

The Clean You Need!



Facility Maintenance · Commercial Janitorial
Specialty Cleaning Services
Floor Care Services · Expert Consultation

Ask us about our New Client
Sign-up Bonus!

518.363.7887 • daigleclean.com

BUYING Local

Powered by Five Towers Media

DAN WADE, ESQ.

YOUR HOMETOWN
BUSINESS & REAL ESTATE
ATTORNEY FOR LIFE

CONTACT US
518.371.8888
IALAWNY.COM



333 GLEN ST.
SUITE 200
GLENS FALLS, NY

Formerly Glens Falls & Saratoga Business Report • visit our website: buyinglocal.us

JAMES BRUCHAC

BRINGING WINTER SURVIVAL BACK TO NDAKINNA

see pg. 20

SPOTLIGHTS

Just Cats Veterinary Clinic
Hometown Board Shop
In Motion Integrative Physical Therapy
NCTWC
Daigle Cleaning Systems



Pet Nutrition Experts at Your Service



Benson's
Pet Center

Find Your Pet's
Favorite Foods.
Scan to Visit
Our Website!



With stores in Queensbury, Wilton, Saratoga, and 5 other convenient locations.

FIVETOWERS
M E D I A

The Gateway 8 keeps adventurers moving.

Made to celebrate the trails, peaks, and paddles of the southern ADKs—this digital challenge connects people to the outdoors year-round.

Check it out at adkgateway8.com



**This is just one example of the work
we do at Five Towers Media.**

**Your website is your online brand, virtual
storefront and digital footprint. It sets you apart
from the competition.**

From simple “online brochure” sites to e-commerce, our team builds high-quality and affordable custom websites to meet your needs.

Scan here
to get started today!



matthew@fivetowers.us | fivetowers.us | 518.316.2717



STERLING REAL ESTATE GROUP

1487 Saratoga Road | Ballston Spa, NY 12020 | Office: 518.688.2211 | www.Sterling518.com

All information deemed reliable, but not guaranteed.



We Are the #1
INDEPENDENT REAL ESTATE
BROKERAGE FOR NEW
CONSTRUCTION SALES



NEW



This executive community offers large, private homesites ranging from 1 to 9 acres, conveniently close to shopping, dining and highways. Each residence features bright, open floor plans, expansive living areas and a comprehensive list of amenities. Custom build or select from one of the builder's designs. Ballston Spa school district.

Bella Home Builders
HomesteadLanding.com



BRAND NEW



Experience modern, modular living in the heart of Delanson. These thoughtfully designed single-family attached residences feature contemporary finishes, energy-efficient design, and lasting quality. Close to everyday conveniences, this community offers the perfect balance of tranquility and connectivity. Starting at \$350k. Duaneburg school district.

Aspen Hills JDC, LLC
ToadHollowTwinhomes.com



GRAND CLOSEOUT INCENTIVE



Ask about our **\$10,000 INCENTIVE!** A distinguished collection of new construction homes with top-notch quality, generous included features, and customizable floor plans. 3 opportunities available ranging from .5 to .94 acre homesites. Ballston Spa school district.

Trojanski Builders
www.IronSpringEstates.com



NEW



Nestled in the serene foothills of the Adirondacks, this new community features a range of state-of-the-art modular homes, crafted with quality and comfort. Aspen Hills is surrounded by natural beauty, while still offering a close proximity to essential amenities & conveniences. Johnstown school district.

Aspen Hills JDC, LLC
AspenHills.Homes



A new home community in Milton. Each homesite exceeds half an acre and offers privacy. This location is just a short drive to downtown Saratoga Springs and offers many conveniences within 5 minutes! Enjoy a quality-built home with a 10-year warranty. Ranch & Colonial floor plans available. Ballston Spa schools.

DeGraff-Bloom Custom Builders
HunterCourtMilton.com



An exquisite collection of luxury new homes that redefine modern extravagance. Choose from one of our available floor plans or custom build on your 1 acre+ homesite. Enjoy meticulous craftsmanship, sophisticated design, and impressive amenities. Shenendehowa school district.

DeGraff-Bloom Custom Builders
EdgewoodEstatesCP.com



Situated in the serene settings of Wilton, our new homes are carefully crafted for buyers who want the perfect balance of space and comfort. Spacious 1 acre +/- homesites. Easy access to I-87 makes commuting to any destination a breeze. Minutes from downtown Saratoga Springs. Saratoga Springs school district. Phase 2 Open & Selling Fast!

Pigliavento Associates
MeadowsAtEastpointe.com



This desirable new home community in Saratoga Springs NY, offers the opportunity to build the custom-designed home of your dreams. The ideal location is just minutes from the shopping and eateries of Wilton and from everything downtown Saratoga Springs has to offer. Custom build or choose a plan. Saratoga Springs school district.

Trojanski Builders
GrandeHighlands.com



YOUR CAPITAL REGION REAL ESTATE PROFESSIONALS

Lisa M. Licata
Brokerage Manager



Greenwood Hoff
WEALTH MANAGEMENT



Experienced in Finance,
Invested in **You**.

Scan to view
our website!



Premier
Client Group

Cetera Investors is a marketing name of Cetera Investment Services. Securities and Insurance Products are offered through Cetera Investment Services LLC (doing business in CA as CFG STC Insurance Agency LLC), member FINRA/SIPC. Advisory services are offered through Cetera Investment Advisers LLC. Cetera is under separate ownership from any other named entity.
19 BRITISH AMERICAN BOULEVARD EAST, LATHAM, NY 12110. (518) 724-5004.



FIVETOWERS
M E D I A

PUBLISHED BY
FIVE TOWERS MEDIA

michael@fivetowers.us
FiveTowers.us

**LOCALLY OWNED
& OPERATED**

Disclaimer: Our publication utilizes a combination of human interviewers, Otter.ai for transcription, and ChatGPT for drafting articles. While we strive for accuracy and authenticity, AI-generated content is reviewed and edited by our team to ensure quality and journalistic integrity. Interview transcripts may be refined for clarity and readability. If any discrepancies arise, the original interview recordings serve as the authoritative source.

PUBLISHING & ADVERTISING

Michael Nelson
michael@fivetowers.us
Matthew Knoth
matthew@fivetowers.us
518-316-2717
Sales Specialist

EDITORS

Michael Nelson
Kelsey Sherman

DESIGN

Kelsey Sherman
kelsey@fivetowers.us
Publication, Ad & Web Design
Kacie Cotter-Harrigan
Publication Design
Rebecca Shoemaker
Ad Design
Taylor Stone
Ad Design

CONTRIBUTING WRITERS

Amanda Blanton	Michael Nelson
Greenwood Hoff Wealth Management	Sean Palladino
Sara Kelly	Taylor Stone
	Stephen Zabala

NEWSLETTER

Want to get weekly emails to stay up-to-date on what's happening in Saratoga, Warren, and Washington County?

[Email us or go to our website to subscribe!](#)

WANT TO ADVERTISE OR BE A CONTRIBUTING WRITER IN OUR NEXT ISSUE OF BUYING LOCAL?

Send us an email at michael@fivetowers.us

HOOURS OF OPERATION | 9:00 a.m. – 5:00 p.m. | Monday – Friday

CONTACT US | michael@fivetowers.us | matthew@fivetowers.us

ELEVATE YOUR BUSINESS WITH
**PROFESSIONAL
 OUTSOURCING SOLUTIONS**

1 PRIME LOCATION:

Virtual Address, Private Offices, Meeting Rooms or a Desk for a Day!

Included:

- Receptionist
- Phone
- Google Map Location
- Business Plaque
- So Much More!



3 GROW YOUR BUSINESS:

Leverage Our B2B Marketplace By Networking with Over 50 Members in Varied Sectors Plus... Leverage Our Business Services, Resource Management & Project Solutions.

2 FLEXIBILITY:

As Your Business Changes, So Do We!

Growing?

- Private Offices & Additional Support Services As Needed.

Downsizing?

- Maintain Your Business Presence & Functionality with Lower Overhead.

3,000 sq ft of Corporate Space & Amenities
 Onsite and Offsite Business Support Services

✉ info@thebusinesshubamerica.com

📞 518-631-2347



**The Business
 Hub America**

GALARNEAU
 *Builders, Inc.*

You Dream It.

We'll Handle the Rest.

Celebrating 45 Years. Let us make your dream home a reality today.

At Galarneau Builders, we've been bringing dreams to life for more than four decades. From homesite evaluation and lot selection to in-house design and finish selections, we guide you every step of the way. Our personalized process ensures that your vision becomes reality - seamlessly, beautifully, and uniquely yours.

**CUSTOM HOMES • MAJOR REMODELS & MAKEOVERS
 ADDITIONS • KITCHEN & BATH REMODELS**



SCAN ME



Quality without Compromise.  GalarneauBuilders.com  518.587.8191



18



20



28



22

CONTENTS

08 RESOURCE TOOL BOX

10 FIVE TOWERS MEDIA WELCOMES NEW TEAM MEMBERS

11 SARATOGA COUNTY 4-H WINTER FUNDRAISER

12 ARCC FINISHES YEAR STRONG

14 JUST CATS VETERINARY CLINIC CELEBRATES 31 YEARS

16 JOYFUL SUPPORT MOVEMENT

18 HOMETOWN BOARD SHOP

20 JAMES BRUCHAC: WINTER SURVIVAL

22 IN MOTION INTEGRATIVE PHYSICAL THERAPY

24 EMOTIONAL CLEAN UP AFTER THE HOLIDAYS

25 ARCADE ARCHAEOLOGY

26 FARMERS' MARKET GUIDE

28 NCTWC: WORKING TO BUILD THE NEXT GENERATION OF TRADES PROFESSIONALS

32 DAIGLE CLEANING SYSTEMS

34 TOP 5 LOCAL BUILDERS & REMODELERS

36 TOP 5 LOCAL HVAC COMPANIES

38 TOP 5 LOCAL REAL ESTATE COMPANIES

40 MARKET OUTLOOK FROM GREENWOOD HOFF WEALTH MANAGEMENT

42 UPCOMING NETWORKING EVENTS

44 LOCAL PODCASTS EPISODE GUIDE
- BLUE COLLAR STARTUP
- BUYING LOCAL
- FOOD FOR THOUGHT

Local Service & Great Rates

Let's talk. Call or stop by today.

Bob Fitch III

Agent



440 Maple Avenue
Saratoga Springs, NY 12866
518-409-8685
bobfitch@bobfitchinsurance.com

State Farm
Bloomington, IL

 **State Farm**®



Losing Time (and Money) Chasing Parts?

Cornell's Used Auto Parts is your edge.

- ✓ Clean, inspected parts
- ✓ Competitive pricing
- ✓ Fast, reliable delivery

With over 6 trucks on the road daily, we help local shops like yours get the job done—faster and smarter. Ready to switch gears?


Cornell's
AUTO PARTS
518.893.0151
GREENFIELD CENTER, NY



Start your search at cornellsusedautoparts.com or call 518.893.0151

RESOURCE TOOL BOX

RESOURCE TOOL BOX



**NYS
Labor**



Pursuit



SCORE

ADIRONDACK REGIONAL CHAMBER OF COMMERCE

The Adirondack Regional Chamber of Commerce (ARCC) is a 100% membership funded organization with the mission of supporting our business community through advocacy, education, connection and collaboration. The ARCC offers numerous benefits intended to help businesses grow and thrive, including resources in the following areas: business and professional development, money savings, marketing and promotion, ribbon cuttings, and sponsorships.

518-798-1761 | AdirondackChamber.org

LAKE GEORGE REGIONAL CHAMBER OF COMMERCE & CVB

The mission of Lake George Regional Chamber of Commerce & CVB, Inc. is to drive tourism to the Lake George region year-round while fostering a vibrant business community. The Chamber seeks to promote growth and development of its member businesses by offering networking events, educational programs, ribbon cuttings and other opportunities.

518-668-5755 | LakeGeorgeChamber.com

BUSINESS COUNCIL OF NEW YORK STATE

The leading business organization in New York State, representing the interests of large and small firms throughout the state.

111 Washington Avenue, Suite 400, Albany, NY 12210 | 518-465-7511 | bcnys.org

EMPIRE STATE DEVELOPMENT

New York's chief economic development agency. Through the use of loans, grants, tax credits and other forms of financial assistance, Empire State Development strives to enhance private business investment and growth to spur job creation and support prosperous communities across New York State.

625 Broadway, Albany, NY 12207 | 518-292-5100

NEW YORK STATE CONTRACT REPORTER

The New York State Contract Reporter is an online publication of procurement opportunities with New York State agencies, authorities, public benefit corporations, and many municipalities. The Contract Reporter is an essential tool for selling your product/services to New York State government. | nyscr.ny.gov

NEW YORK STATE DEPARTMENT OF LABOR

518-457-9000 | dol.ny.gov

NEW YORK STATE DIRECTORY OF SMALL BUSINESS PROGRAMS

Helping NYS business build back. Find out more about Business Pandemic Recovery Initiative programs - including \$800 million in state funding for small businesses - and about rental assistance for tenants.

esd.ny.gov/business-pandemic-recovery-initiative

NEW YORK STATE ENERGY RESEARCH & DEVELOPMENT AUTHORITY (NYSERDA)

NYSERDA offers objective information and analysis, innovative programs, technical expertise, and support to help New Yorkers increase energy efficiency, save money, use renewable energy, and reduce reliance on fossil fuels.

