



CONGRATULATIONS!
to the winners of
Durango's Top Dog & Cool Cat Contest!

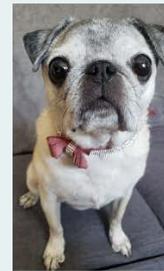
Benefiting



First Place
Cayenne



Second Place
Suki



Third Place
Maddie May



First Place
Orpheus



Second Place
Ramone



Third Place
Peach

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From the Executive Director's Pen

Now is the Time to Take Advantage of the Job Market!

by Jack Llewellyn, Chamber Director

As I walked around downtown recently, I noticed numerous help wanted signs. Businesses are continuing to emerge from the pandemic and are needing employees. If you are looking to make a career change or ready to re-enter the workforce, there are plenty of opportunities right now!

Not only does working provide a paycheck, studies show it enables you to socialize, which we all could use after staying home and social distancing this past year. In addition, being employed gives you a sense of pride, identity, and personal achievement. It may sound simple, but being able to check off items on a to do list can be fulfilling and gratifying. In Navy Seal Admiral William McRaven's commencement speech, he recommended making your bed every morning because this one simple act allows you to start the day with a "win."

If you are not sure of a new career path, there are many resources in our community to assist you. The Colorado Workforce Center is a great place to start and can assist with finding employment, training, and educational opportunities. Their vast network can target specific jobs statewide or in the region. Pueblo Community College also offers various types of testing to help identify your areas of concentration, matching careers to your personality and interests, www.pueblocc.edu. PCC offers certificates and degrees in construction, culinary arts, health professions, EMS, law enforcement, and numerous other industries. Another great resource for posting and finding job opportunities is with Express Employment, another Chamber

member. At a quick glance, Express Employment currently has more than 60 active openings in a variety of professions listed on their website, www.expresspros.com/durangoco

Unemployment benefits are slated to end September 6th so plan ahead since there will be more workers applying for open positions, including Fort Lewis College students who are returning to campus for the fall semester.

As I mentioned, I was walking around downtown recently with my son and his girlfriend who were visiting. We put our names on a wait list at a local restaurant and were told we had an hour before being seated, which gave us an opportunity to walk around and check out the various downtown shops. I observed that there were some tables open at a variety of restaurants and learned that some restaurants closed earlier than expected because they had already put in a 12-hour day and were short staffed. It was a good reminder to be patient, and be kind as our fellow community members are working hard to provide great service during a challenging time and labor shortages. But we can all do our part and make a difference by rounding up when tipping, and saying thank you to the frontline staff. Even just those simple gestures that don't cost anything could really make someone's day. You just never know what someone is going through. A few nice words can do more than you think.



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A Workerless Recovery? Job Seekers Turn Cold Shoulder to Hot Economy

Despite Record Job Openings, Unemployment Remains High

What Businesses, Lawmakers and Families Can Do

By most measures, the economy is on fire. Even businesses that had been shuttered during the COVID-19 pandemic are putting out “help wanted” signs. But as workers are slow to return, businesses have gone from saying “help wanted” to screaming “help!”

At last count, there were 9.3 million open jobs in America, a record high since the Bureau of Labor Statistics started tracking the number 20 years ago. Yet the unemployment rate still sits at 5.8%, and millions more aren’t even looking for work. They are on the “sidelines,” not even counted among the unemployed.

In short, jobs are plentiful, but available workers seem uninterested or unable to take them.

Total Nonfarm Job Openings, Jan. 2011–April 2021

“The economy is hot, but workers are playing it cool—unable or reluctant to take open jobs,” Express Employment Professionals CEO Bill Stoller said. “Job openings are at record highs, yet unemployment is anything but low and millions of Americans are on the sidelines of the workforce.”

Express is witnessing the trend in its own numbers. Express had 38,762 open positions in May, up from 38,219 in April, up not only from 2020 but also from previous years.

click [here](#) to read more

August Calendar

Check out the Chamber’s Workshops, Programs & Events! Click [here](#) for information

Aug. 3rd, 8:00 am, Tuesday Talk with Emily Meisner, Economic Alliance

Aug. 4th, 5:30 pm, YPOD Social Hour at Four Leaves Winery

Aug. 10th, 11:30 am, YPOD Lunches with Leaders with Amanda Erickson, DAAR @ Elks Lodge

Aug. 17th, Noon, Grow with Google, How to Use YouTube to Grow Your Business

Aug. 19th, 5:00 pm, Business After Hours at The Center for Innovation

Aug. 25th, Noon, Lunch & Learn with Nancy Brockman, Chimera Communications, Inc.

