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[Union Savings Bank](#)



## Job Fair



3/22

## Read Aloud Day



3/29

*From the Desk of Our  
President & CEO*  
**JOANN RYAN**



**Getting to the Heart of the Matter**

It's almost Valentine's Day so we really should be "Getting to the Heart of the Matter" in preparation for that day as well as many others that require your presence. Tacked on my bulletin board is an article called "Staying Young at Heart." I remember that it appeared in a newsletter from Mike Chadwick's Money Matters quite a few years ago. It seems to fit as we embark on this year, refreshed and raring to go. I've made some editorial changes in keeping with this theme.

Learn every day - We have listened to you especially over the past year and made a big decision to change our look and focus so that you benefit. You are cordially invited to visit our new offices on Field Street to hear the good news. If you are already a member, talk to your friends who have not yet joined us.

Throw out nonessential numbers – It might be your age, height, the outside temperature and anything else you cannot control. It's better to focus on what we can change such as the Business Culture of the State of Connecticut by creating a Bipartisanship, Collaboration and Innovation. Specifics are included in the Chamber's 2023 Legislative Agenda.

Surround yourself with what you love – Family, friends, pets, hobbies and your job are essential. If it's the job you are worried about, watch for another Job Fair at the Torrington City Hall Auditorium scheduled for the end of

March. All industries and businesses are invited to participate. Supporting organizations include: the City of Torrington, the Northwest Regional Workforce Investment Board, the Connecticut Department of Labor, WZBG, the Register Citizen and the Republican-American. We know there are many of job opportunities. There's no question, you will be much more successful and happy in a job you love.

Keep cheerful friends – What is preferable walking into your office each day – the negativity from one or the optimism acknowledging challenges from the other? The negative can ruin your day before it's begun, the positive can help you make decisions that can make your day. We suggest you make new friends at any one of the Chamber's networking events – before work or after work. Watch for the announcement of some of these created just for you. If I have captured your attention, please call me so that you can host one of these events.

Laugh – laugh – laugh – often, loud and long – This will help all of us as we move forward together, loving what we do and hope to do. Let's do it with heart, remembering those who are less fortunate and need our support. Surely, the results will be positive.



Find our new office on the [MAP](#)

**Did You Know...**

You can scroll through the pages of the newsletter by clicking on the link to the right of this page.

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Northwest Connecticut  
**CHAMBER OF COMMERCE**  
*Business Working Together*

59 Field St., Suite 120, P.O. Box 59  
Torrington, CT 06790  
p 860.482.6586 • f 860-489-8851

**JoAnn Ryan**, President & CEO, joann@nwctchamberofcommerce.org  
**Pamela LaRosa**, Director One-Stop Workforce Operations, pam@nwctchamberofcommerce.org  
**Sharon Kunay**, Administrative Assistant, info@nwctchamberofcommerce.org  
**Norma Jean**, Accounting, accounting@nwctchamberofcommerce.org  
**DJ Murphy**, Membership Sales Representative, membership@nwctchamberofcommerce.org

nwctchamberofcommerce.org  
Like us on Facebook: facebook.com/nwctchamber

# Special ANNOUNCEMENT

## Farewell to Lauren

The Chamber has had the privilege of working with Lauren Zordan for thirteen years. We first met when she was an intern at another outstanding company and a college student at CCSU. Immediately we saw a perfect fit. All of us are the beneficiary of her dedication, creativity, perseverance, and hard work on so many initiatives including WOW, School to Career, Young Professionals, Directory, Celebration of Success, Annual Meeting, Financial Reality Fair, Great Giveaway Business Showcase and Leadership NW.

Her flexibility and organizational skills, while making every task seem so easy, were pivotal in helping to put the Chamber on the map throughout the region and well beyond. Our success is due in part to Lauren and the strong team we have enjoyed throughout some challenging years. She leaves a strong footprint and a legacy of success and laughter. We will surely miss her but know that beautiful years are ahead for her wonderful family. In the meantime, our door is always open with the hope that she will return one day. ❤️



*Corporate Partner* NEWS

## Welcome New Corporate Partner

**Howmet Aerospace**

Business Type: Manufacturing

145 Price Road

Winsted, CT 06098

Phone : 860-738-5402

Contact: Philip Rice

Email: [philip.rice@howmet.com](mailto:philip.rice@howmet.com)[www.howmet.com](http://www.howmet.com)

## Thank You

## Tomorrow Looks Great From Here



We're here to help you reach your  
financial goals, now and in the future.

**PERSONAL | BUSINESS**

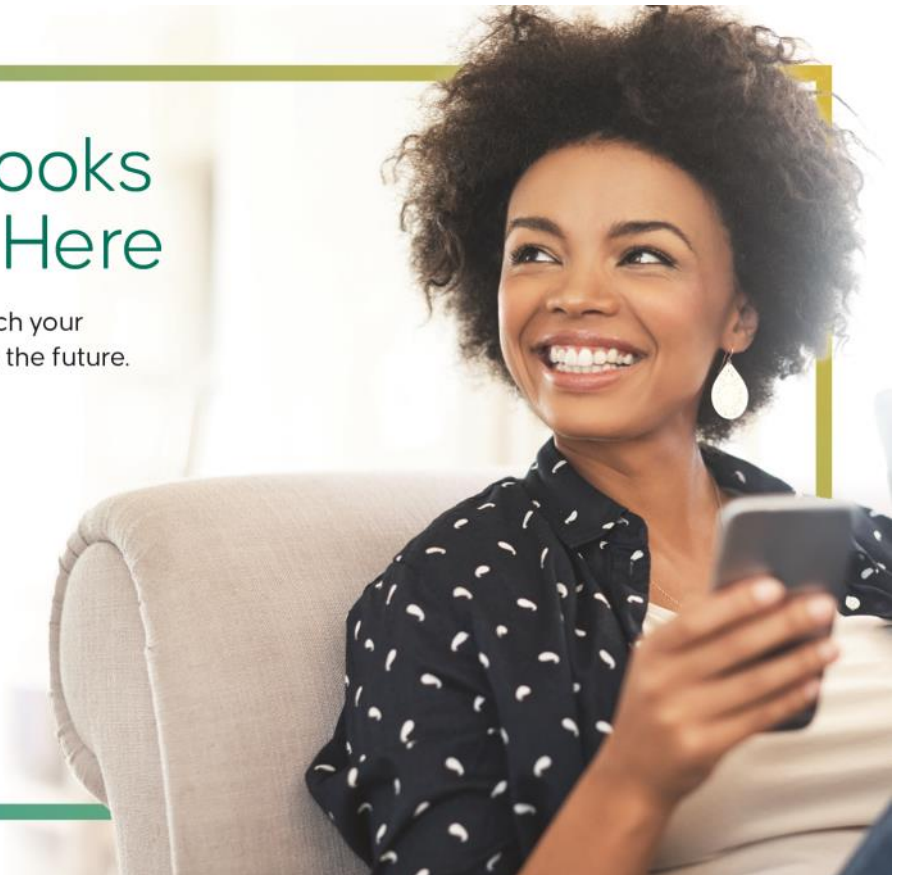
Visit us online, give us a call,  
or stop in and see us!



