



2018

**YEAR IN
REVIEW**

THANK YOU

Valued Stakeholder –

Thank you for your loyal support of the Capital Region Chamber. As we usher in 2019, we wanted to take a moment to reflect on some of our accomplishments in 2018.

From our advocacy work, to our professional development offerings and signature events, to working with business start-ups and supporting all businesses regardless of their stage of development, your Chamber leverages the collective strength of our membership for the greater good of the entire Capital Region.

Our membership is the life-blood of the organization. My thanks to all those who were actively involved this past year through serving on a Chamber board, a committee, a council or a subgroup. I particularly want to recognize the energetic and dedicated leadership we all received from Paula Stopera during her term as Chair of the Chamber. I'm grateful to work with a very talented professional staff. We recruited several new all-stars to our team during the year and some of our staff positions and departments were realigned to create greater capacity to address core goals within our strategic plan.

One of the Chamber's priorities is to help members attract and develop human capital. We are making meaningful progress in creating resources and providing support to businesses that are looking to develop a more diverse and inclusive workforce and region. In addition, our Chamber became a founding partner of the newly created Capital Region P-TECH schools to help ensure a quality pipeline for our future workforce. If you haven't heard of P-TECH, it stands for Pathways in Technology Early College High School. This is a new innovative high school program led by Capital Region BOCES. It reinvents high school as we know it. Students graduate with an industry-recognized associates degree and skills to succeed in high-growth fields. Key to its success is connection to real-world business experiences and that's where you and our Chamber fit into the equation. Our Chamber is working in conjunction with BOCES to help facilitate connections with area businesses and we'd welcome your involvement.

Successful businesses are the foundation and fuel for our vibrant community. Our Chamber's success is a result of and dependent on the commitment of you, our membership. Thank you for investing in your business and our community's future through your membership. With enthusiasm, we look forward to the work that is to come.

My best,



Mark N. Eagan, CCE
President and CEO



TALENT DEVELOPMENT

- Chamber Board of Directors approved the following Diversity, Equity and Inclusion Statement: *The Capital Region Chamber values evolving demographic change in our region and appreciates its potential. As an advocate for the regional business community, the Chamber – through its leadership, educational programming and community collaboration – is committed to diversity, equity and inclusion. By engaging individuals reflective of the full spectrum of our region, our communities prosper and businesses advance innovation and gain competitive advantage.*
- We hosted an “Employ-Abilities Forum”, which explored opportunities to hire individuals with disabilities.
- “Diversify Your Network” was held to connect members and provide an overview of the Chamber Diversity and Inclusion initiative.
- Launched Inclusive Leadership Series with program on “Understanding and Navigating Unconscious Bias.”
- The Young Professionals Network (YPN) held its 3rd Annual sold-out PechaKucha Night. Each year YPN partners with The Opalka Gallery at Sage Colleges on this event and features a diverse group of presenters who speak on various topics.
- The YPN Executive Mentorship Program, which matches ambitious young professionals with seasoned executives to develop new skills and expand their network to grow personally and professionally, kicked-off with 150 participants.
- Entered into partnership with Capital Region BOCES to launch Capital Region P-TECH (Pathways in Technology Early College High School) to engage students in hands-on, project-based learning to be successful in careers in science, technology, engineering and math.
- 500 people participated in BusinessU, the professional development programs offered through the Chamber.
- The Leadership Tech Valley Class of 2018 had 41 people from diverse fields and backgrounds. Over the course of nine months, they gained insight into issues and opportunities impacting our Capital Region communities. Their class project was creating the Field of Dreams track, which the students at Wildwood School use for multiple physical education activities.



Capital Region P-TECH summer kickoff



Leadership Tech Valley Class of 2018

OPERATIONAL EXCELLENCE

- More than 1,100 people attended the 2018 Annual Dinner. John Robinson of Our Ability was recognized as Chamber Champion and for the first time, a project, Mohawk Harbor, was recognized with the ChangeMaker award.



John Robinson



Mohawk Harbor

- The 2018 Women of Excellence Awards honored: Distinguished Career to Nancy Martin, GE; Excellence in the Professions to Gretchel Hathaway, Ph.D., Union College; Excellence in Management to CMSgt Amy Giaquinto, New York National Guard; Excellence in Business



