

Wednesdays with Warrenton Area Chamber of Commerce

October 6, 2021

UPCOMING CHAMBER EVENTS

Wednesday, October 6th	Noon	Board of Directors Meeting—Warren County R-III Admin
Monday, October 11th	11:45 am	General Membership Meeting—First State Community Bank North
Wednesday, October 13th	9:30—11:30 am	HR Forum—Scenic Regional Library
Thursday, October 14th	4:00 pm	Mullet Golf Tournament—Warrenton Golf Course

PLEASE NOTE CHANGE OF VENUE FOR NEXT CHAMBER MEETING!

We will be having our next Chamber meeting at the First State Community Bank Community Room (basement) located at 1022 N. Hwy 47 on Monday, October 11th. Just park in the back of the building and go through those doors.

The presentation will be provided by Kevin Joyce. Kevin will be teaching us the particulars of wine tasting and wines!

SEEKING CHAMBER DIRECTOR

The Warrenton Area Chamber of Commerce is seeking a detail-oriented, thorough, and organized director to manage our growing organization. In this position, you will play a key role in planning and oversee the organization's progress. Candidates should have a strong organizational background and be able to work independently as well as on committees. This is a contracted, 1099 position working from your home, initially. Begin your career with a fun and rewarding position in a growing organization. Starting pay is \$38,000 to \$40,000, depending on experience. If you or someone you know is interested, please go to <https://www.indeed.com/jobs?q=Title%3A%20Director%20Company%3A%22chamber%20of%20Commerce%22&vjk=a75132320ffc81c5>. The posted position closes on October 9th.

Jan's first day of retirement will be December 1st.

BUSINESS SPOTLIGHT OF THE MONTH

Turning Point



At Turning Point Advocacy Services, our mission is to provide avenues to justice for survivors of violence and abuse, by providing safety, shelter, and stabilizing support and services, and to assist survivors and their children in learning to overcome the cycle of physical, sexual,

mental, and emotional trauma they have experienced. Our core service area is Franklin, Gasconade, Lincoln, Montgomery, St. Charles, St. Louis, and Warren counties, but we respond to victim requests from across the region. Last year, more than 350 women and children participated in services provided including shelter, court advocacy, LIFE Advocacy, Counseling, Substance Abuse Recovery, and resource education. We are a 501c3, nonprofit organization relying on the support of individuals, businesses, the faith community, and grant funding to maintain our services. If you would like additional information about our work, want to get involved as a volunteer or potential board member, or make a donation, contact us at 636-456-1186. If you are experiencing violence or abuse, we are here to help. Call our 24/7/365 hotline at 636-456-1186.

FRIENDS OF THE CHAMBER

CertainTeed
www.certainteed.com

Amy Lombardo Insurance - Amy Lombardo
www.myuhcagent.com/Amy.lombardo

Warrenton Office Furniture - Patsy Barteau
www.warrentonofficefurniture.com

Town & County Garage, Inc.
www.townandcountygaraage.com

Better Health with Bridgette
www.bridgetteyourhealth.com

RETIRING EMPLOYEES: 8 TIPS FOR A SMOOTH TRANSITION

Many organizations are facing a worrisome situation – retirement looms for a large percentage of their workforce and younger workers aren't yet ready to fill those shoes. What strategies can you implement to proactively preserve the wealth of institutional knowledge that drives your company's productivity? Here are eight tips to help soon-to-be-retiring employees make a smooth exit.

Avoid knowledge silos—Long-time employees have often formed relationships across the company, giving them a deeper understanding of how their job impacts someone else's work in another area. If your company's policies or procedures don't actively encourage knowledge-sharing across departments, silos can result. Without a broader appreciation for other departmental roles, younger, less experienced employees may unwittingly sow chaos, causing delays or costly mistakes. To avoid such silos, encourage managers to have experienced employees share their knowledge in monthly meetings, or document the bare bones of processes and procedures particular to them.

