

WEDNESDAYS WITH WARRENTON AREA CHAMBER OF COMMERCE AUGUST 10, 2022

UPCOMING CHAMBER EVENTS

Wednesday, September 7th
Monday, September 12th

Noon-1:30 pm
11:45- 1:00 pm

Directors Meeting-Warren County R-3 Central Office
General Membership Meeting- Country Lake Golf Club

Spotlight Member of the Month Kathy Bingham



Kathy is the Manager of MO Rides located out of Boonslick Regional Planning Commission. Kathy markets MO Rides in our local counties. MO Rides is a coordinated effort to help folks of all ages find Transportation in their county. We help the Disabled, older community members, and even folks looking for transportation to work. We can be reached at 844-836-7433 Monday-Friday from 8:00 am to 4:30 pm. We also have a website at www.morides.org where you can look for yourself for local transportation in your area. I also enjoy doing presentations to help folks learn more about the program and what it offers as well as attending Job and Health Fairs.

Warrenton Area Chamber

Join my group on GroupMe!



Never miss out on an event!

Download the **Group Me** app and scan the QR code to be added. Or send your cell phone number to warrentoncoc@socket.net to be added.

FRIENDS OF THE CHAMBER

Warren County Senior Center
<http://www.wcseniorcenter.org/>
636-456-3379

Edward Jones
Glenda Buxton
glenda.buxton@edwardjones.com

Next Page Properties
<https://www.selltonextpage.com>
636-206-6363

TOWN & COUNTY Garage, Inc
636-745-2536
www.townandcountrygarage.com

Gratza Electric
314-280-5757
<http://www.gratzaelectric.com/>

Toxic Work Culture Is The #1 Factor Driving People To Resign

Mark C. PernaContributor

Toxic: it's a strong word, and one that no company wants used to describe its workplace culture. Unfortunately, toxicity at work seems to be on the rise—or maybe workers are finally feeling empowered enough to call it what it's been all along.

According to MIT Sloan's recent study, toxic work culture is the number-one reason people cite for leaving their jobs. Organic marketing platform Conductor analyzed Google search volume and found that searches for "toxic work environment quiz" increased 700% in April alone. Conductor also found that "HIPAA violations in the workplace" searches increased 350%, "workplace mobbing" searches increased 190% and "top workplaces 2022" searches increased 500%.

To the "like it or lump it" workplace philosophy of the past, workers are adding a new option: leave it. In a historically tight labor market, employees have more choices than ever before—and don't have to settle if their current work environment is unpleasant, dangerous or unethical.

Job-hopping is no longer just a Millennial thing (if it ever was). Fully 65% of Gen Z stay in a role for less than a year, and they're more than twice as likely to leave their current job in the next month (13%), compared to Millennials (5%), Gen X (3%) and Baby Boomers (6%). With their remarkable clarity on what they want from work, these younger workers are a subset of the larger workforce. And they're fed up to here working for companies that do them more harm than good.

What's toxic? According to one definition, toxic means "poisonous" and/or "causing unpleasant feelings; harmful or malicious." In the workplace, toxicity can take several forms. ClearForce CEO Tom Miller says it can be anything from bullying or harassment to a company that engages in unethical practices and is dishonest with its employees. And of course, toxicity not limited to the in-person work environment. "Remote workers are also experiencing harassment through email, video and phone calls or chat apps," says Miller.

A toxic workplace can also be one that pays poorly, does not recognize or reward exceptional performance, prioritizes customers over employees, fails to allow internal mobility, denies employees a voice, violates trust or prevents its employees from unplugging by constantly blurring the line between work and life. And all too often, these problems start at the top. "Leaders should not be the cause of workplace toxicity, but all too often they are," Miller says.

The lowest common denominator of the toxic workplace is anywhere that employees do not feel safe, supported, or heard. "Employers value company culture more than ever before, and having a positive working environment is an important aspect of job satisfaction," says Miller.

An ounce of prevention Without a plan for a healthy work culture, it's all too easy to default to at least some aspects of a toxic workplace. Here, as in so many areas of life, an ounce of prevention is worth a pound of cure. "There are ways for a company or leader to turn it around and focus on a healthy and professional environment that will retain their employees and attract new ones," Miller says. Miller believes it's important to get in front of the problem before it gets bigger and identify any bad actors. "From there, you'll want to execute a plan to fix any issues to prevent the same mistakes or problems from happening again."

