

Wednesdays with Warrenton Area Chamber of Commerce

May 26, 2021

"Ideas are easy. Implementation is hard."

~ Guy Kawasaki

UPCOMING CHAMBER EVENTS

Wednesday, May 26th

Noon

Golf Tournament Committee—Blue Anchor Bistro

Wednesday, June 2nd

Noon

Chamber Board Meeting—Warren County R-III

Tuesday, June 8th

11:45 am

General Membership Meeting—Warrenton Golf Course

WELCOME NEW MEMBERS

Warren County Farmers & Artisans Market

John Knoll

warrencountryfarmersmarket@gmail.com

Wright City/Warrenton



DO YOU HAVE A JOB OPENING?

Many of our businesses are facing the same dilemma...they can't find help. Your Warrenton Area Chamber of Commerce is offering to help you get the word out of any job openings you may have. Just send the information to warrentoncoc@socket.net and we will put it on our Chamber's Facebook page for you. We are all in this together!

OUR NEXT CHAMBER MEETING AT WARRENTON GOLF COURSE (NOT COUNTRY LAKE)

We will be meeting on June 8th at 11:45 am at the Warrenton Golf Course located at 24805 S. Hwy 47. This will be a special meeting because our wonderful Chamber Board of Directors will be doing the cooking! Who doesn't like a good ol' barbecue? The good news is 100% of the proceeds will go to our Chamber Scholarship Fund.

BUSINESS SPOTLIGHT OF THE MONTH

Ellie Stapleton—Celeste Beauty Bar



Celeste Beauty Bar is a full service salon and spa and we will soon be celebrating our 4 year anniversary in July! We specialize in hair, skin, lashes, and brows. We're also very excited to announce that all facials will be 30% OFF the entire month of June. Help us welcome our newest team member, Taylor, by getting a relaxing facial from her this month! We hope to see you soon! Celeste Beauty Bar is located at 212 E. Booneslick Rd. in Warrenton. You can call us at 636-456-1198 or go to www.celestebeautybar.com

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.bridgeyourhealth.com

What to Do When an Employee Makes a Mistake

Follow this three-step process to hold an employee accountable for a mistake without taking a punitive approach.

Young Bill has missed another deadline important to one of your best customers. You'll pay a penalty on the order and you run the risk of losing the business totally. You've talked to Bill before, but this time you're ready to really let him have it. You call him in to your office, close the door and then...

If you think the answer is to scream at him or threaten to fire him, you're likely only going to make the problem worse, says Don Rheem, a leadership expert and author of *Thrive By Design: The Neuroscience that Drives High-Performance Cultures* (ForbesBooks, 2017, \$29.95)

"The traditional role of managers is to hold people accountable to timelines, budgets, productivity and other factors," he says. "But often that's done with a fear-based approach where employees perform their duties under threat of some kind of punishment."

That's counterproductive because humans don't perform to their optimum level when the brain becomes preoccupied with fear and uncertainty, says Rheem, CEO of E3 Solutions, a provider of employee workplace metrics and manager training.

In fact, it's just the opposite. People do a better job of carrying out their duties under positive circumstances, and research shows that individual employees, the team and the organization all are more likely to thrive when leaders are positive.

So what do you do when an employee botches an assignment. Rheem, a former science advisor to Congress and the Secretary of the U.S. Department of Health and Human Services, recommends this three-step approach:

Show appreciation. Start the conversation with appreciation for something positive about the employee that relates to performance, behavior or attitude. "This appreciation needs to be unqualified," Rheem says. "You can't insert a 'but' or a 'however' because that quickly negates what you're trying to do." The appreciation step is essential, he says, because otherwise the employee will see the entire process as unfair or unbalanced. "You can't focus strictly on failure," Rheem says. Employees wonder why their manager only connects with them regarding their mistakes.

Be real. Turn the discussion to what isn't going well to hold the employee accountable for their actions. The goal is to let the person know in no uncertain terms that the project was not successful, but to do this without shaming, blaming or demoralizing them. Rheem suggests starting this part of the conversation with a statement such as: "We didn't get where we wanted to with this project." That acknowledges a shared responsibility, without the punitive sting.