Women of Excellence Awards

- Development to Rayn Boncie, Things of My Very Own, Inc.; Excellence in Business to Christina Wolfe Snyder, Wolfes Cleaning Services at The Falls; and Emerging Professional to Gretchen Meyer, Gretchen Meyer Financial.
- The Good News Awards Luncheon honored: CHIME Program (ESYO); Dairy Circus; Employer Resource Network (City Mission); Heritage Home for Women; Mohawk Ambulance Service; Riverside Maple Farms; Studio 4 Hot Yoga & Pilates; and Urban Co-Works.
- Schenectady Business Awards Honored: Rising Star to Great Flats Brewing; Corporation of the Year to CTDI; Business Leader Award to Scott Stevens, Dimension Fabricators, Inc.; Renaissance Award to Draper Lofts Apartments; Enterprise of the Year to Jahnel Group, Inc.; and Community Partner Award to The Schenectady Foundation.
- Nonprofit Awards Honored: Nonprofit Executive Leadership Award to Elizabeth Miller Guthrie, Women's Employment & Resource Center (WERC); Nonprofit Board Service to Al DeSalvo, Habitat for Humanity Capital District; Excellence in Local Impact Award to American Red Cross of Northeastern New York; Nonprofit Organization to the Law Clinic and Justice Center at Albany Law School & The Legal Project; and our Corporate Partner Award to MVP Health Care.

BUSINESS GROWTH

- The Women’s Business Council had strong attendance at 5 programs during the year and raised funds and awareness for the YWCA of the Greater Capital Region as their adopted nonprofit. The WBC welcomed more than 150 new members this year.
- We refreshed our homepage to update its look to reflect our region and membership. We also added information about our strategic plan, diversity, equity and inclusion, P-TECH, and talent attraction and retention. A member spotlight was also created, which features members in the Friday FastTake e-newsletter.

NOTABLE STATISTICS

- The Chamber earned 358 new, organic followers on LinkedIn in 2018
- The Chamber had 354,000 impressions on Twitter in 2018
- 7.1% increase in new, organic Facebook page likes from January 2018 to December 2018
- As of December 2018, there were 2,400 total Chamber members. Nearly 300 new members joined the Chamber during the year and 77 took advantage of a ribbon cutting to celebrate a new facility, location or a significant milestone/anniversary. The Chamber is proud of its 89% retention rate.

- Our Entrepreneur Boot Camp, a 60-hour intensive training program that guides would-be entrepreneurs and existing businesses through the step-by-step process of starting, operating and managing a business, earned New York State Award of Excellence for Program Performance, Achievement and Dedication to the Entrepreneurs of New York State (the 5th win for Entrepreneur Boot Camp). Both the spring and fall classes were sold-out with 30 participants each.



Fall 2018 Entrepreneur Boot Camp class

- The Chamber received loan applications from businesses seeking funding totaling more than \$2.5 million and closed and disbursed a total exceeding \$2.4 million in new funds to area companies. The Chamber continues to offer alternative and strategic financing options to businesses, both in early-stage development and more established companies with real prospects for sustained growth.

ADVOCACY

- The Chamber was successful in preventing the expansion of New York State's paid family leave law to include bereavement leave. While we were sympathetic to the intent of the bill, as drafted it would authorize virtually unlimited leave for bereavement. Unlike paid family leave's provisions for new child bonding, which requires leave to be taken within twelve months of a birth or adoption, the bill as written would allow bereavement leave to be taken at any time after the death of a family member, seemingly with no restrictions. We are grateful that the Governor agreed with us and vetoed the bill.
- The Chamber was also successful in preventing expansion of New York State's prevailing wage mandate to include private development projects that receive some degree of public funding. Such an expansion of the prevailing wage would increase the costs of construction jobs by as much as 25 percent. The Chamber will continue to oppose this expansion.
- The Chamber testified before the Senate Commerce & Economic Development Committee and the Senate Administrative Regulations Review Commission regarding the Department of Labor's proposed Employee Scheduling (Call-in) regulations. The Chamber is strongly opposed to this proposal and our testimony was well received by the committee/commission. The Chamber will continue to oppose this costly regulation.
- Due to the Chamber's very strong opposition to Albany County's proposed paid sick leave, the bill did not make it to a final vote. This proposed government mandate would have been costly to many Capital Region for-profit and non-profit employers. While the Chamber is not opposed to providing benefits such as paid sick leave to employees, we are opposed to government mandated benefits.
- At the invitation of the Metropolitan Chambers in Canada, the Chamber participated in a summit in Montreal on the renewal of NAFTA. Our Chamber was one of only nine U.S. chambers included. In New York State alone, more than 318,000 jobs are supported by trade with Canada and Mexico and are attributed to NAFTA. At the conclusion of this meeting, a joint declaration was issued urging our respective governments to come to an agreement to renew NAFTA, and to maintain it for the future economic success of all three nations.
- The Chamber's Unified Military Affairs Council (UMAC) held its 2018 Capital Region Military Day at the Capitol on Wednesday, March 21. We were joined by several military commanders, officers and enlisted members for this day at the Capitol. The event received positive media and social media coverage. This event was part of our ongoing advocacy efforts to prepare for a possible Base Realignment and Closure (BRAC), which may take place in 2021.



Military Day at the Capitol