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COMMUNITY INVOLVEMENT

Durango Chamber Membership is a **SMART** Investment
Growing Business. Connecting Community.

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

More Choice. Greater Equity. Improved Value!

As Maurice Levy once said, “We have to keep transforming ourselves to stay relevant for the future.”

After careful thought and evaluation, the Durango Chamber of Commerce Board of Directors and staff have determined it's time to change and update the way our members invest. Similar to many other chambers, the Durango Chamber is moving to a tiered-dues structure, which offers benefits according to the investment level a member selects. This new system will simplify our membership categories, with a focus on value and the opportunity to choose what's best for your business. It also continues to align with our mission of supporting a strong and vibrant economy and providing opportunities for our members to build and grow successful businesses.

Previously, the Chamber's membership system was a hybrid structure with the lower levels based on the number of employees the business had in their organization, called a “fair share” structure. The new system will feature just 7 tiers with different benefits attached to each one, offering a choice with a return on investment while supporting the Chamber's mission.

We understand that our members value a variety of benefits for different reasons. Some members seek a voice for the business community through advocacy. Others desire more opportunities to network, advertise, educate or train. The various tiered membership levels are designed to offer you choices while accomplishing your needs.

The Chamber is maintaining its core benefits. 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. Our signature programs will also continue: Leadership La Plata (LLP), Diplomats (DIPS), Young Professionals of Durango (YPODs) and Look Local First.

The new tiered structure will begin in the next few months. Your membership anniversary month will be honored along with your rolling 12-month period, which means your billing period will not change. In addition, we're offering options to pay with a credit card or check, as well as your choice of installments, whether it's monthly, quarterly, biannually or annually.

Bottom line, this new approach eliminates the “one-size-fits-all” strategy and gives you, as a member, more choice with improved value. You may view the preliminary details on our website, [here](#).

If you have any questions about this change in structure, your benefits, or any other Chamber business questions, please don't hesitate contacting me at (970) 247-0312.



2022

CHAMBER BOARD OF DIRECTORS & STAFF

Staff

Jack Llewellyn, Chief Executive Officer
Kim Oyler, Chief Operations Officer
Jennifer Dickens, Communications Coordinator
Hannah Minkler, Office Assistant

2301 Main Avenue | Durango, CO 81301
970.247.0312 | Fax 970.385.7884
www.durangobusiness.org
chamber@durangobusiness.org

Board Members

Vaughn Morris, *Boys and Girls Club*
Brian Lundstrom, *Sky Ute Casino Resort*
Diana Murray, *ASAP Accounting & Payroll*
Charles Spence, *Maynes Bradford Shipp's Sheftel*
Dr. Karen Cheser, *9-R School District*
Michael Hennon, *The Payroll Department*
Melissa Youssef, *City of Durango Representative*
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

Eggs & Issues

Local Candidate Forum Provided Valuable Information on Candidates

The Chamber hosted the September Eggs & Issues Local Candidate Forum where candidates for county treasurer and county commissioner outlined their priorities for the positions, why they were most suited for the job, and shared their ideas on various hot topics, including four-day work weeks, affordable housing, and land-use permitting. Thank you to all who joined us. Be sure to vote in the November 8th election.

County Treasurer Candidates:

Alison Aichele
Erin Hutchins

County Commissioner Candidates:

Brad Blake
Clyde Church
Jack Turner



Key Dates for the November 2022 Election

Week of Oct. 17 ballots are mailed

Oct. 31 Last Day to submit application to register to vote

Mail-in ballots must be received by Nov. 8 at 7pm

Nov 8 General Election polls open 7am to 7pm

Register to Vote:

You may register to vote at any of the following locations:

On-line: Secretary of State www.ColoradoSOS.gov

La Plata County Clerk and Recorder's Office

679 Turner Dr Ste C Durango, CO 81303 or

1199 Bayfield Parkway Bayfield, CO 81122

Any State Office, including the Driver's License Office

329A South Camino Del Rio Durango, CO 81303

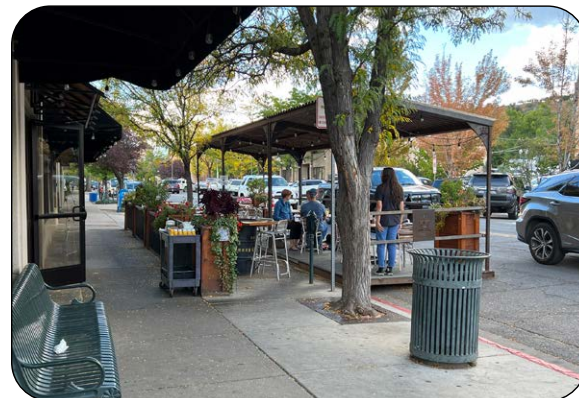


Chamber's Memo to the Durango City Council

The Durango Chamber recently sent a memo to the Durango City Council, asking that they continue the bump out program, but with modifications including:

- fair & reasonable fees
- a timeline for certainty
- standards to maintain the ambiance of downtown


Click [here](#) to read the letter.




