



# Chamber Connection

Your connection to the greater Hanover business community

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**Mission:** The Hanover Area Chamber of Commerce delivers value to its members and advances the interests of the business community.

## Partner to Get the Most Out of Your Marketing Chamber’s Partnership Program Maximizes Your Exposure

Did you know? Over 92 percent of Hanover Chamber members join for networking, advertising and promotional opportunities!

The Hanover Chamber Partnership Program is a promotional tool for your business. This program gives you the opportunity to be identified with the programs and events of the Chamber. The program is



convenient and allows members to review all of the Chamber’s sponsorship opportunities at a glance, and then target your investment to get the most for your dollars.

The 2012 Partnership Program was sent with your Membership Renewal. Be sure to check out the cost-saving advertising packages, events and programs!

Participation is easy! Just complete and return the form to the Chamber. Don’t have a copy on hand? Visit [hanoverchamber.com/about\\_benefits](http://hanoverchamber.com/about_benefits).

## Early Bird Special Extended for “Discover Hanover” Chamber increasing distribution and copies to meet demand

The Early Bird Special has been extended to November 15th! Save up to 10% by reserving your ad space today. Only a signed contract is required and we will invoice you in January 2012.



The 2012 issue will be the fourth Discover Hanover Magazine published. To satisfy demand the Chamber is printing an additional 5,000 from the previous issue; a total of 15,000.

Magazines will be available at municipal buildings, lodging facilities, special retail locations, realtors, chamber, library, and now through the York County Convention and Visitors Bureau tourism racks.

Don’t wait! Reserve your space today by contacting Melissa Speal, Marketing/PR Director, at 637-6130 or [mspeal@hanoverchamber.com](mailto:mspeal@hanoverchamber.com).



## HANOVER AREA CHAMBER OF COMMERCE

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Secretary/Treasurer

Nikki Hoffman, Stambaugh-Ness, PC

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jstouck@hanoverchamber.com

*Chamber Connection* is a monthly publication of the Hanover Area Chamber of Commerce. For deadline information, please contact Melissa Speal at [mspeal@hanoverchamber.com](mailto:mspeal@hanoverchamber.com).

# DOCEO PRINTING



600 Carlisle Street, Hanover, PA 17331 ♦ 717.637.1200

DOCEO PRINTING is the sister company of DOCEO OFFICE SOLUTIONS, a company that was recently named one of Central Penn Business Journal's "Top 50 Fastest Growing Companies 2011."

DOCEO PRINTING is your source for progressive ideas that help your business reach new heights.

WE OFFER YOU A  
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*come to life.*



Contact Penny or Scott – 717.637.1200

[www.hanoverchamber.com](http://www.hanoverchamber.com)

## Finish Your Holiday Shopping Today with Chamber Dollars

Looking for a one-stop shopping experience this holiday season? Look no further than the Hanover Chamber's "Chamber Dollars."

You can give co-workers, employees, friends and family the gift of choice!

Purchase Chamber Dollars at the Chamber office in \$10 and \$25 denominations.



The checks are redeemable for goods and services (same as cash) at participating Chamber member businesses. Although

merchants will accept the checks as cash, no change will be given. This encourages gift recipients to spoil themselves!

Participating businesses will be listed on the Chamber website, and each business will be provided marketing collateral and point-of-sale material to signify that Chamber Dollars are accepted.

There is no cost beyond Chamber membership dues for members to participate in the program.

If you are interested in participating in the Chamber Dollars program and would like to have your business promoted at no cost, please contact the Chamber office at 637-6130 or [office@hanoverchamber.com](mailto:office@hanoverchamber.com).

## Area Employers Find Value in the AVA Assessment Learn how it can work for your business

Area employers are using the AVA Assessment to address workplace needs. AVA assesses behaviors, job activities and the fit between them.

attend the complimentary information session or contact Barry Frey at 509.8889, ext. 227 or [bfrey@lmaconsulting.cc](mailto:bfrey@lmaconsulting.cc).

"I worked with Dave Borden and AVA to deal with a very difficult employee. The AVA assessment allowed Dave and I to build on this employee's strengths and show him how his weaknesses were negatively affecting his job," explains Bert Elsner, Elsner Engineering.

