Chamber Review SEPTEMBER 2022

Your State Capital Chamber of Commerce News



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Help us shine a spotlight on a selfless citizen

Submit a nomination for our 2022 Citizen of the Year award! Do you know someone who has dedicated their career or lifetime of volunteer service to the Greater Concord community? It's easy to fill out our quick nomination form online at concordnhchamber.com/ key-events. Learn more about the award celebration on page 3!



Learn more about Capital Arts Fest juried fair and performances on page 3.

I-93 expansion — On the fast track

For decades, plans to expand I-93 going through Concord have been on the books, only to be postponed due to limited funds and shifting transportation priorities. With the recent influx of federal infrastructure dollars, planning and design for this project has been greatly accelerated.

Our Chamber Board of Directors was honored to receive a preview of this project at a special meeting on August 9. Thank you to New Hampshire Department of Transportation (DOT), the City of Concord, and Cleveland Waters and Bass, PA for hosting this session, which allowed us to share our goals for this major development and ask questions before these plans were released to the public. You can watch a similar presentation to the City of Concord's Transportation Policy Advisory Committee (TPAC), recorded by ConcordTV, Your Community Media Center, on YouTube at bit.ly/TPACMeetingAugust2022.

The DOT encourages businesses to stay informed and involved in this project, and share feedback during a short comment period starting now. After receiving feedback during this stage, DOT will present to the Concord City Council and the town of Bow in the early fall. Permitting will begin this year, and

bridge improvements will begin soon (there are four red listed bridges within this project's boundaries). Major construction is slated to start in 2026.

The project includes improvements from Exit 1 on I-89 through I-93 North just past Exit 15, and extends down I-393 through Exit 1. The current plan pays particular attention to the many interchanges from Exit 12 through Exit 15. There are several dangerous "bob and weave" situations when entering or exiting I-93. The highway itself will go from four lanes to six lanes with improved feeder lanes at the interchanges.

Over the decades, the City of Concord, Greater Concord Chamber of Commerce and others in the community have brainstormed how to design this project to meet the transportation demands (we've all seen the backups going through Concord at peak periods), while also meeting some of Concord's needs. The DOT has been able to address several of the city's concerns. These include:

• Relocation of the rail line going north of Storrs Street. This will allow for Storrs Street to be extended north to Constitution Avenue (Horseshoe Pond) which opens up significant redevelopment opportunities for the city.

• Advancing the Merrimack River Greenway Trail through downtown, connecting the southern portion with the northern piece in Concord.

• Improved bicycle and pedestrian access over the river.

• Improvements to Manchester Street and Loudon Road where back-ups regularly occur. *(Continued on page 4)*



To support bike and pedestrian traffic, the City of Concord plans to widen the Loudon Road bridge over Storrs Street to include a shared path. Photo: Christian Rivera, Mural: James Chase

WELCOME new members!

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THANK YOU for renewing your memberships!

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View our online membership directory.



Join us for events in September



Business After Hours at Kimball Jenkins

Tuesday, September 13 from 5:30-7 p.m. Kimball Jenkins, 266 North Main Street, Concord \$7 Members in advance / \$10 members at the door

Kimball **Jenkins**

Kick off a COLORFUL autumn season with the Greater Concord Chamber of Commerce and Kimball Jenkins! Experience the vibrancy of the arts and history in Concord while networking with fellow business and community leaders on the historic Kimball Jenkins campus. Take in Middle Eastern food and jam out to electronic rhythms by Aaron Jones and the violin improvisations from the Crimson Fiddler. You are invited to tour the historic campus and art studios, where staff will share info about school programs and future plans. Be sure to check out the beautiful new "Colors of Change" outdoor mural designed and painted by student interns over the summer, and the collaborative exhibition with the NH Furniture Masters. Learn more and register online at concordnhchamber.com/key-events.