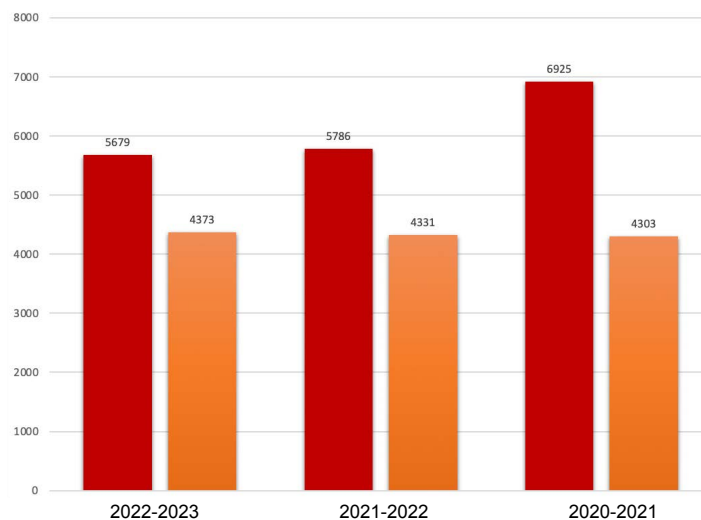
Durango School District 9-R Enrollment Statistics

Source Durango School District 9-R

• 880 Staff • 370 Teachers

 includes Juniper Elementary School (charter school), Colorado Connections Academy (online school), and Shared School (homeschool families)

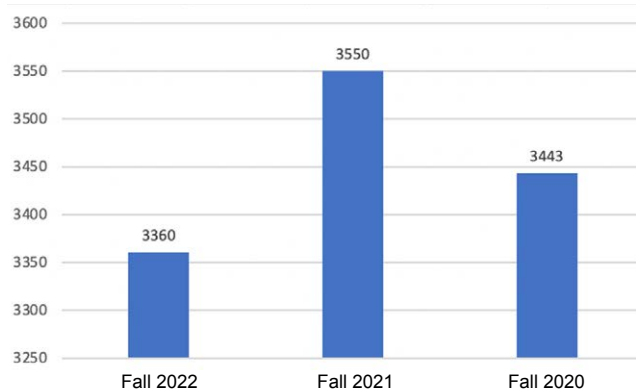
 excludes (charter school), Colorado Connections Academy (online school), and Shared School (homeschool families)



Fort Lewis College

Source Fort Lewis College

Total FLC enrollment, which includes undergraduate and graduate students.



Ohana Physical Therapy welcomes Walter Rogers, PT, DPT to our team!

Walter was born and raised in Syracuse, NY and received his Doctorate of Physical Therapy in 2011 from Upstate Medical University. He enjoys helping people of all ages and conditions but has a particular passion for older adults and helping with balance, fall prevention, and strength to allow folks to return to their favorite activities. He recently moved to Durango with wife and four daughters and enjoys skiing, hiking, running, and being outdoors.

**130 Rock Point Drive Unit C
Durango, CO 81301**

t 970 247 7895 ♦ f 970 459 8404

ohanaphysicaltherapydurango@gmail.com
ohanaphysicaltherapydurango.com

October Coffee Connections: How to Build a Thriving Vibrant High Performing Life

The Oct. 4th Coffee Connections Leadership Series featured a presentation by Stacy Reuille-Dupont, with Studio B, on ways to help shift into a place of high performance and resiliency using Somatic Psychology concepts and movements. Stacy provided tips on what tools help manage energy and shift mindset from depletion to abundance. To reach Stacy and for more information on Studio B, visit StudioB.life.



October Lunch & Learn Workshop: Deciphering the Colorado Secure Savings Program with Kennebec Wealth Management

Register now for the Oct. 26th Lunch & Learn to find out more about the new mandated retirement plan that impacts both employers and employees, plus what options are available to help navigate this new state requirement. This new law gets implemented in 2023 and employees and employers need to know about participation and ability to opt-out of the program because it affects paychecks and payroll processing. For more information DurangoBusiness.org



September Coffee Connections: The Sustainable Tourism Evolution of La Plata County

Thank you to Visit Durango's Rachel Brown, executive director of Visit Durango, and Weylin Ryan, sustainability & policy manager for presenting information on destination stewardship, and regenerative tourism programs. Visit Durango reported that 1/3 of their budget is dedicated to sustainable tourism and 6% of visitation recently shifted from peak to off-peak season. For more information on Visit Durango, check out Durango.org.