### AVA Information Session

Wednesday, November 9th  
8 - 10 a.m. @ Chamber office

Complimentary, but registration is required  
RSVP to 637.6130, pg. 11 or  
[office@hanoverchamber.com](mailto:office@hanoverchamber.com)

"Over several months, this employee changed his approach to work and communication with fellow employees. The employee now feels better understood and has controlled his negative communication style to become a highly effective and motivated employee once again."

Elsner adds, "I would recommend the AVA solution to anyone wishing to turn around a lower performing employee or to enhance the approach of a high achieving employee who just needs some guidance to take their career to the next level."

For more information about AVA and how it can be applied to your organization,

### Member Orientation

November 8th

7:30 - 8:30 a.m. & 12 - 1 p.m.

Whether you just joined the Hanover Chamber or want to know how you can maximize your benefits, join us for one of these sessions.

Sponsored by



Light refreshments will be served.  
Please RSVP ASAP.



Does Your Business Insurance  
**EARN** Dividends?

Ours does. Our business insurance group program through Penn National Insurance is one of the many benefits of Chamber membership. We returned more than \$6.9 million in dividends to our member policyholders over the last 14 years. To find out more, contact Melissa Speal at the Chamber, 717-637-6130, or Susan Stropparo at Glatfelter, 717-852-8000.



### Business Briefs

#### McGinnis Honored for 50 Years of Service with Salvation Army



**J. Ross McGinnis**, counsel to Stock and Leader, LLP, was honored during the York Salvation Army sixth annual Advisory Board dinner.

Attorney McGinnis received the Outstanding Salvation Army Service Award for his 50 years of serving on the organization's board. McGinnis, a former Advisory Board Chairman, has represented the organization in Orphans' Court litigation and in real estate transactions.

#### Susan Byrnes Center Announces Staff Changes



**Anne E. Bahn** has been named President and CEO

"Anne brings enthusiasm, knowledge and a track record of success to the position. She has

exhibited her professionalism, excellent work ethic and integrity as our Director of Development. We are confident that she will use these same abilities to lead the Center," said Daniel U. Dygert, Chair of the Board, Susan P. Byrnes Health Education Center (SBHEC). Bahn also has a background as a professional health educator.



**Matthew Herrington** was recently named Controller of SBHEC. He joins the Center with over 11 years experience and is responsible for the fiscal and

business operations of the organization.

SBHEC provides health education programming for Pre-K through grade 12.

#### South Penn Eye Care Welcomes Dr. Lisa Law



John C. Baer, M.D. and the staff of South Penn Eye Care are pleased to welcome **Lisa K. Law, M.D.**, an eye physician and surgeon, to its eye care offices in Westminster, MD

and Hanover. Dr. Law provides comprehensive surgical and medical eye care. She has a special interest in glaucoma, diabetic retinopathy and age-related macular degeneration.

Dr. Law earned her medical degree at the State University of New York Upstate Medical University. During her internal medicine internship, she was named "Intern of the Year." She completed her Ophthalmology residency at the University of Maryland Medical Center, where she served as Co-chief Resident during her final year. She won the Richard D. Richards Ophthalmology Research Award for investigation on Fibulin-3, a protein found in hereditary forms of macular degeneration.

Dr. Law, a board-eligible ophthalmologist, a member of the American Academy of Ophthalmology, and the American Society of Cataract and Refractive Surgery.

#### Hanover Hospital Welcomes Dr. David Gilbert



Hanover Hospital welcomes **David M. Gilbert, D.O.**, who joins the Hanover Medical Group Cardiology practice, and serves as medical director of the hospital's new cardiovascular

catheterization lab.

Dr. Gilbert, an endovascular cardiologist, was most recently employed at Internal Medicine Consultants in York where he was on staff at Memorial and York Hospitals. In June, he completed a Cardiology Fellowship at Deborah Heart

and Lung Center in Browns Mills, NJ.