Don't undervalue older workers—Many companies make the mistake of thinking younger, less experienced employees will cost less than older employees who make more money. Beware the younger, cheaper siren call. Long-time employees have built a wealth of knowledge about how to work most efficiently and know your customers. They know what's worked in the past, what hasn't, and why. A younger, less experienced employee, eager to make their mark, may implement policies and procedures that have failed numerous times before, alienating customers and costing the company money. Also avoid signaling to senior employees that you want them to leave by asking, "Are you ready to retire?" A more subtle conversation may begin with, "What are your plans for the next three to five years?"

Cross-train employees—Cross-training is another antidote to the brain-drain inherent when long-time employees leave. A three- to six-month assignment in another department allows younger or newer workers to gain hands-on experience in areas of the company unfamiliar to them. Cross-training can also build your operational team and prevent information silos. To prevent older workers from feeling threatened, be sure to communicate that the purpose of cross-training is to build company-wide knowledge, not to push senior staff out the door.

Consider alternatives to full retirement—Some employees want to start their permanent vacation ASAP. Others may want to remain in a part-time or consulting role for a few years before hopping in their RV and riding into the sunset. For employees, such alternative work arrangements offer reduced stress and a continued, though smaller, paycheck. For employers, part-timers can lessen the chaos caused by a sudden change in personnel. Going part-time forces needed changes in roles and responsibilities, but leaves the older worker in place and available to answer questions and share wisdom. Occasional consulting may work for special projects or to free an experienced manager to coach newer leaders.

Plan succession across all departments—Succession plans aren't just for the C-suite. You also need to pay attention to whether an entire department is closing in on retirement, and manage accordingly. For instance, if your entire HR department is 55+, you have trouble brewing. As older HR workers retire or make lateral moves, you should have a plan in place so that younger specialists and managers have time to learn from their older peers and be ready to step into senior roles when the time comes. Some managers unconsciously get into the mind-set of thinking they need someone of a particular age, gender or other external characteristic rather than focusing on skill set. A succession plan that outlines each position's key roles and responsibilities can help an organization shake such self-limiting behaviors and create opportunities to find excellent replacements for retiring workers. Remember, someone's style or work cadence doesn't necessarily equate with an ability to learn or fulfill a new role.

Manage across generations—Aging employees need to know that it's part of their job to train the younger generation, and younger workers need to know it's their job to learn from their more experienced peers. At the same time, you don't want to signal to older workers that their experience is unappreciated or unneeded, or that you think it's time for them to leave. You can help facilitate cross-generational learning by reminding everyone that there is much to be learned from different perspectives and work styles. Often, if the leader fosters an open-sharing work environment it can minimize feelings of ageism or discrimination that older workers may feel as they begin to transition. An open environment can be as simple or complex as the leader desires. It may take the form of quarterly team huddles. For a younger manager, showing respect to older workers might mean planning a staff outing to a museum rather than a rock-climbing facility. For an older manager, it might mean encouraging senior staff to mentor a younger employee or engaging them in the process of planning for their retirement.

Make annual assessments—Whether it's succession planning or knowledge sharing, you should conduct a retirement assessment annually. Take a look at which departments or jobs may be heavy on soon-to-leave employees. Have conversations with your long-time employees and ask, "What do you do that's not in your job description? How do you do it?" Tenured employees are often the ones who've created bypasses for broken or inefficient processes – processes you may not know are broken. Such conversations give you the opportunity to capture what these workers know and use it to the company's advantage.

Don't wait till they're out the door—Knowledge transfer takes time and effort, so don't wait until a week before the retirement party to start the process. Either through mentorship, job sharing, job shadowing or other techniques, have your retiring workers share the whys behind what they do and the way they do it. If you ask someone to document their job, it doesn't have to be terribly formal or in-depth, but it should cover the key elements. They should identify those processes that are critical to the business, including important details, such as where files are kept. It signals an appreciation for what your aging employees do when you ask them to partner with you in planning their graceful exit.

In the end, always go back to the human element when dealing with someone's retirement. Remember, you are touching on this person's livelihood and their identity so proceed with kindness and respect.

~Abe Turner

Warrenton Area Chamber of Commerce

9-Hole Golf Tournament

3-Person Scramble

Thursday, October 14, 2021

4:00 pm Shotgun Start

Warrenton Golf Course

24805 S. Hwy 47

Warrenton, Missouri



\$60 PER GOLFER INCLUDES:

- 9 Holes of golf with cart
- Beverages (including beer)
- Dinner
- Excellent Networking
- Great Fun!