One of the biggest ways to prevent toxic culture is being intentional about increasing employee input. "An anonymous employee feedback system is a great way to seek input from your employees on the policies you have implemented, but it also allows employees to report any misconduct that they are hearing or seeing in the workplace," says Miller. "This allows for honest, direct feedback from employees to leadership, allowing them to take action for culture change." And then when you do make changes, don't make them a surprise. "If any of the company's policies and procedures change, you'll want to communicate that with your employees so that everyone is aware of the new standards," says Miller.

A pound of cure So what if your company is guilty of one or more markers of toxic culture? "While cultural change can't happen overnight, leaders can leverage technological solutions to get real-time insights and feedback into their organizations, prevent an issue before escalating and, most importantly, help their employees," says Miller. Again, says Miller, employee input—whether in the form of whistleblower protection, ethics phone lines or other internal incident reports—is essential. "Having a reporting system in place is the only way internal issues can be dealt with without managers' and executives' interference or biases," he says.

In general, companies that experience toxic leadership don't receive enough direct input from employees or they don't have a consistent, fair and equitable process for reporting. "Without a reporting system," Miller warns, "there is insufficient information on incidents from workers dealing with issues daily. Unfortunately, without these incident reports, cultural change cannot happen, or at least in a timely manner." This opens the door for a whole cascade of problems, not least of which include bias, discrimination and retaliation. It's not a pretty picture.

Nontoxic isn't good enough It's not enough to simply be a nontoxic workplace; that's neutral. Instead, organizations should strive for a healthy and positive workplace culture with leaders who really listen to their customers, employees and stakeholders. Building such a culture requires effort and follow-through. "Management needs to continually improve and work towards a better workplace environment," says Miller. "Leaders can't just say they are going to do it. They need to initiate the shift and actively work to put what they say into action. "Again, stresses Miller, an empowered employee voice is critical. "Without knowing what is or what isn't working, leadership won't be able to achieve real change."

As the Great Resignation continues, it's little wonder that employees are hunting for new opportunities and healthier work environments. It's up to employers to be honest about areas where their workplace culture needs a detox—and then act decisively to make work, work for everyone.

NOW HIRING

Full-Time Flooring Sales Representative & Warehouse Worker

Contractors Flooring Supply, Inc. is the fastest growing flooring business in Warren County that specializes in Carpet & Hard surfaces. We are looking for two experienced, professional people to join our team!

Qualifications:

- Driver's License (required)
- Friendly & Enthusiastic
- Customer Service Oriented
- Honest & Accountable
- Good Communication
- Sales position requires 2-3 years flooring experience.
- Warehouse position requires ability to lift 30-80 pounds and ability to move, push, carry, and pull objects.
- Basic math skills and ability to measure is a must for both positions



If you are interested in joining our team, please email your resume to office@contractorsflooringsupply.com to apply.

Current Job Openings at Child Evangelism Fellowship

17482 State Highway M, Warrenton, Mo 63383

Creative Services

- Editor
- Graphic Designer
- Illustrator/Artist

Education

- Leadership Training Instructor

Finance

- Accounts Receivable Purchasing

Information Technology

- Administrative Assistant
- Enterprise Application Specialist
- Helpdesk Technician

International Ministries

- Women's Coach and Care Advisor
- Finance Account Analyst

Production

- Press Operator
- Production Customer Service and Platemaking
- Production Supervisor

Internships – from August to July of current year

- Creative Services – Graphic Design and Studio

For more information, please contact

www.cefonline.com/jobs or (636) 456-4321

DSP'S NOW STARTING AT \$18/HR!

Immediate Openings: Overnights with every other Week-End



- Benefits Available
- Earned PTO/ Vacation
- Award/ Recognition Program
- Quality Training
- Fun Family-Like Atmosphere
- Advancement Opportunities

WARREN COUNTY HANDICAPPED SERVICES

26321 Dry Fork Rd.
Warrenton, MO 63383

Must be at least 18, have valid driver's license and HS Diploma or GED.

636-456-7518

Apply: www.wchsmo.org/jobs

WANTED: FLATBED DRIVER

Class A CDL & 2+ years experience required.
Local company • Newer Equipment
Driver home every night
CALL 314-914-1460 To Apply
Owner/Operators also wanted, paid every week, home every night!