Links to what you should know...

[San Juan Basin Public Health Vaccine Clinics](#)

[Concerts @ the Park](#)

[Community Concerts in the Secret Garden](#)

[Durango Trails Condition Report](#)

[City of Durango Meetings](#) – from licensing to city council to planning commission to multimodal board meetings - attend & be in the know about upcoming activities & projects.

[La Plata County Government](#)

[LPEA Board Meetings](#)



**Tuesday Talk, August 3, 2021
8-9am**

Emily Meisner

Economic Development Alliance

Learn about the latest updates on the **Bond to Business** initiative and the 2021 Economic Summit.

Hybrid Meeting - In-person or via Zoom
Please RSVP with selection of in-person or online.

click for more information



Business After Hours Thursday, July 15, 2021 from 5pm to 7pm Hosted by Morehart Murphy Subaru in Three Springs

Many thanks to the team at Morehart Murphy Subaru in Three Springs for hosting the July 15 Business After Hours. Morehart Murphy's new state-of-the-art Subaru facility opened January 8, 2021, and features new and used Subarus, plus a large selection of used cars, trucks and SUVs. The full-service dealership also offers financing for car loans, and auto repairs and car parts. Visit their new location at 450 Wilson Gulch Drive in Three Springs, or [online](#).



The Chamber's Diplomats celebrated Morehart Murphy's new Subaru facility with a ribbon cutting on July 15.



click [here](#) for more photos

Congratulations to the Winners of Durango's Top Dog & Cool Cat Contest!

With 107 dogs and cats vying for the title of Durango's 2021 Top Dog & Coolest Cat, there were many fantastic entries in this year's pet contest. We are excited to announce the winners of this year's contest, which raised more than \$11,600! This year's title of Top Dog goes to Cayenne, who is a retired cadaver dog. Cayenne will be prominently featured on the front label of a special release of Steamwork's Colorado Kolsch. Second and third place goes to Suki, and Maddie May (respectively), who will also be featured on the label.

The Chamber added a new category to the contest this year and asked for entries from our feline friends. The first place winner of Coolest Cat in Durango is Orpheus, who also has a place on the front of the feline version of the limited-edition Steamwork's Colorado Kolsch – named Ophie's Cat-a-tonic Kolsch. Second and third place winners are Ramone and Peach.



The Chamber is excited to announce a donation of \$7,000 is being made to Parker's Animal Rescue, formerly Lisa Parker's Puppies. We could not have done this without the support of Alpine Bank, Steamworks Brewing, Four Corners Broadcasting, The Durango Herald, Pet Haus, Allison Ragsdale, and Marketing Concepts Squared.

Prizes for the contest not only included the top three dogs & cats featured on cans of Steamworks Colorado Kolsch, but also gift cards from the Pet Haus, and a photo session with Allison Ragsdale Photography. The contest winners will be presented their prizes on Wednesday, Sept. 1 at 4pm during Yappy Hour at Birds on north Main Avenue. For contest information and entries, click [here](#).



the chamber
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Thank you to Terryl Peterson: July's Lunch & Learn Presenter on Exit Planning for Small Business Owners

Thank you to Terryl Peterson for sharing tips on the best ways to plan for transferring your business when selling or retiring, and what steps you should take to reach your goals. Terryl is an expert in this area and can help business owners develop plans to help make this process easier. Visit TerrylPetersonCFO.com for more information.

Register Now for the August 25th Lunch & Learn on Marketing!

Nancy Brockman, owner of Chimera Communications, will present ideas on how to market more effectively and ways to cut through the clutter to get your message across. This event includes lunch and is \$15 for Chamber members. RSVP's are required. Sponsored by TBK Bank For more information and to register, click [here](#).

How to Manage a Team of Contractors and FTEs

As a team leader, it's easy to assume that everyone working together on a project should be treated and managed the same way. But full-time employees (FTEs) and contractors have different motivations, expectations, and needs. As a manager, you need to be conscious of those distinctions and adjust accordingly. Begin by holding one-on-one or small-group discussions with your FTEs, and then with your contractors to understand what people want to get out of the project personally and professionally. With these insights in mind, focus on team-building and alignment. Have a team-wide conversation to ensure that everyone is on the same page about the project's overall goals, its organizational context, and the individuals involved — and reinforce this alignment throughout the project as needed. Finally, set clear ground rules and guidelines around communication, resources, and roles, aiming to fulfill everyone's distinct needs. This will set clear expectations and ensure that no resentment builds up throughout the project.

