Learning About Region Inspires Rising Leaders

When a local business or organization pops up in conversation and someone chimes in with detailed information about their mission, goals, and maybe even what the place looks like behind the scenes, you might be talking to a graduate of the Leadership Eastern Connecticut program.

“I have been an eastern Connecticut resident for most of my life, but through the Chamber of Commerce of Eastern Connecticut’s Leadership Program, I was introduced to new individuals and organizations in the community that I never would have been otherwise,” said Class of 2018 alumna Kayla Hedman, Marketing Director at Fishers Island Lemonade. “The knowledge I gained will have a lifelong impact on me professionally and personally, and it is a great addition to my resume.”

Through this Chamber program established in 1987, rising leaders meet the people behind programs, businesses, and organizations who drive economic development, confront local issues, and enhance the quality of life in the region.

The Chamber’s Director of Programs Megan Gilbert has overseen the program for six years and continues to learn about the region’s people, places, and processes along with participants. “This is one of the Chamber’s longest-running, highest-reviewed programs, and it only gets stronger each year. I think one of our past participants put it best: you can’t lead a community you don’t understand.”

Participants directly interact with top-tier executives in the region, gaining valuable insights and inroads to help them professionally. The wide-ranging curriculum highlights the Chamber’s comprehensive view of many forces that affect the region and educates participants on the factors that may be impacting the success of their own organizations, helping them identify synergies to partner effectively. The emphasis on networking during the program with community leaders and fellow participants, as well as with alumni of the Leadership program, contributes to a powerful web in the region that strongly benefits all involved. Each year organizations see the benefits and support the program through generous sponsorships. The 2018-19 year is sponsored by Atlantic Broadband, CorePlus Credit Union, Connecticut Hospital Association, Three Rivers Community College and Community Concierge.

“I love my community and my home... the Leadership Program gave me a behind the scenes look at what keeps my home successful, the challenges it faces, and how I as an individual can make a difference and become more involved,” said Brenton Terry, Senior Accounting Analyst for Norwich Public Utilities, co-president for the Class of 2019.

The two-year program begins with a year of ten full-day sessions thematically organized to explore industry, government, services, and regional organizations. As a class, participants complete a capstone community service project with a local nonprofit organization. The project builds bonds within the class while they employ leadership skills to leave a lasting impact on the beneficiary organization and the community it serves.

Atlantic Broadband’s Vice President and

Continued on page 7
WELCOME NEW MEMBERS

**A-1 Auto Center**
Your one-stop shop for all your automotive repair needs. Foreign or domestic, fuel-injected or carbureted... we fix it all!
208 Flanders Rd, Niantic | 860.691.3090 | a1autollc.com

**Community Speaks Out**
A nonprofit organization that helps families and their addicted loved ones navigate the system to seek recovery and treatment.
214b Thames St, Groton | 860.271.1835 | communitiespeaksout.org

**CT Examiner LLC**
The Connecticut Examiner is an online newspaper dedicated to providing quality nonpartisan journalism to Old Lyme and the small towns and cities of southeastern Connecticut.
248 Lyme St, Old Lyme | 860.772.4349 | ctexaminer.com

**Drawbridge at 24/ Mystic Drawbridge Ice Cream**
An eatery located in the heart of Historic Downtown Mystic, serving fresh and healthy homemade food, craft beer, wine, and craft cocktails.
24 West Main St, Mystic | 860.245.5686 | drawbridgeat24.com

**Empire Motors**
Empire CARSTAR Collision owner John Curren is I-CAR-trained, ASE-certified and holds a current CT automobile appraiser license. CARSTAR is the only company to offer a nationwide warranty.
57 St. Clare Ave, New Britain | 860.223.8965 | carstar.com

**Go Truck Yourself Kitchen, LLC**
We are a unique fusion of Colombian and Peruvian cuisine on wheels, where every dish tells a rich story of culture, texture, and flavors.
27 Moore Ct, New London | 860.271.9317 | gotruckyourself.com

**Kenneth Bronson Architects**
Full service architecture firm established in 1988 providing architectural design, master planning, and interior design services.
315 Peck St, New Britain | 203.624.0662 x108 | kbarch.com