Lunch & Learn Power Hour: How to Negotiate in the Workplace

In partnership with The Young Professionals of Durango and the Durango Chamber, September's Lunch & Learn featured tactics and best practices for negotiating skills in the workplace. Experts provided tips on how to ask for what you want in a professional manner. Many thanks to Charles Spence, partner at Maynes, Bradford, Shipps, and Sheftel LLP Attorneys at Law,

Jennifer Bassignani, a certified Senior Professional of Human Resources management and the founder of Essential Operations HR, and Michelle Kress, Director of Human Resources at Sky Ute Casino Resort for offering expert advice! Thanks to TBK Bank for sponsoring our Lunch & Learn Series!



Mark Your Calendar for the La Plata County Search & Rescue Open House & Business After Hours!

The LPCS&R is hosting the Oct. 20th Business After Hours from 5 to 7pm, and is offering complimentary entry to all Chamber and community members. LPCS&R moved into their newly built space in 2020, which allows them to store their vehicles and equipment in one location in Bodo Industrial Park. The new headquarters also features a communications room to coordinate missions, plus gives easy access to the Sheriff's office for trainings. On average, Search & Rescue participates in approximately 65 missions, which includes incidents in surrounding counties. The mission of this non-profit organization provides trained and dedicated unpaid professionals with necessary equipment to assist in search and rescue operations.

Join us on Oct. 20th for this special Open House and Business After Hours to tour their new facility and thank them for all they do for our community! Free registration here: DurangoBusiness.org



Upcoming Programs & Events!

Find more information [here](#).

Oct 4 8am **Coffee Connections Leadership Series: How to build a Thriving Vibrant High Performing Life** at the Chamber

Oct 20 5-7pm **Business After Hours at La Plata County Search & Rescue** - this event is free thanks to LPCS&R!

Oct 26 noon **Lunch & Learn: Deciphering Colorado Secure Savings Program**

Nov 1 8am **Coffee Connections Learning Series on Workers Compensation & Occupational Health** at Animas Urgent Care

What's Happening from Our Members:

Oct. 3 Center for Innovation: Building Professional Websites with Webflow (without code)

Oct. 10 Center for Innovation: Microsoft Excel Small Business Must-Know

Oct. 15 Homebuyer Education Class

Oct. 17 Center for Innovation: How to Hire & Keep Talented Employees

Oct. 17 ServSafe Certified Food Protection Manager Training

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.

Thank you for making Community Shred Day a Success!

The Durango Chamber of Commerce, along with Alpine Bank, Phoenix Recycling, and Three Springs held the annual Community Shred Day on Wednesday, Sept. 7th. This year's beneficiary was Adaptive Sports Association, and they received a total of **\$3,600**, half of which was matched by Alpine Bank. Thank you for your generous donations and for coming out to make the annual Community Shred Day a success!



More great photos can be found [here](#)!

Featured Young Professional of Durango: Bryan Turnbough

Where do you work? NuView Analytics (based in Denver CO).

What is your job title/responsibilities? Senior Data Analyst. I help companies establish/design data infrastructures and use their data to make informed and profitable business decisions.



Why did you want to be a YPOD board member? I wanted to be able to help bring people together and help young adults new to the community feel more connected.

Hobbies: Hiking, backpacking, kayaking, peak-bagging, and snowboarding.

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

Featured Chamber Diplomat: Mary Michalak

What is your business? My husband and I are owners of The Michalak Insurance Agency - Farmers Insurance

How long have you been a DIP?
2 years



How long have you lived in Durango? 2 years 7 months

Tell us about your family: My husband Allen and I have been married for 29 years. We have 5 children, 4 grandchildren and 4 grandpups

Why did you become a DIP & what's your favorite part?
I was looking for a way to become involved in the community and being new to Durango, thought it would be fun and a way to meet new people. My favorite part of being a DIP is to meet other Chamber business owners

What do you like to do in Durango? Being a new business owner, our time is mainly focus on growing our business, but I love to hike and have begun paddleboarding. We have great restaurants here in town and we love to eat out! We have also loved traveling to the surrounding 4 corners area.
Fun fact about you: I was an event planner for 20 years in my previous business life and I met the Queen of England along with other various entertainment personalities!

There are limited spots currently available for the Diplomat program. Click [here](#) to learn more.

