

## Exercise Your Right! November 8, 2022 Election Day



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*From the CEO's Pen* by Jack Llewellyn, Chamber CEO

## Make Your Voice Heard!

Voting is an important part of our country and government. It's an opportunity to engage in helping determine the future of our county, region, state, and nation; and it significantly impacts and shapes the direction of our community.

We have an opportunity to lend our voice to making decisions with important ballot initiatives, and we need to hold elected officials accountable. Your vote makes a difference. Some races are decided by only a handful of votes. Everyone has a role in deciding our path, every vote truly does count.

The Chamber recently hosted a candidates' forum for the positions of county treasurer and county commissioner. This provided an opportunity to ask candidates questions that are top of mind and about issues that are important to our business community and the health of our economy. The forum can help business owners and residents make informed decisions when voting. Here are some tips from my perspective:

- **Do your research.** Sometimes ballot initiatives seem like good ideas, but there may be unintended consequences. As the Chamber CEO, I suggest knowing how it impacts businesses, so it doesn't have a detrimental effect on our community and local companies, including their employees.
- **Understand the candidate and where they stand.** Get to know individual's ethics and their position on certain issues. Vote for person and not the party. Look at the incumbent's voting records to see how they voted; this will give you a true indication on where they stand, rather than the 30 second soundbites you hear on the radio.

Now, a quick segue to voting with your dollars. Your spending decisions matter too. Buying local is important,

especially with the upcoming holiday season. It's more important than ever to support our local businesses who employ our friends, neighbors, and community members. They, in turn, spend money at other local businesses. It's called the multiplier effect where the mighty dollar continues to circulate throughout our community. Our local and small businesses also support the community by giving money to our nonprofits, supporting youth and high school teams, rec teams, the arts and more!

A good example of voting with your dollar and initiatives that may have negative impacts on our business community include propositions 124, 125, and 126. At first blush, it may seem like it would be more convenient to simply shop at a grocery store and purchase wine. But stop and think about all our small business that are liquor stores who employ knowledgeable people who assist you with pairings and party planning. Grocery store workers are not likely to be able to help you pick out that bottle of wine that would go perfectly with your special dinner or event. It is estimated that if all of these propositions pass, 80% of local liquors stores will be out of business within a few years.

Don't forget - Election Day is Tuesday, Nov. 8 and you must drop off your ballot by 7pm. Log on to [GoVoteColorado.gov](https://govotecolorado.gov) for information and sign up for Ballottrax which lets you know when your ballot is sent, received and counted. Don't forget to sign your ballot – your signature gets verified and helps keep our elections secure. Ballot drop off locations are conveniently located in Ignacio, Bayfield, and Durango. Exercise your right to vote and make your voice heard!



## Policy Changes Your Business Needs to Know!

### Carryout Bag Fee

According to a new law Colorado recently enacted, retail stores and restaurants will be required to charge 10 cents per single-use plastic or paper carryout bag used beginning Jan. 1, 2023. Stores and restaurants will be required to remit this fee in 2024 with 60% of the fee revenues going to the city or county where the store is located and the remaining 40% may be retained by the store. In 2024, single-use plastic bags and polystyrene packaging will be banned from being used at retail stores & restaurants, and paper bags will carry a 10 cent fee. The City is considering whether to implement the new state law or pass an ordinance that is more strict. State law exempts small businesses from these requirements. For more information, visit <https://tax.colorado.gov/carryout-bag-fee>



## COLORADO

### Family and Medical Leave Insurance Program (FAMLI)

Department of Labor and Employment

### Family & Medical Leave Insurance (FAMLI)

Beginning Jan. 1, 2023, Colorado employers are required to collect a percentage of their employees' wages to help fund Colorado's Paid Family & Medical Leave Insurance program (FAMLI), or opt out by offering a private plan with equal or greater benefits. Starting in 2024, Colorado's FAMLI will provide qualified private-sector employees and self-employed up to 12 weeks of paid leave (stated funded - not employer-paid) for eligible employees with a qualified event. Beginning Jan. 1, 2023, employers with 10 or more employees (who earned \$2,500 in wages or more a year) must collect .45% of employee wages and match the employee contribution at .45% (with a cap of 1.2% combined). Those with 9 or less employees do not have to pay the employer match, but are required to deduct the employee share (.45%) and remit those contributions. The state pays a portion of the employee's normal weekly wages through the fund when on a qualified leave of absence, capped at \$1,100 per week. Claims may be filed starting in Jan. 1, 2024. For more information visit <https://famli.colorado.gov/>



### Colorado Secure Savings Act

If your business has been around for 2 or more years, has 5 or more employees and doesn't offer a (qualified) retirement savings plan for any employees, your employees will need to be registered in the Colorado Secure Savings Act, a state-run retirement savings plan. Payroll deductions must be automatically taken from their paychecks unless the employee opts out. Businesses do not provide a match. If you already offer a retirement savings plan for your employees, you must fill out the exemption form. Qualified exemption plans, include a 401k, Simplified Employee Pension (SEP), SIMPLE IRA. It's important that you determine the best option for your employees and business. Be sure to watch for a letter from the State of Colorado with your unique access code and instructions. Learn more <https://coloradosecuresavings.com/>

### Exercise Your Right to be Heard! VOTE in the Nov 8th Election!

Election Day is Tuesday, Nov. 8, 2022. Ballots must be dropped off at a drop off location by 7pm. Do NOT mail your ballot as it is too late for the County Clerk to receive them via mail.