Dr. Gilbert is a member of the Hanover Hospital Medical Staff. While enlisted in the United States Navy, Dr. Gilbert trained and served as a Hospital Corpsman and Respiratory Therapy Technician. Following his honorable discharge, Dr. Gilbert attended the Philadelphia College of Osteopathic Medicine. He completed his internship and residency in Internal Medicine at Memorial Hospital.

#### Manpower Promotes Groft to Branch Manager



**Julia Groft** began her career in human resources and staffing in 2006 and brings that valuable experience to the table within her new position of Branch Manager of

the Hanover branch of Manpower.

### New Members

#### Advertising & Promotions

James Sanders

#### Safeguard

3110 E. Market St., York, PA 17402

840-4099

#### Manufacturers

#### Hanover Architectural Products

5000 Hanover Rd., Hanover, PA 17331

637-0500

#### Pets - Boarding/Grooming/Sitting

Chrissy Stick

#### Fetchin Sticks

1263 Hoff Rd., Hanover, PA 17331

637-2745

#### Printers & Publishers

John Lewis

#### DOCEO Printing

600 Carlisle St., Hanover, PA 17331

637-1200

#### Television - Cable

Susan Buterbaugh

#### WPMT-TV FOX 43

2005 S. Queen St., York, PA 17403

814-5544

## LaCucina Restaurant

LaCucina Restaurant has reopened its doors at its new location at 470 Eisenhower Dr., Ste. #7 (behind the former location). The Restaurant features a seating capacity of 70 and features the same delectable menu that diners have fallen in love with throughout the past decade.

Owner Armando Malvone is appreciating the closer interaction with his customers. “We’re able to be more personable in our new location,” explains Malvone.

Malvone and his staff invite all to take a comfortable seat and peruse their authentic Italian selections of fresh pasta, chicken, veal, seafood, steak and fish features. You may even choose a tasty flambé dessert prepared before you in the dining room.



L. to r.: Gary Laird, Hanover Chamber; Barbara Ruiz, 10-year employee; Lisa Lowe, Manager; Christina and Armando Malvone; and Sharon Kebil, M & T Bank.

## Desserts to Sooth the Soul

Christina’s Desserts, located at 1785 Baltimore Pike, Ste. B., Hanover, held a ribbon cutting ceremony to celebrate their first year in business. Owners Christina and Steve Malet are passionate about baking-from-scratch with quality ingredients, no preservatives, and all natural colorings and flavorings.

“Having a daughter that fought with food allergies years ago led us to self-educate ourselves on reading labels and all the yuk that goes into our food today. We want to offer all the comforts of home and healthier food,” explains Christina.

“The inspiration for my baking began at home. My mom, grandmother and my aunts all have a gift for baking,” reflects Christina. “My mother-in-law inspired me with her lovely decorated cakes.”

This business is not really just about the cakes or coffee or smoothies. It’s more about enriching lives.



L. to r.: Owners, Steve Malet and Christina Malet, Lindsay Rohrbaugh, Brandy Kibler, Juliet Sharrow, Jessie Madison, Paulina Mackey and Cindy Miller.

## Rutter’s Farm Store Gives Hanover Area YMCA \$30K for Youth Fitness Room

The Hanover YMCA received a generous donation of \$30,000 from Rutter’s Farm Store to fund the start-up and opening of the first room for a new program called Healthy Y Kids. The new room is located in the South Hanover facility and features 11 pieces of equipment specifically sized and geared for 7-13 year-old kids. Upon completing an orientation, kids will be able to use this room at their own pace during non-program times.

The Y also offers a six-week Healthy Kids program that instructed kids on the importance of basic nutrition principles as provided by a registered dietician from the Hanover Hospital. The goal is to change kids’ behaviors with respect to eating healthier and learning functional fitness/exercise programs.



L. to r.: Representative Will Tallman; Barb Metzler, Assistant to Senator Mike Waugh; Jeremy Frey, VP, Board of Directors; Bobbi Little, President, Board of Directors; and Todd Rutter, Scott Hartman, Tim Rutter, Rutter’s Farm Store; Commissioner Walt Rewa, Penn Township, Scott Strausbaugh, South Hanover YMCA Board of Managers President; and Liam Behrens, Chief Executive Officer, Hanover Area YMCA.

