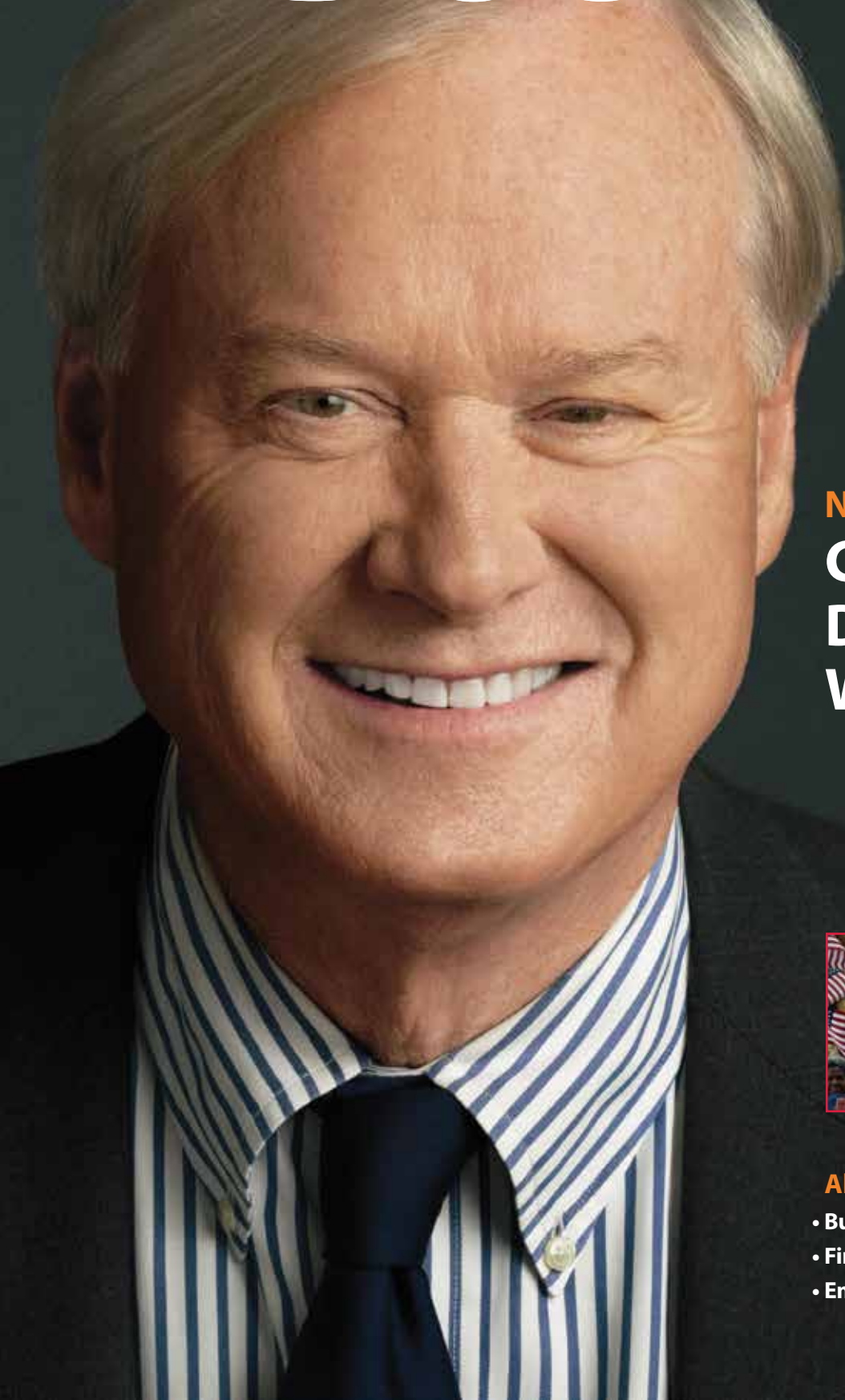


# BUSINESS



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**What He Likes.**

★★★ Philly and the DNC ★★★



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## Letter from the Editor:

# Passion for Northeast Philadelphia runs deep.

I had the pleasure of participating in the collective interview of Northeast Philadelphia's own Chris Matthews of MSNBC *Hardball* for this issue of inBUSINESS.

My first question was, "I know you are a proud Philadelphian, however, do you consider yourself a Northeast Philadelphian or Philadelphian?"

His response, "There *is* a difference."

So what *is* the difference?

As a newly inducted Northeast Philadelphian, I've quickly learned all Philadelphians are proud of their neighborhoods and our city. Regardless of where one lives now, the twinkle returns to the eyes of natives when they speak of their childhood and share stories from, 'back in the day'.

I find Northeast Philadelphians, have a passion for the rich history and integral role their neighborhoods contribute to the city's focus and direction.

Think about the common thread that strings, the humble beginnings in 1922 of our Chamber establishing a supportive mission for the rich Northeast business communities including: Kensington, Frankford, Bridesburg, Wissinoming, Tacony, Holmesburg, Pleasant Hill, Torresdale, Burholme, Olney, Lawndale, Crescentville, Fox Chase, Bustleton, Somerton, and Byberry, to famous NE Philly natives Chris Matthews and Sylvester Stallone, and active professionals living and working in our region today.