**Melinda Elliott Carlisle, Broker, Randall Realtors**
Melinda Carlisle has been a full time real estate professional for thirty years. She is experienced in all facets of business, is a skilled negotiator, and is dedicated to serving her clients and customers.
315 Peck St, New Haven | 203.624.0662 x108 | kbarch.com

**Mystic Oil Company, Inc.**
A team of petroleum industry professionals dedicated to cost effective distribution of energy solutions through innovation, transparency, and exceptional customer service.
19 Jackson Ave, Mystic | 860.536.2606 | mysticoil.com

**Mystic Whaler Cruises, Inc.**
Escape for a few hours or a few days on a traditional tall ship. Haul on a halyard, bask in the sun and watch the scenic coast slip by. Sailing May through October from New London, CT.
35 Water St, New London | 860.447.1249 | mysticwhalercruises.com

**Niantic Acupuncture & Family Wellness**
Holistic Health Care offering treatments for acute and chronic issues, preventive wellness, sports and orthopedic, substance use disorders, trauma and pain management utilizing Acupuncture and Traditional Chinese Medicine, Naturopathic Medicine, and Massage Therapy.
17 Hope St, Niantic | 860.451.5558 | nianticacupuncture.com

**NoRA Cupcake Company**
A “new generation” bakery focused on artistic cupcakes with an emphasis on non-traditional recipes, the menu features more than 100 flavors, many of which are elaborately decorated and stuffed with unique and unusual fillings.
60 Bank St, New London | 860.574.5860 | noracupcake.com

**Rug Decor LLC**
Providing traditional and modern rugs, art, and accessories for the home, as well as rug cleaning and restoration and interior design services.
21 East Main St, Mystic | 860.245.5639

**The Salvation Army**
Supporting those in need without discrimination for 135 years. Nearly 30 million Americans receive assistance each year through an array of social services.
11 Governor Winthrop Blvd, New London | 860.443.6409 | ctri.salvationarmy.org/SNE/NewLondon

**Supreme Hot Dogs**
Supreme Hot Dogs is the #1 gourmet hot dog food vendor in Southeastern CT, serving the freshest products to provide Supreme Quality.
Groton, CT | 860.912.3881 | supremehotdogs.com

**TSKP Studio**
One of the leading design firms in the northeast, TSKP Studio employs a creative process that understands the client’s needs and vision, as well as their physical and cultural environment.
One Hartford Square West, 146 Wyllys St, Bldg 1-203, Hartford | 860.547.1970 | tskp.com

MEMBER NEWS

**Community Foundation Supports Merger of The Arc**
The Community Foundation of Eastern Connecticut has awarded $10,000 to assist with the planned merger of The Arc Quinebaug Valley and The Arc New London County, forming The Arc Eastern Connecticut as of July 1. Through the Millard R. York Fund, the grant will help offset the cost of conducting the necessary due diligence and consolidation of accounts, property, and vehicles in an agency that will now support over 800 people with intellectual and developmental disabilities and their families throughout eastern Connecticut, as well as 450 staff members.
The planned merger will allow the newly consolidated agency to provide increased employment, programmatic, housing and education opportunities for people with IDD even in the region’s most remote areas, while reducing costs and optimizing service effectiveness.
The Arc Eastern Connecticut’s new Board of Directors will be introduced at its first joint Annual Meeting on June 25 at The Arc’s Cook Hill offices in Danielson. To learn more about The Arc Eastern Connecticut’s programs, please visit thearcct.org or contact Denise Tift at (860) 889-4435, ext. 116.

**Go Purple in June for Alzheimer’s and Brain Awareness Month**
The Alzheimer’s Association of Connecticut invites local businesses to “Go Purple” in June to raise awareness. Every 65 seconds someone in the United States develops the disease. Their mission is to eliminate the disease through advancing research, to promote brain health, and to enhance care and support all affected.
To help raise awareness, businesses can add purple to their storefront display, tie purple ribbons, or offer opportunities to contribute. Restaurants may want to host a give-back night featuring a signature purple cocktail or dessert.
The Alzheimer’s Association Connecticut Chapter is the primary source of information and support to the thousands of Connecticut residents dealing with the effects of Alzheimer’s disease or a related dementia. More information about getting involved or donating, visit alz.org/ct.