As with all of the Ys programs, scholarship assistance will be available for Healthy Y Kids. Donors’ contributions will support the kids in the community as they take

their training to the next level, or reduce obesity by becoming more nutritionally and physically fit!

## **Chamber Recognizes Volunteers & Member Anniversaries**

**Thank you for your continued faith and dedication to your Chamber!**

### **75-Year Anniversaries**

Four businesses celebrated their 75th anniversary as Hanover Chamber members!

*Back row, l. to r.:* Bert Elsner and F. Rusty Elsner, Elsner Engineering Works, Inc.; Glenn Bange, SWAM Electric; and Gary Laird, Hanover Chamber.

*Front row, l. to r.:* Rick Hollinger and Shea Juergens, Columbia Gas; and Mike Brown, Wells Fargo.



*15-year, 10-year and 5-year photos will be published in the next issue.*



### **50-Year Anniversaries**

*L. to r.:* Gary Laird, Hanover Chamber; Nikki Hoffman, Stambaugh Ness; and Keith Mummert, M & T Bank; .

*The Hanover Chamber thanks its event sponsor:*



### **25-Year Anniversaries**

*Back row, l. to r.:* Don Aumen, Hanover Community Players; Gary Linebaugh and John Frock, Frock Bros. Trucking, Inc.; Dr. Thomas Passrelli, Hanover Optometric Associates; Mike Ocker, Ocker & Associates, PC ; Dr. Gregory Rongione, Adams Oral Surgery; and Gary Laird, Hanover Chamber.

*Front row, l. to r.:* Heidi Hormel, Hanover Community Players; Michele Ali, Times & News Publishing Co.; Dr. Ann Stambach, Hanover Optometric Associates; Teresa Jacoby, Ocker & Associates, PC; and Jeanette Scheivert, Adams Oral Surgery.

*Not pictured:* Abbottstown Industries, Baugher Motors, Beechmont Inn Bed & Breakfast, Domino's Pizza, Eiserman's, Hanover Studio of Photography, Laslow's Pharmacy, South Penn Eye Care, Staff Music & Amusements, and Time-Bar Packaging & Display Headquarters.



**Key Strategies for Powerful Presentations**

November 4, 8 - 11 a.m.



*Facilitator:*  
Grace B. Elsner,  
Organization  
Development &  
Training

Would you like to be able to motivate, persuade and capture the attention of an audience? Feel more confident in making presentations? You can! Join us to learn key skills and strategies for speaking powerfully to an audience of one or one thousand. Please come prepared with a topic to practice!

**Implementing Leadership**

November 11, 8 - 11 a.m.



*Facilitator:*  
Dave Wauls, LMA  
Consulting Group

Leaders will learn the four leadership styles, how to use each of the leadership styles, and the fine art of motivation. Each person will practice their skills.

*Discount: Individuals registering for three or more sessions, receive a \$10 discount per session. Register on pg. 11.*

**An Employment Law Update:**

November 18, 9 a.m. - 12 p.m.



*Facilitators:*  
Attorneys Rick Hackman, David Ledermann, Mark Smith and Silas Ruiz-Steele, Barley Snyder



Barley Snyder attorneys will discuss varied and timely employment-related issues to help you and your organization minimize legal risk by staying up-to-date with the myriad of changes in employment law.



Topics covered will include the "basics" of wage and hour law, matters affecting employers dealing with Workers' Compensation litigation, Healthcare Reform and an employee benefits compliance update, a discussion of I-9 compliance and training on completing I-9 forms on behalf of the employer.



**Controlling Work**

December 2, 8 - 11 a.m.

*Facilitator: Dave Wauls, LMA Consulting Group*

Supervisors will discover how to control the work and not the person. They will also learn how to write performance standards and discuss how they can use these standards to manage individuals.

**Problem Solving**

January 6, 8 - 11 a.m.

*Facilitator: Dave Wauls, LMA Consulting Group*

Leaders will learn the characteristics of a problem, the five step process for resolving a problem, how to get agreement on problems, how to collect data, how to make decisions, and finally develop a plan for resolving their identified problem.