LAKE SHERWOOD Estates Association

NOW HIRING

Association Manager/Director of Operations

How to Apply:

Email Resume –
lakesherwoodws@gmail.com

Lake Sherwood Estates is a friendly community in a beautiful naturally wooded environment. Our lakes and amenities provide a unique style of living. We support a variety of recreational activities and quiet country living for residents, part-time residents, and non-resident members.



The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 7-1-1



Commercial Insurance CSR/Account Manager

[Scott Agency, Inc.](#)

Montgomery City, MO

Account Managers are the bridge between the customer, the agency and the insurance companies. Our Commercial Lines Account Managers provide customer service to our clients, our sales executives, and our companies by aiding all three with service needs, making changes to existing accounts, and marketing/quoting new and renewal business. This opening is for our Scott Agency office in Montgomery City, Missouri.

Primary Responsibilities:

Account Managers must be able to stay organized to meet client/sales executive/company deadlines and ensure our service and sales standards are met on every transaction by providing prompt and friendly customer service.

In the agency Account Managers must be able to stay on task, organized, and maintain accuracy while dealing with regular interruptions in their daily workflow.

Event Dates (See Flyers)

July 20th – August 24th
Eating Smart- Being Active Classes

August 13th
VBS- Friedens United Church

August 20th
Pregnancy Options Center 5K

August 27th
2022 Swim Across America at Innsbrook

September 8th- 11th
The Wall That Heals

September 10th
Craft & Vendor Show at Innsbrook

September 24th
Warrenton Fall Festival

Make sure to check out the flyers for Scenic Regional Library's events and offerings at the Warrenton branch.

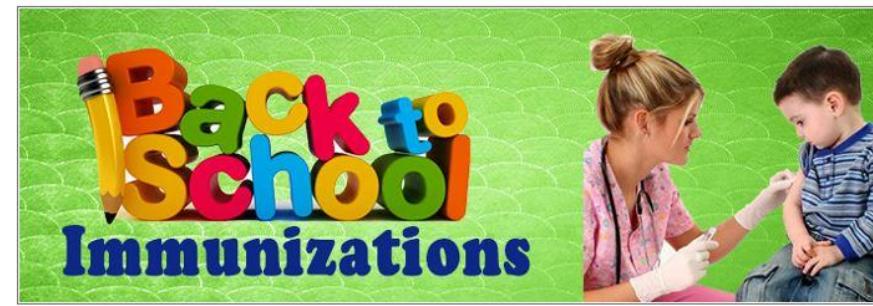
WANT TO ADVERTISE YOUR BUSINESS?

PURCHASE A TV AD AT THE LICENSE OFFICE. FOR \$25 A MONTH OR \$150 A YEAR YOU CAN PURCHASE AN AD THAT RUNS THROUGHOUT THE DAY.

CALL 636-456-2530 OR EMAIL WARRENTONCOC@SOCKET.NET TO LEARN MORE.

Limited Appointments available!

Missouri schools require immunizations for Kindergarten, 8th grade, and 10-12 grades. We take state insurance, no insurance, or underinsured only. We are unable to take private insurance. Call 636-456-7474





Eating Smart • Being Active

Eating Smart Being Active offers research-based information about nutrition, physical activity, food safety and making the most of your food dollars. It is a **FREE** program provided by the University of Missouri Extension Family Nutrition Education Programs. Through a series of engaging lessons and discussions, you will have the opportunity to prepare new recipes, be physically active and learn tips for making healthy choices for yourself and your family.

Lesson topics include:

- Knife skills and safety
- Exploring fun ways to be active
- Planning and shopping for healthy meals that fit your budget
- Tips for eating more fruits and vegetables
- Whole grains
- How to choose lean protein
- Building strong bones
- Tips for limiting excess sugar, fat, and salt
- Discuss ways to keep your family healthy

Supplemental lessons geared towards pregnancy and feeding babies are also available.

Classes are coming soon to:

Location: Warren County Health Dept. Fitness Ctr.

Dates: Wednesdays July 20-August 24

Time: 12:30-2:30 PM

For registration or more information, contact:

Warren Co. Extension Office, 636-456-3444
Class located at 3920 N. Highway 47, Warrenton MO
63383 (corner of Isabella & N. Hwy 47)



Funded in part by USDA SNAP.