**Flanders Fish Market Operating Crescent Beach Summer Stand**
Flanders Fish Market announced their partnership with the Crescent Beach Association in Niantic, Connecticut to operate their longstanding Crescent Beach Stand at 37 Bayview Ave for the summer of 2019.
Open now for weekend service, the Crescent Beach Stand Powered by Flanders Fish will begin daily operation on Crescent Beach Kickoff Day, June 22, through Labor Day Weekend, with weekend service continuing through September. Hours of operation will be between 7 a.m. - 5 p.m., with special dinners on predetermined dates throughout the summer.
A town landmark, the Crescent Beach Stand offers oceanfront casual dining, with picnic tables and window service, in a beautiful location at Crescent Beach – just a short walk away from McCook’s Beach. While there is no parking at the Stand and visitors and diners will need to plan accordingly, the Crescent Beach Stand powered by Flanders Fish remains open to all.
Flanders Fish Market will be serving up classic Stand favorites from years prior, including omelets, burgers, and dogs, in addition to Flanders Fish Market fan favorites like lobster rolls, clam chowder, fried fish and clam strips. 2019 is sure to be one FRESH summer at the Crescent Beach Stand!
Chamber Panel Discusses Path for Future Leaders

“If you do nothing else, what do you need to do today to prepare for ten years from now?” Pamela J. Stenson, former President, CIO Executive Council, an IDG Company, asked panelists at the Chamber’s Business Breakfast entitled “The Region’s Leadership Evolution” on Wednesday, May 15, 2019. With over 25% of the workforce headed toward retirement, developing rising leaders from diverse backgrounds is essential planning for the future. The panel discussed issues around planning succession, retaining institutional knowledge, and supporting new talent to take the reins.

Stenson shared her personal experiences inside a global corporation set adrift when its founder died unexpectedly with no plan in place. The business value decreased from $4 billion to $1 billion in the two years it took to secure a sale.

“If we don’t groom the bench” said Stenson, emphasizing an inclusive and diverse plan, “our legacy is going to be lost as well.”

Citing a USA Today survey, Stenson offered the staggering statistic that 58% of small businesses have no formal transition plan. Michael Rauh, president and CEO of Chelsea Groton Bank, pointed to the many small business owners who plan their retirement around a successful sale of their business. “If you wait too long to figure out how to extract that value, you can run into a number of problems.” Developing a long-range plan helps owners achieve the highest value and navigate tax implications.

Stenson emphasized the importance of succession planning for institutions’ continued success: “For any business to survive, grow and prosper, we as leaders have an obligation to hand over everything we know. That means inspiration, motivation…training and leadership development.”

Panelist Community Foundation President and CEO Maryam Elahi noted that an organization can be hampered by strong association with a single leader: “We try to ensure that nonprofits in our sector think about the continuity of the mission and that succession planning isn’t a switch, but that it’s incorporated in the strategic plan.” Elahi emphasized repeatedly the value of cross-training staff to manage change.

The panel discussion identified multi-generational, diverse teams as a key component of developing talent in rising leaders and creating a flow of institutional knowledge to new employees. Felix Reyes, director of New London’s Office of Development and Planning, plans time for co-workers to get to know each other outside their work responsibilities. He makes knowledge transfer part of his financial planning, overlapping new hires with retirees to promote successful transitions.

Mari Kodama, general manager of Breakwater Restaurant in Stonington and member of the JTK Management family, remarked on the diverse teams, ranging in age, experience and background, that form “close-knit, family-like environments” through which newcomers learn the hospitality industry. Instruction from seasoned experts supports the development of talented new hires who possess the difficult-to-teach soft skills, allowing them to rise through the organization and become valued employees. “Target and find the people you can see growing within the company and take the time to help develop them,” said Kodama. “If they are excited, if they have the drive to learn, that’s really something that you can’t replace.”

Stenson compared diverse teams to a great party. The many components—from the music and aroma of the food to the mixture of groups of friends from the youngest to oldest—make the experience more fun than a gathering of people all with the same interests and experiences.

To expand the diversity of perspectives, Elahi suggested that even when resources don’t allow for expansion opportunities can be created to bring in new voices through internships, volunteers or committees. “There are many ways of creating a larger scope of visionary people within any organization to help with outreach or integration in the community.”

This discussion was part of the Chamber’s “Leadership Pathways and Perspectives” series, which explores the importance of diverse ethnicities, genders, immigration experience, and age on business and community leadership through the insights of local professionals.

