

insight

The Leadership Institute

Get This!

“The Leadership Institute opened my mind to new ideas and perspectives and gave me invaluable relationships. It challenged me to leave my comfort zone and my “daily work bubble.” It was an outstanding experience collaborating with other professionals with the same enthusiasm and motivation for success.”
 Alison Leonard, AIA EDAC architecture+ Class of ‘15



“Leadership was one of the most important experiences of my professional life, a rare opportunity to develop strong bonds with ambitious colleagues and learn from the region’s impressive and successful leaders. This is an opportunity that should be seized by every entrepreneur, rising star, up and comer and aspiring leader.”



George LeMarche,
 Managing Partner,
 LaMarche Safranko
 Law PLLC
 Class of ‘09

Have you heard the news? Nearly 85% of Leadership graduates experience promotion or career advancement and more than two-thirds of our alumni volunteer in their communities. Now is the time for you and key members of your staff to take advantage of The Leadership Institute, the Chamber’s skills-based professional development program that incorporates a “learning from leaders” approach to successful training.



Our award-winning model develops participants’ professional and personal skills as they learn from a distinguished faculty of the region’s top executives. Beginning with an orientation retreat, the program builds with monthly sessions on strategic thinking, communication, career-life balance, financial management, human resources, board development, and community service. The result? Our graduates increase their value as leaders in their companies and in our communities, paving the way for career advancement and personal success. Leadership alumni also enjoy ongoing education programs and exclusive networking events.

Take your career to the next level: learn about The Leadership Institute at our **Open House Events for the Class of 2016**, on Friday, March 27 or on Thursday, April 16, from 8:30 to 9:30 a.m. at the Chamber offices, 90 Fourth Street in Troy. Meet graduates, pick up an application and get your questions answered. The new class is forming now and will begin this fall. This year’s **application deadline is Wednesday, May 20, at 5 p.m.** For information, visit www.renscochamber.com/leadership-institute or contact the Chamber at 518.274.7020. Come to the graduation dinner for the Class of 2015 on Thursday, March 26, 5:30 p.m. at Franklin Terrace Ballroom in Troy. Cost is \$50 per person with tables of 10 for \$550. Register online renscochamber.com/events.

Sponsored by First Niagara, with media sponsorship by Albany Business Review



A FRANKLINCOVEY™ EVENT

Learn How to Lead Across Generations

For the first time in history, there are four distinct generations in the workforce: Traditionalists, Baby Boomers, Gen Xers, and Millennials, all with their own perspectives, styles, and expectations. Great leaders know how to tap into the unique contributions of each generation and bridge the gaps for success. Find out how at our FranklinCovey training module, “Leading Across Generations®,” a special Chamber event featuring Haydn Shaw (photo at right), author, lecturer and senior consultant with FranklinCovey. Named a leadership “guru” by *The Washington Post*, Shaw has worked with more than 1,000 businesses, nonprofits and government entities. He is the author of *Leading Across Generations®*, this four-hour instructor-led leadership module for effective leadership.

You’ll learn how to:

- » Understand differences in workplace generations and why typical approaches fail.
- » Discover how stereotyping hinders communication and engagement.
- » Resolve 11 common sticking points with solutions that really work.
- » Conduct a “whole-person” conversation for improving engagement.
- » Utilize a powerful 21-day implementation plan to put what you’ve learned into practice.



Register now for **Leading Across Generations®** on Wednesday, February 25 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 a.m.-12 p.m. \$75 for members; \$100 for walk-in members; \$150 for future members. Sponsored by Bouchey & Clarke Benefits, Inc.; Bouchey Financial Group, Ltd.; and Turner Construction Company.



This event is based on Haydn’s book, **Sticking Points: How To Get 4 Generations Working Together in the 12 Places They Come Apart**, which will be available to be purchased and autographed at this special event!



ASK THE EXPERT: Financial & Tax Services

Judy A. Cahee, CPA is a Tax Partner with SaxBST, joining the firm in 1999. Her background includes more than 15 years of tax and accounting experience, serving a range of clients in the healthcare, professional services, real estate and manufacturing sectors. She is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.



Q: When should I hire a financial professional?

A: It depends on your need. The term “financial professional” encompasses a wide range of service areas. Do you need help with accounting, auditing and taxes, or are you looking for more long-range services such as wealth management, employee benefit administration, valuation or litigation support? Each of these areas warrants a professional with specific expertise demonstrated through work experience, training and professional certifications.

