

Chamber CHATTER



MECHANICSBURG
CHAMBER OF COMMERCE
The Strength of One. The Power of Many.™

1.9.25

6 West Strawberry Avenue, Mechanicsburg, PA 17055 (717) 796-0811 www.mechanicsburgchamber.org

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Seeking HOSTS for 2025 EVENTS

- Business Women's Networking Luncheon
 - After Hours Mixer
- Business Leaders Discussion Group

BE A HOST and showcase your business, service and more...

CHAMBER EVENTS

Watch for Weekly Updates!!

January

14 - Business Women's Networking Luncheon - Residence Inn Mechanicsburg, 2040 Technology Pkwy, Mechanicsburg. 11:30am - 1:00pm. FREE member event.

15 - Annual Dinner & General Membership Meeting, Penn Harris Hotel, 1150 Camp Hill Bypass, Camp Hill. 6:00pm - 9:00pm. \$45 per person. Sponsorships Available

20 - Office closed for holiday

30 - Business Leaders Discussion Group - Sponsored by PaySmart Payroll Services, 650 Wilson Ln, Ste. 100, Mechanicsburg. 7:45 - 9:00am. Members only event.

RSVP to info@mechanicsburgchamber.org

For a full calendar of chamber and member events, visit www.mechanicsburgchamber.org/events

Thank You For Renewing Your Membership!

Fred Beans Ford/Kia
Gilbert Physical Therapy
Ray Hunt
Negley's Water
St. Luke's Episcopal Church

Business Women's Networking Luncheon

~~Tuesday, October 8~~
~~Tuesday, November 12~~
Tuesday, January 14
11:30am - 1:00pm

Construction is finished and it is now OPEN!

Residence INN[®]

BY MARRIOTT

The new Residence Inn Mechanicsburg welcomes the Business Women's Networking Luncheon for January.

Come check out the area's newest all suite hotel and the fine accommodations that blend the perfect combination of comfort and convenience.

Introduce yourself and your business to familiar faces and hopefully some new ones, too. Come network with local business women and enjoy a light lunch.

Don't forget to bring your business cards to MIX & MINGLE.

Residence Inn Mechanicsburg
2040 Technology Parkway
Mechanicsburg

Reservations required.

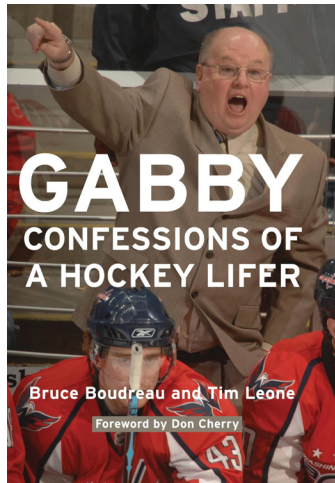
RSVP to info@mechanicsburgchamber.org

Chamber Annual Dinner & Meeting

Penn Harris Hotel, Trademark Collection by Wyndham
1150 Camp Hill Bypass, Camp Hill

January 15, 2025

6 - 9 p.m.



Mechanicsburg Chamber of Commerce invites all members to join us for the Annual General Membership Meeting

Our annual meeting brings members together to network in celebration of business, community and the achievements made.

Again this year - dinner will be a table served meal!

The special guest speaker for this year's event will be

Bruce Boudreau

former NHL Head Coach & Hershey Bears Head Coach, AHL Hall of Fame Class of 2009, Player, Analyst, Actor, Author, and Co-Owner of the Hershey Cubs of the USPHL.

Bruce will offer insights on the ups and downs of being a professional athlete and his transition to a leadership and eventually ownership position.

Sponsorships Available! Tickets are \$45.00 per person.
To purchase please contact the Chamber at 717-796-0811

Consider donating a prize to showcase your business.
Items accepted for prize drawings.

Sponsored in part by:



Mechanicsburg Chamber of Commerce presents:
**Business Leaders Discussion
Group**

**Thursday, January 30
7:45 - 9:00 am**

**Sponsored by
PaySmart Payroll Services
650 Wilson Ln, Suite 100
Mechanicsburg**



RSVP to info@mechanicsburgchamber.org or call 717-796-0811.
This members-only event is free to attend!

Bring your questions and business topics and hear what others have to say!

