



# RENSCONNECT

WHERE BUSINESS + COMMUNITY CONVERGE

APPLY NOW: NEW CLASS IS FORMING

## The Leadership Institute Advances Careers

This is your year! The Leadership Institute, the Chamber’s transformational, skills-based professional development program is ready to take your career to the next level. Just ask our alumni and you’ll hear first-hand how this “learning from leaders” approach to successful training is creating a dynamic generation of professionals ready to take on leading roles at work and within their communities.

Our award-winning model develops participants’ professional and personal skills as they learn from a distinguished faculty comprised of the region’s top executives. Starting with a retreat, the program builds with monthly sessions on strategic thinking, communication, career-life balance, financial management, human resources, organizational development and board development.



The Leadership Institute is sponsored by CDPHP

Our graduates increase their value as leaders within their companies and communities, paving the way for career advancement and personal success. Leadership Institute alumni also enjoy exclusive and advantageous networking opportunities. Select a rising star on your staff or make this your year to enroll. Applications are available online starting Monday, March 15; submission deadline is Wednesday, June 9 at 5 p.m. For more information, visit [renscochamber.com/leadership-institute](https://renscochamber.com/leadership-institute).

Learn more about The Leadership Institute by participating in a virtual Open House information session. Choose from Tuesday, April 13 at 3 p.m. or Tuesday, April 20 at 9 a.m. To register for a free session, visit [renscochamber.com/events](https://renscochamber.com/events).



“The Leadership Institute was by far the most valuable and rewarding experience of all of the leadership training I have attended. The multi-week class is a comprehensive deep dive on topics that matter and I forged strong working relationships with my classmates. These advantages proved invaluable in pursuing my business goals, such as becoming company president and, ultimately, purchasing the company. The Chamber’s Leadership Institute was my path to career-altering knowledge and a professional support network.”



Andrew Kinerson  
President, Gettysburg Flag Works

“Leadership was such an eye-opening and humbling experience. It made me think about things I didn’t think about previously. I experienced canoeing for the first time. I made myself uncomfortable everyday, in order to grow. It gave me the opportunity to network and develop relationships with amazing people. The connections, advice, dedication, support, time, laughter, experiences.... priceless.

Starletta Smith  
Executive Director, YWCA of the Greater Capital Region, Inc.



“Professional development programs are usually focused on helping the organization we work for. The Chamber’s Leadership Institute was the first professional development opportunity I experienced that focused solely on me, my professional growth, my leadership skills and my overall career path. The program is unique in that it empowers you to become a better leader and a better employee. The Leadership Institute challenges you to think critically about yourself and to set exciting goals.”



Michael J. Buckley, CFRE  
Founder, The Killoe Group



Victoria Hostig  
Director, Community Relations &  
Executive Director, CDPHP The Foundation

“Being part of The Leadership Institute was a pivotal point in my personal and professional life. The connections I made with classmates, the presenters and Chamber staff transformed the path I would take for years following graduation and remains strong today. I would encourage anyone considering the program to submit an application and go for it – you will not regret it!

ASK A BOARD MEMBER:

## Building Strong Communities



Christine Nealon  
is the President and CEO of TRIP, Inc. (Troy Rehabilitation and Improvement Program) & RCHR (Rensselaer County Housing Resources).

Both organizations work to build strong communities by meeting the growing housing needs of local residents.

**Q » As we proceed through the second year of the pandemic, how have TRIP & RCHR adjusted to providing services to individuals?**

**A »** Making TRIP & RCHR’s services available to the community online was one of our pre-pandemic initiatives. But the health and safety protocols required for COVID-19 certainly expedited the need for social distancing and virtual access to TRIP & RCHR’s many programs and services. We’ve launched our customer service portals for homeownership promotion classes, along with a tenant portal that enables current and prospective tenants to do everything online, from applying for an apartment to paying their rent. Effective tools for communication are more essential now than ever before and TRIP & RCHR are committed to working with neighbors to achieve a strong community during these challenging times.

**Q » What are some of your greatest challenges?**

**A »** We face the challenge of being able to communicate with our customers who have inconsistent internet access. At first, we thought people didn’t have their internet turned on or maybe did not have a computer in their home at all. But what we’ve learned is that the infrastructure for broadband access in many of the areas we serve simply does not support the overwhelming demand, especially since COVID-19’s outbreak. Imagine being a parent with two children trying to get their education from their school remotely and you are working remotely and juggling all the responsibilities of a household, while taking turns using a deficient internet signal. Inadequate access to information via online sources is now threatening basic human needs like healthcare, housing, education and employment. It definitely makes it a challenge for us to maintain communication with our customers.

**Q » As chair of The Leadership Institute committee and an alumna, how has the program assisted your career?**

**A »** I am honored to chair The Leadership Institute committee this year. The Chamber’s Leadership program has assisted me in my career in many ways, increasing connections to other professionals and businesses that I might not otherwise have had the opportunity to meet. Creating a shared business culture among emerging leaders where diversity and equity are valued is a priceless experience at the individual, business and community levels.



Member Milestones

30 Years

Staring's Pest & Rodent Control  
Taconic  
Unity House of Troy, Inc.