Featured Leadership La Plata Alumnus: Elizabeth Calagias

What do you love about LLP?

LLP is a great way to meet other folks in the Durango community and beyond. It also gives you a dedicated time to reflect on who you are and how to make change for the better in your life. It also broadens your perspective about many sectors in the community and does a good job of showing you how connected we all are.



Fun fact about you? I love my family, especially my two year old, Evelyn. I love to dance and create art in my spare time. I have choreographed the Follies Chorus line for the past five years and love it!

What LLP class were you in? 2017/2018

What do you do for a living? I am the business manager at the Center for Innovation where I oversee a collaborative and engaging co-working space, facilitate and coordinate events, and hope to inspire creativity in entrepreneurs to reach their potential.

Outside of my career, I am wife to another Skyhawk alumnus and mother to a two-year-old future Skyhawk. For fun, I like to dance, camp, cook, and design something with my hands.

Interested in participating in LLP? Leadership La Plata Applications for the 2022/2023 Class are due May 31. To learn more about LLP or become involved in LLP committees, visit [Leadership La Plata.org](https://LeadershipLaPlata.org).



Watch the latest Member Moment Video featuring [Happy Pappy's](#).

Find past Member Moment Videos [here](#)

Employers Scouting for Full-Time, Lower-Level Employees



90% of U.S. Companies Plan to Hire Workers in Key Departments Through End of Year

Hiring efforts continue to climb as 90% of U.S. hiring decision-makers say their company plans to hire employees in key departments through the end of the year and are looking to bring full-time, mid- or entry-level workers on board.

IT/technology support (29%), customer service (26%), general labor (25%) and sales (25%) are among the top positions companies plan to hire for in 2022. This is according to a new survey from The Harris Poll commissioned by Express Employment Professionals.

Hiring managers most commonly plan to hire full-time employees (84%), either hourly (59%) or salaried (48%). Interest in hiring full-time employees has been steadily increasing since the first half of 2020, when 66% said they planned to hire full-time employees in 2020, compared to now when 84% report their intentions to hire full-time employees in 2022.

When it comes to the job levels of open positions, mid-level (55%) and entry-level (52%) rise to the top. Around 3 in 10 companies are planning to hire senior-level employees (31%), about a quarter for individual contributors (26%) and/or a fifth for C-suite executives (20%).

Market Hot for Recent Grads

To fill these entry- or mid-level positions, U.S. hiring decision-makers will often turn to recent grads, as more than half (51%) say their company plans to hire applicants from this group.

College graduates have been among the top segments of the workforce hiring decision-makers have sought over the past two years—52% in the second half of 2021, 48% in the first half of 2021, 43% in the second half of 2020 and 38% in the first half of 2020. Around 2 in 5 say they plan to hire vocational/career tech graduates (45%) and/or college students (39%) in 2022.

Temporary Hires

Yet given the current labor shortage, some companies may consider more temporary hires. A quarter of hiring managers (24%) report their company plans to hire seasonal, temporary or contract workers—an increase compared to 2021 (20%). Nearly 4 in 5 (79%) agree their company is willing to hire contingent (i.e., temporary or contract) workers to meet business needs.



Contingent Workforce as a Solution

Heading into the holiday season with above-average demand for seasonal employees, one solution is to turn to the contingent workforce.

Traditionally known as “gig work,” flexible staffing arrangements can benefit both employees and employers.

“Today’s workers are searching for flexibility and with the severe skilled workers shortage, these assignments allow individuals opportunities to gain experience in various environments,” Express Employment International CEO Bill Stoller said. “These shorter working stints can often lead to permanent employment, creating the perfect solution for today’s tight labor market.”

Survey Methodology

The survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals between May 3 and May 23, 2022, among 1,003 U.S. hiring decision-makers (defined as adults ages 18+ in the U.S. who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). Data were weighted where necessary by company size to bring them into line with their actual proportions in the population.

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 or call (970) 403-8780.

Want to Grow Your Business?

Join a Chamber LEADS GROUP

Call or email today to join or find out more information!

970.247.0312 or chamber@durangobusiness.org



Business Connection

Mike and Amy Testa with Advantage Physical Therapy & Wellness, P.C.

By Sara Lynn Valentine

Mike Testa moved to Durango to attend Fort Lewis in 1995. After graduating with a BA in Exercise Science, Mike went to the University of Miami, where he met Amy in the physical therapy program. Amy and Mike graduated with Masters of Science degrees in Physical Therapy.