- La Plata County Ballot Drop Off locations and Polling Centers found [here](#).
- Learn more about the [ballot initiatives through the Blue Book](#) that is put together by the Colorado Legislative Council.
- Update your registration information online at [govotecolorado.gov](https://govotecolorado.gov)



## 2022 CHAMBER BOARD OF DIRECTORS & STAFF

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[chamber@durangobusiness.org](mailto:chamber@durangobusiness.org)

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Janae Hunderman, Leadership La Plata Representative  
*CO Workforce Dev. Council & the CO Dept. of Ed.*  
Deana Tomac, Diplomat Representative  
*Junction Creek Health & Rehab Center*  
Rebekah Click, YPOD Representative  
*Durango Motor Company*



## Coming in 2023 – More Choices & Benefits with the New Tiered Membership Levels!

We are excited to announce a change to our membership structure. Over the past 5 years, the Durango Chamber has not modified our pricing or membership structure. Like other Chambers, we are moving to a tiered-membership structure. Instead of your membership being based on the number of employees you have, you will have the opportunity to decide what level you want to participate in and receive the benefits you value. This transition will occur starting in 2023.

Here's the background on why the Chamber is making this improvement:

- **Members value a variety of benefits for different reasons**

- o Voice for the business community
- o Opportunities to network & connect with other businesses
- o Advertising & promotion of their business
- o Education, training and learning opportunities

- **Tiered Membership Levels allow Choice**

- o Simplified Structure: 7 tiers with different benefits for each one
- o Focused on value and the opportunity to choose what's best for your business.

- **Core Benefits are Maintained**

- o Referrals to members, cost-effective advertising, sponsorship opportunities to increase brand awareness, announcements of milestones and new businesses, access to Chamber programs, events and services, and ways to build connections.
- o Signature programs will also continue: Leadership La Plata (LLP), Diplomats (DIPS), Young Professionals of Durango (YPODs) and Look Local First.



- **New payment choices!**

- o Pay via ACH, credit card or check
- o Choice of installments: monthly, quarterly, biannually or annually.

The new tiered membership structure is being rolled out starting in January. Your membership anniversary month will be honored along with your rolling 12-month period, which means your billing period will not change.

Attend a Chamber YOUniversity to learn more about the new membership structure.

- **Wednesday, November 30 at 9am in person or via Zoom**
- **Sign up [here](#)**

We'll continue to share additional information with you throughout the year. If you have any questions, please contact us at (970) 247-0312.

## Chamber Programs Volunteer Day at Manna!

Leadership La Plata, the Chamber Diplomats, and the Young Professionals of Durango teamed up and held a volunteer day on Oct. 8th at Manna Resource Center and Garden. Thank you for participating in this day of service, and watch for more similar opportunities. For information on LLP, the Dips, or YPODs, visit [DurangoBusiness.org](http://DurangoBusiness.org).



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### Featured Young Professional of Durango: Mackenzie Nichols, Pathfinder Chiropractic

**What is your job title/responsibilities?** Community Outreach Coordinator - Educating the community about neurologically based chiropractic care through health talks, planning charity events, and managing social media for Pathfinder Chiropractic.



**Why did you want to be a YPOD member?** I was born and raised in Durango. Giving back and connecting with the community has always been a passion of mine. Being a YPOD member has been a great way to stay active and meet other community members and business owners.

**Hobbies:** I love to camp, explore mountain towns, and spend quality time with my friends, family, and coworkers at Pathfinder!

Information about the YPODs can be found [here](#).

### Featured Chamber Diplomat: Laura Clutinger, Laura's Artisan

**What do you do?** I own and operate a food truck located at the Powerhouse Science Center. I love to create good comfort food, homemade soups and artistic grilled cheese, for an example TLC Cowboy Chili. Food brings people together and I love to share my passion.



**How long have you been a DIP?** 4 years

**Why did you become a DIP?** To be involved in our community. Give back, learn more about our businesses in Durango and get to know them better. I enjoy the camaraderie of our Chamber of Commerce and how we welcome new members and small business.

**How long have you lived in Durango & tell us about your family?** I've been in Durango for 12 Years. I am married to a wonderful human being Tom Clutinger and we live at 9000 feet which has always been a dream to live in the mountains. We have two Labrador Retrievers, Carley 11 years old and Imogene 3 years. They keep us entertained.

**What are your favorite things to do in Durango?** I truly love all of the outdoor activities and opportunities to get out and enjoy nature in four seasons.