For more information, call MU Extension's Show Me Nutrition line at 1-888-515-0016.
Running out of money for food? Contact your local food stamp office or go online to
mydss.mo.gov/food-assistance/food-stamp-program.



VBS

Vacation Bible School

Friedens United Church of Christ - Warrenton

Friday, August 12th from 6:00pm - 8:30pm

Saturday, August 13th from 9:30am - Noon

Ages 4 and up. Sign Up Now!

Nursery will be open for ages 0-3

Child's Name: _____ Age _____

Child's Name: _____ Age _____

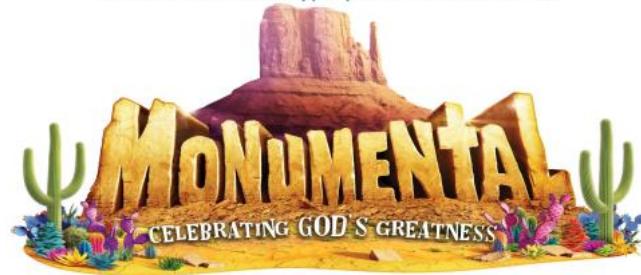
Child's Name: _____ Age _____

Parent Name: _____ Cell # _____

Allergies: _____

James Miller 314-488-6818 - j1jamesmiller@gmail.com

*Please be aware that we may post pics on website or social media



The Market Café & Creamery at Innsbrook is Now OPEN. It is open to the public, Accessible through the public entrance off Highway F.



5K Run 1 Mile Walk

August 20, 2022
Start at 8:00 AM



Packet Pickup and Late Registration begins at 7AM

COST: \$25 adult/\$20 student if postmarked prior to August 4, 2022
Late registration: \$30 adult/\$25 student
COURSE: Starts and ends at the Field House at Black Hawk Middle School. 1 mile walk starts and ends on the Black Hawk track
T-SHIRTS: Pre-registered participants will receive a t-shirt. Late registrants will receive a shirt depending upon availability.
AWARDS: The 1st, 2nd, 3rd place winners in each age group (at roughly 9AM)

Register Now!



IT'S BACK! FREE AND OPEN TO THE PUBLIC.

Innsbrook CRAFT & VENDOR Show

Looking for a unique experience?

Don't miss the return of a local favorite, the Innsbrook Craft & Vendor Show! Innsbrook Resort provides a beautiful backdrop while you explore a wide variety of outdoor booths, that offer art, apparel, decor and more!



Saturday, September 10



10 a.m.-3 p.m.



Charrette Creek Commons

For more information, visit www.innsbrook-resort.com/craft-fair.
To register by phone or for questions, call 636.928.3366 x9180.

**September 8, 2022
thru
September 11, 2022**

OPEN

24hrs

*The Wall That Heals will be set up on 9/7/2022 at 8:00am and will be available till closing ceremony *

Opening Ceremony

9/8/2022 @ 6:00pm

Closing Ceremony

9/11/2022 @ 1:30pm

TAPS played nightly at 7:00pm

LOCATION:

Warrenton Athletic Complex
2015 Jasper Lane
Warrenton, MO. 63383

Stacey Blondin 314.713.1463
Gary Ruebling 314.304.1150

Volunteer Coordinator
Amanda Lefholz 636.345.3128

IT'S BACK! RESERVE YOUR SPOT TODAY.

Innsbrook CRAFT & VENDOR Show

VENDOR DETAILS

Open to the public

DATE: Saturday, September 10

EVENT TIME: 10 a.m.-3 p.m.

SETUP TIME: 8-10 a.m.

REGISTRATION: May 1-September 2

LOCATION: Charrette Creek Commons

BOOTH OPTIONS

- 10' X 10' outdoor booth - \$40
- 8 ft. rental tables - \$10 each
- Electric - \$10 (limited)

Credit cards are accepted. Checks can be made payable to Innsbrook Owners Association.

GUIDELINES

(1) Outside tables, chairs and tents are allowed. (2) Vendors must park in designated area and may not pack up or leave prior to 3 p.m. (3) Payment must be completed by Friday, September 2, 2022. (4) Vendors are responsible for their own trash and any damage to Innsbrook property. All of your items must be fully removed from Charrette Creek Commons after the showcase. (5) Innsbrook is not responsible for lost or stolen items.