518-862-1090 | nyserda.ny.gov

NEW YORK STATE MINORITY & WOMEN OWNED BUSINESS ENTERPRISE

esd.ny.gov/mwbe-new-certification

PURSUIT

Access more than 15 small business loan programs custom-fit to your needs, including SBA 504, SBA 7(a), and SBA Microloans. You'll work one-on-one with a lender dedicated to understanding your business and your borrowing needs.

800-923-2504 | PursuitLending.com

SARATOGA ECONOMIC DEVELOPMENT CORPORATION (SEDC)

The SEDC is a non-profit organization driving economic growth in Saratoga County since 1978. SEDC supports businesses with services like project management, incentive negotiation, site selection, workforce recruitment, and small business assistance. Backed by nearly 300 stakeholders, SEDC has facilitated over 400 projects, creating 18,500+ jobs and \$18 billion in investments, all to enhance the local economy and quality of life.

518-587-0945 | info@saratogaedc.com | saratogaedc.com

SCORE

38 local SCORE volunteer mentors help small businesses and entrepreneurs start and grow their businesses. SCORE is a nonprofit and all services are free and confidential.

Contact: Richard Sellers | richard.sellers@scorevolunteer.org

FIVETOWERS
MEDIA

Don't just have a website—get visitors!

Track, Measure & Improve
Your Google Rank



SEO helps your business grow its online presence and improve its performance on Google.

Our services go beyond the SEO basics included in a website build.

starting at
\$99 per month

Our Starter SEO Package Includes

1 Google Business Page Set-up & Management	3 Google Search Console & Google Analytics
2 Google Ads Set-up & Management	4 Monthly Sitemap Submission to Google Search Console

Services begin at **\$99/mo.** and covers setup, monitoring, and analysis of the above external assets. *Any additional work will be billed separately at our hourly rate.*

contact us at michael@fivetowers.us or **518.316.2891** to learn more

ISO 9001:2015 Certified



Industrial Controls & Automation

For more than **30 years** RASP Inc. has been the go-to Control Systems Integrator for reliable, efficient solutions.

OUR TEAM SPECIALIZES IN:

- Electrical Engineering*
- Control System Design*
- Software Development*
- Fabrication*



Transform Your Operations Today!

518.747.8020

📍 **8 Dukes Way, Gansevoort, NY 12831**
visit our website today: rasp-controls.com

Five Towers Media Welcomes Emma Dean and Jeremy Underwood!

Interviewed by Taylor Stone | Photos provided

Five Towers Media is excited to introduce two talented professionals joining the team: Emma Dean as Brand Manager and Jeremy Underwood as Technical Specialist. With their combined expertise in creative design and technical problem-solving, they bring fresh perspectives and skills that align perfectly with the company's growing client base and evolving projects.

Emma Dean – Brand Manager

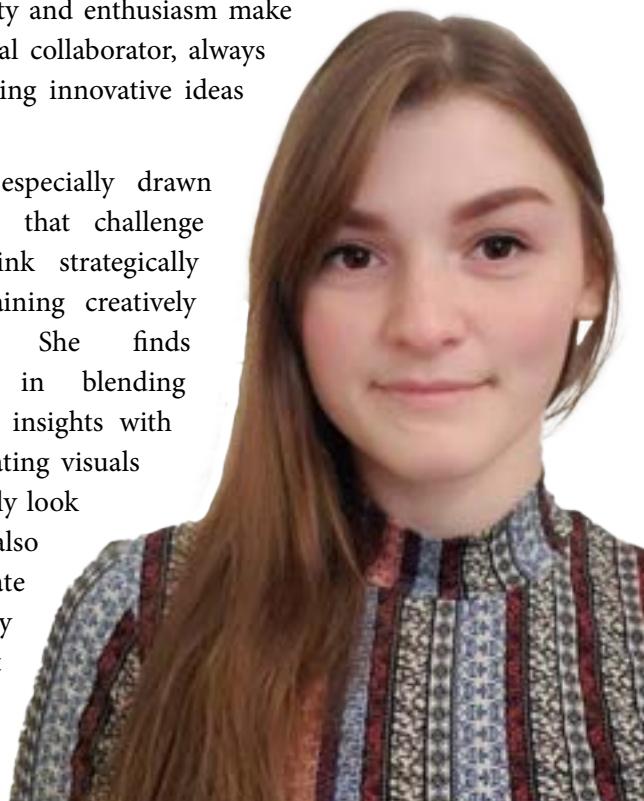
Emma Dean comes to Five Towers Media with a strong background in graphic design and marketing, holding degrees in both fields from SUNY Oswego. "Design and marketing go hand-in-hand," Emma explains. "Understanding branding and advertising has shaped the way I approach visual communication."

Emma's experience spans freelance work and her role with the Adirondack Thunder hockey team, where she created content for multiple social media platforms. At Five Towers, she has already contributed to website editing, social media content curation, and marketing strategy development. Emma shares, "The part I've enjoyed most so far is website editing because of the creative aspect. I'm looking forward to gaining hands-on experience in marketing and project management while contributing to as many creative projects as possible."

Beyond her professional skills, Emma values creativity and continuous learning in all aspects of life. She enjoys exploring new languages, experimenting with guitar, and seeking out fresh inspiration from art, music, and design trends.

Her curiosity and enthusiasm make her a natural collaborator, always ready to bring innovative ideas to the table.

Emma is especially drawn to projects that challenge her to think strategically while remaining creatively expressive. She finds fulfillment in blending data-driven insights with design, creating visuals that not only look great but also communicate effectively to target audiences.



Jeremy Underwood – Technical Specialist

Jeremy Underwood brings a wealth of technical expertise and hands-on experience in software development, IT, and systems analysis. A U.S. Army veteran, Jeremy's interest in technology started at a young age and was solidified during his time at Naval Cryptology School. His educational journey includes a Bachelor's in Software Development and Security from the University of Maryland Global Campus, along with graduating General Assembly's Full-stack Software Engineering Immersive Program.

Jeremy has an extensive portfolio of side projects—over 100 total with 80 being on his GitHub—ranging from functional web applications to custom platforms for mapping drone imagery. He has also held IT roles at the National Security Agency and Knolls Atomic Power Laboratory, gaining valuable experience in system troubleshooting and working directly with source code.

Outside of work, Jeremy enjoys spending time with his wife and kids, exploring the Adirondacks, cycling, motocross, and staying active with fitness and outdoor hobbies. His curiosity for technology extends into his personal life as well, where he enjoys experimenting with new tools and learning about innovations in software and IT.

Jeremy thrives on problem-solving and learning from complex technical challenges. Whether debugging code, optimizing website functionality, or exploring new platforms, he finds satisfaction in understanding how systems work and improving them for better performance and user experience.



Building a Stronger Team

Michael Nelson, owner of Five Towers Media, shares his excitement about the new hires: "Hiring Emma and Jeremy was greatly needed. With our client base growing rapidly and scalability always on our minds, we needed people that fit our culture and brought unique skill sets. We are really excited for what Emma and Jeremy bring to the team."

As Five Towers Media continues to grow, Emma and Jeremy's creative and technical talents will play a crucial role in supporting clients and expanding the company's capabilities. Both team members are already making an impact and are enthusiastic about the opportunities to learn, grow, and contribute to the company's success. ■

4-H Party for a CAUSE

Saratoga County 4-H is thrilled to announce the return of its Winter's Edge Party for a Cause, a lively community fundraiser scheduled for January 17, 2026, from 6-10 PM at The Hideaway at Saratoga Lake Golf Course. This annual celebration brings together supporters, families, and friends to uplift local youth programs. A special thank-you goes to Harmony Veterinary Center, proudly joining as this year's signature sponsor.

Attendees can look forward to a delightful evening where \$20 admission includes live music by Electric Rodeo, five raffle tickets, and light refreshments (veggies, cheese, crackers, and pepperoni). Beyond that, the event will feature a silent auction, themed raffle baskets, and plenty of festive fun. Guests can also enjoy an open cash bar, a limited food menu available for purchase, and the option to buy additional raffle tickets throughout the night.

All proceeds directly support the Saratoga County 4-H Program, helping fund educational opportunities, leadership development, and hands-on learning experiences for local youth.

Winter's Edge Fundraiser Set for January 17, 2026



Scan for Tickets!

Scan the QR code to get your tickets now!

For questions or more details, please contact Greg Stevens at 518-885-8995 or grs9@cornell.edu. ■

Need a tutor?

Knock it out of the park this year with personalized tutoring plans.

Get your first lesson for free!

We offer payment plans & tutoring packages! No long-term commitments required.

nourishingmindstutoring.com • 518.415.2423 • info@nourishingmindstutoring.com



In-Person & Virtual Sessions!

- Math
- Special Education
- Reading
- Autism Support
- Writing
- Homework Help
- Science
- History/Social Studies
- Test Prep
- Speech & Language
- Study Skills
- Common Core
- Languages
- Music Therapy

K-12 and beyond!

If you need help in areas not listed, please contact us to discuss your needs!

Scan to learn more!



ARCC FINISHES YEAR STRONG

**Adds On New Board Members
& Ambassadors in 2026**



by **Amanda Blanton**,
ARCC Vice President,
Marketing & Communications
Photos provided

It's a new year full of new possibilities. The Adirondack Regional Chamber of Commerce experienced a busy year of making connections and supporting businesses in our region. Throughout 2025, we noticed a boom in small businesses, entrepreneurs, and consultants looking to grow their businesses. Welcoming almost 140 new members to the Chamber exceeded the growth from the prior year and invited new opportunities for collaboration and connections. In addition, during the summer, the ARCC and the Greater Greenwich Chamber of Commerce entered into a Partnership Agreement, which will build a strong, collaborative relationship that supports local businesses and drives economic growth across both communities. This alliance marked an exciting new chapter for our regional business community, opening opportunities for members of both Chambers.

The ARCC also celebrated an 87% retention rate, further demonstrating the value that Chamber membership continuously shows year after year. It's with this support that the ARCC can continue its mission of advocating for business, sharing education opportunities, and facilitating connections & collaboration.

ARCC Welcomes New Board Members

The ARCC is pleased to announce the addition of four new members to their Board of Directors in 2026. The ARCC would also like to express our gratitude for the service of the following Board Members whose terms were completed in December 2025: Juan Gonzales (Hunt Companies, Inc.), Eric Ryan (TD Bank), Tim Seeley Jr. (Seeley Office Systems), Jen Whalen (Rozell Industries), Rebecca Wood, and Past Board Chair Marc Yrsha (Arrow Bank).

The new ARCC Board Members are as follows:



Arleen Girard

ARLEEN GIRARD, Senior Vice President, Director of Business Services, joined Arrow Bank in 2014 and oversees the Municipal Banking and Cash Management teams. She is responsible for developing and managing opportunities for revenue growth, including deposits, cash management services, merchant and payroll services, and credit cards. Ms. Girard is also a member of the Adirondack Civic Center Coalition Board of Directors. Girard is a graduate of Glens Falls Senior High School and earned a bachelor's degree in business administration from Le Moyne College.



Josh Koons

JOSH KOONS is an Information Technology Engagement Manager who specializes in guiding organizations through smart, sustainable technology decisions. With a knack for translating business needs into practical IT solutions, he partners closely with clients to strengthen operations, improve security, and unlock long-term value. Known for his clear communication and forward-thinking approach, Josh helps teams cut through technical noise and focus on what truly drives impact.



Chuck Barton

CHUCK BARTON serves as the CEO of the Warren-Washington Industrial Development Agency, overseeing investment incentive programs supporting 38 active projects valued at more than \$690 million and generating over 670 local jobs. His prior career experience includes Chief Operating Officer of Barton Mines Corporation and Director of Finance for Honeywell's former Engineered Materials division. Chuck also brings a small-business perspective as the former co-owner of a family recreation club.



Kate Wilkins

KATE WILKINS is the Chief Advancement Officer and Deputy Director of The Hyde Collection, where she leads fundraising, external relations, and strategic initiatives that strengthen the museum's role in the community. Since joining The Hyde in 2021, she has helped deepen the museum's regional partnerships and supported its long-term vision for growth, access, and community connection. With more than a decade of experience in development, engagement, and communications for arts organizations across Upstate New York, Kate has built a career dedicated to expanding access to the arts in both urban and rural communities.

ARCC Grows Ambassador Committee

A strong extension of the ARCC, the Ambassador Committee is comprised of volunteers from a variety of businesses & organizations whose mission is to welcome new members, assist at events, and foster connections through the Chamber's networks. We are fortunate to welcome aboard the following:



Zach Walker

ZACH WALKER, Director of Business Development for the Adirondack Thunder | Harding Mazzotti Arena – Zach grew up in Boise, Idaho, where he discovered his love for hockey early on. His playing career led him to the U.S. National Team Development Program in Ann Arbor and Plymouth, and later to Boston College, where he earned a B.S. in Psychology. During four seasons of professional hockey, he also completed an MBA in Marketing from Bellevue University. Today, Zach serves as Director of Business Development, partnering with corporate and local businesses to drive the team's growth and community impact.