Mullet Golf!

Business in the Front and Party in the Back!

Schedule

Registration 3:00 pm
Shotgun Start 4:00 pm
Dinner and Awards after golf

CHOOSE YOUR GOLF GAME

- Want to play 9-holes of golf with old friends and new friends? Choose the front 9.
- Just want to play some crazy golf and have fun? No golfing experience necessary. Choose the back 9.

SPONSORSHIP OPPORTUNITIES

- **\$350 Tournament Sponsor** (Includes 2'x4' large sign displayed at tournament, food & beverages for two people, program mention & recognition at awards ceremony)
- **\$350 Beverage Cart Sponsor** (Includes signage on beverage cart to drive around tournament, food & beverages for two people, program mention & recognition at awards ceremony)
- **\$350 Food and Beverage Sponsor** (Includes 2'x4' large sign displayed at tournament, food & beverages for two people, program mention & recognition at awards ceremony)
- **\$175 Super Hole Sponsor** (Includes larger signage and exclusive rights to set up a table with promotional giveaways at hole of your choice (business or party) at tournament, food & beverages for two people, program mention & recognition at awards ceremony)
- **\$75 Hole Sponsor** (Includes signage on hole at tournament, program mention & recognition at awards ceremony)

For more information:

Jan Olearnick—(636) 456-2530
warrentoncoc@socket.net

Proceeds benefit the ongoing
efforts of the

Warrenton Area Chamber of Commerce

Warrenton Area Chamber of
Commerce

9-Hole Golf Tournament

3-Person Scramble

Thursday, October 14, 2021

9 Holes

3-Person Scramble

Registration 3:00 pm

Shotgun Start 4:00 pm

Dinner and Awards after golf

SPONSOR INFORMATION

BUSINESS NAME

BUSINESS CONTACT

CELL PHONE

EMAIL

TOURNAMENT ENTRY FORM

- **\$60 Entry Fee** (per golfer)
Includes Team Mulligan & a free Birdie - (2 Mulligans per team member & team may use the Birdie on the designated hole)
- **Front 9 (business)**
- **Back 9 (party)**

PLAYER 1

BUSINESS PHONE

CELL PHONE

EMAIL

PLAYER 2

BUSINESS PHONE

CELL PHONE

EMAIL

PLAYER 3

BUSINESS PHONE

CELL PHONE

EMAIL

Please make checks payable to: Warrenton Area Chamber of Commerce,
P.O. Box 333, Warrenton, MO 63383

Credit Card Check Cash

VISA

MasterCard

Discover

AMEX

Credit Card #

Expiration Date:

Name on Credit Card:

Signature:

Security Code: Zip Code:

EVENT DATES (see flyers)

October 6th
October 9th
October 9th
October 11th
October 12th & 13th
October 13th
October 15th
October 19th
October 20th

October 20th
October 21st
October 26th
October 27th
October 27th

Movie Moonlight—Scenic Regional Library
Hunter Education Skills—City of Warrenton
Birthday Party—Warrenton Aquatic Center
Book Signing—Scenic Regional Library
Witches' Tea—Scenic Regional Library
Flu Clinic—Warren County Health Department
Splash & Treat—Warrenton Aquatic Center
Salem Witch Trials—Scenic Regional Library
Evening with Charlie Brennan—Warren County Historical Society
Pumpkin Painting—Scenic Regional Library
Mammogram Van —Warren County Health Department
Murder Mystery—Scenic Regional Library at Deerfield's
Flu Clinic—Warren County Health Department
Picture Cave—Scenic Regional Library

WARRENTON HIGH SCHOOL PRESENTS
"Bound for Fame"
Homecoming 2021
October 3 - October 9
JOIN US FOR OUR CELEBRATIONS!

Sunday
Parade 2 p.m.

Monday
Softball 4:15/6 p.m.

Tuesday
Soccer 5/6:30 p.m.