Monthly Forum: The rising cost of energy in NH

Thursday, September 15 from 7:30-9 a.m. Holiday Inn, 172 North Main Street \$25 Chamber members / \$35 for the public

What's driving changes in the price of energy? Representatives from Unitil, Liberty Utilities and the New Hampshire Department of Energy will discuss changes in NH's energy plan and give insight on what businesses can expect in the future. Be a part of the conversation that uncovers options to lower costs and investigates sustainable solutions. This event includes a delicious plated breakfast and the opportunity to network with fellow business leaders who are invested in NH's long-term energy plan. Learn more and register online at concordnhchamber.com/key-events.

Meet Your Chamber

Wednesday, September 28 from 12-1 p.m. Greater Concord Chamber of Commerce, 49 South Main Street, Concord **Complimentary event**

Join us for this orientation for new and existing members. This is a great opportunity for you or your colleagues to learn about Chamber benefits and meet area professionals. Email Gabe at membership@concordnhchamber.com or call (603) 224-2508 to learn more and sign up, or visit concordnhchamber.com/key-events. Space is limited.

Business BEFORE Hours at Christ the King Parish

Wednesday, September 28 from 7:30-9 a.m. Christ the King Parish, 72 South Main Street, Concord \$5 Members in advance / \$10 members at the door

You're invited to a morning networking event at Christ the King Parish. Grab a coffee and light breakfast, and tour the newly renovated worship space, complete with stained glass windows and stenciled ceiling designs. This Roman Catholic Church has been a Main Street presence since 1867. Learn more and register online at concordnhchamber.com/key-events.

You're invited to our biggest social event of the year!



2019 Citizen of the Year, Claudia Walker

103rd Annual Meeting

Presented by Merrimack County Savings Bank

Wednesday, November 2 from 5-8 p.m. Grappone Conference Center, 70 Constitution Ave, Concord \$90 individual ticket / Reserve a company table of 8 for \$720



Celebrate the 2022 Citizen of the Year at our signature social event! Our Annual Meeting includes a cocktail reception with business and nonprofit community leaders, and a delicious sit-down dinner crafted by Duprey Hospitality. Learn what the Chamber has planned for 2022-2023 to fullfill our mission of strengthening the business community and improving the quality of life for all in the Capital Region.

Would you like to align your business with this special event that values volunteer service, community-building, and connects area professionals in a fun, celebratory atmosphere? We have sponsorship opportunities available. Learn more, reserve your tickets, and nominate a 2022 Citizen of the Year online at concordnhchamber.com/key-events.





CONCOR CHAMBE

Capital Arts Fest

2021 Citizen of the Year, Jim Snodgrass with family

> Saturday, September 24 and Sunday, September 25 South Main Street, downtown Concord Presented by League of NH Craftsmen, Capitol Center for the Arts, Greater Concord Chamber of Commerce and Intown Concord

league of N.H. Oraftsmen of excellence



Capital Arts Fest is back! This lively street festival highlights Concord's incredible arts community with vendors, food and live music on South Main Street in downtown Concord. The event is anchored by a juried fine arts and



craft fair, presented by the League of NH Craftsmen. Shop the breathtaking displays of ceramics, jewelry, textiles, fine art prints and more in the tents set up on South Main Street. Visit the outdoor stage to watch performances from The Capitol Center for the Arts—a diverse lineup of music is planned for the two festival days, including performances by Firefall (a 70s band that created the hit "You are the Woman") and Screaming Orphans (a pop and folk band from Ireland).

Organizations throughout Greater Concord are also joining the festivities! Performances, live music, activities and displays will be offered by Canterbury Shaker Village, NHSCOT, Concord Community Music School, Concord Coachmen Chorus, Barranquilla Flavor and more. Learn more and plan your weekend at visitconcord-nh.com.



Firefall will be performing on Saturday, September 24 at 5 p.m. Credit: Firefall



Our newsletters are mailed directly to nearly 1,200 of the area's top professionals!

Contact Gabe at (603) 224-2508 or membership@concordnhchamber.com to book your ad now!