On June 14, the Chamber welcomes U.S. Representative Joe Courtney for a Business Breakfast presentation on his legislative goals and issues impacting the region. Information on attending or supporting the June Business Breakfast is available at ChamberECT.com.
The Chamber welcomed David Lehman, Commissioner of the Connecticut Department of Economic and Community Development for a discussion with board members about his vision for the state and the region. Mr. Lehman laid out his priorities for making Connecticut a better place to do business and answered questions from board members concerning issues and industries that impact our region.

Mr. Lehman emphasized creating an environment conducive to economic growth, retaining and attracting both businesses and residents. Central to his vision is building up the state’s cities and supporting transportation in response to the rising interest in urban lifestyles. Business incentives previously employed loans and grants, while Mr. Lehman plans an “earn-as-you-go” approach, where employers are rewarded with rebates or tax credits when new jobs are created, removing risk to the state. This approach has been successfully used in several other states, including in Virginia in their deal with Amazon.

As the board and the commission discussed supporting new and existing businesses, Mr. Lehman also noted the importance of making state office interactions easier, including a review of regulations to rethink those that present obstacles to businesses. The commissioner expressed strong support for the tourism industry, understanding that funding promotion of the state as a destination continues to be an issue. Focusing on return on investment, he is looking at how funds are being used in tourism as well as other areas, emphasizing making the most of investments as the state manages under the governor’s debt diet.

The Chamber appreciates Mr. Lehman’s visit to Eastern Connecticut and looks forward to continuing the conversation about economic development that benefits the state and our region.
Guy’s Oil feels community support in tough time

He’s a Niantic George Bailey.

Along with his family, Dick Gada of Guy’s Oil is always generous, always giving back. Whether it’s setting up hot chocolate on the Green for the Holiday Stroll or donating to the police, fire departments or one of the many school or sporting events, the Gada family is there. A member of Niantic Rotary since 1939, when Dick’s father started the business, Dick has given decades of service.

And just like George Bailey in “It’s a Wonderful Life,” the town rallied in a time of need. A May 5 fire at Guy’s Oil destroyed three garages, six oil trucks and damaged the office. The next morning, community members showed up to help with the cleanup and others showed up with trays of food to feed the helpers.

“It’s been overwhelming the number of people who have called or stopped by to see me,” said Gada, with the outpouring of support continuing weeks after the fire.

Experiencing this kind of return on his investment of time and care for others was never the motivation for his heartfelt and natural generosity, but it does reflect the tremendous value of being involved and building relationships in the community.

Guy’s Oil has been a family-owned business since 1939, when Dick’s father started delivering heating oil. In 1946, he added the gas station. As a seasonal business, it was a wise business decision to diversify to ensure year-round revenues, but the primary reason was staff retention.

“When he had good drivers, he didn’t want to lay them off and potentially lose them in the fall,” Dick explains. Guy’s Oil continues to retain great staff, many working 20 years, or many more, at the West Main Street location.

The diversification of the business continued to include auto repair, towing services and used car sales. “It fills you in all yearlong. When one portion of the business has a slow time, the other one keeps you going.”

Keeping up with an 80-year tradition over four generations, Guy’s Oil provides strong customer service that builds lasting relationships with customers. Even the day after the fire, scheduled oil deliveries went out on time Monday morning at 6:30 a.m.

Chamber partnership provides health insurance solution

The Chamber of Commerce of Eastern CT now provides a strategic group health insurance solution designed to help employers manage healthcare costs while still providing their employees with great benefits. The Lifestyle Health program features level-funded group medical plans underwritten by A-rated carriers, premium savings averaging 5-15%, up to a $500 deductible credit, 24/7/365 telemedicine access, and more. Chamber members can learn more about Lifestyle Health plans by calling Morin Associates at 860.448.2277.

Chamber Showcases Eastern CT at Discover New England

The Chamber represented Eastern Connecticut at the Discover New England Summit, May 13-15 at Foxwoods Resort Casino. The Discover New England Annual Tourism Summit and International Marketplace is the only New England travel trade event where New England hospitality businesses have the opportunity to meet directly with international tour operators and receptive operators, local tour coordinators connecting with international travelers. The operators attending the Summit arrange trips for tens of thousands of international travelers annually.