**Torrington  
Savings Bank**

**TorringtonSavings.Bank**  
(860) 496-2152

☑ EQUAL HOUSE LENDER | MEMBER FDIC



## Corporate Partner NEWS



### Northwest Community Bank Names Maura O'Sullivan Malo President and CEO Elect



**Northwest Community Bank  
President and CEO Elect  
Maura Malo**

The Northwest Community Bank Board of Directors has elected Maura Malo, currently Executive Vice President and Chief Operating Officer, to succeed retiring President and Chief Executive Officer Stephen P. Reilly, effective September 1, 2023. Mr. Reilly and President Elect Malo will work together in the coming months to ensure a seamless transition.

Mrs. Malo has 30 years of senior level experience in the banking industry. Prior to her being named EVP and COO two years ago, she was Senior Vice President and Chief Risk Officer and Internal Auditor. She was an FDIC Bank Examiner from 1993-2003 before she joined Litchfield Bancorp – A Division of Northwest Community Bank, in 2003. She holds an MBA from Rensselaer Polytechnic Institute and a BS from Western New England University. She is also a graduate of the National School of Banking, and has received the New Leaders in Banking Award from the Connecticut Bankers Association.

Northwest Community Bank Board Chair William J. Shea II states, "We are so pleased to promote Maura, a candidate from within our bank family, to continue the legacy of Northwest Community Bank and to lead us forward. Our Board has every confidence in Maura and our talented team to sustain our success."

Northwest Community Bank President and CEO Stephen P. Reilly comments, "Maura has been one of our rising stars for some time, and she is incredibly qualified to take

on new leadership responsibilities. I know she has the background and skills necessary to lead the bank to serve our employees, customers and communities well. I could not be happier for Maura and I know I will be leaving the bank in very capable hands."

Maura Malo currently serves on the boards of FISH, Warner Theatre, Northwest CT Chamber of Commerce, and has served on numerous other boards in the region. She has been a Girl Scouts of CT Troop Leader since 2006. She and her husband Stephen Malo and their two daughters reside in Litchfield, CT.

Northwest Community Bank is a mutually owned state-chartered bank, headquartered in Winsted, Connecticut since 1860. The bank has branches in Avon, Granby, New Hartford, Simsbury, Torrington, and an academic branch at Northwestern Regional High School in Winsted. Collinsville Bank – A Division of Northwest Community Bank has branches in Collinsville, Canton and Farmington; and Litchfield Bancorp – A Division of Northwest Community Bank has branches in Litchfield, Lakeville, Torrington and Watertown.



**Northwest Community Bank President and CEO Elect  
Maura Malo with Northwest Community Bank President  
and CEO Stephen Reilly**

# Congratulations Maura!!!



## THE NORTHWEST COMMUNITY BANK FOUNDATION CELEBRATES THE WORK OF AREA NON-PROFIT ORGANIZATIONS

The Northwest Community Bank Foundation was funded and organized January 1, 2022 by Northwest Community Bank and its Divisions, Collinsville Bank and Litchfield Bancorp, as a separate non-profit entity. The Foundation extends the bank's contributions to non-profit agencies and organizations working to address the needs of the communities the bank serves.

The non-profit organizations that received grants in 2022 were invited to a special event – A Gratitude Gala – hosted by the Bank's Foundation on January 10, 2023 at the American Mural Project in Winsted. Approximately 100 people, including representatives from various agencies and bank employees and board members attended the event in appreciation of the roles each plays in building up our local communities.

“In 2022 the new Foundation received 116 grant applications and awarded 66 grants totaling \$425,000,” according to Foundation Board Chair Alan Colavecchio. “Beyond the financial support, our Gratitude Gala was held to express our appreciation in person to some of the people in the non-profit organizations who serve our communities with such dedication.”



Northwest Community Bank Foundation's "Gratitude Gala" was held to thank the non-profit organizations who received Foundation grants in 2022. Representatives of the organizations and bank staff and directors attended.

Bank and Foundation President Stephen Reilly states that, “The services these organizations provide are critical to the vitality of our towns. Combined with the \$300,000 donated through the Bank's traditional Corporate Giving Program, the Bank contributed \$725,000 to non-profit organizations last year. It continues our long history of community involvement and support. It's who we are.”

There are three grant cycles within a calendar year, and the first 2023 application cycle opens February 15, 2023, with submissions due by April 1, 2023. Guidelines and eligibility information are available on the banks' websites, from branch managers or by email at [Foundation@nwcommunitybank.com](mailto:Foundation@nwcommunitybank.com).

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From Left: Northwest Community Bank President & CEO Steve Reilly with Friendly Hands Food Bank's Executive Director Karen Thomas and Board President Dan Hartnett.

**FREE PROGRAM STARTING March 1!**

# Make 2023 the year you QUIT SMOKING FOR GOOD

Join our proven and effective interactive classes:

- Learn about the physical, social and emotional impact of smoking
- Discover the benefits of a smoke-free lifestyle and healthy nutrition
- Follow individualized goals and quitting techniques
- Certified facilitators to encourage and support you every step of the way

Classes will be held from 4-5:30 pm in the Memorial Building Conference Room at Charlotte Hungerford Hospital  
540 Litchfield St., Torrington

## FREE 7-WEEK PROGRAM – ALL COURSE MATERIALS ARE INCLUDED!

Wed., Mar. 1	Wed., Mar. 8
Wed., Mar. 15	Mon., Mar. 20
Wed., Mar. 22	Wed., Mar. 29
Wed., Apr. 5	Wed., Apr. 12

### FACILITATORS:

**Sandra Markus, RCP**  
Respiratory care practitioner

**Carla Angevine, RDN**  
Registered dietitian nutritionist

### REGISTRATION IS REQUIRED

Call Sandy today at 860.496.6538 for information and to register

## CHH Auxiliary Offers Healthcare Scholarships for 2023

The Charlotte Hungerford Hospital (CHH) Auxiliary is offering ten \$1,000 scholarships to local students pursuing an education in a healthcare field. Three additional \$1,000 awards, the Doctor Alfred Fabro Scholarship, the Doctor Joseph Curi Scholarship and, for students/graduates from Torrington High School and/or Oliver Wolcott High School, the Dr. Beth Whalen and Dr. Terrance Ryan Scholarship will also be presented.

Applicants must be planning to matriculate at a college or institution of higher education for a healthcare degree when applying for a scholarship; acceptance into a certified healthcare educational program for the 2023-2024 academic year must be verified prior to the scholarship award. Applicants must reside in a community served by Charlotte Hungerford Hospital.

Applications and instructions for completing the application may be obtained by emailing [chhscholarship@gmail.com](mailto:chhscholarship@gmail.com). Area colleges and high schools also have applications available online through their Guidance Departments.

