valley Community College President Andrew J. Matonak, Ed.D. announced he will retire on August 31, 2018, after 13 years at HVCC and four decades in higher education. Under his leadership, the college added more than 25 new degree and certificate programs while expanding online offerings and high school initiatives. He also guided a \$200 million facilities master plan and construction of a pedestrian friendly, high technology campus with several state-of-the-art buildings. *Visit hvcc.edu.*

Kinderhook Bank Corp. appointed Edward J. Campanella as chief financial officer. With more than 19 years in finance and banking management, he brings his experience in asset-liability and risk/liquidity management, loan and deposit pricing and other bank finance and treasury operations to the position. *Visit nubk.com.*



Heslin Rothenberg Farley & Mesiti P.C. announced the following hires and appointments (photos above, l-r): Erica M. Hines, partner; Shanna K. Sanders (O'Brien), partner; Amanda J. Webster, patent attorney; and Alison R. Anechiarico, marketing coordinator. *Visit hrfmlaw.com.*



SEFCU's 24th annual "Monopoly Tournament" (photo above) raised \$25,000 for Center for Disability Services, bringing the total raised over the years to more than \$250,000. In addition, \$5,000 awards were donated to Boys and Girls Clubs of Albany and St. Anne's Institute. *Visit sefcu.com.*



Vanderheyden is partnering with **Capital Roots** to provide local fruits and vegetables for more than 230 breakfasts and lunches served daily at Vanderheyden's main campus in Wynantskill, delivered by the Veggie Mobile® (photo above). *Visit vanderheyden.org and capitalroots.org.*

GTM Payroll Services is celebrating its 25th year in business with donations totaling \$25,000 to these community groups: Albany Stratton VA Medical Center, Alzheimer's Association Northeastern New York, Bernard & Millie Duke Children's Hospital at Albany Medical Center, Big Brother Big Sisters of the Capital Region, Double H Ranch, Hannah's Hope Fund, Homeless and Travelers Aid Society, Make-A-Wish Foundation of Northeast New York, Mother Teresa Academy, Ronald McDonald House Charities of the Capital Region and Senior Services of Albany. *Visit gtm.com.*

Teal, Becker & Chiaramonte, CPAs, P.C. is marking its 45th anniversary. Starting with four employees, the firm now employs 95 associates providing accounting, auditing, tax and advisory services, as well as specialties including pension administration, benefit plan audits, estates and trust planning, business valuations, forensic accounting and cost segregation studies. *Visit tbccpa.com.*

The Sage Colleges President Susan C. Scrimshaw will step down in June 2017 after nine years at Sage and nearly 50 years in higher education. She has led Sage through a dramatic reinvigoration including growing enrollment, expanded academic programs, renewed fiscal health, increased visibility and diversity and a Centennial Campaign that is nearing its successful conclusion. In addition, Sage is now operating with a balanced budget and increased endowment, with no increase in tuition costs for the past six years. *Visit sage.edu.*