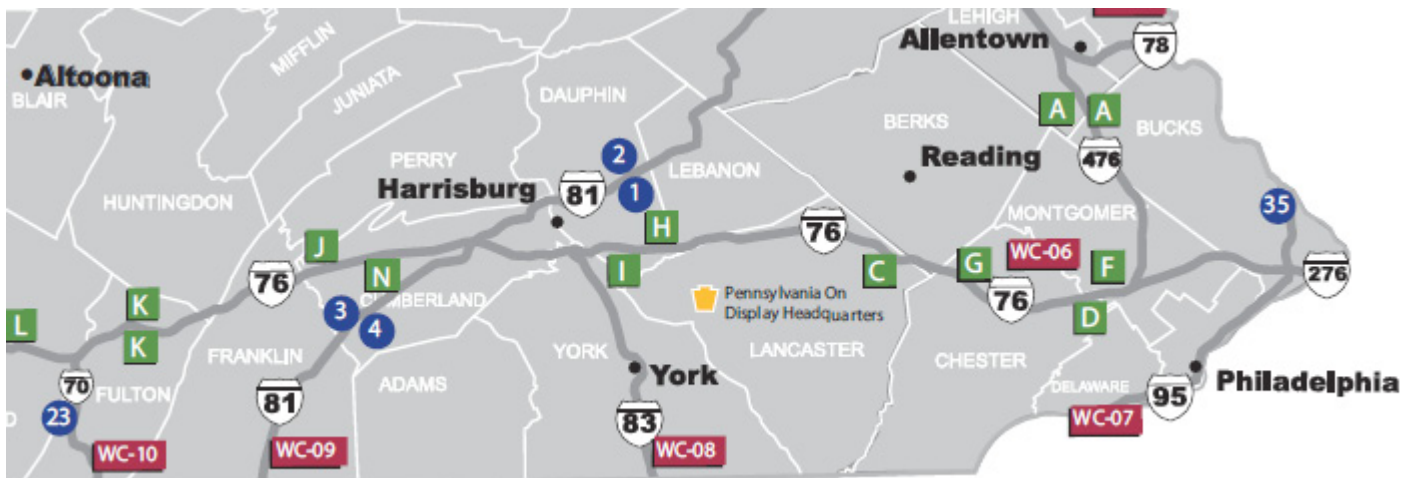
Seeking HOSTS for 2025 EVENTS

- Business Women's Networking Luncheon
 - After Hours Mixer
- Business Leaders Discussion Group

BE A HOST and showcase your business, service and more...

For more information - on HOSTING AN EVENT
contact the Chamber office at 717-796-0811 or email - info@mechanicsburgchamber.org.

Would you like to reach more potential customers via the PA Turnpike, Interstate Rest Areas or PA Welcome Centers?



Travelers can find out about your business at highly traveled Turnpike Service Plazas and/or Interstate Rest Areas for only \$28 per month per location with a FREE pocket for 4x9 print brochures or rack cards. Non-profit organizations and B&Bs are only \$16 per month per location.

We are also the sole distributors for the FREE PA Welcome Center Program that offers tourism information to all 14 official PA welcome centers around the perimeter of the state! Your tax dollars pay for this free program! Please contact me with any questions or interest in any of our programs!

Teresa Crawford, Account Representative
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www.GetawaysOnDisplay.com



Vehicle Fees Eliminated for Some Veterans

A new state law, which I supported, eliminates vehicle registration and title fees for certain veterans in the Commonwealth.

Under [Act 60 of 2024](#), fees are eliminated for a passenger vehicle or truck weighing 9,000 pounds or less owned by military veterans who meet one of the following requirements (license plate fees still apply):

- Vehicles registered to a veteran who lost a limb or eye or who became partially paralyzed while serving in the Armed Forces of the United States.
- Vehicles registered to a veteran who, as a member of the Armed Forces of the United States, was captured by the enemy in any armed conflict for which the Department of Defense authorizes a campaign medal.
- Vehicles registered to a veteran who has been awarded the Congressional Medal of Honor.
- Vehicles registered to a veteran who has been awarded the Purple Heart.

Eligible veterans should use the [MV-145V](#) or [MV-150P](#) forms to apply for the benefit at this time. Updated forms are pending.