We partnered with the Greater Mystic Chamber of Commerce, with side-by-side booths to show the breadth of experiences in our region. Increasing awareness of the number of attractions in our region will help us book longer stays with operators. It was a great experience to make connections in the industry and showcase our region.

To learn more about connecting with receptive operators, contact Courtney Assad, program coordinator at the Chamber of Commerce of Eastern CT, cassad@chamberect.com.

Chamber Honors Rodney Butler 2019 Citizen of the Year

The Chamber recognized Rodney Butler, Chairman of the Mashantucket Pequot Tribal Nation and interim CEO for Foxwoods Resort Casino, as the 69th Citizen of the Year.

Hundreds of colleagues and friends joined Chairman Butler and his family in the Grand Ballroom at Foxwoods Resort Casino on May 17 for an evening recounting his accomplishments and contributions to the Mashantucket Tribe and the communities of Eastern Connecticut.

Mr. Butler’s service on Tribal Council began in 2004, one year later in 2005, he was appointed Tribal Council Treasurer; a position he held through 2009. During his tenure, Mr. Butler chaired the Tribe’s Finance, Housing and Judicial Committees. As Chairman, Butler’s focus is to ensure long-term stability for the Tribe’s government and business enterprises.

Chairman Butler, in addition to being honored as Citizen of the Year by the Chamber, has received the St. Edmund’s Medal of Honor Award from the Enders Island Retreat Center in 2018. In 2017, Chairman Butler was appointed “Tribal Leader of the Year” by the Native American Finance Officers Association. He presently chairs the board of directors for the United Way of Southeastern Connecticut, serves on the board of trustees for Roger Williams University and is a member of the board of directors for the Mystic Aquarium.

Visit the Chamber of Commerce of Eastern Connecticut’s Facebook page to view a photo album of the evening’s event.

Chamber Partnership Provides Health Insurance Solution

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Mohegan Sun Arena Wins Casino of the Year at Country Music Awards

The 54th Academy of Country (ACM) Music Awards announced Industry Award winners on May 20, and Mohegan Sun Arena was again named “Casino of the Year” for large capacity venues. This is the seventh time Mohegan Sun Arena has been awarded an ACM award in the last 12 years. It is also the 16th national award for the 10,000-seat Arena that’s gearing up for a summer line-up that so far includes Toby Keith, Little Big Town, Lady Antebellum and Miranda Lambert.

“We have such a strong calendar of Country music throughout the year, and it’s in no small part due to the incredible relationships we have with so many great acts, many of which started here in the Wolf Den” said Tom Cantone, Senior of Sports and Entertainment for Mohegan Gaming and Entertainment. “These awards are a tribute not only to our commitment to providing the top names in Country music and their fans, but is also a credit to the talented entertainment team we have here at Mohegan Sun. We’re a top producer of live entertainment in the industry, with Mohegan Sun Arena consistently among the highest grossing and top ranked venues in the world.”

Voted on by professionals with the Academy of Country Music, the large capacity category honors the behind-the-scenes industry professionals and venues who contribute so much to the artistry, success and longevity of Country music.

For more information on the ACM Awards and all ACM events, visit ACMcountry.com. For more on Mohegan Sun’s concert lineup, visit mohegansun.com/entertainment.

Charter Oak Selected for ‘Workforce Housing’ Program

Charter Oak Federal Credit Union has been selected to participate in the Federal Home Loan Bank of Boston’s new Housing Our Workforce Program, which offers down-payment assistance to eligible homeowners in eastern Connecticut.

The unique $2 million program was launched earlier this year and will provide local homeowners earning up to 120 percent of the area median income with down-payment assistance on their owner-occupied primary residences. The program offers a two-to-one match of down payments made at the time of purchase by eligible homeowners. Borrowers can receive up to $20,000 in down-payment assistance on a first-come, first-served basis, and all those participating in the new Housing Our Workforce Program must complete a homebuyer education and counseling program.

Charter Oak’s members are eligible to receive up to $100,000 this year through the Housing Our Workforce mortgage down-payment program, depending on availability of funds. Charter Oak has been eastern Connecticut’s Number 1 residential mortgage lender for nine consecutive years.

To learn more about applying for down-payment assistance through the new Housing Our Workforce Program, please call a Charter Oak mortgage professional at 860.446.8085 or 800.962.3237, stop by any of our convenient branches, or visit CharterOak.org.