Ask thoughtful questions. Inquire about ways their performance could have delivered a better outcome. Questions such as: "If we did this project again, what could we do differently to change the outcome?" "How could I have supported you and your team better?" Let them know you don't want answers right way. Say that you'll get with them the following day to hear their thoughts. "That can change the trajectory of what the employee will do after the meeting," Rheem says. "Instead of going home and updating their resume and complaining to their spouse about the unfair treatment, they are more likely to spend their time focused on what they could have done differently since they have to answer that question the next day."

"This process leads to personal and professional growth for the employee," Rheem says, "and can turn a point of failure into an opportunity for future success."

"When you make a mistake, there are only three things you should ever do about it: admit it, learn from it and don't repeat it."

~Paul Bear Bryant

EVENT DATES (see flyers)

May 27
June 4th
June 5th
June 12th
June 19th

Torch Run—Special Olympics
Hiring Event—Missouri Career Center
Makers Market—Long Row Lavender
Fruehling Fest 5K Run/Walk
Shred Event—Burke Financial Advisors



2021 June Schedule

Monday through Friday 8:00-8:45am Jeanette \$66 members, \$132 residents, \$198 non-residents	Tuesday & Thursday 8:00-8:45am Jeanette \$27 members, \$54 residents, \$81 non-residents
Monday & Wednesday 8:00-8:45am Jeanette \$27 members, \$54 residents, \$81 non-residents	Tuesday & Friday 10:00-10:45am Linda \$27 members, \$54 residents, \$81 non-residents
Monday & Wednesday 9:00-9:45am Sherry	Friday 8:00-8:45am Jeanette \$12 members, \$24 residents, \$36 non-residents
Monday & Wednesday 5:45-6:30pm Sherry \$27 members, \$54 residents, \$81 non-residents	



Register at the Aquatic Center • 751 Warrior Avenue

Warrenton Aquatic Center

RECREATIONAL SWIM TIME SLOTS OPEN TO ALL!

Being a member or City resident not required.

Visit the City website to reserve a time slot and review the guidelines. Pool capacity is limited to 20 guests. Reservations must be made at least 24 hours in advance. The pool will close early if there are no reservations.



WWW.WARRENTON-MO.ORG
751 Warrior Avenue, 63383
636-456-2288

8TH ANNUAL SHRED EVENT

June 19, 2021
8am - 11am @ Holy Rosary
716 East Booneslick Road
Warrenton, MO 63383

You can help change the lives of your fellow Warren County Families in need through a \$5 per bag/box donation to the St. Vincent de Paul Society.
Donation not required to participate.

We hope to see you there!



BURKE
ADVISORS

CJB CINDY J. BURKE, LLC
Certified Public Accountant • Certified Financial Planner™

216 East Main Street
Warrenton, MO 63383
(636) 456-1775

Securities offered through Cetera Financial Specialists LLC (doing insurance business in CA as CFGFS Insurance Agency), member FINRA/SIPC.
Advisory services offered through Cetera Investment Advisers LLC. Cetera entities are under separate ownership from any other named entity.

ADVERTISING OPPORTUNITY

Get your business noticed with a sign on the Warrenton Golf Course. For just \$200/year (with a three year increment), your business will have a sign on a hole that will be seen by any golfer that plays on the course. You choose your ad copy and the signs will be made locally.

For more information, contact Rich Barton at 636-456-8726 or bartonrg21@gmail.com



Fall Festival

Vendors Wanted!

Warrenton's Annual Free Event!


September 25 • 12:00 - 9:30pm • Main Street

Car/Motorcycle Show • Kids Corner • Vendors • Concerts







Visit www.warrenton-mo.org for details



Warrenton Pool Park Aquatic Center Hours

April 1 - May 30, 2021
751 Warrior Avenue, 63383 • 636-456-2388



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday & Sunday
6:00am-Noon Members Only Exercise River Walk Lap Lane	6:00am-Noon Members Only Exercise River Walk Lap Lane	6:00am-Noon Members Only Exercise River Walk Lap Lane	6:00am-Noon Members Only Exercise River Walk Lap Lane	6:00am-Noon Members Only Exercise River Walk Lap Lane	Rec Swim Time Slots Noon - 1:30 1:45 - 3:15 3:30 - 5:00
Rec Swim Time Slots 12:15 - 1:30 1:45 - 3:00 3:15 - 4:30 4:45 - 6:00	Rec Swim Time Slots 4:00 - 7:00	Rec Swim Time Slots 4:00 - 7:00	Rec Swim Time Slots 4:00 - 7:00	Rec Swim Time Slots 4:00 - 7:00	
Pool closes at 6:00pm	Pool closes at 7:00pm	Pool closes at 7:00pm	Pool closes at 7:00pm	Pool closes at 7:00pm	