Mike couldn't wait to get back to Durango. He and Amy opened Advantage Physical Therapy & Wellness in 2004, with the goal of providing the highest level of physical therapy in the area. Their focus was to provide one-on-one care, as opposed to the standard model where patients spend only about 15 minutes with a licensed physical therapist before being passed along to minimally skilled aides. "We don't employ any techs or aides," Mike says. "Our patients spend the entire appointment with one of our highly skilled PTs." Having the full attention of a skilled physical therapist can produce faster results in fewer sessions. The goal is not only to provide patients with quick pain relief, but to empower them to maintain proper movement and function for the longterm, preventing future injuries.



"We use the SFMA, Selective Functional Movement Assessment," Mike says. "It's a very effective tool to find the root cause of a patient's problem. Someone might come in with back pain - but the problem could actually be lack of movement in their ankles or hips. Hip pain might be caused by instability in the trunk."



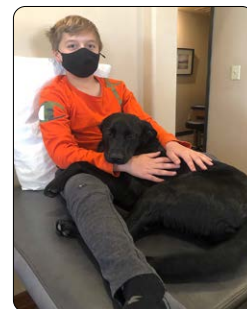
Services include dry needling, laser, blood flow restriction treatment, post concussive care, vestibular rehab, manual therapies, pediatrics, women's health, functional corrective exercises and massage therapy. Mike is also certified by the Titleist Performance Institute for golf rehab, using innovative technologies

and science-based conditioning to help golfers recover from injuries and improve performance.

After four years on Florida Road, Mike and Amy moved the clinic to Durango's north side at 3600 Main Avenue, Suite A. Four

weeks ago, they opened a second location on the south side near Home Depot, at 1305 Escalante Drive, Suite 203. "We realized that patients don't want to travel all the way through town for PT," Amy says, "especially since they often have two appointments each week. It's exciting to be

able to offer a location that's convenient to just about anyone in the county. We're fully equipped with all the most relevant and up-to-date equipment in our clinics. Our team is really special. We're highly professional, yet we are also relaxed and friendly with each other and with our patients. We laugh and have fun, which makes for a great healing environment. We have an awesome black lab-mix, rescue dog named Sully, who everyone loves. If we don't bring him in, the patients really miss him. Now that we have two clinics we may need to get another dog!"



Mike and Amy ski, hike, bike, camp, and play golf with their daughters. They're active in the Chamber and throughout the community. "We do a huge coat drive every year," Amy says. "Our 17th annual Advantage Blanket and Coat Drive is coming up again in December. We usually collect about 500 items. We do a puppy supply drive every year, to help Parker's Animal Rescue and the Humane Society. We do the Odds and Ends supply drive for the Durango Community Shelter and Women's Safe House, collecting whatever items they need at that particular time. Something we did that touched me deeply was for a patient who was 'food insecure.' We filled her entire pantry, so she didn't have to worry about food for several months. It was an amazing experience for us."

Advantage Physical Therapy & Wellness has been recognized by the community as the 'BEST Physical Therapy Office' for seven of the past ten years. Learn more at www.advantageptwellness.com. Call Mike and Amy at (970) 259-7829 (north) or (970) 403-8067 (south).

La Plata Extension: Health Tip of the Month by *Nicole Clark*

Annual wellness checks: Act, prevent, manage



Many people make the choice to participate in an annual wellness screen. These screenings may include physical exams (height, weight, etc) and vital exams (blood pressure, heart rate, etc.). Additionally, they may include a blood draw to assess biochemical markers of health.

While you may endure some short-term stress awaiting your biochemical results, the wait is worth the while. It's valuable because changes occur slowly, over time, and frequently there are no outwardly obvious indicators of health decline.

Your age, current health and family history will influence which biomarkers may be tested. At the most basic, tests may include a blood count, a metabolic profile, and a lipid panel. A lot of fancy medical descriptions that probably have little meaning to you.

Long story short, most of these tests are designed to look for indicators of chronic disease such as cancer, heart, kidney and liver disease, or diabetes.

As mentioned, annual monitoring is a great way to catch changes in health early, especially since quite a few of these can be prevented or slowed with intervention.

One lab test worth knowing about is a fasting blood glucose. An alternative is a hemoglobin A1c. Both serve the purpose of monitoring for changes in blood glucose levels, which can indicate pre-diabetes or diabetes.



The thought of living with chronic disease may elicit another stress response, and that is understandable. But did you know that diabetes prevention, through lifestyle modification, is one of the most effective strategies for prevention and management? What I'm saying is, you can have a lot of control over the outcome.

This fall or winter, give yourself a gift. Schedule that annual wellness check so you can play a proactive role in your health. And, since diabetes risk is inheritable, a well-check may be a gift you wish to give your children.