License Your Dog in 2025

The Pennsylvania Department of Agriculture is reminding dog owners to license their pets for 2025.

All dogs three months of age and older are required to be licensed by Jan. 1 of each year. Dog owners may choose to purchase single year licenses or a lifetime license, if their dog has some form of permanent identification, such as a microchip or tattoo.

Single year licenses cost \$8.70, while lifetime licenses cost \$52.70. Senior citizens or people with disabilities may purchase a single year license for \$6.70 or a lifetime license for \$36.70.

Licenses are available for purchase through county treasurers. [For additional information, including links to forms and a list of treasurers and their contact information, click here.](#)



Managing Orthopaedic Injuries: Questions and Answers with Dr. Jorge Bustillo

Jorge Bustillo, MD

Life keeps us moving at all stages. Whether it's a baby taking their first steps, a teen engaged in youth sports, an adult hiking through nature, or a senior citizen navigating their home and neighborhood.

No matter the activity, the risk for orthopaedic injury is always present. At UPMC Orthopaedic Care, our team is committed to getting you back to the activities you love, but sometimes it's hard to know when and where to see an orthopaedic specialist.

What injuries and ailments require a trip to an orthopaedic specialist?

Bone breaks and ligament sprains come to people's minds when they think of orthopaedics, but a variety of other conditions may require a trip to our office. When someone has trouble moving or is experiencing pain in their feet, ankles, legs, arms, shoulders, back, or any muscle group, it's best to consult with an orthopaedic specialist or sports medicine physician. Sprains, strains and dislocations are other examples of common orthopaedic injuries.

Sports medicine is a field of medicine that focuses on rehabilitating injuries acquired through physical activities like recreational, youth or professional sports. A sports medicine specialist might also help with pain management for people who do casual exercise like walking at home or working out at their local gym.

People with jobs that require high amounts of physical labor may also come to an orthopaedic specialist to get treated for on-the-job injuries.

Whether you're a laborer, an athlete, or someone who's recently experienced a fall, orthopaedic specialists and sports medicine physicians may also help assess you for and recover from a concussion.

How do I know when emergency care is needed versus a trip to the doctor's office?

Go to the emergency room if you're experiencing severe bleeding or pain, an open fracture such as a bone protruding through the skin. It's also important to watch out for difficulty breathing, loss of consciousness during head injuries. If a head injury is accompanied by a severe headache, dizziness or confusion, seek emergency care.

Do all orthopaedic injuries require surgery?

Because orthopaedic injuries vary in their location, severity and complexity, a variety of treatment options may exist. Surgery is not needed in all cases. Working together with pain management experts, a combination of physical therapy, medications, injections, casts, and braces may be used before or after a surgical approach.

Where can I go for help?

UPMC Orthopaedic Care has [orthopaedic experts throughout the region](#), including a new practice in [Lititz](#). [Walk-in orthopaedic injury clinics](#) are available in Carlisle, Enola, Harrisburg and Lititz.

For emergency care, proceed to your nearest emergency room.

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GET INVOLVED!

- SET UP A COMMUNITY DROPOFF LOCATION
- PROMOTE SHOE DRIVE AND COLLECT SHOES
- DONATE YOUR NEW/GENTLY USED SHOES

JAZZ ME BAND

KIRK WISE UPCOMING
SOLO, DUO & BAND
PUBLIC DATES

Sat. 1/11 – Reid’s Wine & Cider House,
Gettysburg...Kirk Duo 7-10

Sat. 1/18 – Totem Pole Wine Farm/Ranch
Carlisle...Kirk solo 6:30-8:30

Sat. 1/25 – Captain Bob’s Steamed Crabs,
Railroad/ Shrewsbury...Kirk solo 6-8

Fri. 1/31 – Celebration Villa, Dillsburg...
Kirk solo 3-4

Fri. 2/1 – Reid’s Wine & Cider House,
Gettysburg...Kirk Duo 7-10

Fri. 2/7 – Hemauer Brewing,
Mechanicsburg...Kirk solo 7-9

Sat. 2/8 – Spring Gate Wine, Harrisburg...
Kirk solo/duo...5-8

Sat. 2/15 – Captain Bob’s Steamed Crabs,
Railroad/ Shrewsbury...Kirk solo 6-8

For complete up-to-date
schedule, information,
and photos go to
www.jazzmeband.com

Bookings: call Kirk at 717-979-0341 or
E-mail wisemotors@aol.com

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LANDON WISE PHOTOGRAPHY



GFWC (General Federation of Women's Clubs) Mechanicsburg

The next meeting will be on Tuesday, January 14, 2025 at 7:00 PM at Buhrig's Gathering Place, 25 East Main Street, Mechanicsburg. The program will be a speaker from Carlisle Cares.