events calendar 2016

AUG	SEPT	ADDITIONAL INFO
<p>Monday • 8/15 Golf Classic at the Country Club of Troy Golf package includes lunch, cart, on-course beverages and dinner. \$195 per golfer; \$780 per foursome; \$35 for dinner only. Check-in at 10:30 a.m.; lunch at 11 a.m.; shotgun start at 12 p.m.; dinner at 5:30 p.m. Eagle sponsors- eBizDocs, Pioneer Bank, RPI Athletics, Sunmark FCU; Birdie sponsors- Albany Devils, CDPHP, Express Scripts, Hometown Healthcare, Turner Construction Company; Closest to Pin- architecture+, WNYT NewsChannel 13; Longest Drive Men- Groff NetWorks, LLC; Longest Drive Women- Merill Lynch The Clore Kelly Group; Putting Challenge- Bouchey Financial Group, Ltd. / Bouchey & Clarke Benefits, Inc.; Longest Putt on the 18th Green- Rose & Kiernan, Inc.; Chipping Challenge- Mosaic; Hit the Green- Hoosick Valley Contractors, Inc.; Carts Sponsor- CAPCOM FCU; Hole-in-One- Carbone Subaru, Cooley Motors. Sponsorships are available at all levels and for every budget.</p> <p>Thursday • 8/18 Quick Learn Session: Top 5 Time Management Tools Using Outlook 2013 Train yourself and your staff at considerable savings. Presented by MicroKnowledge, Inc. Registration and refreshments at 8 a.m.; program 8:30-10:30 a.m. Cost is \$79 members; \$99 future members. At the Chamber, 90 Fourth Street in Troy.</p> <p>Tuesday • 8/23 NetworkingPlus Luncheon Ambassador facilitated with three table rotations. At Franklin Terrace Ballroom, 126 Campbell Avenue in Troy. Registration at 11:30 a.m.; program 12-1:15 p.m. Sponsored by Saratoga National Bank & Trust Company and St. Peter's Health Partners.</p>	<p>Thursday • 9/15 Van Rensselaer Awards Dinner The Chamber presents the 2016 Van Rensselaer Awards Dinner, a celebration of excellence honoring this year's recipients: SEFCU, The Van Rensselaer Corporate Award; The Kaleel Jamison Consulting Group, Inc., The Van Rensselaer Small Business Award; and E. Stewart Jones Jr., The Edward H. Pattison Citizenship Award, also known as "The Ebbie." The evening begins with networking at 5:30 p.m.; awards at 6:30 p.m.; dinner at 7 p.m. Reservations are \$120 members; \$240 future members; \$1,495 per Chairman's Circle tables of 10. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by Capital Bank, CDPHP and The Phoenix Companies, Inc. Celebrate this year's recipients with a note of congratulations in our dinner program! Half-page, full-color ads are \$250. Reserve your space by Friday, August 26 at 5 p.m.</p> <p>Thursday • 9/22 Empowerment Series: Inside the Mind of a Young Professional Join us for a panel discussion with five young professionals setting the standard for millennials in the regional workplace. You'll learn their perspectives on communications, branding, motivation and more. Discover how to work with young professionals for mutual success. Registration and breakfast at 7:30 a.m.; program 8-9 a.m. At The Century House, Route 9 in Latham. Series underwriters are Bouchey Financial Group, Ltd./Bouchey & Clarke Benefits, Inc.; CAP COM FCU; Linius Recruiting; and Turner Construction Company. <i>Sponsorships available.</i></p>	<p>TIMES: <i>All breakfast events have registration and breakfast at 7:30 a.m., with the program from 8-9 a.m. (unless otherwise noted).</i></p> <p><i>All luncheon events have registration and lunch at 11:30 a.m., with the program from 12-1 p.m. (unless otherwise noted).</i></p> <p>COSTS: <i>All programs are \$35 (unless otherwise noted) for members who have pre-registered. The cost for walk-in members is \$50. The cost for future members is \$70 (unless otherwise noted).</i></p> <p>No-shows will be billed; 24-hour notice is required for all cancellations.</p> <hr/> <p>Register online at: renscochamber.com/events</p> <p>Questions? Contact Gabrielle Polce Events Coordinator 518.687.1238 gpolce@renscochamber.com</p> <p><i>If you have special requirements, please contact us one month prior to event to ensure we are able to provide for your needs.</i></p>