3 September 2022

Visit Concord NH

Check out our tourism blog and accompanying social media to see the best in food, drink, entertainment and attractions in Greater Concord. Recent blog posts included:

- A retro night of dancing
- Melt-in-your mouth ice cream

Read these articles and other fun blogs on **visitconcord-nh.com**.

/visitconcordnh
/visitconcord
/visitconcordnh



Visitor Center Art Gallery

Dynamic paintings by Barbara Mata are now on display in our gallery at 49 South Main Street. "The Color Red" features abstract paintings that illustrate the powerful impact of red in works of art. These exhibits are presented by New Hampshire Art Association. You can also view pieces by New Hampshire Furniture Masters in our gallery space. And don't forget to check out beautiful works from League of NH Craftsmen artists at their headquarters across the hall.



I-93 expansion — On the fast track

(Continued from page 1) The Chamber has consistently weighed in on two significant issues. These include:

• Meaningful access to the Merrimack River from downtown Concord.

• Improving Concord's image from I-93, making the city a more attractive stop for visitors.

There are still many details that need to be ironed out. As this project progresses, DOT and the City of Concord will host public meetings for community input. The Chamber will continue to stay engaged, advocating for businesses and community members who will be impacted by this project. One of our goals is to keep our members informed. You can learn more by monitoring the project website **i93bowconcord.com** (which we hope will be updated shortly with the latest developments).

Our doors are always open; feel free to talk to us about this project, and we will direct you to the proper contacts at DOT to voice your concerns.

This major development will reshape Concord and impact the city for decades. We're excited to help businesses be a part of this planning process, and help key leaders make decisions that will make a lasting mark on New Hampshire's capital city.



Thank you to all who supported local students at our Funds for Education Golf Tournament!

We want to extend special thanks to our generous presenting sponsor, NBT Bank, N.A., additional event sponsors, planning committee members, volunteers and players.

Congratulations to the winning team: Bill Hickey, The H.L. Turner Group Inc; Eric Dinsmore, The H.L. Turner Group Inc; Jonathan George, The H.L. Turner Group Inc; Jim Kimball, DEW Construction.

Learn more: concordnhchamber.com/golftournament.



Connect with CYPN Concord Young Professionals Network



Apple Picking with CYPN

Wednesday, September 21 from 5:30-7:30 p.m. Apple Hill Farm, 580 Mountain Road, Concord Complimentary event

Apple Hill Farm welcomes CYPN for networking and apple picking to celebrate the start of fall! Visit the orchard, tour the inner-workings of the farm, and take a hayride around the fields. Apple Hill Farm is offering ½ off all apples picked during the event (1 picking bag per person), as well as samples of their delicious store items. Join CYPN for apple picking and make new friends in a fun, casual atmosphere. Learn more and register online at concordnhchamber.com/key-events.

BUSINESS FOCUS: A new rule for independent contractors qualification PROPOSED UNDER THE FAIR LABOR STANDARD ACT (FLSA)

By Terri L. Pastori, Pastori | Krans, PLLC

The misclassification of workers as independent contractors has been a hot button issue with the state and federal Department of Labor(s) (DOLs) for years. Under the Fair Labor Standard Act (FLSA), the federal wage and hour law, non-exempt employees must be paid minimum wage and overtime at a rate of time and one half their regular rate for hours worked in excess of 40. Correctly classified independent contractors are not entitled to minimum wage and overtime pay under the FLSA, but making a mistake in the classification of workers can result in significant risk of litigation for a business.

The Trump Administration issued a new Independent Contractor Rule under the FLSA that was slated to take effect on March 8, 2021. The new rule is widely viewed as much more businessfriendly, making it easier to satisfy the test to classify workers as independent contractors. The purpose in revising the U.S. DOL's interpretation of independent contractor status under the FLSA was "to promote certainty for stakeholders, reduce litigation, and encourage innovation in the economy."