Q: What are the benefits?

A: A key benefit is professional knowledge. As a tax partner at SaxBST, I work in an area where laws change continuously, such as the ongoing implementation of the Affordable Care Act. Your relationship with a financial professional means you have a partner in navigating change and mitigating risk. In addition, you can be proactive in your financial planning, and gain a “big picture” of where your business is right now and where you want to be in the future.

Q: How do I find a good fit?

A: Meet with multiple firms, ask questions and obtain a proposal for services or engagement letter. Gain a level of comfort with the individual beyond technical competency — they need to understand you and your business. Your goal is to find a professional that can become a trusted business advisor and not just the preparer of a tax return or financial statement. It is also important to work with a financial professional who engages in ongoing education and professional designations/certifications. This shows a commitment to the industry and to clients.



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.

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Linda Hillman, President
 90 Fourth Street, Suite 200, Troy, NY 12180
 Telephone: 518.274.7020
renscochamber.com

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● NEW MEMBERS

Albany Institute of History & Art Museums
Rep: Tammi Groft
125 Washington Avenue
Albany, NY 12210
Phone: 518.463.4478
albanyinstitute.org

Capital District Local Search, LLC
Marketing Consultants
Rep: John Kelly
70 Weatherwax Road
Poestenskill, NY 12140
Phone: 518.729.8483
capitaldistrictlocalsearch.com

Computer Professionals International
Computer Systems, Software, Service & Sales
Rep: David Wilbur
2165 Technology Drive
Schenectady, NY 12308
Phone: 518.836.2700
comproinc.com

Cricket Wireless
Wireless Service Provider
Rep: Jonathan Lonczak
120 Hoosick Street
Troy, NY 12180
Phone: 518.326.5453
cricketwireless.com

DALLE Accounting and Cash Management, Inc.
Accounting
Rep: Dan Lortie
7 State Street
Troy, NY 12180
Phone: 518.270.9243
dalleaccounting.com

Engineered Solutions, PC
Engineers
Rep: Scott Swenson
646 Plank Road, #104
Clifton Park, NY 12065
Phone: 518.280.2410
engineered-solutions.net

Kinder Morgan
Oils - Fuel
Rep: Matt Abdifar
8 Anngina Drive
Enfield, CT 06082
Phone: 860.763.6014
kindermorgan.com

Live Sound, Inc.
Sound Systems & Equipment
Rep: Mike Seddon
494 McChesney Avenue Ext.
Troy, NY 12180
Phone: 518.279.9085
livesoundinc.com

Lord & Taylor
Retail
Rep: Gregory Towe
1 Crossgates Mall Road
Albany, NY 12203
Phone: 518.464.2828
lordandtaylor.com

Matthew John Burnham
Attorney & Counsellor at Law
Lawyers
Rep: John Burnham
P.O. Box 1675
Troy, NY 12181
Phone: 518.364.5595
matthewburnham.com

The Rosenblum Companies
Commercial Office Space
Real Estate Development
Rep: Jeff Mirel
300 Great Oaks Blvd., Suite 310
Albany, NY 12203
Phone: 518.869.9302
rosenblumcompanies.com

● MEMBER NEWS



E. Stewart Jones Law Firm, PLLC has merged with another leading firm to create **E. Stewart Jones Hacker Murphy, LLP**, effective January 1. The new firm will concentrate on the areas

of commercial litigation, property tax dispute, employment discrimination, eminent domain, criminal defense and personal injury law. Office locations are in Troy, Saratoga and Latham. Visit joneshacker.com.

SAGE Computer Associates has been acquired by ADNET Technologies, LLC, a technology consulting firm headquartered in Framington, CT. The acquisition allows the two firms to provide broader support for their clients to create measurable business value from IT investments. Visit sagecomputer.com.



CDPHP® employees raised more than \$44,500 for the **American Red Cross of Northeastern New York** through a year-long Charity for Choice campaign. For the 2015 campaign, CDPHP has selected **Northern Rivers Family Services**, which includes **Northeast Parent & Child Society** and **Parsons Child and Family Center**. (Photo above, l-r: John Bennett, MD, president and CEO, CDPHP; and Gary Striar, regional chief executive officer, American Red Cross of Northeastern New York. Visit cdphp.com.