RECOGNIZING SUCCESS

2016 "Good News" Winners Announced



RENSELAER COUNTY

Past Award Winners

- 1st Playable Productions, LLC
- Advanced Energy Panels
- Autotask Corporation
- Berle Farm
- Brunswick Harley-Davidson
- Cancer Research Center Gen*NY*Sis Center for Excellence
- Comfort Inn & Suites
- CornerStone Telephone Co.
- Emma Willard School
- Garelick Farms
- GE HealthCare
- Gettysburg Flag Works, Inc.
- GlobalSpec, Inc.
- Goold Orchards
- Greane Tree Technology
- Hannaford Supermarkets
- Hollywood Drive-In
- Hoosick Valley Contractors, Inc.
- J. Kenneth Fraser & Associates
- Liberty Ridge Farm
- Monolith Solar Associates, LLC
- Old World Provisions, Inc.
- Polsinello Fuels, Inc.
- Scale Service & Supply Co., Inc.
- Regeneron Pharmaceuticals, Inc.
- Ross Valve Manufacturing Co., Inc.
- Tech Valley High School
- X-Ray Optical Systems, Inc.

The Chamber is proud to announce the recipients of our 2016 "Good News Rensselaer County" awards. Co-hosted by the Chamber and Rensselaer County, this honor recognizes businesses, nonprofits and community organizations that make a significant impact on our area's economy and quality of life.

This year's winners are:

- Brown's Brewing Company, LLC - The Walloomsac Brewery**
- Capital Roots**
- Troy Savings Bank Music Hall**
- The Center for Internet Security**
- Woodland Hill Montessori School**

Good News awards spotlight companies making a name for themselves at home, in our region, in New York State and, in some cases, in the global marketplace. They will be honored at an upcoming Chamber breakfast (see below for event information).

"The Good News award winners represent a cross section of Rensselaer County's business community," said Chamber President Mike O'Sullivan. "Recipients represent the diversity that makes our region a dynamic place to live and work. The impact of these local companies goes far beyond our county."

"We're thrilled to highlight success stories right here in Rensselaer County," said Rensselaer County Executive Kathleen Jimino. "The award recipients are not only significant achievers in their industries, they are also committed and community-oriented stakeholders."

Register now for the **Good News Rensselaer County breakfast** on Wednesday, November 9 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8-9 a.m. \$35 members; \$50 member walk-ins; \$70 future members. Sponsored by MVP Health Care. Sponsorship opportunities are available. Contact Kate Ollier at 518.687.1249 or kollier@renscochamber.com.



Check Out These Chamber Benefits

Here's a quick reminder of some of the benefits we offer to you and all of your employees. For a full listing of your member benefits, visit renscochamber.com.

ON-THE-JOB TRAINING



In an ever-changing economy, it's important to stay ahead of the curve with workforce development. Rensselaer County's One-Stop Career Center provides resources, assistance and training opportunities that help businesses and organizations save on their bottom line. One-Stop assists you with job postings, candidate screenings, direct

job referrals, interview space and on-the-job training for both new and existing employees. All of these services, and more, are provided free of charge. If you are struggling to find or retain qualified employees, or seeking to upgrade the skills of your workforce, the One-Stop Career Center can help you reach your goals and stay competitive. For information, contact Brian Williams, coordinator, at 518.270.2860 or visit rensco.com/employment.asp.

SMALL BUSINESS ASSISTANCE

The Small Business Development Center (SBDC) provides no-cost business counseling by experienced small business advisors to start-ups and existing businesses with fewer than 50 employees. SBDC professionals meet with entrepreneurs to determine needs, answer questions and establish a plan of action to achieve their business goals. It is through this close business interaction that SBDC provides the personalized, enterprise-specific and client-directed support needed to start, expand or re-energize your business. A representative from SBDC is available every other Thursday at the Chamber office. For more information, visit renscochamber.com/edp/business/businessdevelopment or nysbdc.com.



CHAMBER MEMBER

spotlights



eBizDocs is an award-winning electronic document management provider that assists businesses, organizations and government entities with electronic record management solutions. It all started with a vision by Howard Gross, eBizDocs founder, president and CEO.