Wednesday
Peachfuzz Game 6:30 p.m./Alumni Community Night

WHS Alumni- Visit your old stomping grounds and support new businesses in the community!

Thursday
Volleyball 4/5 p.m., Powderpuff Game 7:15 p.m.

Friday
Football Game 7 p.m., Alumni Tailgate 6p.m.


Brought to you by WHS StuCo



JOIN US FOR...

An Evening with
Charlie Brennan

Only in St. Louis:
The Most Incredible,
Strange and Inspiring Tales



Charlie Brennan of KMOX and Donnybrook, with limited writing skills and definitely too much time on his hands, has authored *Only in St. Louis: The Most Incredible, Strange and Inspiring Tales*, a collection of the most unusual, eccentric and outlandish St. Louis stories Brennan has stolen ...er ... collected in more than three decades in STL.

He will share his unique St. Louis knowledge with one and all during a program hosted by the Warren County Historical Society.

When: October 20, 2021 7:00 pm Doors Open: 6:30 pm	Where: Wright City Lions Club 678 Westwoods Road, Wright City, MO 63390	Tickets: \$2 Beginning Sept. 1, tickets can be purchased at the Warren County History Museum 103 W. Walton St., Warrenton, MO 63383 Hours of Operation: Thursdays or Fridays - 10 am - 4 pm Sundays 1 pm - 4pm
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*The Historical Society kindly asks tickets be purchased OR reserved in advance to have an accurate head count for seating arrangements. Tickets can be paid for at the event.

For More Info or to Reserve Tickets: Call 636.456.3820 warrencountymohistory.com
[facebook.com/Warren-County-Historical-Society](https://www.facebook.com/Warren-County-Historical-Society)



13 Warren County Athletes to represent Missouri at the USA Games in 2022!

SPONSORSHIPS NEEDED

Through hard work, grit and determination, 13 athletes, 2 Unified Partners and 3 coaches from Warren County Athletics have earned their spots at the Special Olympic USA Games in Florida in 2022. Each athlete and unified Partner must raise \$3,000 to attend. Coaches must earn \$1,800. What an amazing opportunity for our community to rise up and support our athletes!

TWO WARREN COUNTY TEAMS QUALIFIED TO REPRESENT MISSOURI!

Ladies 3 on 3 Basketball Team qualifiers include: Rowanda Dunn-Raher, Brooke Timberberg, Emily Canal, Emily Greene, Jazmine Brewer, Stephanie Little and Coach Krista Taylor.

Men's Flag Football Team qualifiers include: Michael Mohrman, John Reitz, Jacob Rhee, Devin Ross, Devon Miller, Chase Downing, and Brandon Layton. Unified Partners include: Caleb Mackory, Diles Weyland, and Tyler Kuehn. Coaches include: Rich Black and Julie Bunker.

SPONSORSHIP OPPORTUNITIES



Full Sponsorship

Full sponsorship of an athlete is \$2,000. Whether you personally know one of our community's athletes or you just want to generously grant one of them with the full amount needed to attend, you can provide a full sponsorship in their name.



Partial Sponsorship

A donation of any amount can be put towards a specific athlete, Unified Partner or Coach. It can be put into our USA Games General Fund. If your donation is for a specific person, just let us know their name. All donations in our general fund will be divided up among athletes as needed.

* If you'd like to support our incredible athletes and coaches, sponsorships can be made at our office, by mail or through our secure website.



636-456-7513
www.wcshmo.org/donations
20321 Dry Fork Rd, Warrenton, MO 63133

WHAT YOUR DONATION COVERS

- Round Trip Airfare and Housing**
Each athlete, unified partner and coach will receive a round trip plane ticket and 7 days stay at a hotel while in Florida for the USA Games.
- Uniforms and Shoes**
Multiple uniforms and shoes are given to each participant in the USA Games, as well as, required "general" clothing and a pair of shoes for daily use.
- Meals and Activities**
All meals and extracurricular activities in support of the athletes and unknown until arrival are also included. Past extracurricular activities have included visits to local attractions and shows.