Learn more about the Diplomat Program [here](#).

### Featured Leadership La Plata Alumnus: Pam Petrie class of 2006-2007

**What do you do for a living?** I produce western events, True Western Roundup. The True Western Roundup preserves western heritage, promotes business, supports athletes, builds community, and provides a family-friendly atmosphere in an authentic fashion.



**What do you love about LLP?** The networking opportunity with other people who enjoy giving of their time for the betterment of our community.

**Fun fact about you?** I live in the county and enjoy my rural lifestyle.

**What do you believe is the best thing the Durango Chamber does for the community?** The Chamber is a large, combined voice for business advocacy.

**What do you love about Durango?** The beautiful outdoor recreational options.

Interested in participating in LLP? Learn more about LLP or become involved in LLP committees, visit [Leadership La Plata.org](#).



Watch the latest Member Moment Video featuring [Big Brothers Big Sisters](#)  
Find past Member Moment Videos [here](#)

### Sign Up Now for the Nov. 16 Lunch & Learn on LinkedIn!

Perfect your personal LinkedIn page during this session hosted at the FLC Innovation Center on Wed. Nov. 16 from noon to 1:30pm Jeff Saville, director of career services at Fort Lewis College will present ways to show up on top during searches, attract & engage with those who need your products, attract HR professionals, and more! Learn more about LinkedIn's new "creator mode" and how to leverage new tools. Only \$10 for Chamber members. For more information & to sign up, visit [Durangobusiness.org](#).



### Join SCAPE for their Presentation on How Investment Capital Helps Scale Startups!

The Durango Chamber is partnering with SCAPE (Southwest Colorado Accelerator Program for Entrepreneurs) during the Tuesday, Dec. 6 Chamber Coffee Connections Learning Series when SCAPE presents information on how venture capital works and the kinds of businesses that are the most suitable. This event is free. Information & register [online](#) for the Dec. 6 program from 8am to 9am at 2615 Main Avenue, Suite 1.



### Coffee Connections – Keeping Your Workers Safe & Healthy – a look at occupational medicine



Thank you to Rob Hill, PA-C, a Level 1 workers' compensation certified provider at Occupational medicine at Animas Urgent Care for presenting at the November Coffee Connections. Rob offered interesting information on what to expect when navigating the workers comp process, reviewing causality, and what the timeline is for reporting. To learn more, visit [animassurgical.com/services/occupational-medicine](#) or call (970) 385-2390.

### Thank you to Kennebec Wealth Management for Presenting During the October Lunch & Learn!

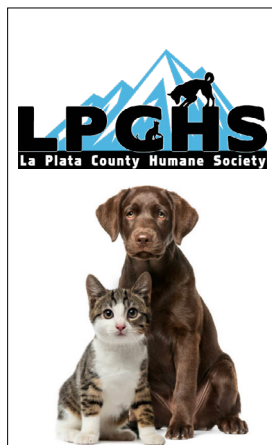
Colorado is rolling out a new state-managed retirement program called Colorado Secure Savings Program beginning in 2023. Employers have options and need to decide what is best for their company, whether it's enrolling their employees in the state program or establishing a 401k, SIMPLE IRA, or SEP through a financial advisor. Rachel Kuss with Kennebec Wealth Management and her team presented information on why saving for retirement through a work plan is a valuable benefit since 54% of Colorado workers lack a workplace retirement plan and are 15 times more likely to save for retirement if they have access to a payroll deduction plan at work. Don't wait to explore what is best for your company and employees. Enroll in the State plan begins January 2023. For more information or to contact Rachel Kuss, CFP, Kennebec Wealth Management visit [kennebecwm.com](#) or call (970) 403-8570.





## Celebrating 50 Years with the La Plata County Humane Society during the Chamber's Business After Hours on Nov. 17!

Continue the celebration of the La Plata County Humane Society's 50th anniversary and checkout their newest remodel during the next Chamber Business After Hours on Nov. 17 from 5pm to 7pm. The Humane Society has supported animals in need for more than 50 years in La Plata County. Learn about their new renovation and programs while networking with business colleagues from around the area. [Online registration is only \\$10](#) and entry at the door is \$15.



## Upcoming Programs & Events!

Find more information [here](#).

**Nov. 10** 5:30pm YPOD Fall-iday Party

**Nov. 16** noon- 1pm Lunch & Learn on Personal LinkedIn Best Practices

**Nov. 17** 5-7pm Business After Hours at La Plata County Humane Society

**Nov. 30** 9-10am Chamber YOUNiversity

**Dec. 6** 8-9am Coffee Connections

## What's Happening from Our Members:

**Nov. 12** History of Rio Grande Southern RR - Animas Museum's Second Saturday Series Seminar

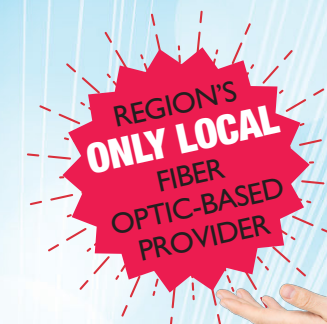
**Nov. 18** Mystery & Magic with Southwest Civic Winds

Find more information [here](#).