Shawn Weinberger

SHAWN WEINBERGER, Sales & Marketing Manager for KEENA PEO Services – Shawn helps employers cut through the clutter of HR, payroll, benefits, and compliance with clear guidance and real-world solutions. As part of KEENA's leadership team, he leads business development and marketing with a relationship-first approach, showing organizations how a PEO can simplify operations, reduce risk, and elevate the support they offer their teams. With experience across HR, compliance, and growth strategy, Shawn is driven by strengthening the regional business community and making it easier for local employers to move forward with confidence and momentum.



Andrew No

licensure to assist with business solutions, life insurance, long-term care, investments, and annuities, Andrew helps businesses, individuals, and families plan for today and prepare for tomorrow. Andrew is eager to contribute to the Chamber's mission by fostering genuine connections and supporting the success of local businesses. He aims to support ARCC events by fostering a positive environment where all members feel recognized and engaged.

The ARCC Team, Board of Directors, and Ambassador Committee are looking forward to an incredible 2026 of serving our business community. ■

New Space, New Services, and a Renewed Focus on Feline Care

JUST CATS VETERINARY CLINIC

Celebrates 31 Years



Interviewed by
Michael Nelson
Photos provided

For more than three decades, Dr. Susan Sikule has dedicated her life to providing cats with a peaceful, specialized veterinary experience. This past fall, Just Cats Veterinary Clinic officially marked its 31st anniversary—an accomplishment few small businesses ever reach. And rather than slowing down, Dr. Sikule and her team are entering this milestone year with major updates, including a brand-new Mechanicville location, refreshed branding, and innovative treatment offerings like cold-laser therapy.

A New Chapter Begins With a New Location

After years of operating out of smaller facilities, Just Cats made the exciting move into a spacious new campus in Mechanicville. The building—originally designed for urgent care—offers a level of environmental comfort that is especially ideal for feline patients.

The rooms were constructed with additional insulation, resulting in quieter spaces—exactly what cats need to stay calm during appointments. Dr. Sikule explained that reducing sound and stress has already made an enormous difference for both patients and their owners.

The new location features:

- Six outpatient exam rooms
- One dedicated inpatient room
- A spacious waiting area
- Room-by-room privacy that eliminates noise and feline interaction stress

While the move places the clinic slightly farther from some Saratoga-area clients, Dr. Sikule assures them the experience is well worth the extra minutes of travel.

Advancements in Feline Medicine: Cold Laser Therapy Arrives

One of the most exciting new offerings at Just Cats is cold-laser therapy—an innovative, non-invasive treatment gaining attention across both human and animal medicine.

Unlike heat-based lasers, cold-laser technology stimulates energy, blood flow, and tissue repair beneath the skin's surface. Early success stories include improvements in:

- Arthritis and joint pain
- Chronic urinary inflammation
- Sinus conditions
- Post-injury recovery

Cats tolerate the therapy extremely well, and the treatment is administered right in the exam room with owners present.

For pet owners seeking relief options beyond medications or injections, this new service is a remarkable step forward.



Expanding Capabilities in Diabetes Treatment

Feline diabetes has long been one of the more challenging conditions for both veterinarians and cat owners. Historically, treatment required twice-daily insulin injections—something that could drastically affect quality of life.

Today, Dr. Sikule is helping lead patients into a new era of diabetes management:

- Effective once-daily oral medications now exist
- Many cats can regulate glucose levels without injections
- Monitoring has become easier through at-home glucose testing and wearable sensors

These changes have lifted an emotional and logistical burden for cat owners, opening doors to better long-term outcomes.

31 Years in Business—

Lessons Learned, Culture Strengthened

Despite advancements in animal health, Dr. Sikule says the biggest evolution over 31 years has been recognizing the importance of the team around her. Early on, she viewed staffing as transactional—employees came and went and that was simply part of business ownership.

Today, her mindset is vastly different.

She describes her staff as central to patient care, client relationships, and business success. Many of her team members have been with her more than 10 years—including her practice manager, Missy, who helped lead operational transitions during the recent move.

From celebrating long-term hires to refining leadership through business coaching, Dr. Sikule credits her growth as both a veterinarian and owner to staying intentional about workplace culture.



JUST CATS
VETERINARY CLINIC

A New Brand Identity for a New Era

With a new building came something Dr. Sikule had been considering for years—a redesigned logo and stronger visual identity.

Her reason was simple:

For decades, she softened the message of being exclusively feline-focused. Now, she embraces it.

Just Cats is not a general animal practice—they are experts in feline needs, from physical health to behavior-based care environments. The new logo reinforces this specialty, and updated signage and digital branding unify both locations under a refreshed aesthetic.

Looking Ahead:

Continued Growth and Client Appreciation

Although plans are still in the works, Just Cats is preparing to host an open house and ribbon-cutting at the new location in the spring. The event will allow pet owners to tour exam rooms, meet the team, and experience firsthand what makes the new facility so unique.

With expanded capabilities, new technology, and unmatched dedication to cat-only care, Just Cats Veterinary Clinic continues its mission with the same passion that first inspired its opening 31 years ago.



Learn More

Pet owners can stay updated or schedule an appointment at:

justcatsvet.com

New patients are currently being accepted, particularly at the Mechanicville location, with shorter waiting times available for new appointments.

After 31 years, Just Cats remains proof that innovative care, a clear mission, and genuine compassion are the ingredients for sustaining a thriving veterinary practice—one that continues to grow, evolve, and serve the feline community. ■

Co-Founders Bring JOY & PRACTICAL SUPPORT to Everyday Life Through New Online Community



Interviewed by
Michael Nelson

Photos provided

In a world where social feeds often amplify comparison and criticism, two people have set out to create the opposite. Sara Kelly and her business partner, Lacey Tomlinson, have co-founded the Joyful Support Movement—an online community and learning platform designed to help people feel supported, organized, and emotionally grounded in everyday life.



Kelly, who brings a background in home management and household systems, was already helping families streamline daily life long before the movement existed. Tomlinson, whose professional experience centers on communications, learning design, and storytelling, had previously launched a podcast exploring what it means to navigate difficult seasons. When the two connected, their shared philosophy evolved into something larger: a structured yet compassionate space where people can show up, be honest about what they're dealing with, and take steps toward their desired goal.

Joyful Support movement

The Joyful Support Movement is centered on a three-step framework that both founders teach.

1 **THE FIRST STEP** is acknowledging what is happening in your life—the good, stressful, overwhelming, or uncertain pieces.

2 **THE SECOND** is identifying a “joy moment,” which they emphasize is not grand, expensive, or rare. Rather, it could be a moment of laughter, a warm drink, a quiet car ride, or simply noticing something that feels good, even on difficult days.

3 **THE THIRD STEP** is identifying one small step to move forward, whether logistical or emotional. Those three actions form the basis of their courses, their conversations, and their community programs.

At the center of the movement is “The Village,” a private online space designed to give people a place to ask questions, share challenges, and receive support without trolling, shaming, or judgment. Kelly explained during her interview that traditional social platforms often make people feel worse after sharing openly, not better. The Village is meant to replicate the kind of supportive environment people wish existed in their physical communities—especially for those balancing work, caregiving, relationships, and personal well-being.

Members can post their three steps, receive encouragement, and even participate in guided sessions around certain life areas. The Village also houses the movement’s growing catalog of online courses, ranging from teaching household systems to incorporating children into home responsibilities. Kelly notes that many people reach adulthood without being taught how to manage a household in a way that reduces stress rather than adds to it. Their courses offer practical solutions, not perfection standards, and are designed to be adaptable to individual homes and capacities. Some courses, such as their meal-planning system, are even free.



Lacey
Tomlinson



Sara
Kelly

The platform also produces three active podcasts, each aligning with one of the movement’s core pillars. “Sharing the Middle”—originally created and hosted by Tomlinson—explores real experiences of being in uncertain or transitional phases of life. “No Shame in Our Game,” hosted jointly, offers answers to everyday questions, expert interviews, and discussions on home organization, emotional challenges, and realistic decision-making. Their third podcast, “Joy Moments,” highlights short stories submitted by listeners featuring small but meaningful moments, serving as a collective reminder that joy is often found in daily life rather than milestone occasions.



[Listen on joyfulsupportmovement.com](http://joyfulsupportmovement.com)

While the movement is open to everyone, the co-founders note that many members tend to be women carrying the weight of multiple roles—work demands, household duties, child needs, aging parents, and personal goals. Their intention is not to fix problems for people, but to offer a place to talk through them, gain perspective, and take manageable next steps. They often refer to the work as “self-help with community support,” acknowledging that while individuals are capable of solving their own problems, no one should feel like they must do so alone.

Kelly and Tomlinson are also beginning to bring their community model into in-person gatherings, where participants can sit, listen, share if they choose, and move through the three-step process in a facilitated setting. The goal mirrors the online space: support without judgment, presence without pressure, and connection without performance.

For more information

on The Village, upcoming events, courses, and podcasts, readers can visit joyfulsupportmovement.com. And for anyone who has ever wished there was a place to talk openly about everyday struggles—from meal planning to parenting challenges to emotional overwhelm—the Joyful Support Movement is working to be that place, one small joy at a time. ■

BRINGING SNOWBOARDING CULTURE BACK HOME



Meet Felicia and Matt



Interviewed by
Michael Nelson

Photos provided

Walk into Hometown Board Shop—now operating inside Inside Edge in Queensbury—and you'll immediately feel a difference. Owners Felicia and Matt Lynn have created a space that is warm, friendly, and rooted in community, not just commerce. They opened the business in early November with a clear purpose: restore the kind of snowboard scene many people in the region once knew. Their goal is not simply to sell equipment, but to give riders a home base again.

That idea began before a business plan existed. After returning to the area, Felicia realized that despite many stores offering gear, there was no longer a true board-shop environment. Years ago, young riders could stop in, talk about equipment and conditions, meet others, and become part of an active network. Over time, that faded as those riders aged, moved away, or stopped participating regularly. When Felicia walked into her former workplace and found that snowboards had disappeared from the inventory, she recognized that something meaningful had gone missing.

She and Matt—both longtime riders and former coaches—decided to fill the gap. With Inside Edge offering space in-house, Hometown Board Shop launched with the ability to sell boards, boots, bindings, apparel, wax, and more, while leaning on Inside Edge for tuning, service, alpine, Nordic, and race-focused offerings. It is an arrangement that benefits both businesses and, more importantly, benefits local riders.

From day one, the shop built its identity around education over salesmanship. Felicia does not describe herself as a salesperson at all, but rather someone who helps riders make informed decisions. Instead of pushing top-priced gear, she takes the time to learn about ability level, frequency of riding, terrain preference, and goals. Customers often find that she steers them toward more affordable equipment when it fits their actual needs. Matt shares that approach; their priority is getting people into the right setup rather than the most expensive one. As he explained, the question is not “What costs more?” but “What matches your style and progression?”



Those events mirror what once existed here. Years ago, the region hosted rail jams and community-style gatherings, including the well-known Hometown Hero event at West Mountain. Felicia and Matt see value in reviving that culture—not only because it was fun, but because it helped young riders learn, improve, and find belonging. For many, that was how lasting friendships were made.

Perhaps the strongest message coming from the shop is that every form of riding belongs in the same community. Felicia has been involved in nearly every discipline—skiing, snowboarding, tele, Nordic, and coaching—and believes the divisions people often talk about are artificial. In her words, “It’s all just sliding on snow.” Whether someone prefers rails in the park, fresh groomers, glades, cross-country trails, or big-mountain conditions, the experience remains shared.

Hometown Board Shop does not simply offer a place to purchase gear; it offers a place to reconnect. For parents now returning to winter sports with their children, for riders who drifted away from the sport, and for new participants discovering it for the first time, the shop is already becoming what it set out to be—home base.

Those interested can visit hometownboardshop.com or stop into Inside Edge to learn more, browse merchandise, or simply talk riding. And for those who ask ahead of time, the shop will even let you know if Sheldon, the unofficial shop ambassador, is on duty that day.

In a moment when small businesses matter more than ever, Hometown Board Shop represents something more than local buying. It represents local belonging. And for the snowboard and free-ski community in the Adirondack foothills, belonging has finally found its place again. ■



PRODUCING CHAMPIONS, TRANSFORMING LIVES.

Alliance Jiu-Jitsu, the world's most successful team, brings its **proven methodology, designed for all ages and athletic abilities**, to Saratoga through instruction by their certified black belts dedicated to transforming lives.



SCAN
ME!



saratogajiujiutsu.com

ALLIANCE
JIU JITSU TEAM
SARATOGA

Wilton Mall 3065 RT. 50, Saratoga Springs, New York, 12866

The shop launched with two brand lines that reflect both tradition and emerging trends in snowboarding. Nitro, an established brand with decades of influence in the sport, represents the long-standing culture that shaped many riders. Public, newer and based in Minnesota, is tied closely to street and park riding—two styles gaining renewed interest locally. Together, these brands signal that the shop embraces both experienced riders and young newcomers looking for accessible progression.