Geovanny Marble & Granite, LLC recently celebrated the grand opening of its new location at 937 Nineteenth Street in Watervliet with a ribbon cutting ceremony (photo above). The family-owned and operated business specializes in custom marble and granite installation, restoration and repair for contractors, architects, designers and homeowners. Visit geovannymarbleandgranite.com.

Gramercy Communications, LLC has promoted Jake Dumesnil to managing partner. He will manage day-to-day operations and oversee a growing client roster. The firm has also promoted Charles Wiff to vice president and named Mia Ertas as creative director. Visit gramercycommunications.com.

Erdman Anthony Principal Associate Edwin "Sam" Anthony, P.E. has been named "Engineer of the Year" by the ASCE Rochester Section. The award recognizes excellence in civil engineering, strong leadership skills and commitment to community. His father, Ed Anthony, co-founder of the company, received the award 38 years ago. Visit erdmananthony.com.

UHY Advisors NY is marking its 50th anniversary by donating \$50,000 to local nonprofit organizations dedicated to fighting disease and improving the lives of children. The donation represents a yearlong commitment to giving by UHY employees. Visit uhyllp-us.com.

We're Not Receiving Your Mail!
Please update your system with our new address:

90 Fourth Street, Suite 200
Troy, New York 12180

Attention Members:

The Chamber is now officially in our new location at 90 Fourth Street, Suite 200 in Troy, NY 12180. Please make sure this important change of address reaches your accounting, finance or other appropriate departments and our mailing address is updated in your system so that we can continue to receive your mail in a timely manner. Mail addressed to our former location takes twice as long to reach our office. Thank you!

events calendar 2015

FEBRUARY	MARCH	ADDITIONAL INFO
<p>Thursday • 2/5 Meet the Legislators Breakfast Participants are NYS Senators Neil D. Breslin and Kathleen A. Marchione and NYS Assemblymen John T. McDonald III and Steve McLaughlin. Moderated by Liz Benjamin, host of the Time Warner Cable News program <i>Capital Tonight</i>. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by Express Scripts.</p> <p>Thursday • 2/12 Empowerment Series Roundtables Join us for a special Roundtables Breakfast featuring more than a dozen regional professionals facilitating a series of 20-minute discussions. Participants will "table-hop" and interact in lively and candid conversations about career challenges and successful strategies. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At The Century House, Route 9 in Latham. Major underwriters are Bouchey Financial Group, Ltd.; SEFCU; and Turner Construction Company. Event sponsored by Hoosick Valley Contractors (HVC).</p> <p>Wednesday • 2/25 FranklinCovey™ Presents "Leading Across Generations" Learn to leverage the differences among generations in the workplace through this high-impact leadership training opportunity presented by author Haydn Shaw and based on his popular book "Sticking Points." Registration at 7:30 a.m.; program 8 a.m.-12 p.m. \$75 for members; \$100 for walk-in members; \$150 for non-members. At The Century House, Route 9 in Latham. Sponsored by Bouchey & Clarke Benefits, Inc.; Bouchey Financial Group, Ltd.; and Turner Construction Company.</p>	<p>Tuesday • 3/10 Social Media & Legality Learn how to use social media to advance your business while protecting it from legal risks. Presented by John M. Bagyi, Esq., SPHR, partner at Bond, Schoeneck & King. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At Comfort Inn & Suites, 99 Miller Road in Schodack. Sponsored by MicroKnowledge, Inc. and Pierce Communications.</p> <p>Thursday • 3/19 Cancer Research: What's it Got to Do with You? Come to this breakfast event and find out how cutting-edge science at UAlbany's Cancer Research Center is impacting job-creation and connecting B2B across industries. What does this mean for your business? With guest speaker UAlbany Vice President for Research James A. Dias, Ph.D. At SUNY East Campus, 5 University Place in Rensselaer. Sponsored by National Grid.</p> <p>Thursday • 3/26 The Leadership Institute 2015 Graduation Join us to celebrate! \$50 per person; tables of 10 are \$550. At the Franklin Terrace Ballroom, 126 Campbell Ave., Troy. At 5:30 p.m. Sponsored by First Niagara and <i>Albany Business Review</i>.</p> <p>Tuesday • 3/31 Free Member Orientation Breakfast Make the most of your membership and discover all of our valuable benefits. Meet our staff and bring plenty of business cards to distribute. Great networking opportunity! No charge; registration required. At Grace Fellowship Church, 73 Troy Road in East Greenbush. Sponsored by Thomas K. Judd & Associates.</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 non-members is \$70.</i></p> <p>No-shows will be billed; 24-hour notice is required for all cancellations.</p> <p>Register online at: renscochamber.com/events</p> <p>Questions? Call us at 518.274.7020.</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>