This tip is adapted from "A Fair Way to Lead a Team of Contractors and Full-Time Employees," by Ron Ashkenas et al.



Set Yourself Up for a Promotion

It'd be great if doing good work was enough to get you a promotion. But it usually takes more than that. To make the case that you're ready to move up, you also need to convince those making the decision, especially your manager. Here's how.

1. Keep a record of your wins. Track all of your achievements. Surpassed your goals? Cracked a big account? Make a note every time you accomplish something, and add it to a folder on your desktop or in your email. Include shoutouts from colleagues or clients.
2. Plant the seed. Promotions don't happen overnight, and it could often take months to build your case. Initiate the first conversation (of many) with your manager either during your annual performance review or after you've surpassed a major goal.
3. Present a persuasive case. Explain to your manager how you've grown, how your responsibilities have increased, and how your work has helped the company achieve its goals, using the data you've tracked as evidence. Making a case for your next promotion can be a tedious and trying journey. Preparing early for the conversation is the best way to boost your chances.



This tip is adapted from "Do You Want to Get Promoted?," by Ruchi Sinha

Develop a Solutions-Oriented Culture for Your Team

When presented with new initiatives, some teams are really good at spotting potential problems. They readily ask tough questions and point out possible risks. But a team overly focused on finding problems, rather than solving them, can be detrimental to morale and productivity. So how do you change your team's culture to become more solutions oriented? Here are a few dos and don'ts:

Do:

- Practice what you preach. Role model the problem-solving behavior and attitude you'd like to see in your team.
- Identify a trigger word to remind team members to focus on solutions. That way, when conversations veer off course, colleagues can help get it back on track.
- Reflect on how you can create an environment that allows for both creativity and critical thinking

Don't:

- Ignore or discount resistance to an obstacle. Instead, explore possible solutions by asking questions.



- Go it alone. Invite a consultant or a member of a different department to attend a team meeting. They might spark new strands of conversation.
- Be stingy with compliments. Publicly acknowledging team members' creative thinking helps increase the sense that norms are shifting.

This tip is adapted from "Is Your Team Solving Problems, or Just Identifying Them?," by Rebecca Knight



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Congratulations to Silver Creek Design on their Grand Opening & Ribbon Cutting!

The Chamber’s Diplomats shared in the celebration of Silver Creek Design Studio & Showroom’s grand opening with a ribbon cutting. Silver Creek Design recently opened their new interior design showroom on north Main. As a full-service residential & commercial flooring, cabinetry, window treatment, and custom furniture company, Silver Creek Design offers a wide range of products and expert design experience. Visit their showroom, located at 3206 Main Avenue, or log on to SilverCreekDesign.com.



OHANA PHYSICAL THERAPY DURANGO, COLORADO

Ohana Physical Therapy is beyond excited to announce that Carolyn Archer, PT, DPT, SPT, ATC has joined our team!

Originally from Southern California, Carolyn first moved to Durango in 2013 to pursue her Bachelor’s degree in Athletic Training from Fort Lewis College where she was the captain of the Women’s soccer team. She recently graduated from Pacific University in Hillsboro, Oregon, with her Doctorate in Physical Therapy.

Carolyn has a passion for community involvement and helping people return to the activities that make them happy. When not in the clinic, she enjoys biking, running, and spending time outside.

Please join us in giving her a warm welcome back to Durango and into the Ohana PT family!

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Watch this week's Member Moment Video featuring [Tile Art & Light Art](#) of Durango
Click [here](#) for past member Moment Videos

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Business Connection

Celebrating 50 Years with Griego's – Owners Rachel, Mary Lou, and Sandra Griego

By Sara Lynn Valentine



Rachel Griego, with the help of her teenage daughters, Sandra, Mary Lou and Debbie, opened the original Griego's in 1971 as a little taco house on 14th Street and East 2nd Avenue. "That's where it all began," says Sandra, who has been working at Griego's ever since. "It started out slow, but we got busier and busier through the years. We decided to expand and in 1981 we moved to our current location on North Main. My mom still comes in and helps out, but Mary Lou and I run the business now." "Our kids grew up working at Griego's and when those who have moved away come into town, they still come in and help out. It's always been a family affair."



I ask Sandra why she thinks they have been so successful. "My parents worked really hard and



Photo by Jerry McBride/Durango Herald

taught us how to do the same. Our whole family has stuck together and has played a vital role throughout the fifty years of our success. We also thank our employees and are thankful for the support of our customers."