All completed applications must be printed out and sent by mail, postmarked no later than February 28, 2023. Send finalized applications to the attention of: Ellen Durstin, 102 Tanglewood Rd., New Hartford, CT 06057. A letter will be sent to all applicants by early May notifying them of their status.

For more information call 860.482.3135.

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# Did You Know...

Corporate Partners enjoy FREE use of our conference facilities.

This includes our conference room, library, and reception area.

That's just one of the many benefits of being a Corporate Partner. To learn more, email JoAnn: [JoAnn@nwctchamberofcommerce.org](mailto:JoAnn@nwctchamberofcommerce.org)



## Brooker Memorial Announces Winner of Sculpture Naming Contest



Sculpture Naming Contest Winner, Margaret Gamache, standing in front of the "All Hearts United" sculpture on the grounds of Brooker Memorial.

Brooker Memorial announced a contest to name their new sculpture funded by a grant from the Rosenheim foundation. This beautiful sculpture can be viewed from the road when driving in multiple directions in downtown Torrington.

Over the month of November, individuals from the community visited the Brooker Memorial website and shared their ideas for potential names. The sculpture naming committee had a lot of work to do come December and after some heavy consideration from all parties decided on a winner.

The winning name of the sculpture is "**All Hearts United**" and our winner is Margaret Gamache. Margaret is a Terryville native who found our post on Facebook and instantly knew that's what the name should be without a second thought. Margaret was the winner of a family-themed gift bag that included gift certificates to local hot spots like Sasso's Coal Fired Pizza, Crumbs, and the Nutmeg Fudge Company.

Brooker Memorial would like to thank all members of the community for sharing their ideas and participating in our sculpture naming contest.

# Congratulations Margaret!!!

## Premier MEMBERS

Brandywine Living at Litchfield

Commercial Sewing, Inc.

Cook Funeral Home

Eversource Energy

Keystone Place at Newbury Brook

Seitz, LLC

Senior Advocate Services

T&M Building Company, Inc.  
and Torrington Downtown Partners

UCE Fine Builders

Webster Bank

## Welcome New Members

Behavioral Health Consulting Services

[www.bhcsct.org](http://www.bhcsct.org)

Connecticut Care LLC

[www.connecticutcarellc.com](http://www.connecticutcarellc.com)

Howmet Aerospace

[www.howmet.com](http://www.howmet.com)

**CORPORATE PARTNER**

Member **NEWS**

## SALISBURY BANK'S 15th ANNUAL FILL-THE-BASKET FOOD DRIVE— A HUGE SUCCESS!

Salisbury Bank seized the opportunity to help its neighbors in need with another successful "Fill-the-Basket" food drive to benefit local food pantries.

All fourteen branch offices located throughout the tri-state area collected food and cash donations during the months of November and December. Together, they were able to collect and donate over 1,424 non-perishable food and household items, and \$524 in cash donations.

In addition to what was collected at each branch location, Salisbury Bank also donated a total of \$12,000 amongst the food pantry's serving each area.

All items collected, including monetary contributions, were donated directly to the local food pantries serving each area:

- Center for Compassion (Dover Plains, NY)
- Deacon Jack Seymour Food Pantry (Newburgh, NY)
- Fishes and Loaves (Canaan, CT)
- Fishkill Food Pantry (Fishkill, NY)
- Food of Life Pantry (Amenia, NY)
- Hudson River Housing (Poughkeepsie and Red Oaks Mill, NY)

- North East Community Center Food Access (Millerton, NY)
- Owl's Kitchen (Sharon, CT)
- People's Pantry (Great Barrington, MA)
- Sheffield Food Assistance (Sheffield and South Egremont, MA)
- The Corner Food Pantry (Lakeville and Salisbury, CT)
- The Family of New Paltz (New Paltz, NY)

Salisbury Bank is proud to hold a campaign that benefits local food pantries that supply the basic necessities for hundreds of families not only during the holiday season but throughout the year. They are grateful for all their customers and community members who helped make this campaign successful.

*Salisbury Bank is a full-service community bank headquartered in Lakeville, Connecticut and presently operates full service branches in Canaan, Lakeville, Salisbury, and Sharon, Connecticut; Great Barrington, Sheffield, and South Egremont, Massachusetts; as well as Dover Plains, Fishkill, Millerton, New Paltz, Newburgh, Poughkeepsie, and Red Oaks Mill, New York. The Bank has been serving families and businesses for 175 years and offers a full range of consumer and business banking products and services as well as trust and investment services.*

**NORTHWEST STARTUP  
HAPPY HOUR**

A place for  
*entrepreneurs*  
and the like

**CONNECT - RELAX  
NETWORK - REFRESH**  
*1st Wednesday each month*

5-7PM | SALT 2.0 | 84 MAIN STREET | TORRINGTON

Calling Local Small Business Owners!

**THE GILBERT SCHOOL  
DECA CHAPTER**

would like to highlight your company  
on our **Local Business Shout-Out  
Wall** (located at TGS)?

Interested in having your  
business displayed?

Send a business flyer, a business  
card, or your logo to

**The Gilbert School**  
Attn: Mrs. Poirier  
200 Williams Ave.  
Winsted, CT 06098  
poiriev@gilbertschool.org

**THE GILBERT SCHOOL  
DECA**

## When Cupid's Arrow Targets the Workplace

*John Stretton of Ogletree Deakins*

- ❑ Despite spending much of the past two years in a “virtual” world, workplace romances have increased during the COVID-19 pandemic.
- ❑ Many employers now recognize the likelihood of romantic relationships and have adopted policies expressly permitting such relationships (at least among peers) and encouraging transparency.
- ❑ But there is little, if any, incentive for those in a direct reporting relationship to disclose their romance to their employers, creating significant legal risks, particularly where there is likely to be a significant digital footprint left behind.
- ❑ This session will review the practical and legal implications associated with office romances, discuss recent legal developments, and provide guidance for minimizing legal exposure when those relationships fail.

John Stretton is the managing shareholder of the Stamford office of Ogletree Deakins with over twenty-three years of experience. Clients view John as a resourceful counselor and aggressive litigator who never loses sight of a client's business objectives and the need to establish value. In addition to providing proactive counseling and advice to employers on labor and employment issues, John is frequently sought out to represent clients in discrimination, wrongful termination, wage and overtime, leaves of absences, and complex litigation matters in state and federal courts and administrative agencies.