Want your program event to be included in this section? Log into your account on [DurangoBusiness.org](#) and upload your content on our web calendar. It's complimentary. Questions? Call (970) 247-0312.

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## The Chasm Standing Between Job Seekers and Employers

*People Want to Work, But Something Is Standing in the Way blue Labor Force Participation Rate Stubbornly Low*

Express Employment Professionals is announcing the release of a new white paper today focusing on the disconnect between job seekers and employers who are desperate for workers to come off the sidelines.

With long wait times at restaurants, major shipping delays on products and staffing shortages affecting businesses at every turn, how can the 11.6 million people in the U.S. who currently want a job struggle to find a placement?

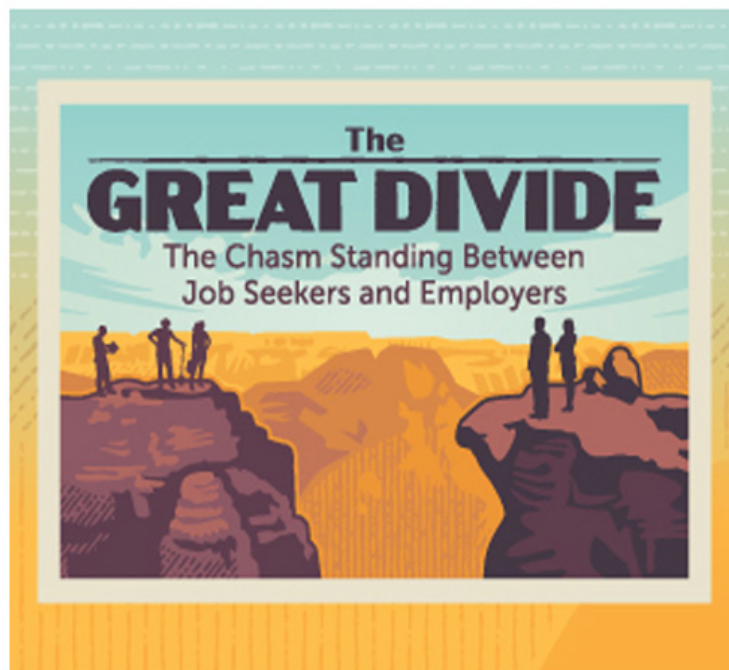
Part of the answer lies in the labor force participation rate, which only takes into account those who are actively looking for work. This statistic is a better metric for assessing the health of the labor market and the size of the active workforce.

After peaking at 67.3% in 2000, the labor force participation rate has steadily declined, landing at 62.4% in August 2022. In February 2020, pre-pandemic, labor force participation stood only a point higher at 63.4%.

Roughly 11.2 million jobs are open today, revealing something, or a multitude of factors, is clearly standing in their way. Jobs are not in short supply, and companies desperately need people to fill them.

The new white paper, titled "The Great Divide: The Chasm Standing Between Job Seekers and Employers," explores 10 of these common barriers:

1. Child care
2. Elder care
3. Unpredictable business needs
4. Job training and skills
5. Work history and criminal history
6. Transportation and geography
7. Health issues and concerns
8. Communication issues
9. Workplace culture expectations
10. Wage expectations



Drawing from the real-life experiences of Express Employment Professionals franchise owners and the companies they serve, as well as exclusive survey data prepared by The Harris Poll for Express and recent economic data, this paper examines who is struggling to rejoin the labor force and why.

"It is often assumed that people who aren't working can't find an open job. But in an economy where there are far more available jobs than people counted as unemployed, we know the situation is far more complicated," Express Employment International CEO Bill Stoller said. "There are barriers standing between jobs and those who want to work. All of us need to understand these barriers so we can eliminate or overcome them as a society."

The Durango Express office is located at 321 So Camino Del and serves the Four Corners area. Local businesses and applicants are encouraged to stop by, visit [ExpressPros.com/durangoco](https://ExpressPros.com/durangoco) or call (970) 403-8780.

## ATTENTION LA PLATA COUNTY

### RENTERS:

Need help with 1st, last and security?  
Let us help with a Micro-Loan!

The **La Plata County Workforce Rental Assistance Program** is offering low-cost, fixed rate micro-loans of up to \$5,000 to cover first month's rent, last month's rent and/or a security deposit for eligible La Plata County renters.

#### Loan Terms:

- \$5,000 Maximum Loan Amount
- Unsecured (no collateral required)
- 2% Annual Percentage Rate\*
- Payable over 3 years with monthly principal and interest payments
- \*\$5,000 loan amount @ 2% Annual Percentage Rate: 36 monthly payments of \$143.22
- No associated fees or pre-payment penalty.