KNOW THE RULES

The Legalities of Social Media on March 10

The use of social media — Facebook, Twitter, LinkedIn, Instagram, Vine — brings significant legal risks, risks that employers must anticipate and pro-actively address. Find out how to use social media effectively while protecting your business at the Chamber’s upcoming event, “Social Media & Legality.” In this timely program, we’ll learn:



- » The risks vs. the potential of utilizing social media to advance your operations.
- » Emerging technology and how to use it appropriately.
- » Common legal liabilities and ways to avoid them.
- » Reconciling social media usage with employee relations.

Our presenter is John M. Bagyi, Esq., (photo at left) partner at Bond, Schoeneck & King and a certified Senior Professional in Human Resources (SPHR). Bagyi counsels and represents employers on labor and employment issues, helping them achieve and maintain legal compliance while improving employee engagement and workplace productivity. He has guest lectured at Albany Law School, the University at Albany, Union Graduate School and the Lally School of Management at Rensselaer Polytechnic Institute, and is a frequent speaker at national, regional and state conferences. He also serves as general counsel to the NYS Society of Human Resource Management.

Register now for **Social Media & Legality** on Tuesday, March 10 at Comfort Inn & Suites, 99 Miller Road in Schodack. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8 - 9:30 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsored by MicroKnowledge, Inc. and Pierce Communications.



ENTREPRENEURSHIP

How Cancer Research Can Boost Business

Get an insider’s look at the Cancer Research Center, a state-of-the-art facility at the University at Albany East Campus, and discover how cutting-edge science is boosting businesses of all types. Join us for “Cancer Research: What’s it Got to Do with You?” and learn how this globally-recognized center’s entrepreneurial model is benefiting public health, training students for high-growth careers and providing a springboard for successful spin-off companies and start ups. Find out how the life-changing research in our own backyard is stimulating job creation, supporting economies and connecting B2B across industry lines. Our guest is UAlbany Vice President for Research James A. Dias, Ph.D. (photo above) who will discuss the center’s culture of innovation and collaboration, including its START-UP NY plan, which includes tax-free business incentive space to attract newly-formed, expanding and relocating businesses.



Register now for **Cancer Research: What’s it Got to Do with You?** on Thursday, March 19 at SUNY East Campus, 5 University Place in Rensselaer. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8 - 9 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsored by National Grid.



Check Out These Chamber Benefits

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

ONLINE JOBS & VOLUNTEER BOARD

Looking for a new employee? Interested in attracting volunteers? Welcome to the Chamber’s online Jobs & Volunteer Opportunities Board. All around the Capital Region, employers and organizations are posting new positions available immediately. Post all of your opportunities at renscochamber.com/edp and spread the word to nearly 14,000 monthly website visitors. It’s free! All positions are reviewed before being published.



FREE CONFERENCE ROOMS

Let the Chamber help you present a professional image by taking advantage of two free conference rooms at our new location at 90 Fourth Street in Troy. Choose our executive conference room for your next board meeting, brainstorming session or staff training. The first-floor room seats 50 and includes a kitchenette. Need a smaller venue?



Our upstairs conference room seats 10. Both rooms are readily equipped with free wifi. Reservations are required by contacting Executive Assistant & Office Manager Cindy Lovely at clovely@renscochamber.com. Book a conference room today and let the Chamber help you succeed!

CHAMBER MEMBER

spotlights



Security Plumbing & Heating Supply is a leading wholesale distributor of quality plumbing,

heating, and air conditioning products with 12 locations serving upstate New York and western Massachusetts. Family-owned and operated since 1934, the company offers decades of industry experience with a focus on quality products and exceptional customer service.

“We offer value to meet all sized budgets,” said Director of Special Markets Ken Mortensen, Jr., who represents the third generation of the business. “Our business is built on finding the best solution for each of our customers, whether its for the Albany nanotech building or a person’s private home. Quality products and knowledgeable, experienced sales staff place us above our competition. Customers trust us to get it right.”

A new 15,000-square-foot facility in Albany includes a 5,000-square-foot showroom and training center. The impressive showroom, the largest Kohler showroom in the Northeast, highlights products and technology, including an “Experience Room” where customers can try out the latest in baths and showers. The training room includes audio/visual technology and a full kitchen facility. Used for in-house staff training, the room is also available at no charge to community groups for training and events.