**Setting Strategic Direction**

January 13, 8 - 11 a.m.

*Facilitator: Grace B. Elsner, Organization Development & Training*

In order to survive and thrive, every organization needs to analyze its current reality, clarify direction and set measurable goals to ensure progress. In this workshop, participants will learn and practice the key elements of the strategic planning and goal-setting processes. Wherever possible, organizations are encouraged to enroll multiple employees or management team members to work together in this workshop.

For a complete list of workshops, visit <http://hanoverchamber.com/Booklet.pdf>.

**Christmas Luncheon**

Friday, December 16th • Hanover Country Club  
11:30 a.m. Egnog social • 12:15 p.m. Lunch & program  
Presentation by local legislators

Egnog sponsor:



Lutheran Retirement Village at Utz Terrace  
A Lutheran Social Services Community

\$32/member



## Help Brighten Hanover with Lighted Christmas Decorations

Chamber asking businesses to help offset decoration expenses for holiday season

Every year, with your help, the Hanover Chamber installs lighted decorations in the Downtown and along Eisenhower Dr. These decorations provide a festive atmosphere for area shoppers.

Decking the halls *or streets* is a costly expense. The Chamber incurs \$6,000 in annual maintenance and installation costs. You can help offset the expense by

making a donation.

Please send donations to the Hanover Area Chamber of Commerce. In the memo line of your check, please write "Decorations" and/or "Santa." See pg. 11.

In addition, the Hanover Chamber, Main Street Hanover, Hanover Exchange Club, Kiwanis and Lions Club will soon prepare

Center Square for the holidays, which includes Santa's Cabin, the Christmas Tree Lighting Ceremony and decorations.



Mark your calendar and join us for these festive downtown events!

# Discover Hanover for the holidays!

Center Square \* Downtown Hanover

### Black Friday:

Santa Parade, 9 am  
 Santa at Cabin, 9:15 am - noon, 1 - 5 pm & 6 - 8 pm  
 Christmas Tree Lighting & Entertainment, 7 - 8:30 pm  
 Holiday Scramble Kick-Off, 7pm

### Santa's Hours:

Sat., Nov 26, 10 am - noon, 1 - 6pm  
 Mon., Nov. 28 & Fri. Dec. 2, 6 - 8 pm  
 Beginning Dec 5 Monday- Friday, 6 - 8 pm  
 Saturdays, 10 am - noon, 1 - 6pm  
 Frid., Dec. 23, 6 - 8 pm

**Parking:** Free metered parking Fridays, Nov. 25 - Dec. 30

Main Street Hanover

637.6130 \* [hanoverchamber.com/downtown.html](http://hanoverchamber.com/downtown.html)

**Stambaugh**  
 CPAs and Business Consultants **Ness**



### ***Fringe Benefits Taxation and More ...***

### **Annual Payroll Taxation Update-a-palooza!**

... Featuring, in Hanover, Speaker Al Timko, Executive Director of the York Adams Tax Bureau

Register now for our popular FREE payroll updates:

- Payroll Seminar - Thursday, Dec. 8, Hanover Country Club
- Payroll Webinar - Tuesday, Dec. 20
- Approved by the American Payroll Association, CPE credits offered
- Check our topics, other locations and speakers, and register now at [www.stambaugh-ness.com](http://www.stambaugh-ness.com) or call us at 800.745.8233.

### SOME OF OUR TOPICS ...

- Tax Consequences of Gifts, Fringe Benefits, etc.
- Proper state withholding for out-of-state workers
- Exempt vs. Nonexempt
- Employee vs. independent contractor
- IRS Worker Misclassification Voluntary Disclosure Program
- Form 1099 reporting changes
- PA local withholding changes: Act 32
- Health care reform and new reporting requirements
- Section 125 plans ... and more!

## York College & Chamber Announce Scholarship Opportunity

The Hanover Chamber's Awards & Recognition Committee in partnership with York College of Pennsylvania will award two three-credit scholarships at York College of Pennsylvania.