Membership Pass Rates - Payment Plans Available

Yearly Membership		Resident	Non-Resident	End of Summer Membership July 15 - September 6		Resident	Non-Resident
Youth (0-15)		\$150	\$170	Youth (0-15)		\$25	\$45
Adult (16-54)		\$200	\$220	Adult (16-54)		\$50	\$80
Veteran / Military*		\$150	\$170	Veteran / Military*		\$35	\$45
Senior		\$150	\$170	Senior		\$35	\$45
Family**		\$375	\$400	Family**		\$65	\$80
Each Additional Child		\$25	\$30	Each Additional Child		\$5	\$10

Summer Membership		Resident	Non-Resident	School Year Membership September 6 - May 22		Resident	Non-Resident
Youth (0-15)		\$85	\$85	Youth (0-15)		\$15	\$15
Adult (16-54)		\$95	\$105	Adult (16-54)		\$100	\$110
Veteran / Military*		\$85	\$85	Veteran / Military*		\$15	\$15
Senior		\$85	\$85	Senior		\$15	\$15
Family**		\$125	\$155	Family**		\$300	\$320
Each Additional Child		\$15	\$20	Each Additional Child		20	25

DAILY ADMISSION \$4.00

*Must show proof of military service **Family consists of 2 adults 22 and older and 2 additional family members 21 and younger

Guidelines

We are following state COVID guidelines to the best of our ability. We appreciate your patience as guidelines are continually changing.

1. Morning Exercise time is open to Members Only. Lap lanes must be reserved at least 24 hours in advance, start on the hour, with a 1 hour limit.
2. Rec Swims is open to anyone with reservations. Reservations must be made online at least 24 hours in advance, \$4 admission.
3. Pool capacity is limited to 40 guests.
4. EVERYONE entering the facility will be required to wear a face mask when not in the water.
5. We will administer temperature checks for everyone entering the aquatic area. Those with a temperature 100.3 or higher will not be allowed in the facility.
6. Please arrive wearing your swimsuit and mask, if possible due to limited changing area.
7. Showers are not open.
8. The facility attendant will disinfect the pool area and restrooms throughout the day.
9. Deck furniture is positioned for social distancing and cannot be moved. They will be sanitized at the end of each shift.

For more information or to make reservations go to www.warrenton-mo.org

Be a Part of WCHS History

Purchase a
personalized brick
or bench for our
Donor Recognition
Plaza or garden
area!

BUY A
BRICK!

In Honor or
memory of



Individual or Family Name	4x8: \$100 8x8: \$200 12x12: \$400
Company or Business Name	8x16: \$600 16x16: \$1,000
Team or Group Name	Sm Bench: \$5,000 Lg Bench: \$7,500

Order Here:
<https://donationbricks.com/wchsmo>

Warren County Handicapped Services - 703 First St - Warrenton, MO - www.wchsmo.org

CORNERSTONE CHIROPRACTIC

704 STATE HWY 47
WARRENTON, MO 63383
(636)400-3213

\$37*

First visit!

Includes your
consultation
with the doctor,
examination,
and x-ray!

*All proceeds go to a scholarship for local students.
Contact us for more information!!!!

JOIN OUR TEAM



PROGRAM ADMINISTRATOR

Boonslick Regional Planning Commission
Warrenton, Missouri

Full time, with benefits
\$35,000—\$40,000/year

Visit boonslick.org for a job description

Send resume to janecale@boonslick.org
by June 4, 2021

Boonslick Regional Planning Commission is an equal opportunity employer.