What truly sets Hometown Board Shop apart is what Felicia and Matt plan to build beyond the retail counter. This winter, they will begin inviting riders to informal Thursday evening gatherings, where people can talk about conditions, swap knowledge, and organize weekend trips. With Indy Pass access, the owners plan to coordinate visits to different mountains, turning individual outings into group experiences. They also hope to bring back local competitions and introduce clinics, including tuning workshops that help riders take care of their own equipment.

BRINGING WINTER SURVIVAL BACK TO NDAKINNA



Interviewed by
Michael Nelson

Photos provided

The idea of “survival” often conjures visions of wilderness disasters, roaring bears, or being stranded in the backcountry. But as James Bruchac reminds us, survival is as relevant on a winter road in upstate New York as it is in deep woods or on a mountainside. “Your car breaks down, you’re out in the middle of nowhere... what are you gonna do?” he says, emphasizing how fire, shelter, and situational awareness can be the difference between comfort and catastrophe.

This winter, Bruchac—author, storyteller, animal tracker, world-traveled cultural educator, and lifelong outdoorsman—is reinstating adult survival training at the Ndakinna Education Center in Greenfield Center. It’s a return many have been waiting for.

JAMES BRUCHAC

Raised in Story, Raised in Wilderness

James’s foundation in survival began with stories—real stories, Indigenous stories, and stories connected to the land.

His father, Joseph Bruchac - an award winning Native American author, storyteller, and naturalist - was raised during a time when Native ancestry was often hidden rather than celebrated. Because of that history, starting in his college years, his father sought out elders from his own Abenaki ancestry and among the Mohawk, Onondaga, Oneida, Mohican, Lenape and other surrounding communities—absorbing culture, wildlife knowledge, and oral tradition, then passing it down to James and his brother.

Before they learned to build fires, they learned what those fires meant. Before tracking animals, they tracked characters and lessons embedded in stories.

Those lessons quickly moved outdoors. James recalls early days learning plants, trees, tracks, and ecological understanding directly in the woods with his father.

By his teen years, things escalated:

He traveled to the Six Nations Indian Museum to work with John Stokes—a teacher who had lived with Aboriginal communities in Australia. That encounter lit the spark.

“He made stories seem cool again,” James explains.

Soon he was spending summers in New Mexico teaching youth survival skills, then traveling to West Africa with his father to research the Dogon people. Later came Yellowstone, where tracking wolves and grizzlies became more than textbook ideas. He now has thousands of plaster casts of tracks collected through decades of field work.

There’s one plaster cast now hanging in Ndakinna—a grizzly track “about the size of a small pizza,” as James describes it.

Stories became survival, and survival turned into something he could teach.

Survival Isn't Just for the Backwoods

During the interview, James made a point many people overlook:

Survival skills are everyday skills.

Once you’ve studied tracking, you walk through the backyard differently. You don’t just see footprints—you understand whether a predator or a scavenger is nearby, how fresh it is, and where it went.

Once you’ve learned fire-making, even cattails and birch bark look different.

“You’re never going to look at them the same way again,” he tells listeners.

And yes—dryer lint becomes valuable.

Real survival often has nothing to do with dramatic wilderness rescues. It’s being prepared when the car stalls in subzero weather. It’s knowing what to safely gather. It’s knowing when to stay put versus when to move—like the real-life Saratoga story of someone who stayed in the woods because they “heard trains” and thought that meant rescue was coming.

Situational thinking matters just as much as technique.



Teaching Skills That Make Wilderness Less Dangerous

James is not romantic about survival.

He is enthusiastic—but realistic.

He’s taught kids who later entered Army Ranger, Green Beret, and special forces pipelines. He’s taught engineers, photographers, and teachers. He’s taught parents who want to feel safer hiking with children.

Whether you’re facing cold, animals, getting lost, or basic resource scarcity—skills reduce panic.

As he says plainly:

“Technology fails. Then what are you gonna do?”

Survival isn’t adrenaline.

It’s preparedness. ■

Sunday Survival Series Returns!

After several years focusing on Ndakinna’s booming martial arts programs, James is bringing back hands-on, beginner-friendly skill development.

Two early courses are confirmed:

WINTER FIRE-MAKING ESSENTIALS

January 25 | 11:00 AM – 2:30 PM

At Ndakinna Education Center, Greenfield Center

This session is built on the most fundamental winter survival priority—heat.

Participants will learn:

- how to properly use fire steels and strike rods
- what to carry versus what to find
- why winter tinder sources differ
- how to legally (and when to ethically) break rules when gathering material
- how to safely build and maintain heat

A bow-drill demonstration ends the session, giving participants hands-on experience with primitive fire.



WINTER TRACKS & TRAILS

February 22 | 11:00 AM – 2:30 PM



Students will learn to identify animals that pass through their backyards and will explore:

- predator vs. scavenger gait
- safety indicators in tracks
- scat interpretation
- animal behavior patterns
- reading track shape, stride, depth, and direction

James brings thousands of casts, including wolves and black bears—but also the track size distinction that can determine whether you’re following a safe-to-observe animal or a dangerous one.

Then the class heads into the woods to find real trails, with the snow acting as a natural tracking sheet.

Sign-Up

Details and registration are available at: NdakinnaCenter.org

Courses are capped for quality and safety, so early registration is recommended.

The return of longer, full day survival treks, and possible overnights are planned for the future. Stay Tuned!

Redefining Physical Therapy Through Integrative Care



Interviewed by
Stephen Zabala

Photo provided

Dr. Sarah Avery, physical therapist, entrepreneur, movement specialist, and advocate for women's wellness, has built an approach to physical therapy that feels much more personal—and far more effective—than the traditional medical model. As the founder of In Motion Integrative Physical Therapy, she is reshaping how patients experience healing by blending evidence-based science with hands-on therapy, functional movement, yoga-based principles, and lifestyle awareness. Her method is grounded not only in anatomy and rehabilitation, but also in connection, education, and the belief that prevention is as important as treatment.

Movement as Medicine

Long before she earned her doctorate in physical therapy, Avery was a lifelong mover—soccer player, dancer, fitness enthusiast. It was the physicality of her youth paired with a strong interest in anatomy that steered her toward physical therapy. While completing her graduate studies, she discovered that learning movement from textbooks could only go so far. Yoga soon became the bridge between scientific study and embodied experience.

What started as quiet evening routines to manage stress developed into something deeper: the understanding that movement heals emotionally and psychologically—not just physically. As she entered the PT field, she realized how much value existed in merging these philosophies.

Yet Avery also saw limitations in conventional outpatient settings. Productivity quotas, double-booking patients, and shortened sessions made it difficult to treat people holistically. The deeper conversations—the ones about stress, lifestyle, menstrual cycles, fear of injury, identity as an athlete—were often left behind. Eventually, she stepped away from insurance-based practice to create the space needed for real healing.

Dr. Sarah Avery

inMOTION
PHYSICAL THERAPY & YOGA FOR LIFE

MoonCycle
SEED COMPANY

Hands-On Therapy Meets Movement Education

Avery considers herself strongly rooted in manual therapy. Her approach frequently begins with direct physical intervention—trigger-point release, soft-tissue mobilization, and joint work that act as the “bridge” to movement.

Her philosophy:

If the body is restricted, people cannot move correctly—regardless of how well-meaning an exercise program is.

Once mobility is restored, she teaches strength, alignment, and movement patterns that sustain the improvement. Her clinical style is not prescriptive or routine. Instead, she looks at a patient's life:

- What stresses are present?
- What movement patterns dominate their day?
- What past injuries are influencing compensation?
- What fears or beliefs are affecting compliance?

This becomes the foundation of individualized treatment.

Women's Health, Hormones, and Preventative Strength

Dr. Avery has emerged as a quiet yet powerful force in women's physical health. She specializes in:

- postpartum return to movement
- pelvic-informed training
- menstrual-cycle-based lifestyle modification
- osteoporosis prevention and reversal



The Osteo Vitality Program

One of her most significant contributions is Osteo Vitality, a progressive strength-training program for women with thinning bone density.

Unlike traditional programs that rely on light weights and chair-based exercises, Avery designed something demanding but safe:

Weekly programming includes:

- deadlifts
- squats
- overhead pressing
- posture-specific loading
- balance training
- yoga-informed position work that loads bone through tension

Her outcomes are compelling: roughly 86% of returning participants have improved or maintained bone density without medication.

Perhaps more unexpected was the community that formed—women staying not for 12 weeks, but for years, gaining strength, confidence, and belonging.

The Hormonal Connection:

Moon Cycle Seeds

Parallel to clinical practice, Avery operates Moon Cycle Seed Co., a women's wellness product that supports hormonal balance through nutrition. Seed cycling—using ground pumpkin, flax,

sesame, and sunflower seeds strategically throughout the menstrual cycle—became something she learned personally, tested herself, then shared with siblings, then offered publicly.

It is not part of her PT practice but complements her overall mission: helping women understand their bodies instead of suppressing symptoms.

Her philosophy regarding hormonal health:

- Awareness first—know the rhythm of your cycle
- Nourish the body rather than override it
- Reduce internal stress and external toxins
- Encourage cyclical living when possible

Many women report reduced PMS symptoms, regulated cycles, and emotional changes using the method—much like Avery did.

Healing Through Connection, Not Volume

What truly distinguishes Avery is not simply what she practices—but how.

She listens.

She slows down time.

She builds relationships with other clinicians—trainers, chiropractors, massage therapists—and happily refers patients outward, believing no professional should try to be everything.

She treats movement as an art form and each patient as a story rather than a diagnosis.

She encourages evidence-based work without abandoning ancient wisdom.

And she models what she teaches—balancing business ownership, motherhood, physical training, self-study, and rest.

A Modern Model of Physical Therapy

Dr. Sarah Avery represents what the next generation of physical therapy will likely become:

- Preventative, not reactive
- Rooted in science, enriched with human connection
- Integrative, not compartmentalized
- Strength-based instead of fear-based
- Collaborative rather than isolated

Her work not only rehabilitates injuries—it strengthens identity, capability, and confidence.

For those seeking therapy that views them as a complete human—not just a body part—Dr. Avery's practice stands out.

learn more at:

In Motion Integrative Physical Therapy
inmotionintegrativept.com

Moon Cycle Seed Co.
mooncycleseedco.com

Her approach reminds us that movement is not simply healing—it is empowering. ■

UNLOCK YOUR PEAK PERFORMANCE

Functional Movement x Strength x Chiropractic Care

- Improve mobility & joint health
- Enhance functional strength & stability
- Reduce injury risk
- Increase power, speed, and endurance
- Recover faster between training sessions

**MOVE BETTER.
TRAIN STRONGER.
PERFORM AT YOUR HIGEST.**

Call 518-886-9507 today to get started.



EMOTIONAL CLEAN UP AFTER THE HOLIDAYS



by Sara Kelly

Sara Kelly is a co-founder of the Joyful Support Movement, where she helps individuals navigate life with more ease, compassion, and joy. Learn more at JoyfulSupportMovement.com.

Now that we have savored the holidays, there is some clean-up to do. Not just putting away the decorations and finding homes for new items, but also some emotional clean-up.

Think of when you cook a delicious meal—there's so much to enjoy, but there's always some work to be done. The pans often have bits stuck to them, and if you leave them, they dry and harden, making the job tougher later. That's why soaking helps: a little water and soap let things loosen in their own time without you having to scrub right away.

In the same way, the holidays can leave behind emotional residue that starts to stick if we don't tend to it. What do you find yourself carrying, emotionally, after the holidays?

- Did your mom make a comment about your house that left you livid, but you never addressed it?
- Any resentment over the thoughtful gift you gave your spouse, and in return, you were handed a generic gift card?
- Or perhaps this overall general burnout of depleting yourself year after year and wanting it to be different.



An example of the steps:

STORY: I feel overwhelmed with all that needs to be done in the next week.

JOY: This morning, I saw the most beautiful colors in the sky, and I took a moment to enjoy them.

STEP: I'm going to write down all the things that need to be done, along with their importance and due dates.

The great news is that there is no wrong way to do these steps! By yourself, with a friend, on paper, out loud, once, twice, two hundred times—it all works!

If you're curious to experience this in person—or know someone who would benefit—there will be a gathering where we'll practice the tool together. On Wednesday, January 28th at 6 p.m., at Petal & Hive in Saratoga Springs, I'll be leading a Joy Circle. It's an hour to slow down, check in with yourself, and feel supported by simply being in community. You'll walk away feeling lighter, more connected, and more grounded. When we do this work together, we create space for both personal reflection and collective care.

And don't worry—you don't have to share anything heavy. We can start small with that snarky comment from your mom, or you're welcome to just sit and observe. Truly, there is no wrong way to care for yourself with Joyful Support.

Joy Circle Details and Registration:

village.joyfulsupportmovement.com/events/2E9A58 ■



Scan Me!

Wherever you are and whatever you are feeling, I've got something for you. It's the three steps of Joyful Support.