Beginning this October, La Plata County Extension is offering a new family-inclusive health program to families with teens. In the Healthy Living Program, the whole family will learn how to make lifestyle changes to manage stress and reduce the risk for diabetes. Through mindfulness practices, nutrition, physical activity and goal setting your family will be empowered to choose a path to health that works for your household.

For adults without teens, contact La Plata County Extension for alternate programs such as Dining with Diabetes.

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

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Balance and Fall Prevention

By Walter Rogers, PT, DPT with Ohana Physical Therapy

According to the CDC, every year 25% of adults 65 years of age and older experience a fall. 20% of those falls cause serious injury such as a broken bone or head injury. Preventing falls is crucial to maintain quality of life and independence for older adults. A basic understanding of our balance systems with targeted exercises to improve these systems and simple measures around one's home can greatly reduce the risk of falls in older adults.

Our sense of balance comes from 3 main areas:

Vision – As we age we typically become more reliant on vision for our balance, so maintaining eye health, having a well lit environment, and utilizing night lights is critical.

Proprioception – We have mechanosensory neurons in our muscles, joints, and tendons that provide information about our location and movement. With specific balance exercises this sense of body-awareness can improve and increase our ability to maintain our balance.

Vestibular – Within our inner ears we have hair cells that sense the movement of fluid through 3 canals to provide a sense of movement and balance. When we are riding on a plane and can feel the change in elevation and the plane turning, this information is provided by our vestibular system.

In addition to these 3 systems our overall strength and activity level has an enormous impact on our balance and ability to prevent falls. Maintaining a healthy and active lifestyle is key. Strength training with exercises such as squats and free-weights are greatly beneficial. In addition, specific balance exercises are helpful. Standing on one leg can be challenged with the addition of head turns and a balance pad.

In addition, modifications to one's home can help reduce fall risks. A few common modifications are the installation of grab bars by the stairs and in the bathroom, removing clutter and throw rugs in order to maintain clear pathways, and maintaining a well lit environment.

As we age our balance and strength does decline but this can be combated with an active lifestyle, modifications to one's home and specific strengthening and balance exercises that can be prescribed by a physical therapist.

Learn more by going to ohanaphysicaltherapydurango.com or call (970) 459-8404.



DURANGO ROCKS

Nominate an individual, non-profit or business that has made a positive impact on our Community over the past year!

[Click to nominate](#)

Deadline: October 31st.

ATTENTION LA PLATA COUNTY

RENTERS:

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

LEASE AGREEMENT

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.

Requirements:

- Borrower must make 80% or less of Area Median Income (AMI) for La Plata County.
- Lease agreement must be for a minimum of 1-year. Proof of lease must be provided.
- 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?

Email: info@fswb.bank

Call: 970-375-1100

Apply today at [FSWB.bank](https://www.fswb.bank)

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.



Celebrating the Community Foundation's New Space!

The Community Foundation Serving Southwest Colorado recently opened its new location at 765 E. College Drive and the Durango Diplomats came out to celebrate with them. The Community Foundation facilitates the growth and effectiveness of philanthropic contributions to meet the needs of the southwest, including La Plata, Archuleta, San Juan, Montezuma, and Dolores counties. It offers economic stability, professional development, and collaboration to the nonprofit sector. For more information, visit SWCommunityFoundation.org.



Congratulations to Durango Infusion on their New Center!

Durango Infusion is the area's community-based Infusion Center providing medical infusion therapies in a comfortable, private and compassionate space, and is the only non-hospital infusion center in Durango for medical infusion therapies. The brand-new center located in Horse Gulch Health Campus features four individual suites, as well as two completely private rooms. All suites feature entertainment, wi-fi, refreshments and state of the art infusion chairs. For more information, visit their location, 270 E. 8th Avenue, Suite N-101 or website, DurangoInfusion.com.



HomeSlice North Moves to New Location! Durango Diplomats Celebrate with a Ribbon Cutting!

HomeSlice Pizza, like all the best things in life, is a homegrown pizza joint bringing NY and Chicago styles together to create pizza that is uniquely Colorado! First started in 2002, HomeSlice has grown to three locations: the original on College Drive, one on North Main, and one in Three Springs.

The new space at 2957 North Main Avenue features more seating, a larger bar area, five-times more parking and a delivery window specifically for online pizza & food orders. Also find a new and improved draft system featuring a variety of great local beers, and a large outdoor patio space that is fiddo-friendly. Recently added to the family of Peak Food & Beverage restaurants (Steamworks Brewing, and El Moro Spirits & Tavern), HomeSlice Pizza delivers chef-inspired flavors paired with a cool vibe and great people. Come grab a slice of Durango and check out their menu here: HomeSliceDelivers.com



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Thanks for Joining Us for the Chamber's Annual Membership Appreciation Party!