### DATE

Friday, February 10<sup>th</sup>

### TIME

8 am to 9 am

### REGISTRATION

Submit

### COST

#### Payment

NWCTHRA members:

Free

Non-Member: \$20.00

### LOCATION

NW Chamber of  
Commerce  
59 Field Street  
Suite 120  
Torrington, CT

### PDC

1 SHRM PDC's

### MORE

### INFORMATION

#### Website

[nwcthra@outlook.com](mailto:nwcthra@outlook.com)

203-339-2219



Member **NEWS**

***FRIENDS OF MAIN STREET – WINSTED  
PRESENTS:***

*A Chocolate  
Lover's  
Wine/Beer/Spirits  
Tasting*



**FRIDAY, FEBRUARY 10, 2023**

**5:30 TO 8:30 PM**

*(INCLEMENT WEATHER RESCHEDULE DATE:  
SATURDAY, FEBRUARY 11, 5:30 TO 8:30 PM)*

**CRYSTAL PEAK**

**164 TORRINGTON RD, WINSTED, CT**

**TICKETS: \$35.00 PER PERSON**

**DETAILS: [fomswinsted.org](http://fomswinsted.org)**



# CHAMBER DISCOUNTS JUST FOR YOU

Staples is a proud supporter of local small businesses and as a Chamber of Commerce member, you have access to exclusive offers every time you shop in store. Refresh marketing materials, restock your workspace and so much more.

## 20% off your in-store Print & Marketing Services order.

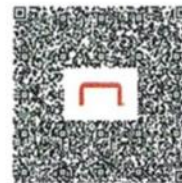
- Signs, banners and decals
- Business cards and collateral
- Disposable menus and more

## 10% off your in-store purchase of regularly priced items.

- Markers, envelopes, boxes and tape
- Furniture and desk accessories
- Coffee, snacks and more

**Plus,** earn on every purchase with Staples Rewards®. Not a member? [Sign up for free.](#)

Ready to start saving? Scan the QR code to enroll today.



Chamber member discounts are valid on in-store purchases only and cannot be applied to online orders. To redeem, provide your Staples Rewards number at checkout. Valid once per day.

Member **NEWS**

# Problem Gambling Awareness in Western CT

**DID YOU KNOW?**

Sports betting and online gambling are now legal in CT

An early big win is a risk factor for problem gambling

17% of youth in the region reported gambling 1 or more times in last 12 months\*

The National Council on Problem Gambling estimates 2 million adults in the U.S. have a gambling addiction

CT has a voluntary self-exclusion process

\*2019 Attitudes and Behaviors Survey data from 6 school districts



## Help is Available

For those negatively affected by gambling, a **free helpline** and **chat** are available 24/7 at [cepg.org/chat](http://cepg.org/chat)

**PROBLEM GAMBLING HELPLINE**  
1-888-789-7777



### MCCA - Better Choice treatment provider

- Programs in: Danbury, New Milford, Torrington, and Waterbury
- Outpatient treatment includes: individual and group counseling, psychiatric evaluation and couples & family counseling
- Short-term inpatient treatment available in Danbury

**All services at little to no cost to the clients and their families.**

Contact: Earle Sanford, Director of Problem Gambling Services  
203-735-4524



## Region 5 Problem Gambling Awareness Team

**We are neither for nor against gambling**

Our Mission: to raise awareness about problem gambling, promote harm reduction, and connect people in our communities to help if needed

Our team is comprised of various stakeholders who meet monthly to share trends and implement strategies to mitigate risk

Interested in joining us? Visit our webpage: [wctcoalition.org/region5problemgamblingteam](http://wctcoalition.org/region5problemgamblingteam)

## Call to Action



- Share this flyer within your community
- Visit our website for downloadable fact sheets and other resources you can share
- Follow wctcoalition and CT Council on Problem Gambling on social media
- Display print materials in spaces you occupy (the team can provide these)
- Contact [khanley@wctcoalition.org](mailto:khanley@wctcoalition.org) for more details.

Sponsored by:



## Member NEWS



### Northwestern Offers Microsoft Office Training

The Office of Workforce Development at Northwestern Connecticut Community College will offer an in-person, six-week **Microsoft Office Training** course Mondays and Wednesdays, 8 a.m. to 12 p.m. from March 6 to April 12, 2023 in Founders Hall Annex, room 011, 4 Park Place, Winsted.

The course will focus on integrating comprehensive computing skills to introduce students to the knowledge, skills, and techniques necessary to achieve proficiency in the Microsoft Office software suite. Exposure to computer operating systems, file management operations, computer concepts, and vocabulary are included as integral elements to understanding

the Microsoft Office applications environment. Students will examine productivity and computing procedures in the workplace and academic settings, enhance their computer skills, and be able to critically apply these skills in various situations.

The cost for the program is \$950. Limited partial scholarships may be available including SNAP scholarships for qualified individuals.

For more information, or to register for this program, please visit [nwcc.edu/msoffice](http://nwcc.edu/msoffice).

### Northwestern Offers QuickBooks Bookkeeping Training

The Office of Workforce Development at Northwestern Connecticut Community College will offer an in-person **QuickBooks Bookkeeping** training course Mondays and Wednesdays, 12:30 to 3:30 p.m. from March 6 to April 12, 2023, in Founders Hall Annex, room 011, 4 Park Place, Winsted.

The hands-on course will introduce students to entry level bookkeeping principles and procedures. Students will examine case studies from the text and identify ways to streamline bookkeeping activities. In addition, practical examples will be examined to better understand bookkeeping and its application in small and large companies. QuickBooks will be incorporated to further help students achieve bookkeeping software knowledge.

The prerequisites required to attend the course are basic clerical skills, computer competency, and high school level reading and math skills. Students who successfully complete the course can receive an industry recognized credential of *Intuit QuickBooks Certified User*.

The cost for the program is \$950. Limited partial scholarships may be available including SNAP scholarships for qualified individuals.

For more information or to register for this program please visit [nwcc.edu/quickbooks](http://nwcc.edu/quickbooks).



## Member NEWS



355 Goshen Road  
P.O. Box 909  
Litchfield, CT 06759-0909  
Phone: 860.567.0863  
Fax: 860.567.3381

50 Miry Brook Road  
Danbury, CT 06810  
Phone: 203.791.1904  
Fax: 203.778.8076

[www.edadvance.org](http://www.edadvance.org)

## No-Cost Mental Health Awareness Training in Western Connecticut

EdAdvance, in collaboration with project partners Apex Community Services, Greenwoods Counseling and Referral Services, and Western CT Coalition, provides *Mental Health First Aid*, *Youth Mental Health First Aid*, *Teen Mental Health First Aid*, and *QPR Suicide Prevention Training*. These trainings are open to community-based organizations, faith-based institutions, schools, veterans, family members of active service personnel and veterans, current and future health care professionals, educators and other school personnel, those serving individuals at risk of substance use disorder, and the general public **at no cost** to participants.

**Mental Health First Aid Trainings** are certification programs developed by the National Council for Mental Wellbeing. Learners can choose to meet virtually, in-person, or as a blended model where they complete a portion of the training as a self-paced online course, followed by a multi-hour, instructor-led training. The instructor-led portion of the blended model can be scheduled as a Zoom video conference or as an in-person class.