1. STORY. What's going on in your life right now, or what are you thinking about that is consuming a lot of your mental energy? Getting clear on your story can help identify what may feel stuck.

2. JOY. What's something good? It's easier to see the things that aren't going the way we want and to focus on them. The dumpster fire grabs our attention quicker than the bloom on the flower. It takes intention to refocus and zoom in on something that brings you joy. Not talking big, winning-the-lottery here, but small like you saw a dog carrying a big stick type joy.

3. TAKING A STEP. What's the tiniest way to move forward? This could mean physically moving around by going for a walk or dancing. Or, figuring out the next step to take toward a solution in some area of your life.

The three steps are the soap-and-water for our emotions—an easy way in to dealing with what's stuck before it hardens. The steps aren't a magic recipe for solving all your problems. What they are is a tool to break free from feeling paralyzed and overwhelmed, to see a way forward, and feel that you have the fuel to do it.

A PLAYABLE MUSEUM WITH A CENTURY OF MACHINES



by Sean Palladino

Photos provided



ARCADE ARCHAEOLOGY

Strolling through Aviation Mall in November, I stumbled across a relatively new playable museum, Arcade Archaeology, that imbued a wonderful sense of nostalgia for arcade games, filled with more than fifty pinball machines. Opening last summer in June, Lonnie Linen, founder of Arcade Archaeology, has been interested in preserving arcade games for the past decade. The journey began when he acquired and fixed a pinball machine created in 1972 by D. Gottlieb & Co. called "Drop-A-Card". His mechanical aptitude led him to discover the long history of pinball games since 1931, eventually creating a pinball showcase at the Wilton Mall called "Saratoga Silverball" in 2021 that has drawn thousands of players across the region. Tanner Stowell, a local collector of Japanese rhythm games and associate director, helps bring arcade games from overseas to the museum.

Gathering and preserving the history of pinball machines can be an expensive endeavor, but Lonnie's connection with Howard Levine of the nonprofit, Project Pinball, helped orchestrate their mission. Lonnie explained, "despite playing a small, humble part, I cannot overstate how the museum's creation came about thanks to Howard," as I learned more about Project Pinball. From their website, "Project Pinball began with the discovery of a broken pinball machine at Golisano Children's Hospital of Southwest Florida. The pinball community and many local benefactors raised funds and donated time to restore the machine to perfect

condition." The organization eventually became a nationwide organization that supports the placement of pinball machines in Children's Hospitals, Ronald McDonald Houses, and Assisted Living Facilities. The Saratoga Silverball has been a key benefactor for the project.

Lonnie and Tanner have cultivated a breath of knowledge in arcade history. From describing the unique, internal designs in a machine to the different technological developments throughout the decades, every visit elicits a learning and playing experience. The intricate machines are a marvel of engineering, mixing movable hardware and computer technologies, to whisk a player into another world while being grounded in reality. The expansive space has some classic pinball games, like William Electronic Game's Indiana Jones Pinball Adventure from 1993 and Sorcerer from 1985, along with D. Gottlieb and Company's Buccaneer from 1972, among many others. During the cold, winter months, head inside the Aviation Mall to check out the Arcade Archaeology Museum to learn and play history.

They are open on Friday through Sunday, though they are planning on creating a pinball league that meets on Thursday evenings. At the moment, entry into the museum is \$20 for a day pass, with a half-hour pass available, but they are in the process of acquiring custom tokens for an additional way to experience the museum. ■

Winter FARMERS' MARKETS

SARATOGA, WARREN & WASHINGTON COUNTIES

Saratoga Winter Farmers' Market

Wilton Mall
3065 NY-50, Saratoga Springs

SCHEDULE:
Saturdays, November – April
9:30 AM – 1:30 PM
• FMNP Accepted: Yes
• FreshConnect Checks: Yes

Halfmoon Farmers' Market

Abele Memorial Park, Halfmoon
OR inside Halfmoon Town Hall,
Harris Road, Halfmoon

SCHEDULE:
Wednesdays, Year-round, 3 – 6 PM
• FMNP Accepted: Yes
• FreshConnect Checks: Yes

Glens Falls Farmers' Market (Winter)

The Market & Event Center "The Ed"
57 South Street, Glens Falls

SCHEDULE:
Saturdays, November 2 – April 25
9 AM – 12 PM
Manager Contact: 518-792-4918
• FMNP Accepted: Yes

Spa City Farmers' Market

Saratoga Spa State Park
(Lincoln Baths)
Saratoga Springs

SCHEDULE:
Sundays, Year-round, 10 AM – 2 PM
• FMNP Accepted: Yes
• FreshConnect Checks: Yes

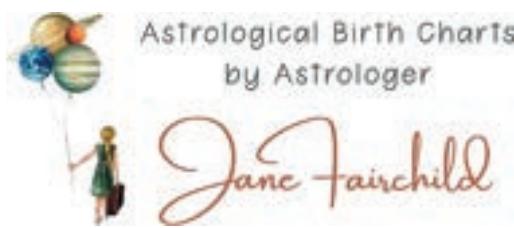


Cambridge Valley Farmers' Market (Winter)

The Old Firehouse,
11 W. Main Street, Cambridge

SCHEDULE:
2nd & 4th Sundays,
January 12 – May 11
10 AM – 1 PM
• FMNP Accepted: Yes





ASTROLOGY

ISN'T SOMETHING TO FEAR.
IT'S A TOOL FOR SELF-DISCOVERY.

Your birth chart is your personal roadmap to self-understanding, helping you see your strengths, challenges, and the cycles that shape your life.

In a private session, Jane Fairchild guides you through your chart so you can move forward with clarity and confidence.

perfect for

- ★ Individual Readings
- ★ Parties & Retreats
- ★ Small-to-Mid-Size Company Team-Building

*Know Yourself.
Live Fully.*



Celebrate yourself. Celebrate your team. Book Your Reading Today!

LOOKING FOR A LOCAL PODCAST? HERE'S 3!



"Where **self-help** meets **community support**."

No Shame in Our Game is where self-help meets community support. Your loving aunties Sara and Lacey help you with any life question where you're not sure where to turn. No shoulds. No shame. Just possibilities.



*Scan here to
listen to the
podcast now!*



"Where **Small Moments Shared** Create Ripples of **Joy**"

Joy Moments is a 10-minute podcast that captures real stories of everyday joy from people around the globe. Quick doses of joy from real people living real lives.



*Scan here to
listen to the
podcast now!*



"Sharing our Stories about the **Messy Middles** of Life"

Sharing the Middle celebrates the "middle moments" of life—the raw, unfiltered experiences of navigating uncertainty, growth, and transformation. Real people sharing real stories about the space between challenge and resolution.



*Scan here to
listen to the
podcast now!*

NCTWC

NORTHEAST CONSTRUCTION TRADES WORKFORCE COALITION



Interviewed by
Michael Nelson
& **Derek Foster**

Photos provided

Working to Build the Next Generation of Trades Professionals

The Northeast Construction Trades Workforce Coalition (NCTWC) is reshaping how young people—and the adults who influence them—view careers in the skilled trades. Founded from a grassroots workforce effort, the coalition has grown into a regional nonprofit known for its innovation in student engagement and career awareness.

Origins Rooted in Industry Need

Roughly eight years ago, Doug Ford of Curtis Lumber was appointed to a workforce task force through the Saratoga Builders Association. Recognizing the growing labor shortage and lack of understanding among students about trade careers, Ford immediately recruited colleague Pam Stott. Together, they began developing programs designed to introduce youth to construction and trade pathways.

For six years, this work was done on a volunteer basis as part of their corporate roles. As demand rapidly increased, Ford and Stott transitioned the initiative into a formal nonprofit structure. The coalition officially became a 501(c)(6) nearly two years ago, and Stott retired from Curtis Lumber to serve as executive director.

A Mission Focused on Awareness, Not Training

NCTWC focuses on awareness—ensuring students know these opportunities exist and understand what they offer. Their mission emphasizes:

- Accurate information on potential earnings, benefits and job security
- Awareness of non-physical roles such as project management and logistics
- Career advancement and entrepreneurial potential
- Early-stage exposure that can influence career decision-making

This “awareness-first” approach has remained unchanged since the organization was formed.

Programs Designed to Reach Students Early and Often

The coalition does not wait until graduation-year planning begins. Their education model starts early and builds sequentially through school age groups.

Elementary Programs

Students as young as second grade build small wooden toolboxes—over 1,200 last year alone. **The toolbox build is a hands on tool to:**

- Carpentry and creativity
- Discuss the people involved in constructing their homes
- Encourages motor skills and problem solving

While basic on the surface, the program plants a seed early.



Middle School Experiences

At this stage, programs are tied heavily to classroom curriculum. One example is a real-world geometry and design activity where students build a multi-sided structure, reinforcing:

- STEM and soft skills
- Teamwork and time management
- Construction planning and design

Students begin to see how subjects commonly asked about—such as “when will I use this?”—directly connect to real-life work.



High School Exposure and On-Site Learning

At the high school level, programming becomes career-oriented. Students participate in:

- Job-site tours of active construction sites
- Exposure to the phases of construction and various trades involved
- Meeting builders and trades professionals face-to-face
- Job shadowing
- Internships
- Visits to local businesses to explore real-life careers

The coalition intentionally brings in younger trades professionals when possible to create strong peer relatability.

One student, previously committed to college, was introduced to multiple trades companies through job shadowing experiences. He ultimately entered the industry full-time and has remained in the field successfully.



A Major Breakthrough: Engaging School Counselors

From the beginning, NCTWC recognized the role of school counselors as a key factor in student decision-making. Many, however, previously had limited exposure to trade professions and emphasized college as the expected pathway for academically strong students.

The coalition changed that narrative through counselor-focused efforts including:

- Workforce workshops designed specifically for counselors
- Job-site construction tours at major projects
- Structured conversations with trades industry professionals
- Resource development for school use

NCTWC is helping equip counselors with knowledge and resources to assist in their conversations with students and parents about career opportunities in the trades. They are reinforcing the trades as a viable career option and not a default alternative to college.

Empowering Young Women in Trades Careers

One of the coalition's most celebrated programs is its girls-only construction summer camp.

During camp sessions, participants:

- Use tools ranging from power drills to pneumatic nailers
- Build functioning projects
- Learn building science
- Work directly with industry mentors

Students often leave camp with large-scale projects, including planter boxes, outdoor chairs, vertical gardens and even fully constructed sheds. Attendance has increased enough that the camp has expanded from one week to two. Parents consistently cite confidence-building outcomes.

Industry-Wide Collaboration

NCTWC now represents collaboration among many construction-related companies, not just its founders. Builders frequently rearrange jobsite schedules so they can present to classrooms, lead field trips or host student job shadows. Curtis Lumber and Saratoga Builders Association continue as founding partners. Over 90 organizations are now members of the coalition providing financial and volunteer engagement.

Scaling Beyond New York

Recently, more than 100 lumber dealers from around the United States visited the region specifically to evaluate the coalition's model. Multiple companies expressed interest in launching similar chapters in their home markets.

Plans are underway to package the model into a scalable format for national rollout allowing new regions to replicate the coalition's programming and branding standards.

What began as a local workforce initiative is now positioned to influence career awareness nationwide.

A New Understanding of What the Trades Offer

The coalition is helping dismantle outdated assumptions surrounding trade professions. **Modern trades careers offer:**

- Competitive earnings
- Healthcare and retirement benefits
- Rapid advancement pathways
- Business ownership potential
- Skilled, meaningful craftsmanship

For many students, the trades represent stability paired with visible, tangible accomplishment. And critically, trade careers are not just for those uninterested in college or less academically inclined —they are often ideal for students with strong academic or technical aptitude.



Looking Ahead

What started as two industry professionals trying to solve a workforce problem has become a transformational regional initiative. Through hands-on programs, student engagement, school counselor development and industry collaboration, the Northeast Construction Trades Workforce Coalition is helping young people discover fulfilling career paths while strengthening the trades workforce pipeline.

Their growing impact—soon to reach beyond the Northeast—stands to change how future generations see building, making and craftsmanship in America.

For more information, visit nctwc.org. ■



Care Clean
of Saratoga A DAIGLE COMPANY

**The Clean
You Need!**

Why you should choose Care Clean of Saratoga **EVERY TIME:**

Results Oriented: Our systemized approach yields observable results. Daigle Cleaning Systems is focused on solving problems.

Professionalism: From Entry level to Senior management! Daigle Cleaning Systems upholds the highest standards in our industry.

Integrity: Our client-focused approach to business has allowed us to build lasting relationships sustained by trust.



commercial



medical



floor care



carpet



construction

Call today for a free estimate, or visit our website!

518.467.8370 • CareCleanSaratoga.com



Prevent Fires. Eliminate Fears.

There are over 10,000 restaurant fires every year due to mismanaged kitchen exhaust and hood systems. As a certified IKECA kitchen exhaust cleaning contractor, we meet and exceed the NFPA-96 standards – always making sure to go **beyond the hood**, and leaving nothing behind but **bare metal**.