25 Years

Girvin & Ferlazzo, PC

10 Years

GreyCastle Security

5 Years

Brown Integrated Chiropractic, PLLC  
Hampton Inn and Suites  
Regional Food Bank of  
Northeastern New York  
Workshop

New Members

**Ludders Country Adult Home, Inc.**  
Senior Housing  
Rep: Peter Ludder  
10 Denver Drive  
West Sand Lake, NY 12196  
Phone: 518.526.0349  
[VISIT ludderscountryhomes.com](http://ludderscountryhomes.com)

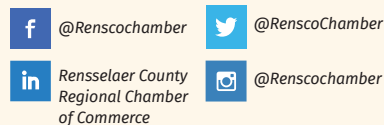
**Storage Sense - Troy**  
Storage-Household & Commercial  
Rep: Robbie Smith  
75 Vandenburg Avenue  
Troy, NY 12180  
Phone: 518.517.4893  
[VISIT storagesense.com/location/usa/ny/troy/sense-troy/](http://storagesense.com/location/usa/ny/troy/sense-troy/)

Please remember to patronize your fellow Chamber members. You can also invite businesses and organizations to join our growing Chamber. Contact us at [info@renscochamber.com](mailto:info@renscochamber.com) or 518.274.7020 to learn more.



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Kate Manley, President  
90 Fourth Street, Suite 200  
Troy, NY 12180  
ph: 518.274.7020 | [renscochamber.com](http://renscochamber.com)  
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Co-Editor: Tom M. Ercole  
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The Rensselaer County Regional Chamber of Commerce is the proud recipient of the 2020 Chuck Steiner Memorial "Chamber of the Year" Award presented by The Business Council of New York State, Inc.

Member News



**Alaant Workforce Solutions**, a leading professional workforce services firm founded by Miriam Dushane, PHR, SHRM-CP, was honored with the prestigious Best of Staffing® Client Award and Best of Staffing® Talent Award for 2021. The awards, presented by ClearlyRated, are based entirely on outstanding customer service ratings from companies and candidates. It is the fifth consecutive year that Alaant has won the Best of Staffing Award. [VISIT alaant.com](http://alaant.com)

**Community Resource Federal Credit Union** named Anthony LaPointe as the organization's chief financial and chief technology officer. His financial management background includes 14 years in the credit union industry. He holds degrees in business management and economics, as well as network engineering. [VISIT communityresourcefcu.com](http://communityresourcefcu.com)



**Choice Physical Therapy** welcomes Dr. Genevieve Schoff, PT, DPT. Dr. Schoff joins the Choice PT team at the company's Campbell Avenue location in Troy. A graduate of the applied biology program as well as the physical therapy doctorate program at The Sage College of Albany, her clinical interests include sports-related injuries, post-operative rehabilitation and pediatrics. [VISIT choicephysicaltherapy.com](http://choicephysicaltherapy.com)

**The Society of the Friends of St. Patrick** is hosting a month-long raffle with daily cash prizes throughout March, to benefit **Joseph's House & Shelter** and the Wounded Warrior Project in lieu of the organization's annual fundraising dinner. For a \$50 donation, participants receive 31 chances to win prizes. Each day a winner will be notified and all winning entries are automatically re-entered. [VISIT friendsofstpatrick.com](http://friendsofstpatrick.com)



New Partners



**UHY LLP** announced the promotion of two new partners. T. Patrick Farrelly, CPA, was named a partner in the Audit and Assurance Group, based in the firm's Albany office. He provides services to publicly-held, otherwise regulated and private businesses in the financial services, broker-dealer, manufacturing and distribution

sectors. In addition, Eric Hennessey, CPA, was promoted to partner in UHY LLP's Albany office, where he actively manages audit engagements for clients including privately-held and publicly-traded entities across a variety of industries. He also serves as managing director for UHY Advisors. [VISIT uhy-us.com](http://uhy-us.com)



EventsCalendar 2021

[Visit renscochamber.com](http://renscochamber.com) to register for these upcoming events

**TUE MAR 02**  
**Ask the Experts "From Pivot to Profit: Finding a New Direction"**  
Evaluate your business for pivoting opportunities and learn tips for success. Presented by Kate Baker, interim director, New York State Small Business Development Center.

🕒 **Virtual event via Zoom, 9 a.m. to 10 a.m., EST.**  
No cost; members only. Register online at [renscochamber.com](http://renscochamber.com). Sponsored by CAP COM Federal Credit Union and The Doane Stuart School.

**THU MAR 11**  
**Meet The Mayors**  
A virtual panel discussion with the elected leaders of Green Island, Rensselaer, Troy and Watervliet. The mayors will discuss timely issues facing the business community and the region, as well as future plans and initiatives within their municipalities. Take advantage of the opportunity to participate in a Q&A segment.

🕒 **Virtual event via Zoom, 9 a.m. to 10 a.m., EST.** No cost. Register online at [renscochamber.com](http://renscochamber.com). Sponsored by SEFCU.

**THU MAR 25**  
**Member Benefits Orientation**  
Maximize your Chamber investment by discovering all of the advantages of membership, for you AND your employees. Learn how your membership provides access to exclusive perks and services designed to build business connections, strengthen HR offerings and save money.

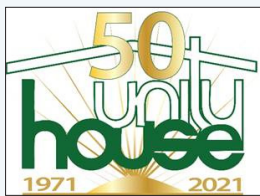
🕒 **Virtual event via Zoom, 9 a.m. to 10 a.m., EST.** No cost. Register online at [renscochamber.com](http://renscochamber.com). Sponsored by First New York Federal Credit Union.

**WED MAR 31**  
**Ask the Experts "NY Employers: Have You Conducted a Pay Equity Audit Yet?"**  
Protect your business amid changing state and federal pay equity laws and learn how to conduct proper auditing to ensure compliance.

🕒 **Virtual event via Zoom, 9 a.m. to 10 a.m., EST.**  
No cost; members only. Register online at [renscochamber.com](http://renscochamber.com). Sponsored by SEFCU.