York College makes these scholarships available through the Hanover Area Chamber of Commerce twice per year to be awarded to individuals whose continued education promises to serve their own intellectual growth and professional development as well as their ability to contribute to the Hanover community.

These scholarships will cover the tuition of any one, 3-credit course offered during the Spring 2012 Day or Evening Session. The recipient must pay the registration fees and the cost of textbooks. One scholarship will

be awarded to each of two part-time students each Fall and Spring semester.

All Hanover area residents are eligible to apply if (1) they are currently enrolled as a High school senior or (2) have a high school diploma, (3) do not already have a four-year College Degree and (4) meet the current York College registration policy criteria for part-time matriculated or non-matriculated student. Former recipients are encouraged to apply.

Selection will be based on applicants' career objectives and plans, financial need, evidence of community service, and academic aptitude and past achievements. Giving each of these criteria due consideration, the Awards & Recognition Committee will review all applications

and select two scholarship recipients, each to revive one 3-credit scholarship.

Applicants must complete and return the completed application to the Chamber office by 5 p.m. on November 25, 2011.

For an application, please visit [http://hanoverchamber.com/about\\_workfor ce.html](http://hanoverchamber.com/about_workfor ce.html) or contact the Chamber office.



## United Way Donations Made in Hanover, Stay in Hanover

The United Way of York County (UWYC) has launched its 2011 campaign. This year, United Way allocated \$531,114 to agencies with locations in Hanover.

Did you know that all donations made in Hanover, stay in Hanover? Did you know that 25 of the 34 partner agencies of UWYC provide critical services to Hanover area residents? Thirteen of those 25 agencies have locations in Hanover.



### \$6 per week will provide . . .

-crisis services to three victims of domestic violence

-five hours of legal service to low-income York County residents and domestic violence survivors

-two families in need of food, clothing, prescription or utility assistance

### \$15 per week will provide . . .

-classes to improve the basic literacy skills of one adult learning English as a second language

**\$10 per week will provide . . .**  
-seventeen hours of specialized

-six months of low vision exams, evaluations and appropriate low vision aids and appliances and the skills that enable them to lead safe and independent lives.

### How your Contribution Helps:

#### \$1 per week will provide . . .

-a one night shelter and all basic needs of food and clothing for a family of four

-an adult mentor for a young child

-high-quality safety education and training for people to prevent, prepare for and respond to emergencies

-a child with the opportunity to attend summer camp

#### \$3 per week will provide . . .

-nine hours of respite care for a senior citizen

-one in-home health care visit by a registered nurse

assistance to members of the deaf and hard of hearing community, allowing them to live independently

For more information, please call the Hanover office at 632.8047 or the York office at 843.0957.

**FIRE . SMOKE . WATER . MOLD. STORM.**



**INSURANCE CLAIM SPECIALIST**  
**24 Hour Emergency Service**

**Call: 717-843-8893**

**Eye-Opener Breakfast**

**Wednesday, November 16, 7:30 a.m.**

Lutheran Retirement Village  
2100 Utz Terrace, Hanover



**Chair of the Day:** Beth McMaster, Executive Director,  
Lutheran Retirement Village

**Salutes:**

- Christina's Desserts and Coffee** – new business
- Fiducial** – new location
- Golden Vision** – new Executive Director
- Riley Welding and Fabricating** – new owner
- SERVEPRO of Gettysburg/Adams County** - expansion
- Stock & Leader, LLP** - new member
- Weyrich Cronin Sorra Chartered** - new member

Sponsored by:



\$11/member; \$15/non-member

*Directions:* From Hanover, take 94 S (Baltimore Pk) and turn right onto Fairview Dr. (Wal-Mart). At stop, turn right and then immediately turn left. Community Center straight ahead.

*The Only Way to  
Gain a Reputation for Quality...  
You Earn It.*



Lutheran Retirement Village at Utz Terrace has earned its reputation for maintaining resident care as its highest priority. As part of the Lutheran Social Services' family, you'll benefit from the faith-based difference and our not-for-profit mission. Call us at **637-0633** for more information or a private appointment.