Rachel, Sandra and Mary Lou are always ready to do whatever needs to be done, accustomed to flexing and putting in extra hours. The menu has stayed much the same over the years. "It is pretty basic and it works," Sandra says. "We offer smothered burritos, tacos, hamburgers, fries, chile rellenos and vegetarian plates. We are famous for our green chile and sell a lot of it. People come in from out of town and order lots of burritos and green chile to take back home and freeze."

Griego's celebrated their 50th anniversary in June. "We had a good gathering," Sandra says. "We had a band and give-aways. A lot of our regular customers, our old employees and out-of-town friends and family came to celebrate with us."

Griego's is a longtime member of the Chamber. Sandra says, "They've helped us in many ways." Griego's is open from 10:00 am to 7:00 pm Monday through Friday, and 10:00 am to 5:00 pm on Saturday. You can reach Griego's by phone at (970) 259-3558.

LLP Monthly Focus: The Power of Routines

By Stacy Reuille-Dupont

Routines can be helpful ways to anchor experiences. This is important because humans like ritual. Rituals help your nervous systems feel safe and relaxed. At work, routines help you stay on track. Here are 5 ways to use routines to help you focus each day.



- 1) **Plan Your Schedule.** You are in charge of making your life run smoothly. If you are going to be successful, you need a plan. The famous saying goes “failing to plan, means planning to fail.” Take some time to plan changes to schedules you want to make. Set aside time at the end of your day to quickly map out where to start tomorrow. Find time in your day to add meditation, exercise, reading, or self-reflection activities. Have members of your work teams co-create ideas for new workflow routines that feed into the group’s output.
- 2) **Get Ready to Let Go.** Be purposeful with what you want your life to look like, then create activities that support that vision. Pick 3 verbs or values to represent the way you want to live your life. If something is no longer serving you, let it go. Ask your team members what they could let go of to create space to meet a new goal or create efficiency in their workflow. Every so often, purge your current schedule. Challenge your crew to move themselves up a notch on regular tasks.
- 3) **Give Yourself Time.** Give yourself time to adjust to your new schedule. Your internal clock takes about 3 weeks to adjust to changes like a new sleep / wake schedule. Shift routines in small increments and you’ll have much more joy creating a new daily routine. Pick one area to focus on this week, then add a second next week, and a third after that. Remember to start small. Lifestyle changes are most effective when you make them over time to really allow yourself time to become the new you. For example, if you want to wake up earlier, it’s often easiest to change your bedtime first. Get your evening routines dialed in and your mornings will be much smoother. Set timelines with team members to get new schedules dialed in. Some people will be ready for change and others need more time to adjust to new workflows.
- 4) **Do Some Test Runs.** Prior to the first day of a big shift do some test runs of your schedule. Try out your new exercise and meditation routine on the weekend so you know how it feels to go through each activity without feeling rushed. Time yourself and make adjustments that

fit into your workday morning. If it goes sideways, re-adjust the items on your list and re-evaluate what you can let go of. If you are trying out a new meeting format, have your team weigh in on what’s important to keep. See what feels right to the group and create a solid structure. Allow yourself time to practice and adjust. You want to create routines that allow you to operate your life in flow, not stress.

- 5) **Reward Yourself.** Have things to look forward to. Create fun items that are only for the days you workout. You can have prizes for a reading goal or getting to bed on time for so many days in a row. Give your team at work something to look forward to when they reach a goal. Find ways to celebrate your progress and watch the excitement for these transitions to grow.

Set yourself up for success by spending a little time on your plans, communicate about schedule changes, and outline new routines as the seasons change. The most important part of this process is creating time to spend together and connect while leveling up your life. Live life on life’s terms while also understanding the value of planning, persistence, and follow through during transition and change. Make it fun and enjoy finding new routines to set yourself up for success as summer 2021 turns to fall.

Leadership La Plata Update from Janae Hunderman:

Some shifts and changes are happening with LLP!

We’re excited that Jill Carithers is filling the big shoes that Lisa Barrett has created as the Leadership Coordinator for the past two years.

Mary Shepherd is also stepping up into the Alumni Committee Chair position as Janae Hunderman takes a back seat.

It’s part of LLP’s mission to “build a cadre of informed leaders,” partly by creating leadership roles within our all-volunteer organization.

Want to join one of LLP’s numerous committees yourself? Reach out!

Also, stay tuned for the announcement of the Class of 2022’s participants, will they be the next “Best Class Ever?” The new class gets underway next month as they kick off the LLP experience with their retreat.