Milestone Anniversary

**Unity House of Troy, Inc.** is celebrating the 50th anniversary of its founding with a year of special events and the debut of a new logo. For half a century, the Rensselaer County human services organization has provided a wide range of programs to meet the otherwise unmet needs of people who are hurting and struggling. Celebratory events open to the community will kick off on Sunday, July 16 with a "Family Fun Day." [VISIT unityhouseny.org](http://unityhouseny.org)



**Literacy Volunteers of Rensselaer County (LVORC)** is expanding its community presence and literacy services in response to the closing of Literacy New York Greater Capital Region. LVORC, which has provided free literacy services and programs since 1968, is taking over the Albany office and will be working with its volunteers for a seamless transition. Tutors and volunteers are welcome to apply. [VISIT lvorc.org](http://lvorc.org)

**GLOBALFOUNDRIES®** partnered with Acer, the Gateway Foundation and AMD to donate 100 new Chromebooks to Capital Region BOCES for use by students and teachers in area schools. The effort is intended to increase access to critical technology needed for virtual learning, a need that is still essential in many communities as the pandemic continues. The donation helps alleviate the cost of purchasing technology and reduces the barriers to learning during these unique and challenging times. [VISIT globalfoundries.com](http://globalfoundries.com)



The Bus Stops Here



**Bus Stop Club**, an organization that supports children who have a sibling with chronic illness or special needs, is providing services to families

through successful and safe virtual programming as a replacement to in-person sessions. Bus Stop Club programs meet the needs of 800 children and families each year, delivering one-on-one and group therapeutic support, teaching natural and healthy stress relievers, building self-esteem and self-confidence and providing opportunities for enjoyment. [VISIT busstopclub.com](http://busstopclub.com)



Chamber Welcomes New Team Members

Let us introduce you to our newest staff members: **Alicia Perez Osur** and **Matthew Jensen**. **Alicia is the Chamber’s Events Specialist**, coordinating and overseeing all events and related sponsorships and advertising. Her primary goal is to ensure every event strives to serve the needs of members, ensuring quality and relevancy. Alicia develops and manages such events as NetworkingPlus, training workshops, speaker panels, Annual Dinner, Van Rensselaer Awards Dinner, Golf Classic and Victorian Stroll. She also works with businesses and civic organizations to tailor sponsorships to meet their objectives and budgets. **Contact Alicia at [aosur@renscochamber.com](mailto:aosur@renscochamber.com) or 518.687.1244.**



Joan Heffler Photography

**Matt Jensen is the Chamber’s Membership Sales Manager.** He is responsible for contacting and recruiting new members from businesses, organizations, municipalities and other entities located throughout the greater Rensselaer County region. Through his role, Matt builds relationships to strengthen the business community as well as the Chamber organization. Matt works to retain existing members through quality communication and helping them to access valuable membership benefits and services. **Contact Matt at [mjensen@renscochamber.com](mailto:mjensen@renscochamber.com) or 518.687.1240.**



Joan Heffler Photography

MAXIMIZE YOUR MEMBERSHIP

Chamber Benefits Make it Easy to Market, Develop & Connect

- ☐ Submit news, press releases and staff updates to our website to share with fellow Chamber members.
- ☐ Post job, internship and volunteer opportunities to our online Job & Volunteer Board at no cost.
- ☐ Submit upcoming events to the Chamber’s Member Events page for instant exposure among our membership.
- ☐ View available office/retail space and submit entries of your own on our Commercial Real Estate Board.
- ☐ Take advantage of the Chamber’s Ribbon Cutting, Grand Opening or Re-Opening assistance.
- ☐ Network at our virtual events. Visit [renscochamber.com/events](https://renscochamber.com/events) to view upcoming opportunities, offered at no cost to you.
- ☐ Business to Business Introductions. Notice a business in our membership directory that you'd like to connect with? Contact the Chamber and we'll be happy to make a personal introduction for you!
- ☐ Quick Learn workshops offer affordable virtual training with expert instructors from MicroKnowledge, Inc.
- ☐ CEO Roundtables gather top-level executives and small business owners to develop lasting relationships within the business community. Contact the Chamber to sign up for an upcoming discussion.
- ☐ Take advantage of our cost-effective digital marketing and sponsorship opportunities to provide your business with high-impact results.
- ☐ Apply for on-the-job training for new employees and get reimbursed for up to 50% of new employee wages (up to 10 weeks). Contact us for more information.
- ☐ Sign up for our weekly e-newsletters and stay current with all Chamber news, events and regional information. Visit [renscochamber.com](https://renscochamber.com) and select “e-newsletter sign-up” at the bottom of our website.
- ☐ Utilize Chamber Social Media for promoting events, new hires and business milestones. Follow us on Twitter: @Renscochamber; Facebook: [Facebook.com/Renscochamber](https://Facebook.com/Renscochamber); and our LinkedIn page by searching for Rensselaer County Regional Chamber of Commerce at [linkedin.com](https://linkedin.com).
- ☐ Constant Contact’s suite of online marketing tools is discounted up to 25% for new and existing customers who are Chamber members.
- ☐ With a variety of health and dental plans to choose from, the Chamber makes health insurance benefits management easy for you and your employees. All plans are administrated by Bouchey & Clarke Benefits, Inc.
- ☐ Certificates of Origin can be validated through the Chamber at no cost for members.
- ☐ Engage with area K-12 schools for career awareness and preparedness by participating in the Chamber’s WE Advance Initiative.
- ☐ Sign up for our Energy Savings Program and save on your monthly gas and electric expenses. Contact us to learn more and enroll your business.