With the change in administration with President associated Biden's election, the U.S. DOL reverted course on the new independent contractor rule. On March 4, 2021, the rule's implementation was delayed and then withdrawn altogether on May 6, 2021. On March 14, 2022, in a challenge to those actions, the United States District Court for the Eastern District of Texas in Coalition for Workforce Innovation v. Walsh, 2002 U.S. Dist. Leis 68401 (E.D. Tex. 2022) resurrected the Trump-Era independent contractor rule. The ruling declared that the actions of the U.S. DOL to delay, and then withdraw the rule, violated the Administrative Procedures Act and were ineffective. As such, the rule became effective as initially planned.

At least on the federal level, this has been viewed as good news for businesses, who are subject to the rule now in effect under FLSA. If you are looking to hire independent contractors to address workforce issues, this is a more favorable rule. But for better or worse, change is on the way.

The U.S. DOL has announced that it will issue a new proposed rule for the classification of independent contractors. The proposed rule is expected to be announced sometime this fall. Once the proposed rule is announced, there will be an opportunity for employers and workers to provide comments before the rule becomes effective.

In addition to evaluating whether proposed workers satisfy the requirements of any FLSA independent contractor rule, businesses also need to assess whether the workers will pass muster under any other applicable tests, including but not limited to the applicable New Hampshire laws defining employment for the purposes of unemployment compensation (RSA 282-A:9) and defining employee for the purposes of NH wage and hour and workers' compensation laws (RSA 281-A:1).

Terri L. Pastori is a founding member of Pastori | Krans, PLLC in Concord, where she practices 360° employment law, representing businesses and employees.

The attorneys at Pastori | Krans, PLLC are innovative problem solvers who approach each dispute from a common sense, results-oriented objective. The firm concentrates in the areas of employment law, family law, mediation, and civil litigation (including employment law, business disputes, and personal injury).

Pastori Krans

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SAVE THE DATE

For our 16th annual Champions for Mental Health Awards on Tuesday, October 25th from 5:30-7pm at the Bank of NH Stage.

LEARN MORE



BUSINESS FOCUS: NAMIWalks New Hampshire – Inspiring Hope

By Susan L. Stearns, NAMI New Hampshire

NAMIWalks New Hampshire, the Granite State's largest mental health awareness and suicide prevention event, returns in-person on October 8, for the first time since 2019. It seems unbelievable that it's been nearly three years since we gathered 2,000+ strong in Concord to raise awareness, crush stigma, and inspire hope. We are thrilled to return to an in-person event, and will continue to offer a virtual option for participants who want to walk their way.

The world has changed in countless and unprecedented ways since that glorious fall day in 2019. Looking back, who among us would have predicted we would concurrently experience a global pandemic, ongoing systemic racism, attacks on our most vulnerable communities, and threats to our economy? Our collective mental health has been profoundly affected by a multitude of factors. Indeed, more than half of Americans have reported that COVID-19 has negatively impacted their mental health. The global prevalence of anxiety and depression increased by a massive 25%, according to the World Health Organization (WHO). Within the past six months, the American Psychological Association, the American Academy of Pediatrics, and the US Surgeon General have all declared that our youth are facing a mental health emergency.

NAMIWalks New Hampshire is a welcome and long overdue opportunity for us to come together for a united day of hope. Whether you join us inperson on the Soccer Fields on South Fruit Street on October 8, or share your activity via social media during the virtual event on October 9, you are part of an important movement that lets folks know they are not alone. Hope and help is available, and when you participate in NAMIWalks New Hampshire, you help share that message far and wide. It's a message that so many of us need at this moment in history.

I encourage you to join us as we celebrate 20 years of NAMIWalks New Hampshire. Registration is free, and there are no fundraising minimums. Best of all, all funds raised from the Walk stay right here in New Hampshire, helping NAMI New Hampshire continue providing free support, education, and advocacy services to over 40,000 Granite Staters. Gather your family, friends, coworkers, and pets (did I mention NAMIWalks New Hampshire is dog-friendly?) and join us, in-person or virtually, in October. Go to NAMIWalksNH.org

to register as an individual or create a team for your company or family. For assistance with registration or to learn more about sponsorship opportunities for your business, email walks@NAMINH.org.