Residential Living | Personal Care | Skilled Nursing | Rehabilitation  
2100 Utz Terrace | Hanover, PA 17331 | [www.lutheranscp.org](http://www.lutheranscp.org)

**Membership Mixers**

**Tuesday, November 22, 4 - 6 p.m.**

**Finch Services**

516 Frederick St. , Hanover

**Wednesday, December 14, 5 - 7 p.m.**

**Susquehanna Bank**

402 Eisenhower Dr., Hanover

*Please RSVP to the Chamber so the host may accommodate all guests.*

**Library Celebrates 100th Anniversary with a Mixer**



Tired of *waiting*  
to hear from  
your financial  
advisor?



**Maybe it's time for a change!**



**WEALTH MANAGEMENT • FINANCIAL PLANNING**



**Mark J. Riggs, MBA**  
*Founder/President*

55 Wetzel Drive, Suite #3  
Hanover PA 17331

**717.637.0227**

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# Be Connected

Please complete form and return with payment to the Hanover Area Chamber of Commerce, 146 Carlisle St., Hanover, PA 17331. You can also register by calling 637.6130, F: 637.9127 or E:office@hanoverchamber.com..

## Events

## RSVP

## Investment

- November 4**  
 Key Strategies for Powerful Presentations, 8 - 11 a.m.  
*Facilitator:* Grace B. Elsner, Organization Development & Training  
*Attendees:* \_\_\_\_\_ ASAP \_\_\_\_\_ \*\$50/member
  
- November 8** *(circle time slot)*  
 Member Orientation, 7:30 a.m. & 12 p.m., Hanover Chamber office  
*Sponsored by SCORE*  
*Attendees:* \_\_\_\_\_ ASAP \_\_\_\_\_ Complimentary
  
- November 9**  
 AVA Info Session, 8 - 10 a.m., Hanover Chamber office  
*Attendees:* \_\_\_\_\_ 11/02 \_\_\_\_\_ Complimentary
  
- November 11**  
 Implementing Leadership, 8 - 11 a.m.  
*Facilitator:* Dave Wauls, LMA Consulting Group  
*Attendees:* \_\_\_\_\_ 11/04 \_\_\_\_\_ \*\$50/member
  
- November 16**  
 Eye-Opener Breakfast, 7:30 a.m.  
 Lutheran Retirement Village, 2100 Utz Terrace, Hanover  
*Attendees:* \_\_\_\_\_ 11-09 \_\_\_\_\_ \$11/m; \$15/n-m
  
- November 18**  
 An Employment Law Update, 9 a.m. - 12 p.m.  
*Facilitators:* Attorneys Rick Hackman, David Ledermann, Mark Smith and Silas Ruiz-Steele, Barley Snyder  
*Attendees:* \_\_\_\_\_ 11/09 \_\_\_\_\_ \*\$50/member
  
- November 22**  
 Membership Mixer, 4 - 6 p.m.  
 Finch Services, 516 Frederick St., Hanover  
*Attendees:* \_\_\_\_\_ 11/15 \_\_\_\_\_ Complimentary
  
- December 14**  
 Membership Mixer, 5 - 7 p.m.  
 Susquehanna Bank, 402 Eisenhower Dr., Hanover  
*Attendees:* \_\_\_\_\_ 12/09 \_\_\_\_\_ Complimentary
  
- December 16**  
 Christmas Luncheon, 11:30 a.m., Hanover Country Club  
*Eggnog Sponsor:* Lutheran Retirement Village  
*Attendees:* \_\_\_\_\_ 12/02 \_\_\_\_\_ \$32/member
  
- Decoration Donation**  
 In the memo line of your check, please write "Decorations" and/or "Santa." ASAP \_\_\_\_\_ Contribution

Business: \_\_\_\_\_ Email: \_\_\_\_\_ **Total**

Please indicate payment preference.  Check enclosed  Please charge my credit card

Card No.: \_\_\_\_\_ Visa Mastercard Expiration: \_\_\_\_\_  
(circle one)

\_\_\_\_\_  
 (Signature) (Date)

**Advanced registration is greatly appreciated. Cancellations made within 48 hours of the event are nonrefundable.**



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