Make the most of your Chamber membership with our money-saving benefits for you and all of your employees. To discover more, visit [renscochamber.com/cost-saving-benefits](https://renscochamber.com/cost-saving-benefits) or call us at 518.274.7020.

spotlight

The Women’s Institute at Russell Sage College was created to respond to the contemporary and evolving cultural landscape of the 21st century, while honoring the college’s century-long dedication to women’s empowerment. The Institute, launched in the fall of 2020, offers public programs, conferences and community partnerships with a focus on constructive dialogue about contemporary women’s issues. The Institute also promotes women’s leadership and gender inclusivity through a student-learning community with women-only housing and expanded curricular opportunities.



“I am proud of our existing reputation for thought-provoking and relevant programming and look forward to collaborations across the community on public-facing events, as well initiatives that tie into the Russell Sage College curriculum.”



Shelly Calabrese, Executive Director

The result of Russell Sage College’s overall strategic plan, the Institute began its activities with a five-part inaugural symposium last fall that marked the centennial of women’s suffrage. More than 1,000 individuals participated in the virtual series and the Institute has continued to build on the momentum. In February, it co-hosted an event for Black History Month that looked at racial inequity in the judicial system, a collaboration with the college’s Office of Diversity, Equity and Inclusion. On March 1, the Institute is presenting a virtual fireside chat with Irin Carmon and Shana Knizhnik, co-authors of *Notorious RBG: The Life and Times of Ruth Bader Ginsburg*. A panel discussion on “The Pandemic and Social Inequities,” is set for April 15, featuring experts speaking on health care disparities, domestic violence, unpaid care and disruptions to K-12 public education. These events are free and open to the public.

With the enthusiastic assistance of Russell Sage College student ambassadors, the Institute is growing on many levels, increasing its social media presence, collaborating with partners on and off campus, and planning a new associate scholar program for next year.

THE WOMEN’S INSTITUTE | RUSSELL SAGE COLLEGE  
65 First Street Troy, NY 12180 | Ph: 518.244.2442 | [sage.edu](https://sage.edu)  
[facebook.com/WomensInstituteatRSC](https://facebook.com/WomensInstituteatRSC)  
[instagram.com/WomensInstituteatRSC](https://instagram.com/WomensInstituteatRSC)

To purchase a Spotlight, contact the Chamber at 518.274.7020 or [info@renscochamber.com](mailto:info@renscochamber.com)

VIRTUAL WORKFORCE DEVELOPMENT RESOURCE

Chamber’s “Connect with Careers” Initiative Helps Educators Show Job Paths to Students



“Connect with Careers,” the Chamber’s virtual series that helps students explore careers and discover pathways to meaningful employment, will add new videos to its growing archive of interviews with local business owners. From March 22 through March 26, the Chamber will release a new video each day featuring a business professional from a different industry. These videos will continue to be available online as a resource for educators and their students. Use the QR code above or visit [renscochamber.com](https://renscochamber.com).



“Connect with Careers” series is sponsored by CAP COM Federal Credit Union and WB Games NY.

Alumni News from The Leadership Institute



**Jerilee Beaudoin ‘11** was named Vice President/ Chief Lending Officer for Sunmark Credit Union. She provides strategic direction and oversight to all the lending areas of the credit union, maximizing portfolio growth through effective planning, development and execution of lending strategies to ensure overall soundness. Jerilee also works with executive management to develop and implement new lending products and services. **VISIT [sunmark.org](https://sunmark.org)**

Submit your Leadership Institute alumni news to Communications Manager Tom Engle at [tengle@renscochamber.com](mailto:tengle@renscochamber.com).

# Did You Know?

The Chamber’s member benefits are available to all of your employees and their families. From health and dental insurance to cost-saving discounts on energy bills, leverage our menu of benefits to enhance your HR portfolio and attract/retain quality staff members. [Look for a checklist of benefits on page 3 and join us for a Member Benefits virtual program on March 25, from 9 to 10 a.m.](#)

# 2021 Chamber Board of Directors

- EDWIN C. ANKER IV, AIA\***  
Phinney Design Group
- ASHLEY CASTLE**  
GlobalFoundries
- TAMI COLE\***  
Documentation Strategies, Inc.
- CHRISTOPHER CONWAY**  
AMRI
- KATHARINE K. DORAN, CPA\***  
Teal, Becker & Chiaramonte, CPAs, P.C.
- STEVEN FLENORY**  
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- SAM GRECO III**  
Greco Construction, Inc.
- MIKE HAMEL\***  
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Rensselaer Polytechnic Institute
- KENDRA HART**  
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- MEGHAN KEENHOLTS, ESQ.\***  
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- DAVID KRUPSKI**  
NBT Bank
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- CHRISTOPHER LOSZYNSKI**  
DeCrescente Distributing
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- JOHN MILLET\***  
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TRIP & RCHR
- E. PATRICE PERKINS\***  
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- KATHLEEN PINGELSKI**  
MicroKnowledge, Inc.
- ELIZABETH REISS**  
The Arts Center of the Capital Region
- DANIEL SAUER\***  
CDPHP
- JEFFREY SIMONS**  
East Greenbush Central School District
- STARLETTA R. SMITH**  
YWCA of the Greater Capital Region, Inc.
- CECIL F. STODGHILL**  
The Doane Stuart School
- JAIME WATSON**  
Capital District Transportation Authority (CDTA)
- SCOTT WILEY**  
Hoosick Valley Contractors, Inc.
- BRIAN WILLIAMS\***  
Rensselaer County Employment & Resource Center

\* Executive committee members

## CHAMBER’S ASK THE EXPERTS SERIES

# Discover New Paths for Your Business!

Unprecedented times call for thinking outside the box, especially when it comes to your business. The Chamber is presenting two high-impact workshops as part of our Ask the Experts series: “From Pivot to Profit, Finding a New Direction” and “Futurescaping,” presented by Kate Baker, interim director of the New York State Small Business Development Center (at right).