 **PERFORMANCE
INDUSTRIAL**

CONTACT SEAN WILLCOXON
(518) 793-9274
sean@performanceindustrial.com

**GET A FREE
ESTIMATE!**



How Daigle Cleaning Systems Is Using Robotics to Redefine Commercial Cleaning

For decades, commercial cleaning has relied almost entirely on human labor. But as facilities grow larger, labor shortages increase, and expectations around cleanliness—especially in healthcare—continue to rise, that traditional model is being pushed to its limits. At Daigle Cleaning Systems, co-owner Derek Foster saw that pressure early and made a deliberate decision to integrate robotics into the company's service offerings. Over the last couple of years, robotics have moved from experimentation to a core part of how Daigle delivers value to its clients.

Rather than replacing people, these robots are designed to automate repetitive, labor-intensive tasks, allowing human technicians to focus on detail work, safety-critical cleaning, and higher-value services.



Meet Violet

UVC Disinfection Robot



Meet Scrubby

4-in-1 Floor Care Robot

What the Cleaning Robots Can Actually Do

Daigle Cleaning Systems deploys autonomous cleaning robots that are programmed for specific environments and tasks. These robots are not “plug and play.” Each one is mapped to a facility using onboard cameras, LIDAR technology, and a touchscreen interface. Once mapped, the robot follows exact instructions—no more and no less.

One of the primary machines Daigle uses is a four-in-one floor care robot often referred to internally as “Scrubby.” This robot can:

- Sweep hard floors
- Damp mop surfaces
- Auto-scrub tile and grout
- Vacuum carpeted areas

Because the robot stores facility maps in its internal memory and cloud systems, it can be scheduled to clean specific areas at specific times without

constant supervision. The robot operates using Wi-Fi or a mobile hotspot and documents where it cleans, where it pauses, and where it must return later if an area is temporarily blocked.

The robots are equipped with 360-degree cameras and obstacle-detection sensors. When people or objects appear in their path, operators can choose whether the robot stops, reroutes around the obstacle, or pauses and returns later. In real-world environments—such as hospital waiting rooms—the robots safely navigate around patients and staff without collisions.

Daigle has also deployed ultraviolet disinfection robots designed for healthcare environments. These units use UVC light to disinfect surfaces and reduce the risk of hospital-associated infections. During demonstrations, multiple robots operated simultaneously in confined spaces without interfering with one another, highlighting how advanced the collision-avoidance and navigation systems have become.

Where Robotics Make the Most Sense

Not every building is a good candidate for robotic cleaning, and Derek Foster is clear about that. Robotics work best in facilities with large, open areas where repetitive tasks consume significant labor hours.

The strongest use cases include:

- Hospitals and healthcare facilities, including waiting rooms and corridors
- Medical office buildings and urgent care centers
- Office buildings with wide hallways and open floor plans
- Colleges, universities, and schools
- Banks and institutional facilities

In healthcare settings, robotics help maintain consistent cleanliness in high-traffic areas while supporting infection-control goals. In office and educational buildings, robots can handle daily floor care while human staff focus on detail cleaning, security checks, and specialty services.

Why Clients Are Adopting Robotic Cleaning

The biggest driver behind robotics adoption is not novelty—it's necessity. Many facilities struggle to fully staff janitorial and maintenance roles. Tasks like vacuuming large carpeted areas or auto-scrubbing floors are time-consuming and physically demanding. Robotics allow those tasks to be completed reliably without adding headcount.

From a cost standpoint, Foster explains that most robots pay for themselves within six to seven months. Once deployed, a robot can clean the same area multiple times per day without increasing labor costs. For example, instead of vacuuming once daily due to staffing limits, a facility can vacuum three times a day using the same robotic asset.

Robotics also improve employee safety. In large facilities, staff may walk hundreds of miles per week pushing equipment or transporting materials. Automating those repetitive movements reduces wear and tear on employees and lowers long-term injury risk.

Just as important, robotics open doors with clients who already have in-house cleaning teams. Rather than replacing those teams, Daigle positions robotics as a way to augment existing staff—allowing people to focus on detail-oriented, judgment-based work while robots handle predictable, repetitive tasks. This approach transforms robotics from a threat into a collaborative tool.



Humans Still Matter—And Always Will

Despite rapid advances, robotics do not eliminate the need for skilled technicians. Robots cannot yet clean bathrooms independently, handle complex spills without guidance, or perform judgment-based tasks like spot glass cleaning or high dusting. Human oversight, programming, and decision-making remain essential.

At Daigle Cleaning Systems, robotics have created new internal roles as well. Team members are trained as robotics specialists who understand mapping, programming, troubleshooting, and optimization. As Foster notes, there is a significant learning curve—but also a growing opportunity for people who want to work at the intersection of skilled trades and advanced technology.

A Glimpse of the Future of Cleaning

By integrating robotics into its service model, Daigle Cleaning Systems is solving real-world problems for clients while preparing for an industry facing labor shortages and rising standards. Robotics are not a replacement for people; they are a force multiplier—one that allows facilities to do more, more consistently, with the resources they already have.

As automation becomes more common in commercial buildings, companies that understand how to deploy robotics thoughtfully—not blindly—will be the ones setting the standard for the next generation of facility services. ■



Builders & Remodelers

Saratoga Springs • Malta • Ballston Spa • Clifton Park

#1

5.0 Excellent



Get a FREE Consultation to
Discuss Your Project

GALARNEAU
Builders, Inc.

- Building in Saratoga Springs, Malta and Ballston Spa since 1980
- Custom homes, kitchen remodels, baths and additions
- Skilled crews known for craftsmanship and lasting quality
- Trusted for clear communication, timelines and pricing

Why Galarneau Builders Is Our Top Local Pick

Looking for a trusted building & remodeling contractor in Saratoga, NY? For over 45 years, Galarneau Builders has helped homeowners across the Capital Region build and transform their dream homes. Known for high-quality craftsmanship and personal service, this locally-owned company is a go-to for everything from full-scale custom home construction to detailed interior remodels like kitchen renovations and bathroom upgrades.

Galarneau Builders proudly serves the greater Malta, Clifton Park, and Saratoga Springs area. If you're in need of a custom home, kitchen remodeling, bathroom renovations, or full home renovations, trust the experienced team at Galarneau Builders.

galarneaubuilders.com
518-587-8191
Saratoga Springs



Get Quote!

Searching for home builders near me, kitchen remodelers in Saratoga Springs, or bathroom renovations in Clifton Park? These top-ranked builders and remodelers are known across Saratoga County for their attention to detail, design/build expertise, and outstanding customer service. Backed by years of proven success and satisfied clients, they're your go-to partners for residential construction and remodeling throughout the Capital Region.

#2

4.5 Great



MICHAELS GROUP
HOMES

michaelsgroup.com
518-899-6311
Mechanicville

- ✓ Expertise in custom home building throughout the region
- ✓ Full design/build services for new construction & remodels
- ✓ Licensed, insured, and client-focused professionals
- ✓ Delivered on time and within budget

#3

4.7 Great

Kodiak
CONSTRUCTION^{INC}

kodiakofsaratoga.com
518-587-4847
Gansevoort

- ✓ Top-of-the-line leadership with engineering and business expertise
- ✓ Building high-quality homes and spaces with expert craftsmanship
- ✓ Renowned for providing personal attention and care to detail
- ✓ Providing residential and commercial construction services since 2004

#4

5.0 Excellent

WHITBECK
CONSTRUCTION

whitbeckconstruction.com
518-226-0017
Gansevoort

- ✓ Building custom homes & completing renovations across Saratoga County
- ✓ Specialists in energy-efficient design & green building practices
- ✓ Known for detail-oriented work & client-first project management
- ✓ Trusted for professionalism, punctuality & transparent pricing

#5

5.0 Excellent

Teakwood
LUXURY BUILDING & REMODELING

teakwoodbuilders.com
518-587-2880
Saratoga Springs

- ✓ Custom homes, historic restorations & high-end remodels since 1996
- ✓ In-house Concierge service for home maintenance & repairs
- ✓ Award-winning craftsmanship & detailed custom woodworking
- ✓ Design-build experts blending classic style with modern efficiency



HVAC Companies

Saratoga Springs • Malta • Ballston Spa • Clifton Park

#1

4.9 Excellent



Get 10% Off Labor on Your First Service Call as a New Customer



- Plumbing & HVAC pros serving Saratoga, Queensbury, & surrounding areas.
- Fast, reliable service—available 24/7 for emergencies
- Licensed, insured, and family-owned for over 30 years
- Expert repairs, installations, and seasonal maintenance

Why Cerrone Plumbing & HVAC Is Our Top Local Pick

With over 30 years of experience Cerrone Plumbing & HVAC stands out among the top HVAC companies in Saratoga Springs, Queensbury, Clifton Park, Ballston Spa, Malta, and throughout the greater Capital Region. Whether you're upgrading to an energy-efficient system, need urgent HVAC repairs, or a seasonal tune-up, their certified technicians deliver dependable service with clear communication and attention to detail. Plus, their regular monthly specials and seasonal discounts make it easy to save on high-quality heating and cooling services. From furnace and AC installations to smart thermostat integration and indoor air quality improvements, Cerrone provides the best HVAC repair and installation services for both homes and businesses.

cerroneplumbinghvac.com
518-798-6560
Queensbury



Get Quote!

Searching for HVAC contractors near me, furnace installation in Saratoga Springs, or AC repair in Malta or Clifton Park? These trusted HVAC professionals are known across Saratoga County for 24/7 emergency repairs, seasonal tune-ups, and energy-efficient system upgrades. With decades of combined experience and a strong commitment to customer satisfaction, they're the go-to choice for heating and cooling services in the Capital Region.

#2

4.6 Great



bbphsaratoga.com
518-584-4440
Saratoga Springs

- ✓ One-stop shop for comprehensive plumbing, heating, cooling & air quality services
- ✓ Locally owned and community-recognized with deep experience and continuity
- ✓ Expert installs using top-tier brands and certifications
- ✓ Competitive pricing and customer satisfaction focus

#3

4.9 Excellent



gograsshopper.com
518-541-7979
Clifton Park

- ✓ Trusted, locally owned HVAC pros serving Clifton Park & the Capital Region
- ✓ 24/7 emergency service with free estimates and financing available
- ✓ Licensed, insured, and woman-owned since 2016
- ✓ NATE- & EPA-certified technicians for expert repairs and installations

#4

4.8 Excellent



crisbro.com
518-414-5577
Glens Falls • Albany

- ✓ Family-owned and operated with over 85 years of trusted service.
- ✓ Voted best HVAC & plumbing company 18 years in a row
- ✓ Red Carpet Care with lasting, satisfaction-guaranteed solutions
- ✓ Full plumbing, HVAC & electrical — 24/7 emergency support

#5

4.8 Excellent



rolandjdown.com
833-259-4280
Halfmoon

- ✓ Backed by a 100% written satisfaction guarantee
- ✓ Rapid response for heating, cooling & plumbing emergencies
- ✓ Fully licensed, bonded & insured for your protection
- ✓ Expert care from ACE-certified technicians, every visit

TOP 5

Certified Public Accountants (CPA)

WARREN AND WASHINGTON COUNTY

#1

5.0 Excellent



*Schedule a Discovery
Call Today: 518-414-3242*



- Deep local expertise in Glens Falls tax matters
- Personalized accounting advice tailored to your business
- Responsive support when you need guidance quickly
- Transparent pricing keeps your finances predictable and managed

Why Stidd CPA Is Our Top Pick for Future-Focused Accounting & Tax Strategy

If you're searching for a modern, high-trust CPA firm serving Washington and Warren County, Stidd CPA stands out as our top choice for small business owners, entrepreneurs, and individuals with advanced tax needs. Their future-focused approach, transparent pricing, and commitment to collaboration make them one of the most innovative accounting firms in the region.

Rather than offering simple annual tax filings, Stidd CPA provides a holistic, year-round advisory relationship designed to help clients anticipate change, minimize risk, and make confident financial decisions. Their fully digital workflow—from secure document collection to real-time collaboration and electronic delivery of all work—sets them apart as one of the most progressive, client-centered CPA firms in Upstate NY.

Whether you need strategic tax planning, ongoing insight accounting support, or guidance to help your business grow, Stidd CPA combines technical expertise with a modern client experience built to save time, reduce stress, and deliver clarity every step of the way.

stiddcpa.com
518-414-3242
Glens Falls



Get Started!

Looking for trusted CPA services in Warren or Washington County? Whether you're in Glens Falls, Lake George, Queensbury, Hudson Falls, Fort Edward, Granville, Greenwich, Cambridge, Whitehall, or anywhere in between, explore this curated list of top-rated accounting professionals. They deliver expert tax preparation, financial planning, bookkeeping, and business support with the local knowledge and personalized service that individuals and businesses throughout the region rely on.