"I had worked in the industry for quite a few years and was frustrated by the lack of customer focus I saw," said Gross, who started the document scanning company in 1999. His early experience explains eBizDocs' fervent attention to customer service and 20:20 focus on delivering solutions to make clients more efficient. "Our clients are our partners," said Gross. "When they succeed, we succeed."

eBizDocs clients choose electronic document management for its many advantages. Digital documents reside on a server, taking up far less office space, and cloud-based solutions have no physical space demands at all. Documents can be instantly accessed, edited and even shared from any location using any web-based device with no special applications and the danger of lost files is virtually eliminated. eBizDocs document management systems include workflow components that free up employees to be more efficient. All of these advantages add up to increased productivity and cost savings. Detailed security rights and built-in audit tracking ensure complete control over file accessibility. Cloud server transmissions are secured and backups are managed seamlessly in the background. New technology is tested in-house to ensure its reliability and efficiency, and eBizDocs' clients know the company can be trusted to bring in projects on time and on budget.

eBizDocs has been recognized for its commitment to non-profit organizations, particularly those empowering individuals with disabilities to find gainful employment in the business community. "As a service bureau, our production is only as good as the people manning our front lines," said Gross. "eBizDocs has the best team in the business. Attention to detail is just one of the variables in the equation that makes eBizDocs the document management leader it is today."

EBIZDOCS

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Greg Moore is a man of many talents, all of them technology based. His company **QuiCR**, (pronounced quicker), provides

SQL server administration, C# and VB.Net programming, disaster recovery planning and review and seminars on disaster responses. In addition, QuiCR makes available the services of Moore's own Green Mountain Software, a company he founded 21 years ago.

"We help companies with database upgrades and installations, disaster recovery before and after, performance bottlenecks, replication and all aspects of running SQL servers," said Moore, whose background in IT management and operations complements his focus on working with internet companies in the 24/7 market. "Are your database log backups filling up and you don't know what to do? We can help. Has your SQL server just crashed and you need help asap? Call us and we'll take care of it. Are you a startup looking for advice on building out your technology? We're here to answer your questions. I'm a firm believer that computers should work for people, not the other way around."

Whether it's working with IT departments to satisfy due diligence requirements or installing software on site for growing companies, the focus of QuiCR and Green Mountain Software is on tailored customer service and high-quality products backed by one-on-one client relations. Previously, Moore served as director of IT at PowerAdz and later as vice president of production operations and IS at Traffiq. He has more than 18 years of experience with SQL servers and 10 years running a 24/7 datacenter.

"I enjoy working with companies, bringing them from chaos to order," said Moore, who started QuiCR in 2012. "I take a lot of pride in building relationships and moving clients forward in an attitude of partnership."

Moore is available for company presentations, including his current talk, "Who's Flying the Plane? Why Planes Crash and What IT Can Learn from Them." The cost is \$250 for a one-hour, lunchtime presentation. Check his websites for future topics.

QUICR | GREEN MOUNTAIN SOFTWARE
QUICR.NET | GREENMS.COM

Complimentary Spotlights are awarded by random drawing at Chamber events. To purchase a Spotlight, contact Staci O'Neill at so'Neill@renscochamber.com. Members must be in good standing and not have been featured within the past 24 months.

Have you signed up for the Chamber's convenient e-newsletter? It's fast, it's easy and it will keep you connected with the area's business community. Stay informed about upcoming events, economic development news, cost-saving benefits, important announcements and more with this handy online resource, sent to your inbox every Tuesday and Thursday.

Visit our website at renscochamber.com and click on the e-newsletter sign up to enter your contact information. Nearly 3,700 professionals read our e-newsletters. Sign up and get connected today!

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IN MEMORIAM

Remembering the Legacy of Bob Horan



Teacher, mentor, administrator, business professional — our friend, Bob Horan, who passed suddenly on July 4, 2016, was all of these things and so much more. "Bob was a huge asset to his school district, our Chamber and the entire community,"

said Michael DiAcetis, Chamber board chair. "His passion was genuine and apparent in everything he did. Bob was motivated only by the pleasure he gained by helping others achieve their own success. We often spoke about his love of family and camping adventures. I was fortunate to know him as a friend. He's greatly missed."