## March 2: Pivot to Profit

Re-evaluating your business for new opportunities is critical in a Covid-19 era. Welcome to “From Pivot to Profit: Finding a New Direction,” a webinar designed to help you identify the best pivot for your business. You’ll learn expert strategies to evaluate your company’s needs and discover a new direction, plus helpful take-aways for executing a successful transition.

Register now at [renscochamber.com/events](https://renscochamber.com/events)  
🕒 Virtual event via Zoom on Tuesday, March 2, 9 a.m. to 10 a.m., EST. No cost. Sponsored by CAP COM Federal Credit Union and The Doane Stuart School.



## April 22: Futurescaping

Tired of spinning your wheels? Need a path to the future? Register today for the Chamber’s “Futurescaping: The Entrepreneur’s Approach to Strategic Planning.” Futurescaping is the newest approach to goal-oriented growth and business development based on purposeful decision making. Futurescaping reveals the impact of business planning, outlining the importance of accountability and a clear bottom line. This session gives an overview of the process, tips for your business and ways to implement a new plan.

Register now at [renscochamber.com/events](https://renscochamber.com/events)  
🕒 Virtual event via Zoom on Thursday, April 22, 9 a.m. to 10 a.m., EST. No cost. Sponsored by CAP COM Federal Credit Union. Sponsorships are available.



## LOCAL ISSUES, LOCAL COMMUNITIES | MARCH 11

# Meet the Mayors and Join the Virtual Discussion



The Chamber presents our annual Meet the Mayors event, a panel discussion with the elected leaders of local communities. Our guests are (clockwise, from upper left) Patrick Madden, City of Troy; Ellen M. McNulty-Ryan, Village of Green Island, Charles V. Patricelli, City of Watervliet; and Michael Stammel, City of Rensselaer. Moderated by Peter Gannon, president and CEO of the United Way of the Greater Capital Region, the mayors will discuss timely issues, as well as future plans and initiatives within their municipalities. Participate in this virtual event and join the conversation during a Q&A segment.

**THU MAR 11**  
Register now at [renscochamber.com/events](https://renscochamber.com/events)  
🕒 Virtual Meet the Mayors event via Zoom on Thursday, March 11, 9 a.m. to 10 a.m. EST. No cost. Sponsored by SEFCU.



## MEMBER BENEFITS PRESENTATION | MARCH 25

# Making the Most of Your Chamber Membership

Maximize your Chamber investment by discovering all the advantages of membership, for you AND your employees. Our Member Benefits presentation is a “Chamber 101,” an opportunity to learn how your membership provides access to exclusive perks and services. Our list of benefits (see page 3) is designed to help you build business connections, heighten your visibility, strengthen your employee benefit package and leverage the buying power of the Chamber to stretch your business dollars and impact your company’s bottom line. This no-cost virtual presentation is open to you and your staff members.



**THU MAR 25**  
Register now at [renscochamber.com/events](https://renscochamber.com/events)  
🕒 Virtual Member Benefits presentation via Zoom on Thursday, March 25, 9 a.m. to 10 a.m. EST. No cost. Sponsored by First New York Federal Credit Union.



## ASK THE EXPERTS | MARCH 31

# Pay Equity Audit Webinar with Dowling Law



For most employees, pay equity is a hot topic. Employers in New York State are now required to pay staff equally for equal work and even for substantially similar work. Changes to federal laws under the Biden administration are expected to further add to employer pay-equity obligations. In this webinar, “NY Employers: Have You Conducted a Pay Equity Audit Yet?” Margaret D. Stephenson, Esq., senior associate counsel with Dowling Law, PLLC, will discuss the practical implications for employers, including how to identify areas of potential risk; what “substantially similar work” means and how it affects a pay equity analysis; permissible reasons for pay differences; and why employers should conduct regular pay equity analyses under attorney-client privilege. Register for this free webinar to find out how to protect your business amid changing state and federal laws.

**WED MAR 31**  
Register now at [renscochamber.com/events](https://renscochamber.com/events)  
🕒 Virtual Ask the Experts webinar “NY Employers: Have You Conducted a Pay Equity Audit Yet?” via Zoom on Wednesday, March 31, 9 a.m. to 10 a.m., EST. No cost. Sponsored by SEFCU.