The Chamber hosted its annual Membership Appreciation Party and enjoy the beautiful Colorado weather in the backyard of the Chamber building. The team from Steamworks Brewing, El Moro Spirits & Tavern, and HomeSlice Pizza sponsored the event and provided delicious food paired with beer from the brewery and wine. Special thanks to the Durango Diplomats who were on hand to chat about the Chamber and helped with the event. This event is always a favorite of the Chamber team as they celebrate community and thank all our members. Be sure to join us again next year for another fun event!



New Members

A.D. Design, LLC

Anne Stokes
241 Meadow View Rd
Durango, CO 81301
[website](#)

American Red Cross of Western Colorado

Sean Killoy
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Non-Profit

Credit Union of Colorado

Lori Gaglio
15 Bodo Drive
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Banks/Financial Institutions

Durango Infusion Center

Kurt Anderson
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Medical Groups/Medical Consultants

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Introducing the 2022-2023 Leadership La Plata Class



It's our pleasure to announce the new Leadership La Plata Class of 2022/2023. We're excited for their journey over the next 9 months and beyond! Please join us in congratulating the new members of the LLP family.

Bryce Bierman, Christopher Calagias, Bert Carder, Chris Carney, Dave Dillman, Taylor Lennox Irwin, Melissa Lopez, Kevin Martin, Greg Murray, Taylor Roberts, Kate Suazo, Evan Schertz, AmyBeth Shaffer, Michael Wienold.

***not pictured: Greg French and Jason Jeep*

Leadership Tip of the Month: Lead with Questions, Not Answers

Chances are, most leaders are too focused on having all the answers — and not focused enough on asking the right questions. It's time to recalibrate. Despite what you might think, expressing vulnerability and asking for help, clarification, or input can be a sign of strength and confidence, not weakness. The right questions are signals of trust — and they can inspire people to trust you in return. For example, rather than telling your team about a new opportunity you've identified, ask them, "Do you see a game-changing opportunity that could create much more value than we've delivered in the past?" A big, simple question like this can inspire a burst of collaboration and creativity across the organization. And if you consistently demonstrate a question-first mindset, you'll help establish an overall culture of curiosity and learning that will keep your team innovating and responding to challenges effectively. So try it out this week: Ask your team a big-picture, open-ended question, and see if it doesn't lead to some new and exciting ideas.

Adapted from ["Good Leadership Is About Asking Good Questions,"](#) by John Hagel III

LLP Monthly Focus:

Eat Your F-N-Vs



By Stacy Reuille-Dupont, StudioB

I work with many leaders who struggle to maintain behaviors needed to be as healthy as possible. They are often driven, focused people who know what they need to do, but their passions for pursuing leadership goals keep them from actually taking care of themselves. Here are 3 ways leaders can make sure they are eating well to fuel their efforts.

When I meet with leaders who are looking to optimize their health, they often discuss dietary concerns. Eating on the go, lunch or dinner meetings, happy hour/parties, or working through mealtimes tend to get in the way of healthy eating. However, a few key things can help leaders make sure they are fueling right for their health.

1) Think about protein first.

Each of us is different and have what is called bio-individuality when it comes to foods that are best for us. When we start with protein, it can help us plan meals to accommodate what our schedule demands.

Research continues to show us that pushing up protein is helpful for many people. It builds satiety and helps make sure we have all the amino acids we need to repair and rebuild physical tissues.

The low end of the spectrum is .8 grams of protein for kilogram of body weight, however new research highlights this might be too low for most.

Play around with protein intake and see what feels good. Then work to divide protein into equal portions throughout meals.

I caution going too long between meals. For most, eating every 3-4 hours is good. We can determine which plans are better for each of us: smaller, more frequent meals or longer periods of fasting.

2) Eat your F-N-Vs, your fruits and vegetables that is.

The human body needs a diverse intake of fuel to get all the vitamins, minerals, and phytochemical nutrition to perform at its best.

We need a colorful diet, which means we need hardy portions of fruits and vegetables. Most people I work with are not getting enough FNVs in their daily diet.

I start clients out by eating more greens throughout their day. Often, this looks like a salad at each meal. Greens are really important for mental health.



Then we make sure they are getting colorful vegetables in every day.

Finally, we need sulfur-based veggies on our plates. Onion, garlic, broccoli, cauliflower, and the cabbage family are beneficial for cognitive function and neuron-protective support.

3) Think healthy fats.