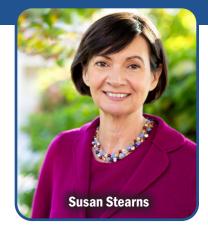
Susan L. Stearns is the Executive Director of NAMI New Hampshire (National Alliance on Mental Illness). She has worked in the nonprofit sector in New Hampshire for over 30 years, advocating for families, children, and individuals with disabilities. Her personal experience advocating for loved ones, in both the child and adult mental health systems, drives her passion for transforming New Hampshire's system of care in order to improve the lives of all Granite Staters affected by mental illness and suicide. Susan does this work because no mother's child should have to fear seeking help for a medical condition because of stigma.

NAMI New Hampshire is a grassroots organization working to improve the quality of life for all by providing free support, education and advocacy for people affected by mental illness and suicide. For information and resources, visit NAMINH.org or call 1-800-242-6264 and press 4.

The NH Rapid Response Access Point is available 24/7 if you or someone you care about is having a mental health or substance use crisis. To connect, call or text 833-710-6477 or visit NH988.com.



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BUSINESS FOCUS: Make project management work for you By Karen R.J. White, DBA, PMI Fellow, PMP®, Granite State College

Organizations need to operate more efficiently and effectively than ever before. Business leaders need to be certain their staff members are working on the activities that are the most important, whether they impact your bottom line or overall business growth. To achieve value from your employees' work, leaders need to think critically about how existing resources of all types are organized and deployed for important initiatives. Senior managers with experience and vision speak with clarity when describing the need for their organization's key strategic initiatives. However, it is often less clear how the work will be accomplished much less done on time, on budget, and with accountability for results.

Decision-making about undertaking key strategic initiatives is complicated when resources are limited. When you know what needs to happen but can't see the map of how you'll get there, increasing project management capabilities within your team can make all the difference.

There are five distinct stages of project management process as defined by the Project Management Institute.

1. Initiating

At the start of any project, it is important to set your goals and objectives thought-



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fully and get approvals from other parts of your company. This step organizes that process. Be sure you fully understand the specific desired deliverables and how success will be measured before moving forward.

2. Planning

Determining the scope and objectives of the project will keep you from straying too far into tangents. You should take the time to plan your project—what work is needed to produce deliverables and what resources will be needed. You can then develop the project's schedule. It is also important to understand the risks that might occur and how the team might respond.

3. Executing

Here's where the first two processes come into play to guide the project. Take advantage of all the work you did to initiate and plan the project. Build your team and follow the guidelines that you set up. Don't underestimate the importance of team-building when starting this stage—a well-running team can really make delivery a whole lot easier.

4. Monitoring and Controlling

As you move through your project, you need to ensure that each step you take follows the original roadmap. If changes are necessary, you'll identify them here and change your plan. Communication with your team and stakeholders is important as you monitor and control your project.

5. Closing

It's not just about celebration. Closing means that you work as a team to finalize everything you've done in the first four processes.

Organizational Success

Ultimately, ensuring that selected projects are valuable, and tied to business goals, helps project managers and others within an organization gain buy-in at all levels. Selecting your



business priorities helps to ensure that resources are allocated correctly to support the project. Plus, identifying a project as a priority can motivate staff, allowing them to work on high-impact projects that will directly influence the organization's bottom line. This is critical when a project's success is tied to organizational success.

There are a spectrum of skills, tools, and techniques that drive each task toward your project's final goal. As with any new process, it takes some time to get used to these steps, but with a bit of practice, it will come naturally and make it easier to reach business goals.

Karen R.J. White, DBA, PMI Fellow, PMP^{*} is the Program Director for the MS in Project Management program at Granite State College. Ms. White is a published author of two books on the topic of practical project management and serves as President-Elect of the Project Management Institute (PMI) New Hampshire Chapter. She is also a member of an international project management standards committee.