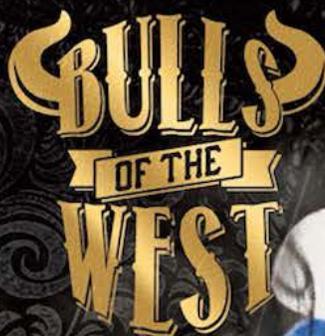
Alumni Quote

“My Leadership La Plata class continues to be my litmus test on projects, ideas and initiatives in my professional life. We still get together and enjoy challenging each other to get outside of our comfort zones,” ~ *Briggen Wrinkle, Executive Director of the Community Foundation serving SW Colorado, LLP Class of 2013-14*

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4TH
AUGUST



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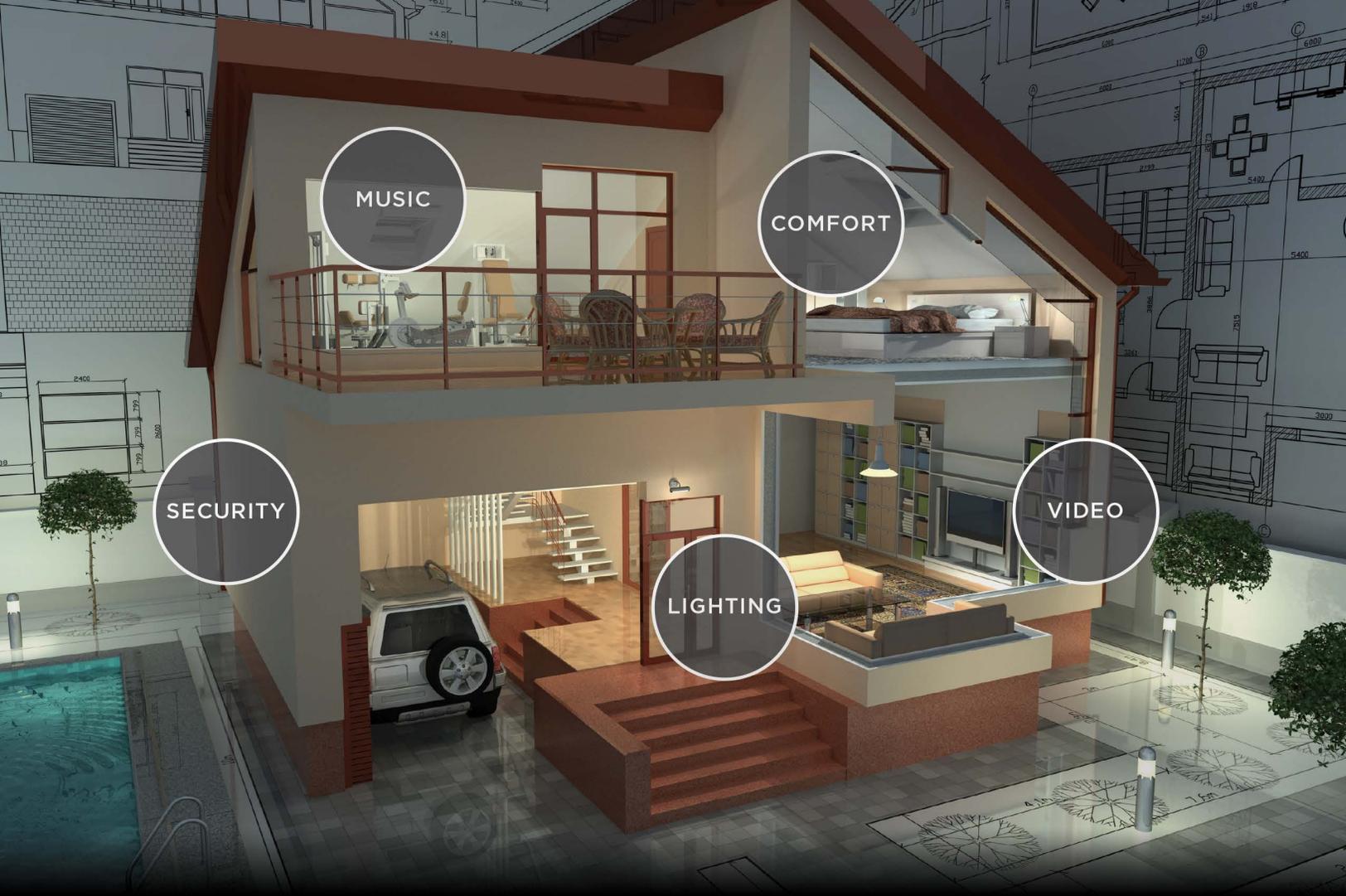
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