Back in the day, the diet industry worked hard to get most of us to fear fat; however, it is a powerhouse for our health. Our brains are mostly fat and fat is needed to absorb some vitamins. We often do not need as much fat on the plate as we do veggies and protein, but we need some to get all the benefits of the meal.

Look for healthy fats like seed oils, avocados, coconut cream/milk (I like mine from the can), nuts, and seeds.

Just like protein, fat helps us feel satiated and helps elongate our digestive processes. This often translates into eating less overall throughout the day but feeling better as a result of good food choices.

As leaders, we need to be taking care of ourselves. The healthier our body is, the better we are able to perform our jobs. Research repeatedly tells us a healthy workforce is more productive and has less absentee days. We are a role models for our team and they need us to be at our best. So eat more FNV!

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.

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.

The Key to Employee Engagement is You

Would you trust the care of your most beloved loved one to someone who didn't like you very much? If you have disengaged employees you might be doing just that.

It is impossible for a disengaged employee to provide excellent customer service. It doesn't matter how skilled the employee is, if they think of your business as the mere source of income, you/they won't be wow'ing your customers.

Worse than that, those suffering from disengagement should be quarantined by the CDC as it is a highly infectious disease. One disengaged employee can make all of your employees reevaluate their level of happiness within your business. For this reason, employee engagement is one of the most important investments you can make in your company. The good news is, a lot of that is up to you.

Act Decisively

If you have employees who are showing signs of being disengaged, don't let it fester hoping it will go away. It won't. It will spread. Before you even begin working on your company culture, tackle this problem head on. Talk with the individuals involved. See if you can't come to an understanding of how you can both work on turning it around.

The one thing you don't want is happy employees seeing disengaged employees sitting around doing the minimum with a lousy attitude and getting paid for it. Employees are not robots. No matter how many times you tell others to ignore your Eeyore in the corner, the bad feelings are bound to disrupt the working environment.

Some disengaged employees are too far gone. While you should give them the opportunity to turn it around, know that this is not always possible. In those cases, you need to help that employee begin the journey in finding what will light their fire.

Decide Who You Are and Communicate It

This idea is much easier if you start your business with a mission and you clearly convey it to everyone you hire. Your mission doesn't have to be something as grand as ending world hunger. A mission can be as simple as being "Smithville's favorite family ice cream shop." Everything you do should focus on your business mission.

The importance of sharing your mission with your employees is that it becomes the basis for all decision making. If employees know and understand your mission, they can use it as a referral point asking themselves at each decision, "Is this in line with our mission?"

Hire for Fit

Next you need to hire in accordance to your mission and culture that you want to create. Skills can be taught easily, shaping one's attitude to fit the culture is a lot more difficult. Keep in mind: each new hire either brings you closer to attaining the culture you want, or takes you further away from your goal. Don't hire someone just to plug a hole in your payroll.

Give Them the Resources They Need and Get Out of the Way

Have you ever seen a poll about qualities you want in a manager? If



so, maybe you've noticed the one thing that is never mentioned is "micromanaging." No one wants to be spied on, told their way is wrong incessantly, or limited in their growth potential.

If you hire well and communicate expectations, goals and your mission, assuming your employees have the resources they need to succeed, they will begin to feel the company's success is their success. To that end, use inclusive language like "we" when communicating where you want the business to go and how you'll get there.

However, when giving specific direction or assignments forgo the "we." No one knows who's doing what when you talk in generic terms about specific roles like "We will check the Facebook page each morning."

Check in Often

Giving employees the resources to perform their jobs isn't your only role. You need to provide feedback often. You'll find Millennials, in particular, are interested in guidance on their performance. It needn't be a formal review process. Just a weekly or monthly check-in on how you think things are going but it should be a two-way conversation and not a monologue.

When someone exceeds your expectations, call attention to it immediately. Give examples of why this is ideal behavior. Don't wait for an annual review to call it to everyone's attention. It will get lost or forgotten by then. Create a culture where peers can also give constructive feedback, especially praising one another. Receiving peer recognition helps in team building and building a cohesive team increases employee loyalty.

If you want your business to be successful, you need to have a team that can help you attain your goals. Investing in your employees and increasing their engagement level allows you to exceed your customers' expectations and become a company that everyone wants to work for.

Christina R. Green teaches small businesses, chambers and associations how to connect through content. Her articles have appeared in the Midwest Society of Association Executives' Magazine, NTEN.org, AssociationTech, and Socialfish. She is a regular blogger at Frankjkenney.com and the Event Manager Blog.

She's a bookish writer on a quest to bring great storytelling to organizations everywhere.



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