Robert M. Horan Jr. grew up in Queensbury, graduated from Shenendehowa High School and later from the State University of New York at Oswego and The College of St. Rose. He served as a technology instructor at Mohonasen High School for 16 years and adjunct professor at St. Rose. After working as department administrator at Shenendehowa High School, he transferred to the Schodack Central School District more than a decade ago, first as Maple Hill High School principal and then as district superintendent for the past six years. Each of Bob's positions served to strengthen his integrated understanding of education, administration, technology and business while fueling his efforts to transform the relationship between schools and the business community. He was a champion for his students and innovator for business partnerships, establishing a business incubator in the district's middle school that benefited students and start-up companies

"Bob was beloved...for his huge heart and tireless passion. No superintendent cared more for his students..."

Statement from Schodack Central School District

"Bob's 'can-do' attitude was refreshing and contagious. He made you believe everything was possible because he believed it. He will be missed as a colleague and as a friend."

Michael A. DiAcetis
Chamber Board Chair

alike. Bob worked to place his teachers and students in internship opportunities to expand their portfolio of knowledge in real-world settings. Under his leadership, the Schodack District has ranked among the top 20 districts in the Capital Region for the past five years. Bob's students relied on his guidance even after graduation, knowing he was always available as a resource and mentor. Bob also served as legislative chairman for Questar III BOCES and was an active member of the Castleton-Schodack Kiwanis and Southern Rensselaer County Rotary clubs.

A member of the Chamber's board of directors, Bob was on the executive committee and served as vice chair of the Economic Development & Government Affairs Committee. "Bob was extremely active in his work with the Chamber and his exceptional reputation and ability to transform education was becoming known on a state level," said Chamber President Mike O'Sullivan. "He was a man who gave generously of his time and himself. He was a pleasure to work with and to know."

"Bob was the driving force behind the Chamber's business and education collaborations and events," said Director of Member Engagement & Business Development Kate Ollier. "His creative spirit, enthusiasm and friendly personality will truly be missed. Our thoughts and prayers are with his family."

The Schodack District issued a statement on its website: "No superintendent cared more for students or took greater joy in watching them learn, grow and succeed. Bob was true to his community in far too many ways to list here, but let it be known that he gave of himself unselfishly in many ways to help people in his public, professional and personal life."

EMPOWERMENT SERIES

Inside the Mind of a Young Professional Sept. 22

Did you know millennials have surpassed all previous generations to become the largest population in the American workforce? These employees currently account for one in three workers and the numbers are growing. Find out what you need to know about the millennial workforce with the Chamber's upcoming event, **Inside the Mind of a Young Professional**, the latest in our popular Tech Valley Series for Empowerment. Here's your opportunity to hear from some of the region's leading young professionals in a panel discussion. Discover how these millennials are setting the standard for their generation, what they have to tell us about young professionals and how you can learn from their insights for success, including:

- » Developing a personal brand
- » Communicating between generations

- » Managing workplace challenges for millennials
- » Motivating young professionals to help companies grow their bottom lines

Sign up now for an event that will change the way you interact with young professionals and show you how to leverage their strengths for new opportunities and mutual success.

Register now for **Empowerment Series: Inside the Mind of a Young Professional** on Thursday, September 22 at The Century House, Route 9 in Latham. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8-9 a.m. \$35 members; \$50 member walk-ins; \$70 future members. **Sponsorship opportunities are available.** Contact Kate Ollier at 518.687.1249 or kollier@renscochamber.com.



Major underwriters for the Tech Valley Empowerment Series are Bouchey Financial Group, Ltd./Bouchey & Clarke Benefits, Inc.; CAP COM FCU, Linium Recruiting and Turner Construction Company.