

FLEX FLEX Your Ideas

FYI

brought to you by the **future leaders & entrepreneurs exchange**

Young Professionals Answer the Call

As we head into 2015, many organizations will lose valuable board members who have exhausted their terms of service. The call is out for those who might be interested in serving to fill these seats next and young professionals are often the target audience for the invitation. "Many nonprofits recognize the importance of attracting the next generation of volunteers and donors through board service. Young professionals are joining boards in record numbers--strengthening nonprofits by lending their skills and expertise, leveraging their relationships, and making philanthropic contributions. In return, board service allows young professionals to actively participate in a personally meaningful cause, develop new leadership skills, and express their autonomy in a way they may not be able to yet at work. Board service is a great way to get more hands-on experience and take ownership of a cause while maintaining a more predictable extracurricular schedule than is often the case with traditional volunteer work." (Erin J. Law, <https://philanthropynewyork.org>)

Many local boards are fortunate to be gaining willing volunteers, but will they be a good match? Asking board candidates key questions should be an important first step in identifying the right person for the board. Consider asking these 4 questions:

- 1. Can you fulfill our board's fiduciary and legal oversight responsibilities?**
- 2. How have you already demonstrated a passion for organizations like ours?**
- 3. Do you have the time to serve on our board?**
- 4. Are you able to meet the board fundraising requirement? (If the organization has one.)**

So you've been asked to serve. Depending on the organization or the person who is contacting you with the invitation to serve, you may be very flattered. It certainly can be an honor to be identified as being qualified to sit on the leadership team with other respected business leaders. It is important to understand what your role and responsibilities will be. In a not-for-profit organization, the board members are responsible to the stakeholders, which may include the local community or those served by the organization.

Together, the board and the organization's management strive to align long-term goals and the organization's vision with attainable short-term objectives. Before even considering accepting a board seat, you should ask yourself:

- 1. Do I believe in the cause/vision of this organization?**
- 2. Am I in the particular stage of my life to add the responsibilities of board membership?
(i.e., career, personal life, social life, growing children, aging parents, etc.)**
- 3. What can I personally contribute to the board?**
- 4. What do I hope to gain from being a member of the board?**



Local small business owner, Emily Kovacks, is a successful businesswoman who is always on the move. She owns and operates Em's Cakes as well as representing Racer X magazine in their marketing department. She loves her work as it allows her to name her own hours with her own company, as well as enjoy plenty of travel with Racer X.

Emily is an Oil City native and like many others, has truly grown to appreciate everything the region has to offer its residents. She enjoys spending time outdoors whether it be hiking, kayaking, or simply exploring the treasures the region has to offer.

If there was one thing Emily would pass on to other young professionals or aspiring young professionals it would be that you do not always have to follow the standard or traditional paths to a career. She found out for herself that pursuing one's passion with hard work and dedication can pay off. After high school, Emily put forth the effort to transform her passion in to a career. She opted out of the traditional path, pouring her time and energy in to perfecting her craft. It was through these efforts, that she is able to lead the lifestyle she loves.



Fall in Love...
With a Bra That Fits

1047 Allegheny Avenue
Oil City, PA 16301
P: 814.676.6725
www.jolingerie.com

	M-F 10am - 5pm	Saturday 9am - 1pm
--	-------------------	-----------------------



ServiceMaster by Bell, Inc.
Professional Cleaning &
Restoration Services for
Your Home and Business

"How can we help you today?"

① 814-764-3232 ✉ smbybell@gmail.com



www.bridgebuilderscommunityfoundations.com

206 Seneca Street
Oil City, PA 16301
P: 814.677.8687
F: 814.677.3404

Connecting Donors to Philanthropy Since 1975

Introducing... VERIZON EDGE

Stay up to date with the latest technology with the EDGE program.
Call or stop by today for more information!

 Cranberry Mall - Cranberry, PA
1241 Liberty St - Franklin, PA
1-800-NEW-CELL

Verizon Freedom Wireless | Prepaid Wholesale

Bring this ad in for 25% off any activation or upgrade!

10 Behaviors That Could Kill Your Career

By Jack Welch

Careers rarely follow a smooth, linear trajectory. If you're experiencing a stalled or faltering career — and most of us do at some point or another — take a good look in the mirror. Are you guilty of exhibiting any of these common behaviors? These ten career-killing pitfalls can mean the difference between an upward ride and a downward spiral at work. If you recognize your own behaviors here, make it your mission to change them — before you have to. In time, you're likely to see your career move from a stall to a soar.

- Misfiring on performance or values - Over committing and under-delivering.
- Resistance to change - Failing to embrace new ideas.
- Being a Problem Identifier vs a Problem Solver.
- Winning over your boss but not your business peer group.
- Always worrying about your next career move versus focusing on the present.
- Running for office – it's totally transparent to everyone but you!
- Self-importance - exhibiting a humorless, rigid attitude.
- Lacking the courage and conviction to push back on the system.
- Forgetting to develop your own succession plan for when you get promoted.
- Complacency - you've stopped growing.