“In this day of big box stores, people have the option of buying brand name ‘value-engineered’ products, which are built with plastic parts and are not inspected for defects,” said Mortensen. “We carry proven products in a wide price range. We’ll help you get the highest quality product within your budget, a product built to last and backed by warranty. That’s what sets us apart.”

SECURITY PLUMBING & HEATING SUPPLY
475 CENTRAL AVENUE | ALBANY, NY 12206
PH: 518.489.2554 | SECSUPPLY.COM

Action Window Cleaning has been a trusted name in professional window cleaning since 1975. Led by Lisa and Stephen Despart, this second generation family-run business serves both residential and commercial customers year-round. “We make it easier for you to manage your building or maintain your home, freeing up your time to focus on other things,” said President Lisa Despart, who is pursuing MWBE certification for the company.



Who do they service? Office facilities, malls, car dealerships, restaurants, colleges — anywhere that values the importance of maintaining a building and creating a good impression for customers and employees. With more than 30 years of experience, Action Window Cleaning has earned its reputation for being reliable, efficient and professional. And, they do more than windows.

“Winter is the perfect opportunity to take care of items in those hard to reach areas,” said Manager Duane Shuler, a recent graduate of the Chamber’s Leadership Institute. “Our specialized lift can fit through a 36” door, has non-marking treads, and extends to 80 feet. In addition to window and glass cleaning, we can touch up the paint in atrium ceilings, dust the rafters, replace light bulbs, filters or vents. We can provide your technician with the means to access and test security systems, smoke detectors and security cameras.”

Residential customers also take advantage of AWC’s full array of services, including pressure washing, chandelier and skylight cleaning. “Customers often don’t think of what needs to be done until we arrive. They appreciate our ability to perform tasks while we are ‘up there’ on the ladder,” said Shuler.

“Our knowledge of the industry coupled with our experienced staff, sets us apart from others,” he added. “It ensures customers a quality job done at a reasonable cost.”

ACTION WINDOW CLEANING COMPANY, INC.
P.O. BOX 320 | 33 CATHERINE ST. | RENSSELAER, NY 12144
PHONE: 518.462.4986 | AWCCOMPANY.COM

Complimentary Spotlights are awarded by random drawing at Chamber events. To purchase a Spotlight, contact Chyresse Wells at 518.274.7020, ext. 16 or cwells@renscochamber.com. Members must be in good standing and not have been featured within the past 24 months.

insight into...

Direct Mail Contact List

Looking for a cost-effective way to build your contact list and reach out to potential clients? The Chamber's Direct Mail list is the answer! If you are planning a direct mail campaign as part of your overall marketing plan, our easy-to-use list is a great source for expanding your prospects quickly and affordably. Choose from two options: an Excel format or printed directly to mailing labels. Either way, our Direct Mail list jump-starts your targeted marketing campaign. Save time and money by requesting a customized list to suit your needs. Contact the Chamber at 518.274.7020 or visit www.renscochamber.com and click on "Advertising."

2015 BOARD OF DIRECTORS

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"Meet the Legislators" at Chamber Event on Feb. 5



State representatives will gather for an informative panel discussion of the timely issues and challenges facing our communities at the Chamber's upcoming event, "Meet the Legislators." Our guests are New York State Senators Neil D. Breslin and Kathleen A. Marchione and New York State Assemblymen John T. McDonald III and Steve McLaughlin (clockwise, from top left).

Meet the Legislators is on Thursday, February 5 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 for members; \$50 for walk-in members; \$70 for future members.



EXPRESS SCRIPTS® Sponsored by Express Scripts

GO BEYOND NETWORKING

Empowerment Roundtables Are Back on Feb. 12

The Chamber's Empowerment Series Roundtables are back! We're gathering more than a dozen of the region's top professionals to facilitate a series of 20-minute discussions. Participants will "table-hop" and interact in lively and candid conversations about career challenges and successful strategies. Topics will include moving your career to the next level, taking risks for results, tackling difficult conversations, building confidence and balancing your roles in life. Go beyond networking with our professional facilitators and motivated participants. Talk with mentors and inspiring role models and find out how their winning strategies can impact your own success. Sign up for this unforgettable event!