The

# IRONWORKS

TROY

MMXX



(518) 322-7464

• LET'S GO EAT •

• LET'S GO NOW •

• <i>Made your way</i> •		BREAKFAST		• <i>Served all day</i> •	
★ WEEKDAY SPECIAL		2 eggs cooked your way, served with your choice of home fries or hash browns, toast, and coffee or a beverage of your choice.		\$5.99	
HANDHELD		PLATED			
Eggs your way, served hot and fresh on your choice of a grilled roll or toasty sourdough. Swap to a bagel or a croissant for 99¢		Make it a party plate! Add bacon, sausage, or ham for \$2.49			
THE WAKIN' BACON 2 eggs topped with crunchy applewood smoked bacon and your choice of cheese.		\$4.99		2 EGG BREAKFAST Cooked your way. Served with toast and your choice of hash browns or home fries.	
THE SAUSAGE SIZZLER 2 eggs topped with a juicy sausage patty and your choice of cheese.		\$4.99		3 EGG BREAKFAST Cooked your way. Served with toast and your choice of hash browns or home fries.	
THE HAMMY SAMMY 2 eggs topped with thinly-sliced breakfast ham and your choice of cheese.		\$4.99		BISCUITS & GRAVY 2 flaky, freshly baked biscuits smothered in our rich and creamy sausage gravy.	
THE PLAIN JANE Keep it simple. 2 eggs topped with your choice of cheese.		\$3.99		STEAK & EGGS Prime rib and 2 eggs your way. Served with toast and your choice of hash browns or home fries.	
SWEET EATS		COMBO PLATTERS			
Pile it up! Add strawberries, blueberries, bananas, chocolate chips, mixed nuts or whipped cream for \$1.49 each		Make it a party platter! Add bacon, sausage, or ham for \$2.49			
PANCAKES Fluffy buttermilk pancakes served with butter and maple syrup.		BABY STACK \$4.99		BIG STACK \$5.99	
WAFFLE A golden, decadent Belgian waffle served with butter and maple syrup.		\$5.99		BBQ HASH COMBO Your choice of corned beef or brisket hash. Served with toast and 2 eggs your way.	
FRENCH TOAST 2 slices of our doughy Challah French toast served with butter and maple syrup.		\$5.99		FRENCH TOAST COMBO 2 eggs your way and Challah French toast served with butter and maple syrup.	
FRENCH TOAST 2 slices of our doughy Challah French toast served with butter and maple syrup.		\$5.99		WAFFLE COMBO 2 eggs your way and a Belgian waffle served with butter and maple syrup.	
OMELETS		EXTRAS			
Served with toast and your choice of hash browns or home fries. Add bacon, sausage, or ham for \$2.49		BACON, SAUSAGE, OR HAM		SM \$2.49	LG \$4.49
THE CLASSIC 3 egg omelet stuffed with grilled ham, onions, green bell peppers, and cheddar.		\$10.99		OATMEAL	
VEGGIE DELIGHT 3 egg omelet filled with tomatoes, onions, green bell peppers, mushrooms, and swiss.		\$9.99		CUP \$3.49	
MEAT LOVERS' 3 egg omelet loaded up with bacon, ham, sausage and cheddar.		\$10.99		FRESH FRUIT	
OLD FAITHFUL Keep it simple. 3 eggs with your choice of cheese.		\$7.99		CUP \$2.49	
				HOME FRIES	
				BASKET \$1.99	
				HASH BROWN RAIL SPIKES	
				BASKET \$1.99	
				PANCAKES A LA CARTE	
				PER PANCAKE \$2.99	
				EGGS A LA CARTE	
				PER EGG \$1.49	

BAKERY		
Rotating selection of products and flavors. Baked fresh daily.		
BAGELS \$1.99	CROISSANTS \$1.99	MUFFINS \$1.99
BREADS \$1.99	COOKIES \$1.99	BROWNIES \$1.99

DON'T FORGET TO ASK US ABOUT

Gift cards & catering!

SNACKS + APPS		
BASKET OF FRIES OR TATER TOTS Add cheese or homemade chili for 99¢ each.		\$4.49
ONION STRINGS Hand-breaded and fried. Served with our Sweet Zesty Horseradish Sauce.		\$5.99
MOINK BALLS 3 slow-smoked bacon-wrapped beef meatballs. Tossed in Iron Works BBQ Sauce.		\$4.99
TOT MOUNTAIN 1 lb. of tater tots topped with chili, melty cheddar, and chopped jalapeños.		\$7.99
DEVILISH EGGS Shattering eggs-pectations, deviled deliciousness with bacon on top.		\$5.99
QUARTER RACK 3 tender ribs, slow-smoked to perfection. Glazed with Iron Works BBQ Sauce.		\$6.99
SAUSAGES 2 slow-smoked jalapeño cheddar sausages served with onions and homemade pickles.		\$4.99
SLIDERS Itty bitty sandwiches, full-size flavor. Your choice of 3 minis. Pulled pork or chicken, brisket, or fried chicken.		\$7.99
PULLED PORK EGGROLLS 3 eggrolls stuffed with pulled pork and coleslaw. Served with our Sweet Chili Sriracha sauce.		\$7.99
TRI-TIP EGGROLLS 3 eggrolls stuffed with chopped tri-tip and sautéed onions. Served with our Sweet Zesty Horseradish sauce.		\$7.99
CHICKEN WING EGGROLLS 3 eggrolls stuffed with pulled buffalo chicken, carrots, and celery. Served with blue cheese dressing.		\$7.99
QUESADILLA Flour tortilla stuffed with jack and cheddar cheeses. Served with a side of salsa and sour cream. Add chicken, pulled pork, or brisket for \$2.99.		\$5.99
WINGS Slow smoked or fried. Served with celery, carrots, and blue cheese. Choose from: Iron Works BBQ, Buffalo, Honey Mustard, or Sweet Chili Sriracha.		TEN \$9.99 TWENTY \$18.99
THE SAMPLER A little bit of everything, for when you can't decide. 2 eggrolls of your choice, 2 devilish eggs, 2 sausages, and 2 ribs.		\$17.99
THE MEGA WORKS To share, or not to share. 2 eggrolls of your choice, 2 devilish eggs, 2 ribs, 2 moink balls, 4 wings, 3 sliders of your choice, and a quesadilla.		\$20.20

BEVERAGES		
COFFEE 99¢	HOT TEA 99¢	BOTTLED DRINKS \$2.29





## SANDWICHES + SUCH

Served with a pickle and your choice of fries or coleslaw.