No wonder we are loud and proud.

I am proud to consider myself a Northeast Philadelphia along with a long list of astute professionals and famous native like Chris Matthews. Now I perk up with even more pride when he shares his stories and think to myself, "I know what he means."

Enjoy Tom Waring's Cover Story on Chris, and the work of all our writers and photographers in this edition.

Don't forget to get out and vote on November 8th! ●

**Pam Henshall, President**

Greater Northeast Philadelphia Chamber of Commerce



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## GNPCC Inside

- 4** GNPCC Calendar
- 6** GNPCC In the Community
- 8** Finance: Top Trends
- 10** The Journey of Chris Matthews
- 13** Build your brand, it means everything
- 14** City takes a well-deserved bow after DNC
- 16** John McNesby is a man on the move
- 18** Employer Challenges in 2016
- 20** Football Rivalries
- 25** Q&A: Worst Holiday Gift
- 27** Katharine Drexel

## GNPCC Calendar

### Thursday, October 20

#### Largest Networking Event in Northeast Philadelphia

Village at Cottage Green, 9001 Ashton Road, 19136

5:30 to 8:00 pm

GNPCC Members/Invited Guests: No Charge

Non-Members: \$10 per person

Sponsored by Nazareth Hospital, Community Integrated Services (CIS), Northeast Times, TFSquared

### Tuesday, October 25

#### Lunch 'n Learn: Emerging Trends in Employee Relations

Presented by Daniel P. McElhatton, Esq., McElhatton Foley, P.C.

Greater Northeast Philadelphia Chamber of Commerce Office

8025 Roosevelt Blvd., Suite 200, 19152

11:30 AM Registration, Networking, Lunch

12:00 – 1:00 PM Seminar

GNPCC Members/Invited Guests: \$20 per person

Non-Members: \$30 per person

### Thursday, November 10

#### Business After Hours

Huntingdon Valley Bank

2517 Huntingdon Pike at Red Lion Road, Huntingdon Valley, 19006

5:30 to 7:30 pm

GNPCC Members/Invited Guests: No Charge

Non-Members: \$10 per person

Sponsored by Huntingdon Valley Bank

### Friday, November 18

#### Meet the Legislators Breakfast

Community College of Phila. NE Business Center

12901 Townsend Road, 19154

8:00 to 10:00 am

GNPCC Members/Invited Guests: No Charge

Non-Members: \$10

Sponsored by Cardone Industries

### Friday, December 2

#### Mingle Among the Masterpieces Art Reception

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Glen Foerd on the Delaware, 5001 Grant Avenue, 19114

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# GNPCC in the Community



**Dr. Gary A. Wagner, shown here with GNPCC Consulting Chair Daniel P. McElhatton, Esq.** – Dr. Gary A. Wagner, center, addressed members and friends of the Greater Northeast Philadelphia Chamber of Commerce July 12 at the Village of Cottage Green, 9001 Ashton Rd. Dr. Wagner, shown here with former GNPCC Chair Daniel P. McElhatton and GNPCC President Pam Henshall, gave a detailed economic forecast for the Greater Northeast Philadelphia region. Dr. Wagner is a regional economic advisor in the Research Department of the Federal Reserve Bank of Philadelphia. (Photo by Don Brennan)



**Fly Me to the Moon(struck)** – Though the evening was sultry (like every evening this past ungodly hot summer), it was cool inside Fox Chase's Moonstruck Restaurant August 10 when the Greater Northeast Philadelphia Chamber of Commerce and the Eastern Montgomery County Chamber of Commerce came together for a Business After Hours event. Enjoying the food and fun are, from left, Sally Danciu, Karen Gurmankin, and Sandi King. Hosts Claire DiLullo and Toto Schiavone put on a spectacular evening. (Photo by Don Brennan)



**Directors Cup Challenge** – It's been written that on the lush links at old Torresdale-Frankford Country Club in the early 1920s, that beautiful Donald James Ross-designed golf course, the Greater Northeast Philadelphia Chamber of Commerce was born. Concerned businessmen in Frankford wanted a louder voice to protect and promote their interests. The GNPCC Directors' Cup Challenge was held July 28 at what is now the Union League Golf Club at Torresdale. The event was sold out, and a great GNPCC tradition lives on. Many thanks to committee chair Charlie Kueny and his great group of volunteers and sponsors! ●

## Largest Networking event in NORTHEAST Philadelphia

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## Finance: Top Trends

By Dr. Gary A. Wagner, Regional Economic Advisory

The views expressed in this article are my own and not necessarily those of the Federal Reserve Bank of Philadelphia or the Federal Reserve System.

**Overview:** Economic activity in the Philadelphia region remains steady, strong, and resilient, according to most metrics that we track. Job growth has been robust and home prices are on the rebound and very near to pre-recession levels in many areas. Following national trends, I am also optimistic that 2016 and 2017 will be the strongest years for wage and income growth since the Great Recession ended in 2009.