#2

5.0 Excellent



Allen B. Powers CPA
CERTIFIED PUBLIC ACCOUNTANT

allenpowers.com
518-761-6054
Glens Falls

- ✓ Years of experience with small-business clients in the region
- ✓ Proactive tax planning reduces your long-term liabilities
- ✓ Clear communication turns accounting jargon into plain language
- ✓ Trusted advisor relationships foster reliable financial decision-making

#3

4.0 Great



WDR
CPAs & Business Advisors

WHITTEMORE, DOWEN & RICCIARDELLI, LLP

wdrcpa.com
518-584-0770
Saratoga Springs

- ✓ Full-service audit, tax, advisory team covers broad needs
- ✓ Partner-led engagement ensures senior oversight on every job
- ✓ Strong reputation built on integrity and long time service
- ✓ Scalable solutions support clients from startup through growth

#4

3.7 Good



CMJ
CERTIFIED PUBLIC ACCOUNTANTS

cmjllp.com
518-798-3330
Queensbury

- ✓ Forward-looking firm uses technology to streamline processes
- ✓ Comprehensive financial reviews help identify growth opportunities
- ✓ Collaborative team culture means multiple experts support you
- ✓ Holistic view of your business improves decision-making outcomes

#5

3.7 Good



MMB+CO
BUSINESS
ADVISORS
AND CPAs

mmbaccounting.com
518-798-3330
Rochester • Elmira • Canandaigua
Latham • Queensbury

- ✓ Over 50 years of distinguished regional accounting
- ✓ Delivers high-quality audit and tax services to corporations
- ✓ Consulting excellence for businesses and individuals statewide
- ✓ Modern-minded firm adopts cloud accounting for real-time visibility



SAVE ENERGY THIS SEASON

Schedule Your Tune-Up Today!

- Boost Efficiency & Save on Energy Bills
- Prevent Breakdowns
- Extend the Life of Your System



Get your FREE Estimate!

cerroneplumbinghvac.com • 518-798-6560



National Strength, Local Expertise.

Looking for a lending partner who puts your clients first? **Kristen Zorda**, a trusted Loan Officer with PrimeLending, is committed to delivering tailored financing solutions that help families achieve their homeownership goals. With Kristen's expertise and the strength of one of the nation's top lenders behind her, you can count on a smooth, reliable experience—keeping your deals on track and your clients happy.



Primary, Second/Vacation and Investment Property Loans Available!

Kristen Zorda

Loan Originator | NMLS: 58751

518-366-7999

kristen.zorda@primelending.com

Doing Business in the Capital Region

SCAN



PrimeLending Lends
in All 50 States

PrimeLending 

Home Loans Made Simple.

6702 Buckley Road, Suite 130, Bldg B
North Syracuse, NY 13212



All loans subject to credit approval. Rates and fees subject to change. ©2025 PrimeLending, a PlainsCapital Company (PrimeLending). (NMLS: 13649) Equal Housing Lender. PrimeLending North Syracuse, 6702 Buckley Road, Suite 130, Bldg B | North Syracuse, NY 13212 is a wholly owned subsidiary of a state-chartered bank and is regulated by the New York Department of Financial Services No. LMBC 108099. v022422

TOP

5

Real Estate Companies

Saratoga Springs • Malta • Ballston Spa • Clifton Park

Looking to buy or sell a home in Saratoga Springs, Malta, Ballston Spa, or Clifton Park? Explore this vetted list of top-rated real estate professionals offering expert guidance, market insights, property listings, and seamless transactions throughout the Capital Region.

Whether you're buying your first home, selling a property, or investing in real estate, these top-rated professionals proudly serve clients in Saratoga Springs, Malta, Ballston Spa, and Clifton Park with expert guidance and personalized service. Specializing in residential and commercial real estate, they offer everything from property listings and market analysis to staging advice and contract negotiations—helping you achieve your goals with confidence. These trusted real estate experts are known across Saratoga County for their local knowledge, strong networks, and commitment to client success. With decades of combined experience and a reputation for results, they're the go-to choice for real estate services in the Capital Region.

#1

5.0 Excellent



Get Our FREE Buyers or Sellers Guide



STERLING
REAL ESTATE GROUP
YOUR LOCAL REAL ESTATE PROFESSIONALS

- Expert team serving Capital Region from Ballston Spa.**
- Specializes in new construction communities.**
- Values integrity, ethics, and mentorship**
- Won Best of Saratoga Region 2023-2025.**

sterling518.com
518-688-2211
Ballston Spa



Get Started!



Why Sterling Real Estate Group Is Our Top Local Pick

Looking for a trusted, experienced real estate brokerage in Saratoga County and the broader Capital Region? Sterling Real Estate Group, based in Ballston Spa, has over 25 years of real estate experience, offering exceptional service whether you're buying, selling, or exploring new construction opportunities. Their boutique approach—reflecting quality over quantity—makes them a top pick for clients seeking knowledgeable, personalized guidance.

The team stands out for its integrity, community mindset, and deep commitment to client success. They prioritize ethics, open communication, and continued education for both agents and clients—making the real estate process smoother and more transparent.

Clients consistently highlight Sterling Real Estate Group's responsive communication, integrity, and attention to detail—qualities that set them apart in a competitive market.

Core Services & Expertise

- **Residential Buying & Selling:** Comprehensive support for single-family homes, condos, luxury properties, land, and relocations.
- **New Construction Guidance:** Certified New Home Sales Professional (CSP) agents with deep expertise in local communities and quick-delivery homes.
- **Commercial & Investment Properties:** Tailored strategies for business owners and investors across the Capital Region.
- **Educational Resources:** Buyer's and seller's guides, blog posts, and podcasts to keep clients informed.
- **Mentorship & Agent Development:** Hands-on training, shadowing, and professional growth programs to ensure high-quality client service.
- **Community Involvement:** Active participation in food drives, volunteer events, and local real estate organizations.

#2



★★★★★ 5.0 Excellent



- ✓ Keller Williams-backed team in Glens Falls & Saratoga
- ✓ Free pre-approval with top local lenders
- ✓ Instant home value estimates
- ✓ Personalized buying & selling support

peakrealtyny.com
518-313-3094

Latham

#3



★★★★★ 4.7 Great

- ✓ Family-owned since 1969, based in Saratoga Springs
- ✓ Voted Best Real Estate Company 18 years running
- ✓ Offers free moving truck for clients
- ✓ Expertise in residential, commercial, and rentals

roohanrealty.com
518-587-4500

Saratoga Springs

#4



★★★★★ 4.8 Excellent

- ✓ Over 30 years' experience, 5,000+ properties sold
- ✓ Specializes in residential, commercial, and investment properties
- ✓ Keller Williams affiliation for global market access
- ✓ Highly responsive with dedicated operations support

scottvarley.com
518-281-6808

Saratoga Springs

#5



★★★★★ 5.0 Excellent

- ✓ Veteran-owned with nearly 30 years' experience
- ✓ Ranked in the top 10% of agents in the Capital District for five years
- ✓ Provides custom home evaluation reports
- ✓ Offers stunning listings and personalized support

saratogasporealty.com
518-584-6699

Ballston Spa

Protecting What You Value Most.

As a full-service Estate Planning and Elder Law firm, we pride ourselves on being able to walk you and your family through all stages of Estate Planning, Medicaid Planning, Estate Administration and Tax Planning.



- ✓ Estate Planning
- ✓ Long-Term Care Planning
- ✓ Business Succession Planning
- ✓ Special Needs Trusts / Guardianships
- ✓ Estate Administration
- ✓ Medicaid Applications

Connect with Us!

ALBANY 7 Southwoods Boulevard, Albany, NY 12211

SARATOGA 60 Railroad Place #302, Saratoga Springs, NY 12866

KINGSTON 130 North Front Street, Kingston, NY 12401

QUEENSBURY Fowler Square, 719 Bay Rd, Queensbury, NY 12804*

*By appointment only.



Contact Us for a FREE Consultation!
visit herzoglaw.com
518.465.7581 · info@herzoglaw.com



MONTHLY MARKET OUTLOOK



by Greenwood Hoff Wealth Management
of Cetera Investors

Market Volatility Returns:

Why Uncertainty Today May Create Opportunity Tomorrow

After months of relative calm in financial markets, volatility has returned, and in a meaningful way. Equity indexes sold off recently, led primarily by growth and technology names that have powered much of the market's advance over the past two years. While pullbacks can feel uncomfortable, especially following a strong rally, we believe the current environment reflects a normal and healthy resetting of expectations rather than the start of deeper trouble. In fact, many of the forces behind the recent weakness may ultimately create opportunities for long-term investors who remain disciplined.



A Market Searching for Clarity

Markets dislike uncertainty, and today's environment has plenty of it. Although the government has reopened after the shutdown, a significant gap in economic data remains. Agencies are still working through backlogs of unreleased reports, meaning investors, economists, and policymakers are still flying somewhat blind. The Federal Reserve, which has emphasized repeatedly that it is "data dependent," will likely head into its mid-December meeting without the October jobs report or CPI inflation data, which are two major inputs in shaping interest-rate policy.

This lack of information is contributing to a broader sense of hesitation. A month ago, markets were pricing in a near-certain rate cut in December. As new partial data trickled in, such as the surprise upside in the September employment report, the probability of a cut has dropped significantly. The CME FedWatch tool shows December cut expectations falling from roughly 95% a month ago to near even odds, demonstrating how dramatically sentiment can shift when the data picture is cloudy.

In the meantime, surveys and private-sector indicators offer mixed signals. Consumer sentiment shows growing concern about rising unemployment. Small business optimism has slipped, with companies reporting softer sales. Manufacturing remains in contraction, while the services sector continues to show expansion but with persistent inflationary pressures. And while ADP's private payroll report showed modest job gains, it remains only loosely correlated with official government data.

In short, the environment remains difficult to interpret, and that is precisely why markets have begun to wobble.

A Healthy Reset Following a Strong Rally

It's important to remember that the market entered this environment priced for near perfection. High valuations, narrow leadership, and extreme concentration in a handful of mega-cap names have made equities more vulnerable to sudden swings. Even strong earnings results from major companies such as NVIDIA failed to spark sustained enthusiasm. That is a clear sign that investors were already pricing in a lot of good news.

At the same time, concerns around artificial intelligence (AI) spending have added fuel to the recent pullback. While AI remains one of the most important long-term themes in markets today, the near-term cost of building out infrastructure, combined with uncertainty around the timeline for meaningful ROI, has led investors to reassess how much they are willing to pay for AI-related stocks. Crypto's sharp decline has also contributed to the risk-off sentiment, especially within tech, where digital assets are often viewed as an indicator of speculative appetite.

Against this backdrop, a market retreat is not only understandable, it is entirely normal. Historically, when valuations become stretched and expectations too optimistic, the market often resets through a 3–10% pullback. That is what appears to be unfolding today.



Key Levels and What Comes Next

Technically, the market is approaching important support levels. The S&P 500 recently broke below its 50-day moving average, an early signal that momentum has weakened. The next major level is the 200-day moving average near 6,162. A move toward that level would put the market close to textbook correction.

Importantly, every significant pullback since late 2022 has ultimately become a buying opportunity, and we believe this cycle may be no different. Several powerful forces are likely to support markets as we head into 2026:

1. Fiscal and Monetary Stimulus on the Horizon

Even if the Fed delays a December rate cut, policy is still likely to ease in 2026 as employment cools. On the fiscal side, 2026 is shaping up to include meaningful stimulus. Tax refunds are expected to increase due to unchanged withholding tables under the Big Beautiful Bill, putting more cash into consumers' hands. Historically, this combination: easing monetary policy and supportive fiscal policy, boosts economic growth and corporate earnings.

2. Strong Earnings Expectations

S&P 500 earnings are projected to grow roughly 13% in 2026. Markets typically price in earnings 3–6 months ahead, meaning investors are likely to begin focusing increasingly on next year's growth trajectory rather than today's uncertainty. High-quality companies with durable cash flows tend to lead during these periods.

3. Record Cash on the Sidelines

Perhaps the most compelling support is the sheer amount of cash waiting to be deployed. More than \$26 trillion sits in money markets, savings accounts, and cash-like investments. Historically, when markets pull back and valuations become more reasonable, some of that cash finds its way back into equities—fueling strong rebounds.

Volatility Is a Feature, Not a Failure

Volatility can create anxiety for investors, especially when it is tied to uncertainty around the economy, the Fed, or major market themes like AI. But it's essential to separate temporary discomfort from long-term opportunity. Markets often need periods of digestion after strong rallies. Pullback helps reset valuations, broaden participation, and create healthier foundations for future growth.

The economy, while showing pockets of softness, continues to expand. The labor market has moderated but remains resilient. And with 2026 shaping up to bring both policy support and earnings strength, the long-term outlook remains constructive.

Investors should stay diversified, remain aligned with their long-term goals, and avoid making decisions based solely on short-term volatility. Historically, periods of uncertainty have rewarded patience.

We're Here to Help, Including In-Home Consultations

At Greenwood Hoff Wealth Management, we understand that navigating periods of volatility can be challenging, especially when headlines feel conflicting. We take a personalized, hands-on approach to financial planning and investment management. For clients in the Capital Region, we proudly offer in-person consultations, including visits to your home, to help you feel confident in your financial strategy. Whether you're preparing for retirement, managing investments, or simply looking for a second opinion, our team is here to support you every step of the way.