For more information, visit www.innsbrook-resort.com/craft-fair.
To register by phone or for questions, call 636.928.3366 x9180.

Warrenton, Missouri

THE WALL THAT HEALS

VIETNAM VETERANS MEMORIAL
REPLICA & MOBILE EDUCATION CENTER



Vietnam Veterans Memorial Fund

@VVMF



202-393-0090 • www.VVMF.org



SAWYER BROWN



FREE EVENT SEPTEMBER 24

Noon-9:30pm • Main Street, Warrenton MO

Sawyer Brown 7:30 - 9:00pm Main Stage

Car & Motorcycle Show • 9:00-Noon Registration • Noon Judging • Awards 4:00

Kids Corner 1:00-6:00pm • Vendors & Food Trucks

FREE Shuttle at Black Hawk Middle School



Butch Wax & the Hollywoods
12:00-3:00pm

Warrenton Fall Festival

Hosted by the Warrenton
Tourism Commission



warrenton-mo.org



WARRENTON FALL FESTIVAL
SEPTEMBER 24, NOON - 9:30PM

FREE EVENT FEATURING
SAWYER BROWN
BUTCH WAX & THE HOLLYWOODS
CAR & MOTORCYCLE SHOW
KIDS CORNER

FOR MORE INFORMATION:
WWW.WARRENTON-MO.ORG

WARREN COUNTY PATHFINDERS

• AUTO AND MOTORCYCLE SHOW •

PROCEEDS TO BENEFIT WARREN COUNTY PATHFINDERS TRANSPORTATION SERVICES

10/1/2022 10am-2pm

FREE TO THE PUBLIC

FOOD-BEVERAGES-SNOWCONES-KETTLE CORN AND MORE!!
8 TROPHY CLASSES

\$20 AUTO OR MOTORCYCLE ENTRY

KIDS ZONE AREA
PEDAL CARS AND MORE!



GASTORF CHEVROLET

1490 E. VETERAN'S MEMORIAL PKWY TRUESDALE, MO 63383

Warren County Pathfinders is hosting an Auto and Motorcycle Show! Proceeds to benefit Transportation Services. Sponsorships, vendors and vehicle registration is now open! Email jessica@wchsmo.org for more information or to register!

Warren County Pathfinders Auto and Motorcycle Show Sponsorship Packages

Platinum
\$1,000

- Your company mentioned as presenting sponsor multiple times throughout the event.
- Mentioned on radio ad and all promotional materials.

Presenting Sponsor- only 1 available

- Website and social media links posted once a week for 4 weeks prior to event.
- (Large)- one color- logo on t-shirts **PLUS** 2 free t-shirts.
- Room for a 10' x 20' booth.

Gold
\$500

- Company/logo mentioned on all promotional materials.
- Website and social media links posted once a week for 4 weeks prior to event.

- (Medium) Logo- one color on t-shirts.
- 2 free t-shirts.
- Room for a 10' x 10' booth.

Silver
\$250

- Website and social media links mentioned prior to event.
- Company name listed on t-shirt
- 1 free t-shirt.

Bronze
\$100

- Website and social media links mentioned prior to event.
- Company name listed on t-shirt.

Friends
\$50

- Company name listed on t-shirt.

Food Sponsor

- Company/logo mentioned on all promotional materials.
- Website and social media page links posted once a week for 4 weeks prior to event.
- Company logo- one color- listed on t-shirt.

Media Sponsor

- Company/logo mentioned on all promotional materials.
- Website and social media page links posted once a week for 4 weeks prior to event.
- Company logo- one color- listed on t-shirt.

To sponsor our event: contact Jessica Davis:
jessica@wchsmo.org
phone: 636-456-7518 x18.