- ◆ **Adult Mental Health First Aid (MHFA)** is a 7.5-hour certification class that teaches adults how to recognize the signs and symptoms of mental health or substance use challenges, offer and initiate help, and guide an adult to appropriate care if necessary. We offer MHFA customized for college students (including future health care professionals and educators), veterans, active military and their families (focusing on military culture and unique risk factors) and Older Adults (focusing on unique experiences and needs of adults over age 65). MHFA is for any **adult** who wants to be better prepared to help individuals experiencing a mental health challenge.
- ◆ **Youth Mental Health First Aid (YMHFA)** is a 7.5-hour certification class that focuses on early identification of mental health issues in adolescents, protective and risk factors, and how to safely initiate appropriate connections to services. It includes recognizing and responding to crisis and non-crisis situations and teaches how to reduce stigma around mental health. YMHFA is for any **adult** who works, volunteers, or intersects with youth and adolescents, and is especially helpful for middle and high school teachers and other school personnel.
- ◆ **Teen Mental Health First Aid (tMHFA)** is a 4.5-hour certification class split over 3 days (1.5 hours each day) and is for **students** in grades 10-12. Teens will learn how to identify, understand, and respond to signs of mental health and substance use challenges in their friends and peers. They will learn about the impact of school violence and bullying on mental health and how to seek the help of a responsible and trusted adult. tMHFA is for high schools and youth-serving organizations and may be scheduled fully in-person or as a blended model.

**QPR** is a 1.5-hour **suicide prevention** training program (virtual or in person) designed to teach “gatekeepers” who are strategically positioned to recognize and refer someone at risk of suicide, the warning signs of a suicide crisis, and how to respond by following three steps: **Q**uestion the individual’s desire or intent regarding suicide; **P**ersuade the person to seek and accept help; **R**efers the person to appropriate resources. QPR is the most widely distributed gatekeeper training program in the world. QPR Training, if in-person, may be scheduled at a site selected by the group of participants. **QPR Training is open to both adults and high school students.**

*These no-cost mental health trainings are made possible through a generous grant from SAMHSA. Mental Health First Aid programs are valued at \$170 per learner.*

For more information or to schedule a training workshop, please contact: Diane Cassidy, MHAT-WCT Program Coordinator, at [cassidy@edadvance.org](mailto:cassidy@edadvance.org) or 860.567.0863 ext. 1252. We are happy to work with you to schedule a training workshop that meets your group’s specific needs.



## Chamber Member **IN THE SPOTLIGHT**

### AEI Staffing, Inc.

AEI Staffing has been putting great people and great companies together since it was founded over thirty years ago. With a focus on better talent and better hires, the team values both its clients and employees as partners. Critical to our success is understanding everyone's goals, timelines, and long-term plans to make the best match.

The company started as a complementary business to the family's long-standing recruiting firm. Jeff Blackwood has been the owner and CEO of Blackwood Associates Inc. since the late 1970's, and in 1992 he opened AEI to offer clients more flexible alternatives in hiring people for positions that may fluctuate by season, the economy or by the nature of their business. In late 2020, his daughter Allison Blackwood succeeded him by becoming President and CEO.

Given the challenges of the pandemic and the unprecedented changes in the labor market, Allison and her team have made it a priority to go deeper into candidate work history and skill set to place and sustain the right talent in the right positions in our local communities. With business owners facing daily challenges, the team provides value by assuming the work of recruiting, screening and interviewing any potential candidates so hiring managers can be more efficient with their choices. Additionally, the AEI team will start offering more consultative services to small businesses in the area to help assess their talent retention, development, and management strategies to ensure clients have the right approach to their organizational structure.

Another goal for this year is to start offering more services to people looking for work. The team of Staffing Coordinators always coaches candidates on their resumes and interview styles, but more formal resume writing and interview prep sessions will be available to help people looking for work so they can learn to share their professional stories.

After nearly 20 years at the same location on the north end of Main St., this past October the team relocated to a new office at 16 Bird St., near the bottom of East Main St. in Torrington. The move was recently celebrated with a ribbon cutting and a visit by Mayor Elinor Carbone and Northwest CT Chamber of Commerce representative D.J. Murphy. The office also recently hosted a successful Business with Breakfast with the Chamber of Commerce to celebrate, welcome their clients to the new office and support new business connections.

In addition to Allison is a strong team of tenured professionals who have deep roots in the community. Cathy Latimore is the HR Manager and supports both clients and employees with any payroll or other HR related questions. Megan Starr leads the staffing team as Staffing Supervisor and loves "solving the puzzle" of placing employees with the right employers. Diane Porter, Staffing Coordinator, is committed to helping people find a job that they love. Lastly Megan Schisano, Business and Marketing Analyst, spends her time identifying new client relationships and introducing them to the services AEI has, as well as develop marketing strategies to increase our presence in the community.

AEI Staffing's goal is to be the talent and staffing firm of choice with our clients, so we can enable a thriving and sustainable business community in the areas we serve. For more information, please visit [www.aeistaffing.com](http://www.aeistaffing.com).



**Happy  
Valentines  
Day**

# Farewell Friends!

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After over 13 years at the Northwest Connecticut Chamber of Commerce, my last day was Friday, January 27<sup>th</sup>. With a toddler at home and another little one on the way, I've decided to take some time off from the workforce to raise my family. While I've enjoyed my tenure at the Chamber, I'm eternally grateful for this opportunity and next chapter.

During my time at the Chamber, I've done everything from front office work, to planning the programs and events, to my latest role as Vice President. I've worked with the most amazing staff who somehow pull off the work of 12 people, and I will greatly miss them.

I will stay in touch with my Chamber family and you'll see me at events in the future, but if you want to reach out, my personal email is [LaurenZordan13@yahoo.com](mailto:LaurenZordan13@yahoo.com).

It's been a pleasure working with you, our wonderful members, over the years.

If you know anyone who would be interested in the position of Program and Events Coordinator at the Chamber, please have them reach out to JoAnn at [JoAnn@nwctchamberofcommerce.org](mailto:JoAnn@nwctchamberofcommerce.org).

Hope our paths cross again soon! Be well!

## Lauren Zordan

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Leads Group I waves in this Good-Bye to Lauren pic at our Chamber office. **Back Row:** Jenn Penn, Dan Callahan, John Seagrave, Todd Bailey, Allison Blackwood, David Oliver, Amy Hoerle. **Front Row:** Kurt Werner Jade Athas, Lydia Falconer, Lauren Zordan, Lisa Ferris, Amanda Tortora, Paulie Arena, JoAnn Ryan.



# Business with Breakfast

## And Ribbon Cutting at AEI Staffing, Inc.

AEI Staffing hosted a Business with Breakfast on Tuesday January 24th in the training room of their new office located at 61 Bird Street, Suite 4 in Torrington. A ribbon cut-

ting was held on Thursday January 26th. We're excited to see their expansion to better serve both employers and job applicants. Congratulations AEI Staffing, Inc!