WRIGHT CITY Strassenbash

DIEKROEGER PARK, WRIGHT CITY SATURDAY, OCTOBER 9 11AM - 10PM

- 80'S PARADE BUBBLE BUS
- AMBASSADOR CONTEST
- CORN HOLE TOURNAMENT
- BALLOON ARTIST & FACE PAINTER
- OLD THRESHERS TRACTOR PULL
- & WAGON TRAIN BEER GARDEN
- BOUNCE HOUSES
- FOOD VENDORS
- CHILI COOK-OFF
- CRAFT VENDORS
- SATURDAY NIGHT ENTERTAINMENT

PROVIDED BY:
My Friend Mike 

COVID-19 Vaccine

We have Walk-In COVID-19 shots available. Monday-Friday 8 a.m. to 4 p.m. for anyone who is 18 years old and up for the COVID-19 MODERNA vaccine!

Call us at 636-456-7474 with questions.



2021 October Schedule


- Monday through Friday 8:00-8:45am Jeanette**
\$63 members, \$126 residents, \$189 non-residents
- Tuesday & Thursday 8:00-8:45am Jeanette**
\$24 members, \$48 residents, \$72 non-residents
- Monday & Wednesday 8:00-8:45am Jeanette**
9:00-9:45am Sherry
5:45-6:30pm Sherry
\$24 members, \$48 residents, \$72 non-residents
- Tuesday & Friday 10:00-10:45am Mary**
\$27 members, \$54 residents, \$81 non-residents
- Friday 8:00-8:45am Jeanette**
\$15 members, \$30 residents, \$40 non-residents
- Monday & Thursday 10:00-10:45am Mary**
\$27 members, \$54 residents, \$81 non-residents



Register at the Aquatic Center • 751 Warrior Avenue

WARRENTON BRANCH

A Novel Bunch Book Club



4th Wednesday of month, 2pm


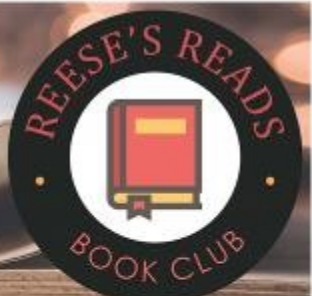
Join us to discuss a love of books, and meet new people!

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

WARRENTON BRANCH

1st Thursday of Month • 5:30pm

Reese's book recommendations are kind of a big deal these days! Join us every month for a new and exciting pick to read along with! RSVP today: Call 636-456-3321, stop by the branch, or register online!

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WARRENTON BRANCH

EVERY TUESDAY AT 1:00PM CHICKS WITH STICKS

Instructor available every Tuesday at 1 pm for crochet or knitting lessons! Beginners and experienced alike are welcome to come and join in on the fun!

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WARRENTON BRANCH


Take-A-Ticket Technology Service

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

Register for a 30-minute, one-on-one appointment with the library's trainer to get help with your laptop, tablet, or smartphone!

Patrons 18+ yrs.
RSVP today:
Call 636-456-3321 or stop by the branch.

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Hunter Education Skills Session

Hosted by MO Dept. of Conservation
Paul E. Brockfeld, Instructor

Attendee must be 11 years or older by the class date. Seating is limited so please register on the MO Dept. of Conservation website: mdc.mo.gov/Events

October 9
8:00am - 12:00pm
Warrenton City Annex Building
202 West Walton St., 63383

*If you have to cancel, please do as soon as possible in order to open the class to another attendee.

WARRENTON BRANCH

Murder at SKULL MANOR

Tuesday
October 26
6:00pm

Welcome, foolish mortals, to our Haunted Manion Murder Mystery! Your ghost host will be Laurie Osseck. Costumes encouraged!
*OFFSITE at Deerfields on Main.

Limit 60, RSVP today: Call 636-456-3321, stop by the branch or register online.

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WARRENTON AQUATIC CENTER



HAPPY BIRTHDAY

PARTY OCTOBER 9, 12:00 - 3:00pm
FREE OPEN SWIM & BIRTHDAY CAKE!