To learn more about Granite State College, visit granite.edu.

Granite State College

Granite State College 25 Hall Street Concord, NH 03301 (603) 228-3000 karen.white@granite.edu granite.edu

Update your business info!

The start of fall means that we are getting ready to print our annual Membership Directory. Make sure your key info is updated for inclusion in this publication. Give us a call at (603) 224-2508 to receive your online login info, so you can make edits to your business listing.

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49 South Main Street, Suite 104, Concord, NH 03301

Celebrating diversity this September

It's time for the Concord Multicultural Festival! Don't miss Welcoming Week September 9-18. This is an opportunity for New Americans and long-time residents to come together and affirm the importance of building inclusive spaces in our community. Keep your eye out for the international flags on Main Street as part of the Welcoming Week celebration! Then mark your calendar for the annual Concord Multicultural Festival on Sunday, September 18 from 11 a.m. to 4 p.m. at Keach Park. This fun event includes delicious food, live music, dance performances and so much more. Learn more at concordnhmulticulturalfestival.org.

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Monthly Forum

Holiday Inn

Committee

Oct. 13 (Thurs) 11:30am

Local Government Affairs

Oct. 14 (Fri) 1:45pm

Professionals Network

Chamber Connections

Oct. 20 (Thurs) 7:30am

October 24 (Mon) 4pm

Professionals Network

(CYPN) Halloween Howl

Concord Young

(CYPN): Nonprofit

Networking Night

Oct. 19 (Wed)

CYPN Steering

Concord Young

Committee

After Party

Oct. 28 (Fri)

MEETING CALENDAR

September

Creative Concord Committee Sept. 6 (Tue) 8:30am

700m

LGC Steering Committee Sept. 7 (Wed) 8 am

Ambassadors Committee Sept. 7 (Wed) 4pm Chamber Connections

Sept. 8 (Thurs) 7:30am Leadership Greater

Concord (LGC) Session Sept. 9 (Fri) Retreat

Business After Hours at Kimball Jenkins Sept. 13 (Tue) 5:30pm

Executive Committee Sept. 14 (Wed) 8am Zoom

Monthly Forum: The rising cost of energy in NH Sept. 15 (Thurs) 7:30am Holiday Inn

Leadership Greater Concord Session Day Sept. 21 (Wed) History, Arts, Culture & Community

Concord Young

Professionals Network (CYPN) Apple Picking Sept. 21 (Wed) 5:30pm Apple Hill Farm

Member-to-member discounts Your Chamber

membership includes discounts and offers from

local businesses! Explore these benefits at

bit.ly/MembertoMemberDiscounts.

Chamber Connections

Board of Directors Sept. 22 (Thurs) 8am The Centennial Hotel

Capital Arts Fest Sept. 24-25 (Fri & Sat) South Main Street

CYPN Steering Committee

Business BEFORE Hours at Christ the King Parish

Meet Your Chamber

Oct. 11 (Tue) 5:30pm Leadership Greater Oct. 12 (Wed)

Concord Session Day Livable Communities & Smart Growth

Granite Group

October

Creative Concord

Oct. 5 (Wed) 8 am

Oct. 5 (Wed) 4pm

LGC Steering Committee

Ambassadors Committee

Chamber Connections

Oct. 6 (Thurs) 7:30am

Business After Hours at

The Ultimate Bath Store/

Executive Committee Oct. 12 (Wed) 8am 700m

Sign up for events at concordnhchamber.com/key-events.

Contact Us

(603) 224-2508 info@concordnhchamber.com CONCORDNHCHAMBER.COM

Sept. 22 (Thurs) 7:30am

Committee Oct. 4 (Tue) 8:30am 700m

Sept. 26 (Mon) 4pm

Sept. 28 (Wed) 7:30am

Sept. 28 (Wed) 12pm

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