<b>BBQ PULLED PORK</b> Piled high on a toasted roll. Topped with Iron Works BBQ Sauce and coleslaw.	\$8.99
<b>BBQ PULLED CHICKEN</b> Piled high on a toasted roll. Topped with Iron Works BBQ Sauce.	\$8.99
<b>BRISKET</b> Sliced to order and piled high on a toasted roll. Topped with Iron Works BBQ Sauce.	\$9.99
<b>TRI-TIP</b> Piled high on a toasted roll. Topped with sautéed onions and coleslaw.	\$8.99
<b>RIBWICH</b> Less mess! Boneless ribs on a toasted roll. Topped with Iron Works BBQ Sauce and coleslaw.	\$8.99
<b>OPEN FACED TURKEY</b> Sliced smoked turkey, gravy, and mashed potatoes served over white bread.	\$8.99
<b>TENDERS + WAFFLES</b> Fried chicken tenders and spicy maple sauce served between Belgian waffles.	\$10.49
<b>CLASSIC CHICKEN</b> Grilled or fried chicken, lettuce, tomato, bacon, and Swiss. Your choice of bread or wrap.	\$8.99

<b>BUFFALO CHICKEN</b> Fried Buffalo chicken, jalapeños, lettuce, tomato, and ranch. Your choice of bread or wrap.	\$8.99
<b>CLASSIC GRILLED CHEESE</b> Cheddar, Swiss, and American grilled to perfection on white bread.	\$6.99

## IRON WORKS *Skyscraper* SANDWICHES

<b>PULLED PORK TOWER</b> Pulled pork, coleslaw, and BBQ Sauce between 2 grilled cheese sandwiches.	\$16.99
<b>PULLED CHICKEN TOWER</b> Pulled chicken, coleslaw, and BBQ Sauce between 2 grilled cheese sandwiches.	\$16.99
<b>TRI-TIP TOWER</b> Tender tri-tip, sautéed onions, and BBQ sauce between 2 grilled cheese sandwiches.	\$17.99
<b>BRISKET TOWER</b> Brisket, sautéed onions, and BBQ sauce between 2 grilled cheese sandwiches.	\$17.99
<b>BURGER TOWER</b> Hamburger, sautéed onions, bacon, and BBQ sauce between 2 grilled cheese sandwiches.	\$15.99

## SOUPS

<b>VEGETABLE BEEF</b> Tender chunks of beef and fresh veggies.	\$4.99	<b>BEEF CHILI</b> Made from scratch daily.	\$5.99	<b>SOUP OF THE DAY</b> Chef's choice. Always homemade, always delicious.	\$4.99
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## BBQ PLATTERS

Served with 2 sides of your choice, cornbread, pickles, and onions.

<b>RACK OF RIBS</b> Tender ribs, slow-smoked and glazed with Iron Works BBQ Sauce.	<small>HALF</small> \$16.99 <small>FULL</small> \$27.99
<b>HALF CHICKEN</b> A large, dry-rubbed roaster, smoked slow and then finished on the grill.	\$14.99
<b>BRISKET</b> Juicy and tender beef, dry-rubbed and slow-smoked for that sticky, candy-bark exterior.	\$16.99
<b>PULLED PORK OR CHICKEN</b> Smoked slow and piled high. Served with Iron Works BBQ Sauce.	\$13.99
<b>TRI-TIP</b> New to the east coast! Lean and tender slow-smoked sirloin with a brisket-like texture.	\$16.99
<b>COMBINATION PLATTER</b> Why decide? Mix it up with pulled pork, tri-tip, and ribs.	\$17.99

## BURGERS

Served with a pickle and your choice of fries or coleslaw.

<b>CLASSIC HAMBURGER</b> Served on a toasted roll with lettuce, tomato, onion, and homemade pickles.	\$8.99
<b>CHEESEBURGER</b> Classic hamburger with your choice of cheddar, swiss, pepper jack, or blue cheese.	\$9.99
<b>BACON BURGER</b> Classic hamburger with thick strips of applewood smoked bacon and your choice of cheese.	\$10.99

## SALADS

<b>THE PITMASTER</b> Mixed greens, smoked turkey and ham, swiss and cheddar cheeses, tomatoes, and hard boiled eggs. Your choice of dressing.	\$10.99	<b>OH MY COBB</b> Mixed greens, tomatoes, onions, hard boiled eggs, bacon, blue cheese, and your choice of chicken or smoked turkey. Your choice of dressing.	\$9.99
<b>GARDEN PARTY</b> Mixed greens, tomatoes, onions, carrots, red cabbage, cucumbers, and croutons. Your choice of dressing. Add chicken or smoked turkey for an extra \$3.49.	\$7.49	<b>HAIL, CAESAR</b> Crisp romaine lettuce, crunchy croutons, and parmesan cheese tossed in our creamy Caesar dressing. Add chicken or smoked turkey for an extra \$3.49.	\$7.49

## ENTREES

Served with 2 sides of your choice, cornbread, pickles, and onions.

<b>CHICKEN + WAFFLES</b> Fried half chicken and a toasty Belgian waffle. Served with butter and syrup.	\$15.99
<b>FISH FRY</b> Fresh halibut, beer-battered by hand and deep fried.	\$14.99
<b>MEATY MEATLOAF</b> What's better than a meatloaf? A meatloaf wrapped in bacon.	\$14.99
<b>TURKEY DINNER</b> White and dark meat, cornbread stuffing, mashed potatoes, gravy, cranberry sauce.	\$14.99
<small>*REQUIRES A LITTLE EXTRA COOKING TIME.</small> <b>POT PIE</b> Personal pot pie filled with fresh veggies, gravy, and your choice of chicken, turkey, or beef.	\$12.99

## SIDES

SM 8oz	\$2.99	MED 16oz	\$5.99	LG 32oz	\$10.99
RICE			COLESLAW		
MACARONI SALAD			POTATO SALAD		
COLLARD GREENS			MASHED SWEETS		
MAC AND CHEESE			DAILY VEGETABLE		
BBQ BAKED BEANS (VEGETARIAN!)					
FRENCH FRIES		TATER TOTS		CORNBREAD	
\$3.49		\$3.99		99¢	
HALF-SIZE SALAD				Garden Party or Hail, Caesar!	
				\$3.49	

## DESSERTS

<b>ICE CREAM</b> Served in your choice of a cone or a dish. 8 rotating flavors to choose from.	<small>SMALL</small> \$3.29 <small>LARGE</small> \$4.49	<b>TODAY'S SPECIALS</b> Choose from our rotating selection of homemade pies, crisps, cobblers, and puddings.	\$5.99
<b>COOKIES + BROWNIES</b> \$1.99	<b>BROWNIE SUNDAE</b> \$4.99		

DON'T FORGET TO ASK US ABOUT

Family meal deals!