BIRTHDAY DISCOUNTS THIS DAY ONLY!
\$15 OFF NEW INDIVIDUAL MEMBERSHIPS
\$30 OFF NEW FAMILY MEMBERSHIPS

WARRENTON BRANCH



Witches Tea

Six o'clock on the evening of
October the twelfth & October the thirteenth

You have been summoned to attend a Witches Tea.
Fiendish food, Divine drinks, Chilling crafts,
Ghoulish games. Bewitching attire encouraged.
Limit 25 each evening. RSVP today: Call 636-456-3321,
stop by the branch, or register online.

SCENIC REGIONAL LIBRARY - WARRENTON BRANCH | 912 SOUTH HWY 47, WARRENTON, MO 63081 | 636-456-3321
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OCTOBER 15, 2021



JOIN US FOR A
PUMPKIN HUNT & CHILI COOK-OFF

· 6PM ·
MARTHASVILLE COMMUNITY CLUB


\$40 FOR CHILI TEAM ENTRANCE
PRIZES FOR BEST CHILI, PEOPLES CHOICE,
AND BEST DECORATIONS

PUMPKIN HUNT 12 & UNDER (FREE)
FOLLOW ON OUR FACEBOOK PAGE FOR MORE
INFO
WEAR YOUR BEST HALLOWEEN COSTUME!
TICKETS: \$5.00 | MARTHASVILLEMOCHAMBER.ORG

3D Mammography

St. Luke's HOSPITAL
Our specialty is you.

Mammography makes a difference



St. Luke's Mobile Mammography Unit will be at
Warren County Health Dept.
101 Mockingbird Lane
Thursday, October 21st
8 a.m. to 1:30 p.m.

Schedule your appointment by calling **314-205-6267**.

This service provides screening mammograms for women 40 years of age and over. The fee will be billed to you or your insurance. We submit claims for you to participating insurance companies and Medicare. Women with no insurance may be eligible for free mammograms. No physician order required.

Flu Shots



ADULT WALK IN FLU CLINICS
FREE for ages 19 and older
Senior High Dose is Available
While supplies last
(Children 6 months to age 18 call for appointment time and date)

Wednesday Oct. 13
8:00am-12:00pm & 1:00pm-4:00pm

Thursday Oct. 27
8:00am-12:00pm & 1:00pm-4:00pm

WARREN COUNTY HEALTH DEPARTMENT
101 Mockingbird Lane, Warrenton MO
636-456-7474

Splash *or* TREAT

FAMILY SWIM NIGHT

\$3 per person, \$10 max per family
Games and Treats

15
Oct
6-8pm

Warrenton Aquatic Center
751 Warrior Ave.
Warrenton, Mo 63383

family community church

WARRENTON BRANCH

SALEM

Witch Trials

Tuesday
October 19
6:00pm

Join historian Victoria Cosner as she discusses the Salem witch-hunts, mass hysteria and how these events have captured the imagination of Americans. Limit 29.
RSVP today: Call 636-456-3321, stop by the branch, or register online.

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WARRENTON BRANCH

"Monday's in October"

Author BOOK SIGNING

Monday, October 11, 6:00pm

Award-winning author Sheree K. Nielsen will share her stunning photographs and poems from her book, "Mondays in October". 2019 Royal Dragonfly First Place Award!
Limit 29. RSVP today: Call 636-456-3321, stop by the branch, or register online!

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WARRENTON BRANCH

Picture Cave

Warrenton's Native American Paintings

Wednesday
October 27
6:00pm

Join Archaeologist, Michael Fuller, as he discusses the phenomenal and historic discovery of Warrenton's own Picture Cave! Event will be outside. Please bring lawn chairs.

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

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WARRENTON BRANCH

PUMPKIN PAINTING PARTY

HELLO FALL

WEDNESDAY, OCTOBER 20, 4-7PM

Drop in to create a boo-tiful painted pumpkin! ALL AGES! Spooky music, apple cider, and fall treats! BYO- PUMPKIN! All other supplies will be furnished. Limit 29.
RSVP today: Call 636-456-3321, stop by the branch, or register online.

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WARRENTON BRANCH

Movie MOONLIGHT

Wednesday, October 6
6:30pm

Bring the family, grab your lawn chairs & blankets and enjoy 'Hocus Pocus' under the stars. Savor a delicious treat from Udderly Moolicious available for purchase. ALL AGES!

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