Business with Breakfast attendees at AEI. Left to Right: Ron Trotto, Cindy Lundgren, Samantha Macias



The Ribbon Cutting at AEI Staffing. From Left to Right: Rista Malanca, Mayor Elinor Carbone, Megan Schisano, Allison Blackwood, Cathy Latimore, Yazmine Spencer, Diane Porter, DJ Murphy

## Interested in hosting a Business with Breakfast?



Join us at our morning roundtable discussion  
**BUSINESS with BREAKFAST**  
 Enjoy easy networking over a light breakfast. Each attendee will then give a 30-second "commercial" for their business followed by a brief presentation by our host.

Tuesday, Month Date, 8:00 a.m.

Hosted by  
 YOUR LOGO Your Company Name  
 Your Address

Your company name, address, and logo could be listed here.



Send us an email to schedule a date:  
[info@nwctchamberofcommerce.org](mailto:info@nwctchamberofcommerce.org)  
 Or Call: 860-482-6586.

Chamber NEWS

# Chamber Open House

A good crowd attended our Chamber Open House on Wednesday January 12th. The event was sponsored by M&T Bank. Hors D'oeuvres were from The Cobblestone

Restaurant and beverages from The Village Wine Cellar. Special music was provided by the Southern Connecticut State University Jazz Trio. We thank everyone for attending.




JoAnn Ryan welcomes members and guests to our Open House.



The Southern Connecticut State University Jazz Trio delights our members and guests with light jazz music.



Jacquie Williams introduces guests to our Chamber and announces upcoming events



NW CT Chamber's premier network building event featuring opportunities to gain new contacts & build your lead base while enjoying delicious hors d'oeuvres & visiting our host's location.


## BUSINESS *after* HOURS

**Wednesday**  
**FEBRUARY 15, 2023**  
5:00-7:00 p.m.

Hosted by:  
**THE LITCHFIELD COUNTY OPIATE TASK FORCE**  
**@ TORRINGTON AREA HEALTH DISTRICT**  
350 Main Street, Torrington

[RSVP ONLINE AT NWCTCHAMBEROFCOMMERCE.ORG/CALENDAR.](https://www.nwctchamberofcommerce.org/calendar)

Sponsored by:



*The Litchfield County Opiate Task Force would like to welcome you to "treat yourself!" Learn about the work of the LCOTF in addressing the root causes of addiction in the county and how to become involved over mocktails and other treats.*

*In the spirit of the Valentine's Day, let's show love for ourselves and our community!*

*Join us at Torrington Area Health District from 5-7 on February 15<sup>th</sup>. All participants will receive a naloxone kit!*

Chamber **NEWS**

Leadership NW—Session 4: Media and Communications



Anne Karolyi and Susan Sprano from Republican American newspaper engage the leadership class in what makes a good story and who/when to send the story.

Etiquette Expert, Karen Thomas, teaches the leadership class about the significance of body language in her Etiquette talk.



Sock Skating at Polar Pond beta site. From Left: Cathy Coyle, Lance Leifert, and Stephen Ivain.

# Business After Hours

at

## KidsPlay Children's Museum

A fun time was had by all who attended our Business After Hours networking event on Wednesday January 18th, hosted by KidsPlay Children's Museum.

Plans for the new addition are coming along, including a beta test sock skating rink called Polar Pond. Socks are placed over your shoes to make the perfect slide on the skating rink. And, of course, what's a pond without snow balls! Not pictured are Pawley the Polar Bear and Percival the Seal. Much more is being worked on for this part of the museum including a train that rides on a track and a game to test your reflexes.



Snowball Fight at Polar Pond beta site. From Left: Jade Athas, Lisa Ferris, Monica Diulio.



## Lunch and Learn

### Hoarding The Hidden Disorder

Tues Feb 7th 2022

12noon-1:30pm

Presented by Matt Stevenson and Amanda Tortora  
ServiceMaster Albino

Register at <https://nwctchamberofcommerce.org/>

**Location:** Northwest CT Chamber of Commerce- 59 Field St Torrington

**Questions call or email:** 203-894-6482 [amanda@smalbino.com](mailto:amanda@smalbino.com)



Join us for lunch to learn about this psychological disorder affecting tens of millions of Americans, health and safety concerns, resources available, and how to more effectively communicate with a hoarder



**SMALL BUSINESS SEMINAR****Mindfulness & Mental Fitness**

by Jackie Ross

**A NWCC Entrepreneurial Center Event**

When the holidays are over and we get back to the grind of the new year, we often find ourselves evaluating our business, relationships, trajectory, health, and focus. Entrepreneurs know they need to maintain a healthy work/life balance in order to give their best attention to building something new, but often times mindfulness and mental health get pushed to the back of the priority list in order to focus on the urgent. In this seminar, attendees will get a chance to take a step back, inventory their activities, prioritize their goals, and re-focus their attention!

This seminar will be taught by Jackie Ross, an HR veteran with a behavioral and mental health background who combined her love of people & coaching to serve as a career and mental fitness coach.



**Tuesday**  
**February 7th**  
**5:30 to 8:30 pm**

REGISTRATION REQUIRED ☀

TO REGISTER, VISIT [www.nwcc.edu/sbs](http://www.nwcc.edu/sbs) ☀

MAX 15 PARTICIPANTS ☀

FREE IN-PERSON EVENT ☀

NWCT Chamber, 59 Field Street, Torrington CT

event in partnership with

For more information and to register  
[nwcc.edu/sbs](http://nwcc.edu/sbs)



## Chamber NEWS

## Committee Reports

**Government Relations Committee:** On Thursday January 19th the N.W. CT Chamber of Commerce collaborated with the N.W. Hills Council of Governments for the crafting of our 2023 legislative agenda. We heard from our N.W. delegation in regards to their committee assignments and bills they are working on. We had a robust Q&A about policy that included tax relief, energy, affordability and education. Our lobbyist Mike Rell filled us in on what is happening in Hartford. I encourage all members to join with us every 3rd Thursday of the month to contribute to our communities business issues by adding your important concerns to the agenda.

Jacque Williams  
Government Relations Committee Chair

**Health Council:** The Health Council continues to meet on the third Wednesday of each month. In January we dedicated our meeting to establishing the council's focus for 2023. Our efforts this year will include support for Chamber's 2023 legislative agenda. We will discuss specific areas of interest, including:

- Employee recruitment and retention and workforce development, On-the-job training programs.
- Identifying grants opportunities and legislative updates that improve funding in the healthcare sector.
- Support for mental health and addiction treatment services across the northwest corner.
- Facility tours and networking.  
Expanding the Rural Health Designation of the northwest corner – New England Rural Health Association (NERHA)

### ENHANCED HEALTHCARE FACILITIES & SERVICES

- **Provide support for our regional hospitals and urgent care facilities and insist that our healthcare workers are equipped with the necessary equipment to treat all patients in the region.**
- **Recognize and address the need to improve mental health services throughout all business sectors.**
- **Expand the Rural Health Designation throughout the northwest corner.**
- **Acknowledge the presence and accomplishments of first responders, healthcare workers and essential staff including educators and nonprofit providers of social services.**

In February we will have Dianne Cassidy from EdAdvance as our guest speaker. Dianne has agreed to present on Weds, **February 15<sup>th</sup> at 8:00 AM**. She will speak about the importance of Mental Health First Aide training for your organization, the current need in the community, the various levels of training available, etc. Dianne's contact info is - **Diane Cassidy**, MHAT-WCT Program Coordinator, at [cassidy@edadvance.org](mailto:cassidy@edadvance.org) or 860.567.0863 ext. 1252. This issue affects businesses across all sectors not just healthcare, so all are welcome to attend.