Virtual

# TRIVIA CHALLENGE

NORTHERNRIVERS  
*Life changing care since 1829*

To *benefit the children, adults, and families* served by Northern Rivers

## April 22, 2021

Zoom link provided after registration

Virtual

DOORS OPEN AT 5:30 P.M.  
TRIVIA BEGINS AT 6:00 P.M.

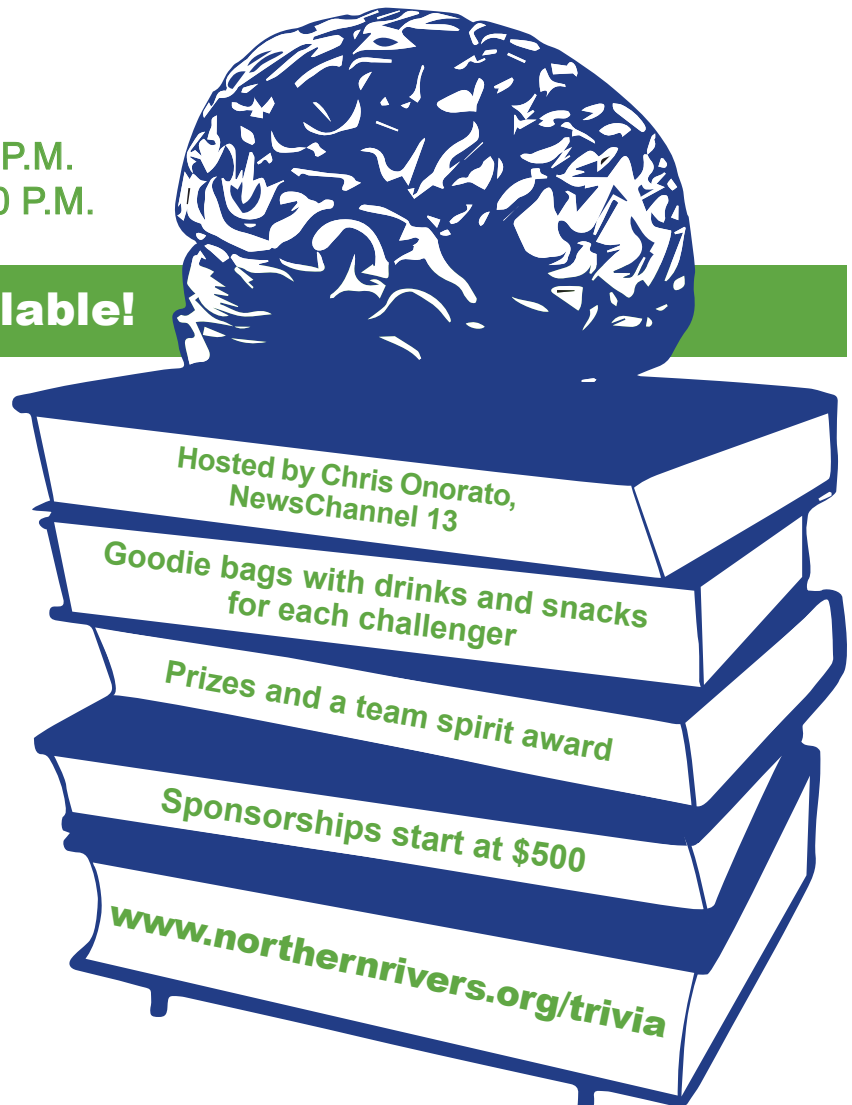
**Sponsorships Still Available!**

**Space is limited**, and priority is given to Corporate Partner sponsors. Register today!

### **\$250 PER TEAM**

Each team may have up to 10 players

100% of event proceeds are used to address basic and emergency needs of our children, adults, and families.



### FOR MORE INFORMATION

Contact Kimberley Belleville at [kimberley.belleville@northernrivers.org](mailto:kimberley.belleville@northernrivers.org) or call 518.579.3517

CONTINUE TO MAKE AN IMPACT



# MOBILE CRISIS SERVICES

For **immediate crisis services**  
in **Rensselaer County**, call

**518.292.5499**

Telephone support for children, families, and adults experiencing emotional and/or behavioral crisis and for professionals working with these individuals.

- Assessment of current functioning, symptoms, and sources of stress contributing to crisis.
- Assistance with connecting to ongoing services and supports.
- Determination of whether a mobile response is necessary and appropriate.

In-person crisis assessment and intervention for individuals experiencing emotional and/or behavioral crisis anywhere in the community.

- Assessment includes evaluation of current functioning, factors contributing to crisis, access to supports, and risk and safety issues.
- Intervention includes developing strategies for de-escalation, using individual and family strengths and supports, identifying of coping skills and determining whether the individual can stay safely in the community or requires a higher level of care.
- Facilitating hospitalization with report provided to emergency staff in the hospital. Please note, however, that inpatient admission is always at the discretion of the hospital.

For general information **518.952.9032**

Fax number **518.252.6445**

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**NORTHERN RIVERS**

*Life changing care since 1829*