The La Plata County Workforce Rental Assistance Program is made possible through a partnership between La Plata Economic Development Alliance, La Plata County, City of Durango and First Southwest Bank.



# LEASE AGREEMENT

#### Requirements:

- NEW lease agreement must be for a minimum of one year. Proof of lease must be provided.
- Borrower must make 80% or less of Area Median Income (AMI) for La Plata County.
- Rental property must be located in La Plata County.
- No minimum FICO score is required.
- This program is First Come First Served and limited to \$150,000.
- Loan will be limited to one loan per residence. Co-borrowers are permitted though loans will be capped at \$5,000.
- No preferred rate reduction for automatic payment.

#### Questions?

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Call: 970-375-1100  
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**La Plata Extension: Health Tip of the Month by Nicole Clark**  
**Will you invite the Three Sisters to your holiday dinner table?**



If there was ever a time to revamp the traditional Thanksgiving holiday meal - this may be the year. Expect the cost of a turkey to be at least \$0.25 - \$0.30/pound more expensive (for the cheapest whole bird) than last year, that's about a 16 - 20 % increase.

This estimate is based on USDA retail prices for the third week in October. Count on supply and demand resulting in a price increase, as demand surges before Thanksgiving.

You may decide to splurge because roasting a turkey is something you do once a year. Or, perhaps you're put off by the price, unimpressed with the taste, and contemplating an alternative meal plan.

**Meet the Three Sisters**

If you want to try a regional and seasonal meal, consider a dish known as the Three Sisters - corn, bean and squash. These fall-friendly ingredients can be combined to make salads, casseroles, bowls or stews.

No, it won't taste like turkey, but it will make for a delightful fall dish, provide a complete protein source, and cost you a fraction of what a turkey will. With so many varieties of beans and squash to choose from, you could make a version of the

Three Sisters dish every day in November and never eat the same thing twice.

You may love it so much, you'll decide to plant a Three Sisters garden during next year's growing season. Staging these crops may be great for soil health, but based on feedback from La Plata County Extension's very own horticulture expert, Darrin Parmenter, our season is too short for this. Plant all at once, with as much spacing as possible.



**Be a Part of the Local Food System**

Are you a self-proclaimed black thumb? As in, you kill the hardiest of plants? You may not aspire to grow a Three Sisters garden, yet, but you can at least learn how to keep a plant alive by taking part in the CSU [Master Gardener](#) training.

Until your black thumb turns green, count on our local food system to provide you with your favorite fall veggies, just in time for the holidays. Mark your calendar for Saturday, November 19 to shop at the [Harvest Market](#) in the TBK Bank parking lot.

La Plata County Extension health programming:  
[nicole.clark@co.plata.co.us](mailto:nicole.clark@co.plata.co.us) or (970) 382-6461.



**VOTE VOTE VOTE**  
**VOTE to re-elect your current Commissioner**

**Clyde Church!**

**Some candidates talk about change. I have worked on dozens of changes the past 4 years.**

**Small, Medium, or Large - I'm a big voice for business:**

1. First learned about the Ag business from the push-up isle of the livestock sale ring
2. Lived 13 years where the soybean field met the cornfield and the cow/cafe operation and farms were in consolidation
3. Founded a wholesale indoor and outdoor nursery
4. Part owner of a medium-sized manufacturing company and automated the factory
5. Engineering Manager at Motorola Semiconductor
6. Started semiconductor plants in Austin, TX; East Kilbride, Scotland; and Mesa, AZ
7. Vice President and Chief Engineer Winnebago Motorhomes
8. Consulting Engineer, linking businesses to academia, at Iowa State & CU, Boulder
9. Rotary District Governor of 56 Southern Colorado clubs
10. Currently on Region 9 Board, Executive Committee and Audit Committee



***Because of these experiences, and serving as your Commissioner for 4 years, I build synergy between government, all businesses, and residents to reach creative, practical solutions.***



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## Three Things I've Learned About Customer Service

I have been working in customer service for most of my life. As a high school and college teacher, I was among the first to realize that I had customers. Later as Manager of Training and then Director of Quality in Training for Kaset International, an award winning Times Mirror company that focused solely on service quality, I designed customer service training, trained customer service trainers, and consulted regularly with senior managers who were initiating service cultures in their organizations. In the last four years I have written two books on customer service, and I am in demand as a speaker worldwide on the topic.



During that time I have come to three realizations about customer service:

- 1. You cannot mandate customer service.** Management can threaten, punish, train, reward, cajole, and yet if an employee does not want to give good service, it simply will not happen. I have seen the very best skills training programs installed, performance reviews that reflect service attributes, reward and bonus programs that are extraordinary, and even threats of job loss, yet some employees simply choose NOT to give good service.
- 2. Customer service comes from the inside out.** As I have watched people at all levels in organizations throughout the world, both public and private, it has become very clear that in order for employees to give good service, we must win their hearts and spirits to WANT to serve, not out of loyalty to the organization but simply because they want to make the world a little better place.
- 3. Giving good service involves creative, “out of the box” thinking.** Those who give the best service do so by offering options, alternatives, and new ways of doing things. They bend the rules for their customers, and they ALWAYS meet the customer’s human need for kindness, respect, and understanding even if they cannot in some creative way meet his or her business need.