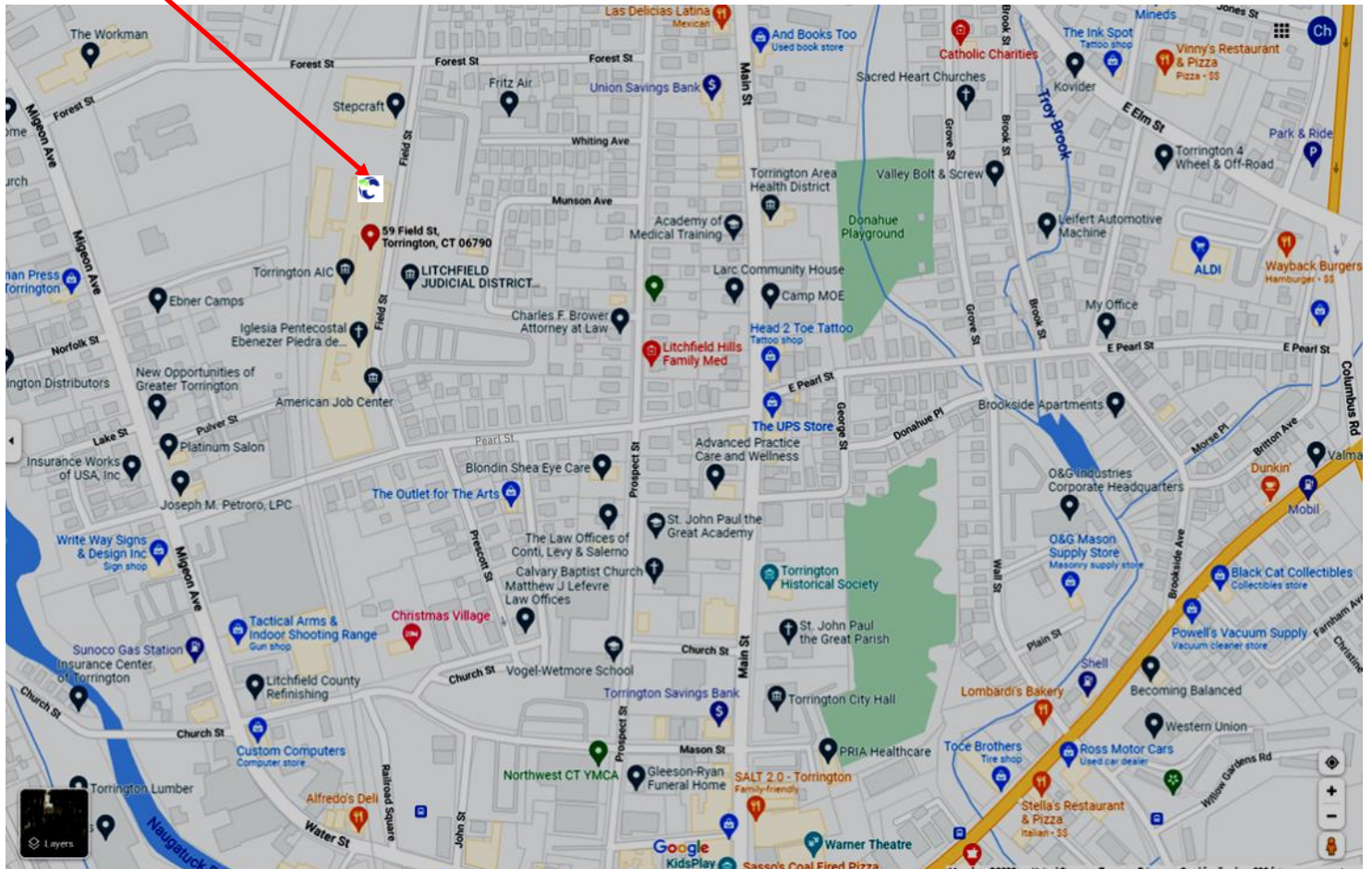
**Aileen Meehan** from the Berkshire Taconic Foundation has agreed to be our guest speaker at the **March 15<sup>th</sup>, 2023**, Health Council meeting. Aileen will give an overview of the Foundations Mission, services, and highlights areas of interest to Health Council members. This presentation will have broad appeal to the various chamber committees so again all are welcome. Aileen's contact info: Aileen Meehan | Community Engagement Officer, Berkshire Taconic Community Foundation, 800 N Main Street | Sheffield, MA 01257-9503, office: 413.229.0370 ext. 117, mobile: 805.451.0564, [ameehan@berkshiretaconic.org](mailto:ameehan@berkshiretaconic.org), [www.berkshiretaconic.org](http://www.berkshiretaconic.org).





# Chamber NEWS

Northwest CT Chamber of Commerce  
59 Field Street, Suite 120, Torrington



## Chamber NEWS

During the Pandemic, our Chamber had offered FREE advertising to help support our members. January 1st, we will reinstate our reduced ad pricing structure to enable us to better serve you.

# PROMOTE YOUR COMPANY WITH THE



## DON'T WAIT TO TAKE ADVANTAGE OF THESE MEMBER ONLY BENEFITS!

### CHAMBER NEWSLETTER

**Display Advertisements** are available to Chamber members. Deadline is the 15th of the month. Submit ad in JPEG or PNG format to [info@nwctchamberofcommerce.org](mailto:info@nwctchamberofcommerce.org).

Cost:

Full page (7 1/2" w x 9 1/2" h) - ~~\$250~~ **\$125**

1/2 page horizontal (7 1/2" w x 4 1/2" h) - ~~\$150~~ **\$75**

1/2 page vertical (3 1/2" w x 9 1/2" h) - ~~\$150~~ **\$75**

1/4 page (3 1/2" w x 4 1/2" h) - ~~\$75~~ **\$50**

Business card (3 1/2" w x 2 1/4" h) - ~~\$50~~ **\$25**

**Member News** and **Member in the Spotlights** may be submitted for inclusion in an upcoming newsletter and will be placed on a first-come, first-served basis. Bites should be approximately 100 words in length. Spotlights should be approximately 250 words in length and may include a logo or photo. Deadline is the 15th of the month. Email information to [info@nwctchamberofcommerce.org](mailto:info@nwctchamberofcommerce.org).

Cost: Complimentary

### MEMBERSHIP DIRECTORY

**Display Advertisements** are available to Chamber members in the Annual Business & Membership Directory. Ads should be submitted by the 15th of February. Information and pricing are available by contacting Lauren Zordan at [lauren@nwctchamberofcommerce.org](mailto:lauren@nwctchamberofcommerce.org).