Energetic; outgoing; creative; are three words that come to mind when thinking of area young professional, Russell Lineman. Lineman is a Venango County native who has turned a his passion for motocross in to a business. Russell owns and operates Lineman MX which is every motocross rider's best friend.

Lineman MX retails and manufactures products to help active individuals, particularly motocross athletes, stay on top of their game. Russell has taken a holistic approach to maximizing athletes' potential. The site offers performance supplements, athletic development products, and lifestyle accessories for extreme sport athletes.

Russell prides himself on his non-traditional approach to business, saying you do not have to have a formal business education but rather real word experience and a strong desire to improve every day to be successful in the business world. He has found success in following his passions whether it be in his own business or his other position as Director of Sales for Logic Replace, a web development firm. At logic Replace, Russell coordinates all sales for the company's North American clients.

Lineman enjoys traveling and is thrilled with the travel afforded to him by his career path. He is able to travel for Logic Replace to meet with clients and can travel with his career in professional motocross as well.

Gifts for the Young Professional

By Susan Williams

If you are reading this, you likely have a young professional you will be shopping for this holiday season. Or maybe you are the YP that is being asked "What's on your Christmas wish list?" I have three young professionals right in my own home so I did what I always do...I went to google for advice. This actually seemed like a pretty good list, so I thought I'd share it in case you need some help too!

iPad/Tablet /E-reader

Work briefcase

A gift card - Especially of their favorite coffee or tea haunts.

Domain name

Business Card holders

Magazine Subscriptions

Office chair massage cushion

Gift card for Spotify

Amazon Fire TV Stick

A plant for their desk

I'll be shopping Small Business Saturday to see what our local retailers have to offer and it will be handy to have this list in my back pocket.



URBAN
Insurance Agency

For all of your Auto, Home,
Business, and Life Insurance needs

7137 US 322
Cranberry, PA 16319
814.677.4095
M-F 8am-7pm
S 9am-12pm



NICOLE'S
Bridal Boutique

www.nicolesbridal.com

111 East State Road
Seneca, PA 16346
814.678.1104
Tues: 10am-5pm
Wed-Thur: 10am-7pm
Fri: 10am-5pm
Sat: 10am-2pm



Dr. Kate Eckert
drkecker@gmail.com
www.chirodrkate.com

1047 Allegheny Avenue
Oil City, PA 16301
P: 814.657.1854
F: 814.676.6200



LOW LOAN RATES

**NEW VEHICLE
LOAN RATE** **2.95% APR***
72 mos.

With Galaxy's Low Loan Rates, you can afford the car of your dreams. Join Galaxy, your community credit union and apply today!

NCUA *"Where You Belong!"*
1313 Liberty Street, Franklin, PA 16323 • www.galaxyfcu.com
(814) 432-1207 • FAX (814) 437-3334 • Toll Free 866-833-2125

*APR = Annual Percentage Rate. Rates shown are for qualified borrowers and are subject to change without notice. This rate does not apply to current loans already financed at GFCU. Other rates and terms are available.

Dedicated Runners Support Local Races

While most of us are trying to figure out how to stay inside and warm on these blustery days, there are brave souls among us who willingly suit up and hit the streets, running local 5k races. These races most often serve as fundraisers for local non-profits organizations and causes. One of the most recent races was the YWCA 5K Turkey Trot. For FLEX President Will Price, this was his first ever 5K.. Several other FLEX members and young professionals participated, including Isaac Grove. Isaac was on team Moving With Purpose and won the Screaming Turkey Award for having the most participants in the YMCA Turkey Trot!

The Jingle Bell 5K is coming up next, on Saturday, December 6th in downtown Oil City. Registration forms are available at www.oilcitymainstreet.org. Not a runner but want in on some of the fun? **Volunteers are still needed. To offer your help, contact Kathy Bailey at 814-677-3152.**

Oil City Area YMCA 5K Turkey Trot



Terry Roberts hands out trophies and medals to race winners.



Will Price with Judy-Clark Millar and Jayme Millar

Moving With Purpose, winner of the Screaming Turkey Award for having the most participants in the YMCA Turkey Trot!

OUR MISSION

FLEX represents the needs and interests of Young Professionals by positioning ourselves as leaders, entrepreneurs and advocates for the sustainability of the Venango Area through civic engagement, leadership development and networking.

Where you'll find FLEX in November:

FLEX First Friday Lunch December 5 at the Log Cabin in Seneca

Monthly Meeting - December 10th @ 5:30 pm, Venango Chamber Conf. Room

Chamber events - Check out the Chamber's Calendar of Events at www.venangochamber.org



VenangoFLEX

Text FLEX to 42828 to be added to our email list

email: flex@venangochamber.org