What does this mean to you as a manager? Training, rewards, threats, and policies are not enough. First, you must hire wisely, and second, you must model the qualities you desire in your employees as you interact with them. How are you treating YOUR customers?

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### Barbara Glanz Biography

**A member of the prestigious Speaker Hall of Fame** and one of fewer than 700 Certified Speaking Professionals worldwide, Barbara Glanz, CSP, CPAE, works with organizations to improve morale, retention and service and with people who want to rediscover the joy in their work and in their lives. She is the first speaker on record to have spoken **on all 7 continents and in all 50 states**. Known as “the business speaker who speaks to your heart as well as to your head,” Barbara is the author of twelve books including *The Simple Truths of Service Inspired by Johnny the Bagger*®, *CARE Packages for the Workplace*, and *180 Ways to Spread Contagious Enthusiasm*™. Voted “best keynote presenter you have heard or used” by Meetings & Conventions Magazine, Barbara uses her Master’s degree in Adult Learning to design programs that cause behavior change. She lives and breathes her personal motto: “Spreading Contagious Enthusiasm™” and can be reached at [bglanz@barbaraglanz.com](mailto:bglanz@barbaraglanz.com) and [www.barbaraglanz.com](http://www.barbaraglanz.com).

## Business Connection

### Phoenix Recycling LLC – Mark Thompson, Owner

By Sara Lynn Valentine

Mark Thompson was a college student, staying at a youth hostel in Belize, when he learned that orange peels cause massive environmental problems in Belize. “They squeeze out all the juice to send to the US and are left with the peels,” Mark explains. “Oranges growing wild will be eaten by animals or drop to the ground and undergo a natural process of biodegrading. But when they’re packed tight in a landfill with no oxygen, that natural process can’t occur.”



After graduating from Lewis and Clark College, Mark got a job running a big recycling center in California. “But I wanted to be in Colorado,” Mark says. “in a town bigger than Steamboat Springs, where I’d spent a couple years, and smaller than Eugene, Oregon, where I grew up.” Mark researched Colorado communities, then moved to Durango in 2001. When he discovered there was no county recycling service, he started Phoenix Recycling LLC. “The legend of the phoenix is common in many cultures,” Mark says. The phoenix is an immortal bird that, after a long life, throws itself into a fire so it can be born anew. Mark likens this cycle of death and rebirth to what happens with recycled materials, like the most basic aluminum can. “But send it to the landfill and the cycle is broken, and the can is done.”



Mark commented that humans are good at creating industries that can improve quality of life. “But we don’t know how to manage our waste. The orange peels in landfills in Belize will eventually degrade, but the altered process generates a dangerous bi-product - methane. When humans start industrializing food production, methane is a common secondary impact.” Mark explains that waste across all industries predictably produces methane. Given that scientists estimate that at least 25% of today’s global warming is driven by methane created from human actions, this is a problem that must be addressed.

Phoenix Recycling first started recycling in the county, then added curbside trash collection, then a mobile document

shredding service, and finally, Phoenix Construction Recycling. Mark worked with the City of Durango and the Tribe to create the first construction waste recycling program in the state of Colorado (beating even Boulder to the punch).

Phoenix Recycling places 30 cubic yard dumpsters at building sites all over the county. They’re quickly filled with the cardboard boxes that appliances, toilets, tubs, cabinets, sinks, flooring and lighting fixtures arrive in. The dumpsters are also filled with metal, concrete and wood.

Phoenix is competing with landfills so Phoenix has to make it easy. No sorting is required. Phoenix hauls the construction recyclables to their MRF (material recovery facility), the only such facility in the area. They clean, bale and deliver everything to the appropriate manufacturing facilities that recycle these materials into end products). Shredded paper might become facial tissue or writing paper while cardboard is reborn as cardboard. “A huge percentage of your car is made from recycled metal,” Mark says.

Mark’s ultimate vision is for all kinds of waste that’s not currently being recycled to flow into a recovery park. “We want to capture more and more garbage,” Mark says. “Discarded wood products can become garden mulch, firewood, furniture, compost, turned into a birdhouse to support an endangered bird, or burned to produce electricity. Garbage is an under-utilized resource and is the starting point for a raw material that can create jobs. We want to figure out ways we can divert more of this stuff.”



Learn more at [www.phoenixrecycling.com](http://www.phoenixrecycling.com). Reach Mark at [mark@phoenixrecycling.com](mailto:mark@phoenixrecycling.com) or call (970) 375-1300.