Register now for **Empowerment Series Roundtables** on Thursday, February 12 at The Century House, Route 9 in Latham. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsorship opportunities available. Contact the Chamber's Director of Member Engagement & Events Kate Ollier at 518.274.7020, ext. 23.

OUR PRESENTERS*

Kelli Arnold	First Niagara
Sal Ferlazzo	Girvin & Ferlazzo
Bill Flaherty	National Grid
Carolyn Jones	Albany Business Review
James Spencer	Rensselaer Polytechnic Institute
Nicole Stein	SEFCU
Paula Stopera	CAP COM Federal Credit Union

*as of press time. Check our website for a full listing!



Series underwritten by Bouche Financial Group, Ltd.; SEFCU; and Turner Construction Company. Event sponsored by Hoosick Valley Contractors, Inc. (HVC).

Put the Power of the Chamber to Work for You!

Market: Build Your Brand & Get Results

Tap into our high-impact marketing vehicles to build contacts and business. Choose from online, in-print, and event-driven advertising and sponsorships to attract attention. Let us design a customized marketing plan to meet your goals and your budget.

Develop: Training & Professional Growth

The Chamber provides top-notch opportunities for professional growth at a fraction of the cost. Our workshops are led by business experts from around the region and across the U.S. bringing you real-world strategies in sales, customer service, marketing, branding, technology, finance, HR administration, and more.

Connect: Networking for Success

Build your professional and personal networks with the Chamber's NetworkingPlus programs, Member Orientations and popular annual events. Develop relationships, maximize potential and share knowledge as a partner in the regional community.



Stay Ahead of the Competition with strategies that work. Call the Chamber at 518.274.7020 today!

"In the expansion of my business, the Chamber is a huge resource in initiating business contacts in new areas of development."



Steven Erby,
Vice President
Monolith
Solar

"The response from our insert resulted in hundreds of volunteers. Thanks for the opportunity to reach thousands of community members."

Christine Schudde, Director of Development, Habitat for Humanity Capital District





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EVERY WEEK

9 BRANCHES
TO USE

YOU BELONG AT THE Y.

SAVE \$100

You can do it! The Y has the wellness programs and the support you need to get healthy.

Bring this flyer with you to any Capital District YMCA branch and we'll waive the joiner's fee when you join by Saturday, February 28, 2015.

Ask about our community partnership options.

This offer cannot be combined with any other offer.

JOIN TODAY!

CAPITAL DISTRICT YMCA

East Greenbush Branch
20 Community Way
477.2570

Troy Branch
2500 21st Street
272.5900

www.CDYMCA.org





Literacy 5K Run/Walk

Sunday, May 3, 2015

Rensselaer Tech Park, Troy, N.Y.

To add to the fun, participants are invited to come dressed as a favorite character.



8:00 A.M. Registration

preregistration \$20; race day registration \$25

9:00 A.M. Children's Fun Run

registration fee \$6

9:30 A.M. Youth Mile

preregistration \$10; race day registration \$15

10:00 A.M. 5K Run/Walk

11:15 A.M. Awards Ceremony

Preregistration at Rensselaer Tech Park
Saturday, May 2nd, 12:00-1:00 p.m.

For complete information: www.lvorc.org

Literacy Volunteers of Rensselaer County
(518) 274-8526

Your support makes it possible
to provide free literacy
programs to adult learners.

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Your support makes it possible to provide free literacy programs to adult learners such as Florine and StaEsha:

“When I am driving on the highway going out of town I can now read the signs. Being tutored is building my confidence in reading and how I am feeling about myself. Since I had a tutor I became a better reader and my comprehension has expanded.” - *StaEsha*

“I can now write my own checks. I can go to the bank and fill out the slips. I can read my bank statements. I get the newspaper twice a week. I look at the sale papers and since I started coming here (for tutoring) I go to the stores that have the best prices.” – *Florine*

The Events Calendar is always available online at www.lvorc.org

**Volunteers, Students and Friends of Literacy:
Be sure to join Literacy Volunteers of Rensselaer County for our
2015 fundraising events!**

**Literacy 5K
Run/Walk
Sunday, May 3rd**



**Famous Ladies' Tea
Sunday, March 22nd**



**Jazz for Literacy
Evening
with Sonny and Perley
Thursday, June 25th**



Calling all **Scrabble Players and Enthusiasts**: if you would like to help plan an April 2015 Scrabble Tournament, contact Judy Smith at (518) 274-8526 or email litvoldirector@aol.com