Would you like to know more about how we serve the community while helping Veterans, libraries and schools? Come for a visit to find out.

For more information, contact Sue at 717.243.9872 visit our website at <http://gfwcmech.tripod.com/>



F&M Trust promotes Lorie Heckman to Executive Vice President

F&M Trust is pleased to announce that Lorie Heckman, Chief Risk Officer, has been promoted to Executive Vice President.

With over 38 years of experience at F&M Trust, Heckman has held various leadership roles, including Credit Recovery Manager, Security Officer, Compliance Officer, and Vice President of Compliance and Security. She holds an associate degree and Paralegal Certification from Penn State University and has attained both Certified Enterprise Risk Professional (CERP) and Certified Regulatory Compliance Manager (CRCM) designations. Heckman is also a graduate of the Pennsylvania Bankers Association (PBA) School of Commercial Lending at Bucknell University, the American Bankers Association (ABA) Graduate School of Compliance Risk Management at Emory University and is a graduate of the Center for Creative Leadership.

“As the bank has doubled its asset size in recent years, the potential risks have also increased. Lorie has continually expanded her expertise to ensure both the bank, and its customers remain protected. Her leadership is highly respected across the organization, and we are excited to recognize her with the Executive Vice President title she has earned,” said Tim Henry, President & CEO of F&M Trust.

Heckman is excited to embrace the importance of this new title stating, “This promotion reflects our company’s commitment to maintaining the highest standards of risk management as we navigate the complexities of today’s business landscape. As the first female Executive Vice President at F&M Trust, this role marks a pivotal milestone in my career. I hope to serve as a role model for women within the organization, while also helping to pave the way for future leaders and ensuring their continued growth and advancement.”



Heckman serves as President of the Board of Directors for Women in Need. She is a member of the National Association of Legal Assistants (NALA), the International Association of Financial Crimes Investigators (IAFCI), and the Pennsylvania Bankers Association.

How to Work for an Overly Critical Boss

By *Melody Wilding* - Harvard Business Review

Summary: Your boss points out what's going wrong more often than what's going right. They nitpick your work, highlighting every possibility for improvement. Meetings sometimes feel like inquisitions. While a generally difficult boss might be challenging due to their mood swings, lack of clarity, or unpredictability, a highly critical boss consistently focuses on "the gap," not the gain. In this article, the author outlines practical strategies for handling a highly critical boss.

Working for a highly critical boss can feel like operating under a microscope. Every task, no matter how small, seems to invite scrutiny. Meetings sometimes feel like inquisitions and you spend your days hearing more about what's going wrong than what's going right.

While some difficult managers can be challenging due to their mood swings, lack of clarity, or unpredictability, highly critical leaders create an atmosphere of consistent, pervasive negativity. This can cause you to walk on eggshells, fearful of making mistakes, and leave you **second-guessing your decisions** and interactions.

For deep-thinking and feeling professionals who invest a lot of emotional energy into their work (those I call **sensitive strivers**), working for this type of leader can be particularly draining. Many internalize their manager's negative feedback as a sign that they are inept or incapable. This couldn't be further from the truth. Often, someone's critical nature has more to do with their own insecurities, bad experiences that have made them overly cautious, or a need to maintain control.

While understanding this is helpful, continuously trying to diagnose the complex motivations behind a manager's criticism can be a never-ending and ultimately unproductive task. Instead, it's much more beneficial to focus on how you can navigate working for this type of person in a way that makes your life less stressful.

Managing up to a highly critical boss doesn't mean abandoning your own judgment or simply following their orders. Rather, it's about proactively taking control of your interactions and taking steps to **reduce the emotional toll** their behavior has on you.