LONG ROW LAVENDER
**SPRING MAKERS
MARKET!**

Saturday, June 5th
10:00am-3:00pm

Come enjoy the blooming lavender
fields, 20+ local vendors & more!



HIRING EVENT!

NECAC PRE-APPRENTICESHIP

WAGE: STARTS AT \$13.00

JUNE 4, 2021 1PM-4:30PM

**St. Stephens Church - East Parking Lot
101 St. Stephen Lane, Troy, MO 63379**

To register contact the Missouri Job Center -
Warrenton
636-456-9467

Training through St. Charles Community
College and Landesign

Great opportunity!



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



HIRING EVENT

Landesign Pre-Apprenticeship

WAGE: STARTS AT \$15.00

JUNE 4, 2021 1PM-4:30PM

**ST. STEPHENS CHURCH - EAST PARKING LOT
101 ST. STEPHEN LANE, TROY, MO 63379**

To register contact the Missouri Job Center - Warrenton
636-456-9467

Training through St. Charles Community College and Landesign

Great opportunity!



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Missouri Relay Services at 7-1-1





2nd Annual Fruehlingfest 5K RUN/WALK

DATE: June 12, 2021

TIME: 8:00 AM

**LOCATION: Warren County
Courthouse on Main Street in
Warrenton, MO**

**CONTACT: Charlotte Quest at
southerner.bailey@gmail.com**

**Short-sided by taxes owed?
Here's your Mulligan!**

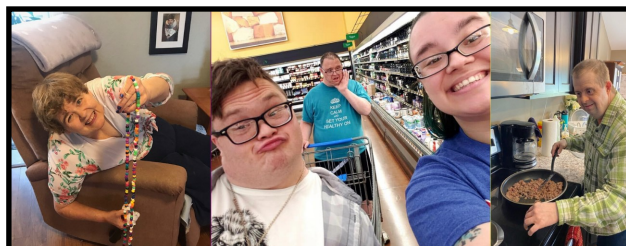
**MISSOURI-BASED BUSINESSES,
LANDLORDS AND FARMERS!**

- Make a qualifying donation to our New Building Campaign.
- Your gift to WCHS creates more space, resources and ADA compliance for our participants.
- You receive 70% of your donation back in tax credits that can be used over the course of 5 years.

Save your money for the green!

For more information contact
Jessica Davis at
jessica@wchsmo.org

703 1st St. Warrenton, Mo
636-288-4075
www.wchsmo.org



Why WCHS?

- Paid Training
- Team Building
- Family Atmosphere
- Fun!!
- Supportive Leadership
- Staff Appreciation Events

*Must pass background check and drug test

*Must have valid Driver's License

*Must have GED or high school diploma

Now Hiring!

Direct Support Professionals
\$14.50/hr

with .50 cent differential for overnights and week-ends!
ALL SHIFTS!

If you are seeking a rewarding career with the opportunity to make a difference in someone's life
JOIN OUR TEAM!

Warren County Handicapped Services provides a variety of support services to individuals with developmental disabilities throughout Warren County. We are seeking reliable, dedicated and compassionate staff to join our work family!

To apply: www.wchsmo.org/jobs



Warrenton Police Department

200 West Booneslick
Warrenton, MO 63383
Phone: 636-456-3535 Fax: 636-456-4307
www.warrenton-mo.org

To: Whomever This May Concern:

For those that I have not met, my name is Justin Unger and I am a Lieutenant with the Warrenton Police Department. As these challenging times in the past year have forced so many cancellations of particular events, I am very happy to announce that the Warrenton Police Department has elected to participate in the 2021 Special Olympics Torch Run.

Usually by this time of the year, we are much further along with the planning of this event, but we are up for the challenge and are committed to making this year a success.

In an effort to raise as much funds as possible for this organization and our Athletes, we will be accepting donations from businesses or anyone who wishes to sponsor the event.

Law Enforcement, Fire and EMS will be participating in the run which will begin at 9:00 A.M. on 05-27-2021. At the conclusion of the run, there will be a ceremony at the Warrenton City Hall.

On behalf of all of us at the Warrenton Police Department and our Special Olympics Athletes, thank you in advance for your contributions and your time.

Respectfully:

Lieutenant Justin Unger DSN 225
Warrenton Police Department