The Day to Host ‘High School Athlete of the Year’ Ceremony

The Day will host an inaugural ‘High School Athlete of the Year’ dinner and awards ceremony recognizing outstanding athletes from high schools in southeastern Connecticut. To be held June 26, 2019 at Port ‘N’ Starboard at Ocean Beach Park in New London the event will celebrate athletes selected as The Day’s High School Athletes of the Year 2018-2019 for the fall, winter and spring in their respective sports.

Guest speaker Heather Buck, a 2008 Stonington High School graduate named The Day’s Athlete of the Year three times for women’s basketball and The Day’s All-Area team all four years, played for UConn on three national championship teams. At the close of the awards ceremony four additional awards will be announced, an overall male and female athlete of the year and overall male and female coach of the year.

The event is open to the public, tickets are being sold for $35.00 each. Tables of 10 are being offered for $300. To purchase tickets and RSVP (by June 10th) contact Jaclyn Nardone at j.nardone@theday.com. The Day will publish a special section insert on July 13th with athlete bios and events photos. Businesses and organizations interested in advertising in the special section or sponsoring the event should contact David J. Glaski at d.glaski@theday.com or call (860) 701-4203.

A roster of students being honored, and additional event information is available at theday.com/athletedinner.

JUNE EVENTS

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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>12</td>
<td>Chamber 101: Membership Benefits and Orientation&lt;br&gt;12:00 - 1:30 pm, 914 Hartford Turnpike, Waterford</td>
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<td>19</td>
<td>ACT (Arts, Culture &amp; Tourism) Policy Update&lt;br&gt;9:30 - 10:30 am, Lyman Allyn Art Museum, New London</td>
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<td>19</td>
<td>Leadership Eastern CT Class of 2019 Graduation&lt;br&gt;11:30 am - 1:00 pm, Hilton Mystic</td>
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<td>19</td>
<td>Coffee with the Chamber @ NoRA Cupcake Co.&lt;br&gt;2:30 - 3:30 pm, 60 Bank Street, New London</td>
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<td>20</td>
<td>Seminar: ConnectiCare Medicare Plan Information&lt;br&gt;2:30 - 4:30 pm, 914 Hartford Turnpike, Waterford</td>
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<td>20</td>
<td>Statewide YSocial&lt;br&gt;6:00 - 8:00 pm, Mystic Aquarium&lt;br&gt;Sponsored by Mystic Aquarium</td>
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<tr>
<td>22</td>
<td>Open House: Overhead Door of Norwich&lt;br&gt;9:00 am - 2:00 pm, 88 Route 2A, Preston</td>
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<tr>
<td>26</td>
<td>Workshop: Miranda Talks Brand - Everything You Should Know About the Hashtag Era, but were Afraid to Ask&lt;br&gt;12:00 - 1:15 pm, 914 Hartford Turnpike, Waterford</td>
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<tr>
<td>29</td>
<td>Rose Arts Festival: All day in downtown Norwich&lt;br&gt;Sponsored by the Chamber</td>
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Pre-registration is necessary for most events. Call (860) 701-9113 or visit ChamberECT.com to learn more about any event.

Cancellation Policy: Notice must be given at least three business days prior to event. No-shows or those unable to cancel in time will be billed.
Leadership continued from page 1

General Manager Chap Hanley participated in the Class of 2018 and continues to sponsor employees who join the program. He cites the community service as one of the greatest aspects by paying it forward to make a positive impact: “This has helped my team to get connected to the community we serve.”

In their second year, participants plan and lead program sessions for the incoming class, further expanding opportunities to make personal connections with area leaders and demonstrate their enhanced capacity for leadership, teamwork, and communication.

“I learned so much about myself and what type of leader I want to emulate by seeing it first hand by all the great people that were put forth in the program. I was able to take a little piece from each and every speaker and relate it to who I am, the professional I want to be,” summed up Mr. Terry as he reflected on the far-reaching impact of the program.

The Class of 2019 celebrates their graduation from the program on June 19 at the Hilton Mystic. Information about the event is available at ChamberECT.com. Application for next year’s class begins now. Information on the program, selection process, tuition and sessions is available at the Chamber’s website at ChamberECT.com/leadership-program.

Saturday, June 29th

info@RoseArtsFestival.com  
www.RoseArtsFestival.com

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