## Congratulations to Make Me Up Connie on Her Grand Opening!

The Chamber Diplomats celebrated with Connie Chavez, owner of the beauty bar, Make Me Up Connie located near downtown Durango. Connie has been an esthetician in Colorado for nearly 14 years, working on skincare, makeup and hair removal, including eyebrow threading, body waxing, eyebrow and eyelash tinting and more. Connie is making her business as sustainable and eco-friendly as possible, working with the Durango Sustainable Business Guide. To book and for more information, visit [vagarog.com/makemeupconnie1](https://vagarog.com/makemeupconnie1) or call (970) 426-5184.



## Congrats to Advantage Physical Therapy on their Second PT Location!

Mike and Amy Testa opened Advantage Physical Therapy & Wellness in 2004 with a focus on providing one-on-one care in order to provide patients with pain relief and empower them to maintain proper movement and function for the long-term. In August 2022, they opened a second location on the south side in the Purple Cliffs Office suites. Services include dry needling, laser, blood flow restriction treatment, post concussive care, vestibular rehab, manual therapies, pediatrics, women's health, functional corrective exercises and massage therapy. Mike is also certified by the Titleist Performance Institute for golf rehab, using innovative technologies and science-based conditioning to help golfers recover from injuries and improve performance. For information [advantageptwellness.com](https://advantageptwellness.com) or call (970) 403-8067 (new south location).



## Celebrating Cascade Xpress Carwash!

The Chamber Diplomats recently celebrated Cascade Xpress Carwash's grand opening with a ribbon cutting. Locally owned and operated by Michael and Mary Hert, the newly opened Cascade Xpress Carwash is a full-length, state-of-the-art tunnel carwash plus free vacuum stalls for the interior. Cascade reclaims up to 70% of water used at the wash. Purchase a single wash or buy a monthly membership for unlimited carwashes. Access the carwash from the frontage road southeast of Home Depot. For more information or to sign up for the Cascade Wash Club, visit [cascadexpresscarwash.com](https://cascadexpresscarwash.com). Located at 1455 South Camino Del Rio in Durango, open seven days a week.



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## New Members

### Brad Blake for County Commissioner

Brad Blake  
177 County Rd. 301  
Durango, CO 81303  
[website](#)

### Durango Cool Jazz

Suat Gulec  
3655 County Road 250  
Durango, CO 81301  
[website](#)

### Durango Jin Shin Jyutsu

Rhonda Muckerman  
1911 Main Ave., Suite 254  
Durango, CO 81301  
[website](#)

### GM Mortgage

Ryan Champion  
476 Oak Drive  
Durango, CO 81301  
[website](#)

### Hayden Outdoors

Wendell Qualls  
380 Fir Drive  
Durango, CO 81301  
[website](#)

### Jim and Elizabeth Sullivan Foundation for the Arts

Lorri Sullivan Sullivan  
1820 W 2nd Ave.  
Durango, CO 81301-5006  
[website](#)

### Juice Plus Health and Wellness

Erinn Lynam  
137 La Plata View Drive  
Durango, CO 81303  
[website](#)

### Health Food/Nutrition

Sean Perry  
1828 Highland Ave.  
Durango, CO 81301

### SolarWorks! LLC

Mr. Derek Wadsworth  
434 Turner Drive, STE #4  
Durango, CO 81301  
[website](#)  
Solar Related

### UniFirst

Marissa Pacheco  
850 Malta Ave  
Farmington, NM 87401  
[website](#)

## Renewed Members

4 Corners Children's Clinic  
Affordable Blind Pros  
Animas Signature Signs  
Bighorn Consulting Engineers, Co.  
Cascade Water-Coffee Service  
Conservation Lands Foundation  
Dalton Ranch & Golf Club  
Durango Antique Market  
Durango Cowboy Poetry Gathering, Inc.  
Durango Independent Film Festival  
Eytchison Insurance Agency, LLC  
Four Corners Materials  
Four Corners OB/GYN  
Four Corners Rainbow Youth Center  
GCC Energy, LLC  
HAPPY PAPPY'S PIZZA N WINGS  
Hideaway Ukulele & Piano Studio  
KOBF T.V  
Legacy Properties West Sotheby's  
International Realty

Maria's Bookshop  
Marketing Concepts Squared  
Mountain Auto Care  
Pediatric Associates of Durango  
Pet Haus  
Professional Women's Network of Durango  
PSTM Architecture and Planning Inc.  
Snowdown of Durango, Inc.  
Southwest Business Builders BNI  
Southwest Midwives  
StoneAge, Inc.  
Tarpley RV  
Ted's Rental & Sales, Inc.  
The Black Diamond Lodge  
The Durango Team  
United Way of SW Colorado  
Vacation Rental Collective - The Durango  
Collection

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—New York Times

**DECEMBER 9 & 10**  
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**HOLIDAY SHOW!**

### NICKI PARROTT

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—LES PAUL

**JANUARY 20 & 21**  
2 SHOWS NIGHTLY AT  
5:00PM & 8:00PM

### STACEY KENT

*"With a gleaming silver of voice and gamine good looks, the pop-jazz singer Stacey Kent is a natural..."*  
—New York Times

**MARCH 3 & 4**  
2 SHOWS NIGHTLY AT  
5:00PM & 8:00PM



## Thank You to La Plata County Search and Rescue for Hosting October's Business After Hours!

The Chamber's Business After Hours was hosted by the La Plata County Search & Rescue at their newly built facility in Bodo Industrial Park. Their new headquarters features a communications room to coordinate missions and stores their vehicles and equipment in one location. On average, LPCSAR participates in approximately 65 missions, which includes incidents in surrounding counties. This nonprofit organization provides trained and dedicated unpaid professionals with necessary equipment and training to assist in search and rescue operations. Thank you for all you do for our community! For more information, visit [laplatasar.org](http://laplatasar.org).