### CHAMBER EXCHANGE – MEMBER TO MEMBER E-MAIL BLAST ADS

The Chamber sends e-mail blasts to all members with special offers and advertisements. These e-mails are sent separately from the standard member e-mails and are specially identified as offers from members. Members are able to place one ad per month. Ads can be linked to a website or FaceBook page. The e-mail distribution list exceeds 1,500 individuals. Ads should be submitted in JPEG or PNG format and should be 7" wide x 3-5" high. The fee is \$50 per ad. To schedule your Chamber Exchange ad, contact JoAnn Ryan at 860-482-6586 or [joann@nwctchamberofcommerce.org](mailto:joann@nwctchamberofcommerce.org)

### MEMBER TO MEMBER

Present a **Member to Member Workshop** to fellow members and highlight the products and services of your business. Utilize the Chamber's conference room, obtain a set of mailing labels, receive a 1/2 page advertisement in the newsletter and an email to the membership promoting the workshop. Contact Lauren Zordan to schedule at [lauren@nwctchamberofcommerce.org](mailto:lauren@nwctchamberofcommerce.org).

Cost: ~~\$300~~ **\$250**

# Chamber Space Rentals



Conference Room - Conference Style (seats up to 28)



Conference Room - Classroom Setup (seats 20-25)



Library - (Seats up to 6)



Reception Area - (Seats up to 8)

**Member Room Rates:** 8 am – 5 pm, \$35 for the 1<sup>st</sup> hour, \$20 per hour thereafter  
 5 pm – 10 pm, \$45 for the 1<sup>st</sup> hour, \$35 per hour thereafter

**Non Member Room Rates:** 8 am – 5 pm, \$80 for the 1<sup>st</sup> hour, \$55 per hour thereafter  
 5 pm – 10 pm, \$125 for the 1<sup>st</sup> hour, \$100 per hour thereafter

*After hours (5 pm – 10 pm) rates also apply to weekend use.  
 Corporate Partners of the Chamber may utilize the conference rooms at no charge.  
 Premier Members of the Chamber may utilize the conference rooms at half price.*

**Projector, Whiteboard, and Flip Chart are available at no additional charge**

# News and NOTES

## Struggling to pay your electric or heating bill? We have programs to help.

For more information on these assistance programs, scan the QR code below, visit [Eversource.com/billhelp](https://Eversource.com/billhelp) or call us at 800-286-2828. We'll work with you one-on-one to find the best program for you.

### Protection from Shutoff for Hardship Customers

For qualifying gas or electric customers experiencing financial hardship, service cannot be turned off between November 1 and May 1.

### Medical Protection

If you or a member of your immediate household has a serious or life-threatening medical condition, you may be eligible for protection from service disconnection for non-payment. Please call us at 800-286-2828 to learn more or enroll.

### Matching Payment Program *(For electric heating and gas heating customers)*

Reduce your past due balance with affordable monthly payments.

Call us at 800-286-2828 or visit [211ct.org](https://211ct.org) to find your local community action agency to enroll and apply for state energy assistance funds.

Once enrolled, Eversource will match your payments, plus the amount of energy assistance you receive on your account, down to a zero balance.

If you receive public assistance benefits, your payments can be reduced to as low as \$50.

### New Start *(for electric customers)*

Have your balance at the time of enrollment, eliminated in as little as 12 months.

We'll establish a monthly payment for you based on your usage.

Make your scheduled New Start payment, and a portion of your balance at the time of enrollment, will be eliminated or "forgiven," reducing the amount you owe each month.

### Home Energy Solutions

Reduce energy use and stay comfortable for less with energy-saving upgrades. You may qualify for an energy assessment and services like air sealing at no cost, up to 100% off approved insulation, and additional services at a reduced cost. Please call 1-877-WISE USE (947-3873) or visit [Eversource.com/billhelp](https://Eversource.com/billhelp) for an application.

To be eligible for income-based assistance programs, your household income must be at or below 60% of the State Median Income:

#### 2022-2023 Income Eligibility Guidelines

Household Size	1	2	3	4	5	6	7	8
Income Level	\$39,761	\$51,996	\$64,230	\$76,465	\$88,699	\$100,933	\$103,227	\$105,521
Household Size	9	10	11	12	13	14	15	16
Income Level	\$107,816	\$110,110	\$112,404	\$114,698	\$116,991	\$119,285	\$121,579	\$123,873

#### Other Help:

Operation Fuel: 860-243-2345, [Operationalfuel.org/gethelp](https://Operationalfuel.org/gethelp)  
 United Way Infoline: 211  
 Public Utilities Regulatory Authority: 800-382-4586

Scan here for more information





## *Upcoming* **CHAMBER MEETINGS & EVENTS**

Feb. 1 - Wow Advisory Committee - 9 AM  
Feb. 7 - Small Business Council - 8 AM  
Feb. 7 - Learn at Lunch: Hoarding, the Hidden Disorder @  
NW CT Chamber, 59 Field Street, Ste 120, Torrington,  
12 - 1:30 PM  
Feb. 7 - Small Business Seminar: Mindfulness & Mental  
Fitness - a NWCC Entrepreneurial Center Event @ NW  
CT Chamber, 59 Field Street, Ste 120, Torrington,  
5:30 - 8:30 PM  
Feb. 9 - Government Relations Committee - 8 AM  
Feb. 13 - Leads I - 12 PM

Feb. 15 - Health Council via ZOOM - 8 AM  
Feb. 15 - Leadership Northwest Session #5 - 8:30 AM  
Feb. 15 - Business After Hours - Hosted by the Litch-  
field County Opiate Task Force @ **Torrington Area  
Health District**, 350 Main St, Torrington, 5-7 PM  
Feb. 20 - **CHAMBER CLOSED** for President's Day  
Feb. 23 - Board of Directors Meeting - 8 AM  
Feb. 27 - Leads I - 12 PM  
Feb. 28 - Business with Breakfast **with Ribbon Cutting**  
@ A&B Homecare Solutions dba Northwest Home  
Care, 30 Peck Rd, Suite 2202, Torrington, 8-9 AM

### *Save the Date*

**March 22 - Job Fair, City Hall, Torrington, 10 AM - 2 PM**

**March 29 - Read Aloud Day**

**April 4 - CT Business Day @ The Bushnell, Hartford**

**April 6 - Annual Meeting @ Torrington Country Club, Goshen, 11:30 AM - 1:30 PM**

**April 19 - Financial Reality Fair, Lewis Mills High School, Burlington**

**June 21 - Leadership NW Graduation @ Torrington Country Club, Goshen**

**October 6 - WOW! Forum, Warner Theatre, 82 Main Street, Torrington, 7:45 AM - 4:00 PM**

## **Newsletter Submissions:**

Please send us your newsletter submissions by the 15th of the month. Beyond that date, we cannot guarantee that it will be in the following month's edition.

Thank you.