

FLEX FLEX Your Ideas

FYI

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Much-Deserved Recognition

Nominations Open for YP of the Year

Do you know a young professional who volunteers for a non-profit? Or maybe someone who serves on a board of directors for a local organization? Or perhaps a young professional who recently opened a business in our area?

We are constantly amazed by those “under 40” who are making a difference in our community. There are so many young professionals who deserve recognition, and this is why we hold FLEX Presents each year.

At this annual event, we celebrate nominees (and all young professionals) and name the Young Professional of the Year. Nominees must give back to our community and show qualities of a leader (see criteria below).

Event details are still being discussed, but we plan to have limited in-person attendance, then live stream it online. We hope you’ll consider nominating a young professional you see going above and beyond in our community, and help us give them much-deserved recognition.



FLEX Presents
YOUNG PROFESSIONALS of the YEAR

SUBMIT A NOMINATION!



NOMINATION GUIDELINES:

Nominees must:

- Live or work in Venango County and be 18-39 years of age.
- Participate in activities outside of work that make a difference in the well-being of others.
- Have exceptional ethical qualities and strive to improve and preserve the community.

The nomination process includes a form, as well as a letter stating the candidate’s qualities for the award, written by the nominator.

Find a nomination form at venangochamber.org/flex-presents. Forms are due by March 19.

Professional Development Tip: Workplace Communication

By Saxon Daugherty | Child Development Center, Inc.

Communication is never easy. Organizations and businesses of all sizes struggle to craft perfect messaging. It is a skill that may seem impossible to master.

Throw in a global pandemic and the challenge becomes even more daunting. How do I answer everyone's questions? What information should be released? What platforms should I use?



This would be an ideal opportunity to address questions staff members may have on a regular basis and try to put their minds at ease during a time filled with uncertainty. It can also make them feel heard and valued as a team member.

Messages do not have to be lengthy; they simply need to cover the information that is pertinent to your target audience.

The good news is there are answers to those questions, which can help organizations make communication more effective in the workplace.

Be Consistent with Frequency

Establishing an appropriate frequency will go a long way in making your staff feel like they are informed. They will come to expect updates at a certain time or date, alleviating the feeling of being left in the dark or being ignored.

The exact frequency will ultimately depend on the type of business or organization and its structure, but a common strategy I've used previously and have seen others implement is touching base with all employees once a week via an official memo/email.

Use a Variety of Platforms

Social media is often the best way to reach your customer base and supporters, but it might not be a great fit for communicating with your colleagues in a professional setting. The information you want to share with employees will likely not be for public consumption.

Some organizations are fortunate enough to have web pages that serve as an "Employee Hub" where general updates can be posted daily. Others may utilize physical memos, email blasts or even communication-based apps.

This is a matter of preference and logistics, but there should always be more than one avenue to share information with employees. The key component is to make sure the message doesn't change across those platforms.

Be Honest

One of the worst things you can do in workplace communication is try to hide information or mislead your workforce.

Especially during a pandemic, the likes of which nobody has seen in their lifetime, everyone wants to feel like there is honest, two-way communication.

If you do not know the answer to employees' questions, say that. Let them know the "why" and how it pertains to them specifically.

Simply being transparent can help build trust—something you must have for communication to be successful.



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Member Profile: Hailee Crimbchin



Hailee is a Mechanical Engineer for Komatsu who recently moved to Venango County. She grew up in Butler County and attended Knoch High School in Saxonburg. She then received her bachelor's degree in Mechanical Engineering from Penn State Behrend in Erie.

Hailee is excited about her most recent accomplishment of graduating college and looks forward to seeing what this new chapter has in store for her and her future.

Her goals include traveling, passing her Fundamentals of Engineering exam, working on her Professional Engineering license, volunteering in the community, and making as many acquaintances as she can.

For hobbies, Hailee enjoys drawing, singing, taking care of her plants, exploring local areas, working out at the

YMCA, and being outdoors. Some seasonal hobbies include kayaking and skiing.

Hailee also loves attending festivals in Franklin, exploring Oil Creek State Park, and trying new foods in the area.

She likes living in Venango County because she appreciates that she can support local businesses in the area and that there is always something to do, no matter what time of year it is.

"Even though this is a small area there are so many opportunities to get engaged," she told us.

Hailee would love to get to know as many people as she can, especially since she's new to the area. She hopes that joining FLEX will not only help her become a bigger part of her community, but also expand her "community."

Member(s) Highlight: Deb & Eric Thompson

Eric and Deb moved to the area in Spring of 2019. After meeting at Edinboro University, they found jobs and started their family in the North East area before they moved to Oil City for a job opportunity for Eric. Almost two years later, they are settled in and both have recently started new jobs.



Eric is now an Insurance Agent at Rossbacher Insurance Group's new Williams Agency in Oil City. He has a background in customer service with his many years' experience as a PGA Golf Professional and Club Manager, and is excited about the opportunity to help guide clients with their insurance needs.

Deb is the new Branch Office Administrator at the Edward Jones office of Donna Rapp. She is the first point of contact and responsible for servicing client's needs at the direction of the financial advisor. The office has been closed since she began in November, but Deb is looking forward to putting faces to the names she has been connecting with over the phone.

Deb admitted: "I can't say I was excited for our move to Oil City, but I'm now happy to say that it has really grown on me. I love the people, the access to outdoor recreation, the peacefulness of a small town with no heavy traffic, treating ourselves to Clarks Donuts, and watching softball games close to our home."

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Coffee and tea is so much more enjoyable if it's in a cute or sentimental mug!
We recently asked young professionals to share photos of their favorite mugs
with us on Facebook. See some of them below:



Thanks to young professionals Lyndsey, Syd, Tessa, Kat, Daniel,
Ashley, Hailee & Alisha for sending us photos of your mugs.

Have a favorite mug? Share it with us on the post at [Facebook.com/VenangoFLEX](https://www.facebook.com/VenangoFLEX).

OUR MISSION

FLEX represents the needs and interests of Young Professionals by positioning ourselves as leaders, entrepreneurs and advocates for the sustainability of the Venango Area through civic engagement, leadership development, and networking.

Upcoming Events & Meetings:

Events & Fundraising Committee: Monday, March 1 • 12-1 p.m.

Virtual Coffee Chat: Friday, March 5 • 8-8:30 p.m. • Find Zoom link on Facebook

FLEX Monthly Meeting: Tuesday, March 9 • 12-1 p.m.

Membership Committee: Friday, March 12 • 12-1 p.m.

Marketing/Community Partnerships Committee: Tues, March 23 • 12-1 p.m.

Interested in joining any of these committees? Contact us for the meeting zoom links at flex@venangochamber.org, or find links in our Bi-Weekly Update email.

WELCOME NEW FLEX MEMBERS

Rachel Nye
Daniel Yarnell

Interested in joining? Email our Membership Chair Laura Ordaz at laura.ordaz@mining.komatsu or join online at [VenangoFLEX.org](https://www.VenangoFLEX.org).

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