Date: October 1, 2022

Time: 10:00 am - 2:00 pm

Location: Gastorf Chevrolet,
Truesdale, MO 63383

WEEKLY SCHEDULE

SF 365

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
GAM BOOTCAMP		GAM BOOTCAMP		GAM BOOTCAMP	7AM BOOTCAMP	Closed
8am Yoga w/ little ones		7:30am Morning Yoga		7:30am Yin Yoga	8:30am Chair Yoga	Closed
9am Senior Strength & Mobility		9am Senior Strength & Mobility		9am Senior Strength & Mobility	10AM BOOTCAMP	Closed
3PM ATHLETIC BOOTCAMP					11:30am Vinyasa Yoga	Closed
6pm Vinyasa Yoga	6pm Vinyasa Yoga	6pm Vinyasa Yoga	6pm Vinyasa Yoga	6pm Vinyasa Yoga	12:45pm Yoga w/ little ones	Closed
7PM BOOTCAMP	7PM BOOTCAMP	7PM BOOTCAMP	7PM BOOTCAMP	7PM BOOTCAMP		Closed

DROP-IN ANY CLASS \$10

SF-365.SQUARE.SITE

WARRENTON
BRANCH

OCEANS OF POSSIBILITIES KIDS CLUB

Summer Reading Program
JUNE 1 - AUGUST 15

Kids in 1st-5th grade
Tuesdays @ 1:00pm

Join us each week from June 1 - August 15 for games, crafts, books - the oceans of possibilities are endless!

SCENIC REGIONAL LIBRARY - WARRENTON BRANCH | 912 SOUTH HWY 47, WARRENTON, MO 63383 | 636-456-3321
WWW.SCENICREGIONAL.ORG WARRENTONBRANCH SCENICREGIONALLIBRARY SCENIC REGIONAL LIBRARY

Just Breathe

Gentle Yoga with Sara

Every 2nd Thursday
5:00pm

Escape from your day-to-day and connect with your breath, taking time for self-care and awareness. All levels of yogis are welcome. RSVP today: Call 636-456-3321, stop by the branch, or register online.

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WARRENTON
BRANCH

An Evening in TUSCANY
Tuesday, August 16
5:30pm

Journey with us to the idyllic rolling hills, cypress trees and vineyards of Tuscany. Savor delizioso limoncello & cannolis! Buon appetito!
Limit 50.

RSVP today: Call 636-456-3321, stop by the branch, or register online.

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MIXTAPE MUSIC BINGO

Tuesday
August 23
5:30pm

Grab your friends, a Bingo card and identify music from different genres to win prizes! Limit 60.
Ages 18+ RSVP today: Call 636-456-3321, stop by the branch, or register online.

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WARRENTON
BRANCH

Every Tuesday @ 10:00am
First Saturday of Month @ 10:00am



Join us as we read picture books, sing songs,
do rhymes, fingerplays, and crafts!
No registration required.

SCENIC REGIONAL LIBRARY - WARRENTON BRANCH | 912 SOUTH HWY 47, WARRENTON, MO 63383 | 636-456-3321
LIKE US! GO TO FACEBOOK.COM/WARRENTONBRANCH | VISIT US AT SCENICREGIONAL.ORG

ALL
BRANCHES

Come Use Our SCENIC SEWING LAB



Our sewing machines will be available for personal use throughout the month. Patrons under 14 must be accompanied by an adult at all times.

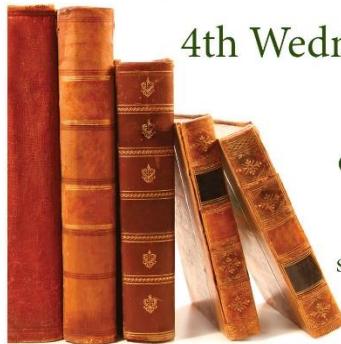
Go to
www.scenicregional.org/create
for details.



WARRENTON
BRANCH

A Novel Bunch

Book Club



4th Wednesday of month, 2pm

Join us to discuss a love of books,
and meet new people!

Call or stop by the branch to find out
this month's book club selection.

RSVP today: Call 636-456-3321,
stop by the branch, or register online.

SCENIC REGIONAL LIBRARY - WARRENTON BRANCH
912 SOUTH HWY 47, WARRENTON, MO 63383 | 636-456-3321
LIKE US! GO TO FACEBOOK.COM/WARRENTONBRANCH
VISIT US AT SCENICREGIONAL.ORG

Take-A-Ticket Technology Service

3rd Wednesday Each Month
10:00am-5:00pm

WARRENTON
BRANCH



This project is supported in part by an award from the Missouri Arts Council
and its partner, the Missouri Association of Community Art Agencies.

MACAA Missouri Arts Council WWW.SCENICREGIONAL.ORG JOIN US ON FACEBOOK JOIN US ON INSTAGRAM SUBSCRIBE ON YOUTUBE

Scenic Regional Library read, explore, create

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