Connect With Greenwood Hoff Wealth Management

Learn more about our approach and resources at www.greenwoodhoff.com

JANUARY

FRI

BNI

Meets every Friday at 7:30 AM
Southern Adirondack Realtors
296 Bay Road, Queensbury

ARCC EVENTS

ARCC Women's Business Council
January 2026 Meeting

13 JAN

9 – 10 AM
Arrow Bank meeting room
20 South Street (Lower Level,
Glens Falls)

The ARCC Women's Business Council (WBC) is excited to present a panel discussion on HR for business at our first meeting of the new year!

PANELISTS:

Brooke A. Bardin, AVP, Employee Relations Manager, Arrow Bank

Jennifer Barry, J.D., HR Consultant Practice Leader, GTM Payroll & HR

Sara Martin, Senior HR Consultant, GTM Payroll & HR

ARCC Mixer at Downtown Social

15 JAN

4 – 6 PM
Downtown Social
190 Glen Street, Glens Falls

Mix & mingle with us at the ARCC January mixer! Enjoy drink specials, food samples and live music as you network with your peers at our first mixer of the New Year!

Born from a vision to create the ultimate gathering place in Glens Falls, Downtown Social brings together great food, drinks, and entertainment under one vibrant roof.

UPCOMING NETWORKING EVENTS

SARATOGA COUNTY CHAMBER OF COMMERCE

Start Strong Social at The Bunker

4:30 – 6:30 PM
The Bunker
307 Broadway, Saratoga Springs

Fees/Admission: \$10 for members

Kick off the new year by connecting with fellow professionals at the Start Strong Social. Join us at The Bunker for light refreshments, great conversation, and a relaxed networking experience surrounded by a fun, golf-inspired atmosphere.

Take a few swings on the simulator, cheer on colleagues, or simply enjoy the laid-back setting; it's the perfect way to unwind, recharge, and build new professional connections in a casual yet engaging environment.

Looking Ahead...

Crafted for Success Women in Business Mixer

4:30 – 6:30 PM
Innovation Center at Saratoga, Inc.
16 Old Stonebreak Road, Malta

Admission: Free for members only

Join us for Crafted for Success, a dynamic Women in Business mixer designed to spark meaningful connections, inspire collaboration, and celebrate the power of women in business — all in the inviting, hands-on setting of the Innovation Center, a collaborative makerspace for all creatives & entrepreneurs.

Whether you're a seasoned entrepreneur, a creative side-hustler, or just starting your journey, this event is crafted (literally!) with you in mind.

Deal Me In: Valentine's Networking Night!

4:30 – 6:30 PM
Saratoga Casino Hotel
342 Jefferson Street, Saratoga Springs

Fees/Admission: \$10 for members

Held at Saratoga Casino Hotel, this event blends the excitement of casino-style fun with the power of professional connections. Whether you're looking to grow your business, strengthen relationships, or simply enjoy an evening out, this mixer offers the perfect mix of opportunity and entertainment.

15 JAN

05 FEB

12 FEB

CAPITAL REGION CHAMBER

Network by 9 at Hilton Garden Inn Clifton Park

Hilton Garden Inn
Clifton Park
30 Clifton Country Rd, Clifton Park
Fees/Admission: \$15
Online pre-registration required.
Event is open to Chamber members only.

Online registration will close at 12 p.m. on January 7. Due to the nature of this event, we are unable to accommodate walk-ins. Please email Lauren Cognato, Events Manager at lcognato@capitalregionchamber.com with questions regarding this event.

08 JAN

Women's Business Council: Confidence, Growth Beyond Comfort

11:30 AM - 1 PM
Crowne Plaza Albany,
The Desmond Hotel
660 Albany Shaker Road, Albany
Fees/Admission:
\$48 Chamber Members
\$58 Non-members

Join Tamani Wooley as she shares her journey and discusses the confidence it takes to step out of your comfort zone.

This program is for you if you want to:

- Cultivate confidence to embrace every day and uncertainty
- Push beyond your comfort zone
- Navigate challenges with resilience

27 JAN



Struggling with HR issues that slow down your business?

Whether it's an absent, distracting, or amateur HR setup, these can jeopardize your business's growth and profitability.

HRresolved offers solutions to **optimize your HR functions**, so you can focus on what truly matters—growth.

- Implement proactive HR strategies
- Accelerate employee development
- Boost engagement and retention
- Leverage cloud-based analytics for smarter decisions

Let's turn HR into your competitive advantage.
Find out how we win together.



HRresolved.com
HRr@HRresolved.com
917.687.5111



Fix the Right Problem.
Lead the Right Way.
Get Results.

When profit margins shrink, quality slips, or your team feels misaligned—it's time to stop patching symptoms and eliminate the root cause.

At The OpEx Shop, we bring real-world execution frameworks—like Lean, Six Sigma, and the Danaher Business System—to help leaders solve complex business problems and drive sustainable results.

From strategy deployment to daily operations, we help you build the tools, team alignment, and systems to win long-term.

Get the most out of your business. Visit theOpExShop.com.

Scan
to learn
more!





Facilitating the growth and development of Blue Collar businesses. We will showcase REAL Blue Collar businesses in interviews, and use these stories to help educate and empower the next generation of trades workers to become Blue Collar business owners.

EPISODE 102

Leading Through Change with Bill Tansey



In this episode, your hosts Michael Nelson of Five Towers Media and Derek Foster of Daigle Cleaning Systems welcome back operational excellence expert Bill Tansey. Bill breaks down key pillars like daily operations, problem-solving, and the eight wastes, offering practical tools to eliminate inefficiency and ensure consistent execution in trades like construction and manufacturing..



[SCAN TO LISTEN!](#)

EPISODE 103

NCTWC Leads Workforce Innovation



In this episode, your hosts Michael Nelson of Five Towers Media and Derek Foster of Daigle Cleaning Systems welcome back Pam Stott and Doug Ford from the Northeast Construction Trades Workforce Coalition. Tune in as they tackle shifting stigmas, counselor workshops, job shadowing, and plans to franchise their model nationwide with help from education firm 1080. Also learn about the November 19th mixer at Rivers Casino—networking, updates, and a high-stakes 200-ticket raffle (\$5K/\$3K/\$2K prizes).



[SCAN TO LISTEN!](#)

EPISODE 105

Starting a Blue-Collar Business While Working Full-Time



In this episode, your hosts Michael Nelson of Five Towers Media and Derek Foster of Daigle Cleaning Systems break down Robert Kiyosaki's Cashflow Quadrant for blue-collar workers and deliver a practical 6-step blueprint to start and grow a profitable trade business while still keeping your day job. From validating your idea and staying lean to knowing exactly when to quit and how to avoid the classic rookie mistakes, this is the no-BS roadmap thousands of tradespeople have been waiting for.



[SCAN TO LISTEN!](#)

EPISODE 106

Why Robots Are the New Blue-Collar Superpower



In this episode, your hosts Michael Nelson of Five Towers Media and Derek Foster of Daigle Cleaning Systems sit down with Bob Caldarella of ClearFocus Robotics to talk real-world autonomous robots in the trades, how "mop bots," delivery bots, and disinfection robots are taking over repetitive, dangerous, or mundane tasks in cleaning, healthcare, landscaping, and facilities, delivering ROI in under a year while creating higher-skilled jobs and happier customers.



[SCAN TO LISTEN!](#)

LISTEN ON



LOCAL PODCASTS



Saratoga, Warren, and Washington County have no shortage of fantastic goods & services to offer! In this podcast, our host Mike Nelson will clue you in on the gems hidden in your very own community!



SEASON 3, EPISODE 51

31 Years with Just Cats Veterinary Clinic

Your host Mike Nelson of Five Towers Media chats with Dr. Susan Sikule from Just Cats Veterinary Clinic about 31 years in business, the clinic's recent move to Mechanicville, and how feline medicine has evolved over the decades. They discuss advancements in veterinary technology, new treatments like cold laser therapy and oral diabetes medication, and what it takes to run a successful local business for over three decades. Susan also shares lessons learned as a business owner, from building the right team to adapting through change, and gives listeners a glimpse into the future of her cat-only practice.



SCAN TO LISTEN!



SEASON 3, EPISODE 52

Navigating the Golden Years with Kym Hance

Your host Mike Nelson of Five Towers Media sits down with Kym Hance from Herzog Law Firm to talk about aging life care management and how proactive planning can make the later years truly golden. They explore family dynamics, estate and elder law planning, long-term care options, and how to approach sensitive aging conversations with compassion and clarity.



SCAN TO LISTEN!



SEASON 3, EPISODE 53

Creating Support Without Shame with Joyful Support Movement

Your host Mike Nelson of Five Towers Media sits down with Sara Kelly to explore the Joyful Support Movement, a platform designed to bring community, emotional support, and practical home management tools to people who feel overwhelmed. Sara shares her journey, the three-step framework behind the movement, and how the Village, courses, and podcasts help people feel seen, supported, and capable in their daily lives.



SCAN TO LISTEN!



SEASON 3, EPISODE 54

A New Home Base for Local Snowboarders

Your host Mike Nelson of Five Towers Media sit down with Felicia and Matt, the team behind Hometown Board Shop, to explore how they're rebuilding a true snowboard and freeski community in the Adirondack foothills. From gear education to local ride meetups and the return of grassroots competitions, they share their vision for bringing back the board-shop culture they grew up with.



SCAN TO LISTEN!

LISTEN ON





FOOD FOR THOUGHT BY GREENFORK

Join host Stephen Zabala, lifelong wellness enthusiast and founder of Greenfork, as he unpacks real-life, practical approaches to nutrition, wellness, and success—without the over complication.



EPISODE 24

Overcoming Trauma Through Fitness with Jackie Orr

In this episode of Greenfork Food for Thought, host Stephen Zabala chats with fitness and nutrition coach Jackie Orr about her transformative journey from a stay-at-home mom battling weight gain, grief, and self-medication to becoming a passionate trainer who has changed countless lives. They delve into themes of personal growth, the healing power of fitness and community, overcoming family trauma, prioritizing kindness and family, and her upcoming move to a slower-paced life in Alabama.



[SCAN TO LISTEN!](#)



EPISODE 25

A Raw Conversation on Men's Mental Health

In this episode of Greenfork Food for Thought, host Stephen Zabala and guest Whelden Graziano openly discuss men's mental health, sharing personal struggles with depression, overwhelm, relationship failures, and the societal pressures on masculinity. They explore coping strategies such as exercise, yoga, meditation, journaling, building a supportive tribe, and embracing vulnerability for personal growth and resilience.



[SCAN TO LISTEN!](#)



EPISODE 26

Why Your Scale and Apple Watch Are Lying to You

In this episode of Greenfork Food for Thought, Registered Dietitian Lindsay Ferrara joins host Stephen Zabala to reveal why the bathroom scale and wearable calorie estimates are often misleading, how metabolic testing and InBody scans give a truer picture of health, and why preserving muscle and fiber intake matter far more than chasing quick weight loss. They dive into diet myths, GLP-1 drugs, DEXA scan inconsistencies, and the simple habits that actually optimize metabolism and body composition.



[SCAN TO LISTEN!](#)



EPISODE 27

The Realities of Entrepreneurship with Mike Nelson

In this episode of Greenfork Food for Thought, host Stephen Zabala sits down with Mike Nelson, owner of Five Towers Media, to dive into the realities of entrepreneurship, burnout, discipline, and finding purpose in your work. They explore the ups and downs of running a business, staying committed to personal growth, and building a life rooted in health and community.



[SCAN TO LISTEN!](#)

LISTEN ON



Spotify



YouTube



**APPLE
PODCASTS**



rumble

Make Better Decisions with Better Business Intelligence.

Simplify things like payroll, time tracking, client reporting, and billing—all on one platform.

TimeBank
BUSINESS INTELLIGENCE SOFTWARE



SOFTWARE FEATURES

Unlimited Clients

Accommodate as many clients as you need.



Your Own Database

Have a dedicated database for privacy.

Track Hours

Monitor & record work hours to the minute to stay accountable.



24/7 Client Access

Clients have accounts for collaboration, ensuring transparency.

Daily Backups

Ensure the safety & security of your data.



Affordable Solution

Cost-effective business intelligence.

Easy to Use

User-friendly interface designed for efficiency.



Dual Reporting

Roll up hours for either payroll or billing.

GET STARTED

TimeBank offers an **affordable and intuitive business intelligence** platform that can help streamline all aspects of your business, allowing you to focus on what truly matters – growth.

[Scan to Sign Up Today](#)



Pricing starts at ~~\$10~~
\$5 per user / per month

mytimebank.us



FIERRO'S
WOOD-FIRED



Your Pizza. Your Party. Your Place.

BRINGING THE OVEN. BRINGING THE PARTY.



We pull up, fire up, and serve handcrafted wood-fired pizza, made fresh on-site in our mobile oven. From weddings and grad parties to backyard bashes, we turn any space into a full-blown pizzeria.

And it's not just pizza — we bring pans of crowd-pleasing apps, salads, entrées, sandwiches, and desserts. Our menu is perfect for any celebration.

YOU CELEBRATE IT. WE CATER IT.



Ready to book?

Scan the QR code, call, or email us to get started!

(518) 893-3333 • info@fierrospizza.com • fierrospizza.com