View feedback as engagement

Feedback means your boss is paying attention to your work, not disinterested in your projects and performance — even if they have a frustrating way of showing it. When you see your manager's criticism as a sign that they're invested in your work, it becomes easier to extract valuable insights from their comments. Their delivery might not be ideal, but they care enough about your development to provide input. If your boss didn't care, they might not even bother taking the time to correct you or offer guidance.

To embrace this shift in perspective, try separating tone from content. Do your best to mentally strip away the emotional charge from your manager's words. Imagine the feedback being delivered in a neutral tone. For instance, transform, "This report is totally unacceptable" to "There are issues that need to be addressed." This helps you concentrate on the substance rather than the (unhelpful) style.

Get ahead of their negativity

Before your boss has a chance to correct you, proactively seek their input. For instance, on a task, you might say, “I’m planning to approach the project this way. Do you have any initial thoughts?” Before you present something to your boss, explain, “I know you care about highlighting metrics so I’ve put special attention into creating a compelling visual dashboard.”

Likewise, rather than toiling away for days — or weeks — to craft the perfect deliverable, create a first draft and say, “Here’s what I’ve put together so far. It’s a bit rough around the edges, but I wanted to capture the core ideas and structure, so we can shape it into something outstanding.” Your boss will be happy to have control, and you’ll conserve your energy.

Seeking input early can feel like extra effort, but it shows you understand what’s important to your boss, which can help build trust and lessen the need for them to constantly critique your work moving forward, since they see that you take their expectations seriously.

Put them on the spot

Some people naturally have a more pessimistic mindset, and unfortunately, your boss may be one of them. So you may need to nudge them to see possibilities and probe for what is working, because it’s not their default to volunteer that. When on the receiving end of excessive criticism, try: “I enjoy hearing how I can improve. It’s also important that I know what’s going well, so I can do more of that. Is there room for you to share your perspective on that?” Or try, “I understand your concern about the creative brief. I’ll work on that. But I’d also like your feedback on how the client meeting went. I thought it was successful and I want to make sure I continue in the right direction.”

Ask for specific examples and clarification as well. For example, when Jessica, an analyst at a financial firm, found herself on the receiving end of vague, unhelpful directives from her manager (“This needs to be better. Fix it.”) she asked more questions (“Can you show me which specific data points you believe are inaccurate?” or “Could you give me an example of the preferred formatting you’d like to see?”). This not only helped her hone in on issues her boss had, but also subtly encouraged her manager to move away from generalizations and towards more constructive and fair feedback.

Try “yes, and…”

When corrected, acknowledge your boss’s perspective (“yes”), then add your perspective or suggestion (“and”). It’s a great way to assert your ideas while showing that you are taking their feedback into account. Azim, a marketing lead, tried this with the Chief Marketing Officer who often dismissed his ideas. The next time she criticized a campaign, Azim replied, “Yes, I understand that the timeline is tight, and I believe we can meet the deadlines if we adjust our resource allocation slightly.”

Remember, though, that not all feedback is equally valuable or actionable. You can’t — and shouldn’t — take action on every criticism. Develop a mental filter to determine what’s most urgent, important, and relevant to respond to.

Reward good behavior

When your boss gives you feedback that’s constructive or even slightly less critical than usual, acknowledge it. A simple “Thanks for sharing! That helps me feel more motivated” goes a long way. You reinforce the behavior you want to see more of. Your boss, consciously or unconsciously, may be

more likely to continue giving you balanced and helpful feedback when they see it is appreciated and has a positive impact on your performance.

• • •

Despite your best efforts, your boss may never change their behavior. Be prepared to **find other allies** within the organization who can provide the support and validation you need. Ultimately, you might need to consider making bigger changes to protect your mental and emotional well-being — and to seek out a work environment where you are truly valued.

Melody Wilding, LMSW is an executive coach, human behavior professor, and author of *Managing Up: How to Get What You Need from the People in Charge*. Download exact scripts to diplomatically say no at work [here](#).

Chamber Chatter is published on-line every Thursday.

We encourage member businesses to send us information on sales, promotions, news and events. It is a great way to promote your business or organization.

Chamber Chatter advertisements will remain for up to 4 weeks, or as space permits.

If you have something to share, please submit it by Wednesday at noon to
info@mechanicsburgchamber.org.

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