## LLP Monthly Focus: LeadershipLaPlata 5 Ways to Lead Your Teams Using Purpose and Meaning

By Stacy Reuille-Dupont, StudioB

Ever think about your purpose? Wonder how it helps leadership? Having life purpose can lower stress, enhance well-being, decrease physical decline, and increase cognition.

As leaders, you can help others capture these benefits and drive more engagement on your teams. You do this by cultivating purpose and meaningful opportunities for those you lead. There are a few things to consider when developing a leadership style that builds purpose.

First, look at your leadership. What kind of leader are you? Do you provide opportunities for others to hone their sense of belonging around your cause or project? Transformational leadership posits that you influence those you lead. Transformational leadership is about influencing, inspiring, intellectually challenging, and honoring each person's individuality with appreciation for what they bring to the team. Do you cultivate these items?

Second, consider that purpose is about finding something that matters to you and brings something good to the world. This means you need to help your team members find this in their work. A wise soul in my office told me finding purpose means:

"having some connection to hope and future impact. It's about feelings of ability to make things happen, a sense of connection, 'a gift to somebody.' A need to socialize the experience and a recognition that the gift is in its authenticity and sincerity."

Third, consider how committed you are to making things happen. The reason you want it to be personal is because it is about making meaning in your life. You can have a thing to do - stick the widget in the box - however if you find no personal connection to why it is important to get the widget in the box, it won't have purpose, it's just another task on your to do list. As you work with your teams, look for ways you can help your crew find the personal meaning in the tasks that need to be done.

Another component of purpose is the way purpose connects to something bigger than yourself. If your goal doesn't bring connection to others and offer a positive "gift" then you have just accomplished a goal. That's why there are so many fundraisers to run a 5k for a cause. You could go out and run 3 miles any day. You could do it just because it makes you happy, gets you on the trail, out of bed, off the couch. However, most don't do it just because it helps you feel good, you need a cause. When you consider how you are creating a sense of purpose for those you lead, find the ways the task becomes service.

Finally, to help you create a sense of purpose, help your teams consider where they have been. Reflection is needed when creating purpose rather than just a task list. You want to assess what you are good at, what you've been able to do before, and then link your values and hopes into the project that creates a new future.

What is your why?



Here are a few ways to build your purpose:

- 1) **Evaluate your values.** [Here's a good values inventory to use.](#)
- 2) **Consider your future self.** Visualize your future self and imagine sitting down to have a conversation with them. Ask about what is important, what they were excited to have accomplished, and what they hope for. Let the "future you" impart wisdom to "today's version." Listen and then set some goals to accomplish those aspirational aspects of yourself.
- 3) **Learn emotional regulation skills.** This is so important. It's a skill that should be taught in kindergarten, however many got cliff-note versions. Cultivating emotional regulation and the ability to shift focus from what isn't working to what is, is an advanced skill and takes practice. You must hone your ability to recognize, label, and accurately act on your emotions as they present themselves. Emotions are just a part of your built in intelligence system, however most are limited in the ability to recognize and label. This impacts your ability to accurately act. As a result, shifting perception - which is an action - is limited to your narrow version of what is happening in your view of the moment.
- 4) **Practice visualization and what is known as the Miracle Question or Magic Wand.** This exercise asks you to visualize and report in detail your perfect day/situation/outcome/etc. In this exercise, get very specific about what you see, think, feel, and how you act. Step by step, you'll walk through your perfect scenarios. A big piece of this exercise is how you feel. Do not skip over cultivating how you will feel during each step of the day.
- 5) **Be of service.** Get outside yourself. When you can figure out how you can contribute, you'll have a better sense of what the world needs and how you fit into solutions. This allows you to hone your own skill set and offer all that you have already learned for the benefit of someone else. This gives you a gold mine of options for finding your next purpose.

If you are interested in developing your leadership skills and want to learn more about what Leadership La Plata is all about, check out our website at [LeadershipLaPlata.org](http://LeadershipLaPlata.org).

Monthly Sponsor:



Author: Stacy Reuille-Dupont, PhD, LAC, CPFT, CNC - [Learn More About Me](#). She owns [Studio B](#) a place to Create.Your.Self. We are passionate about helping people create a vibrant life using psychology and physiology.





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