**Job growth:** Employment conditions in the Philadelphia Metropolitan Division, which is made up of Philadelphia and Delaware Counties, remain very solid according to data from the Bureau of Labor Statistics. While employment growth was somewhat sluggish in the region immediately following the Great Recession (2009 until late 2011/early 2012) and lagged both the nation and Commonwealth of Pennsylvania, regional employment growth accelerated sharply beginning in 2014 and has outpaced both the nation and commonwealth for all or most of 2016. Year-over-year payroll job growth has exceeded 2 percent in the Metro Division three times since March 2016, which is the most rapid pace in our region since the late 1990s. In addition, with the exception of manufacturing, we are seeing very broad-based employment growth that is being led by the leisure and hospitality, education and health, and financial sectors.

**Housing:** Home prices in Pennsylvania, and the Philadelphia region in particular, fared much better during the last economic downturn than both our neighboring states and the nation. Year-over-year price growth has been fairly steady since 2014, coming in at around 5 percent for the nation, just under 3 percent for the Commonwealth, and just over 3 percent for the Metro Division. At the current (steady) pace of growth, home prices should surpass their pre-recession levels in late 2016/early 2017. Prices have rebounded nicely in Northeast Philadelphia in recent months, with year-over-year appreciation exceeding 3 percent in just about every neighborhood except Mayfair.

**Wages and income:** Since county and city wage and income data are released with a significant time lag, we can use national data to infer regional trends because the economies of Pennsylvania and Philadelphia tend to track the national economy very closely (this is not the case in many regions). Year-over-year wage growth for July (the most recent data available) from the Federal Reserve Bank of Atlanta's Wage Tracker is around 3.5 percent for all workers and all prime-age (25-54) workers in the U.S. This is a very useful metric because the tracker follows the same individuals over time using data from the Current Population Survey. Wage growth did not exceed 3 percent until late 2014/early 2015, and growth for prime-age workers has now equaled or exceeded 3.5 percent for 8 consecutive months. As job prospects remain strong and the economy continues to recover, labor markets should continue to tighten and provide an additional boost to wages and incomes. ●



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A portrait of Chris Matthews, an older man with light hair, smiling. He is wearing a dark suit, a light blue shirt, and a dark tie with orange diagonal stripes. The background is a stylized graphic of a city skyline at night, with a large white star on the right. At the top, the words "ALL HARDBALL HAP" are visible in white capital letters on a red background.

ALL HARDBALL HAP

## From Somerton to Washington: The Journey of Chris Matthews

Chris Matthews lived near 15th Street and Hunting Park Avenue in Nicetown back when it was a largely Irish and Polish neighborhood.

Then, when he was 5, his family moved to the Far Northeast.

"My dad (Herb) and mom (Mary Teresa) moved in '50 to Somerton," he recalled. "There were cows out back. There were five barns in each direction. We were in farm country in the post-war period. It was a town of itself. Living on Southampton Road, there was nobody around. Growing up in the 1950s, Northeast Philly was really quiet."

Somerton has come a long way since then, and so has Chris Matthews.

| By Tom Waring, Northeast Times

**M**atthews, a television personality on MSNBC, recently spoke of his fond recollections of Northeast Philadelphia during a conference call from his Washington, D.C. office. Joining in on the conversation were Pam Henshall, president of the Greater Northeast Philadelphia Chamber of Commerce, and Don Brennan, the Chamber's head of media relations.

Home for the Matthews family – Chris, his parents and four brothers – was 1242 Southampton Road.

For first and second grade, Matthews attended Maternity BVM Grammar School in Bustleton, which he said “used to be a quiet little town.”

Hungry kids could buy 10 soft pretzels for 10 cents, and enrollment was high, with nuns keeping the peace.

“There were a hundred kids in the first-grade class in the auditorium,” he said. “It was packed.”

Matthews finished his elementary school years at St. Christopher, once it was built on Proctor Road.

“We were among the first 25 families that formed St. Christopher’s,” he said.

At St. Christopher, Matthews served as an altar boy.

“Part of the parish was Byberry,” he said of the former Philadelphia State Hospital, where he accompanied priests who served Holy Communion to the patients and heard penance from them.

Matthews remembers a simpler time, when most women did not work outside the home. Many did not have driver’s licenses or cars, and they were home for deliveries of diapers, soda, milk and Charles Chips potato chips and pretzels.

And, like many young boys in that day, Matthews delivered the Evening Bulletin.

“I had the largest paper route, I think, in the city,” he said.

For recreation, the Matthews family swam at Somerton Springs for what Chris remembers was a very affordable rate.

“It was \$80 for the whole family for the whole summer,” he said.

Television was in its infancy.

“We didn’t have a TV,” Matthews said, adding that he would go to the O’Leary house to watch Superman on Mondays at 7 p.m.

Matthews got the political bug at an early age. He went to a movie in Center City back when films were preceded by newsreels, and saw a shot of Gen. Dwight Eisenhower.

“Is that the president?” he asked.

“No,” his dad replied, “but he will be.”

Matthews attended La Salle High School, and remembers all the sports rivals in the Catholic League such as Father Judge, North Catholic, Roman Catholic, West Catholic, Bishop Neumann and St. Thomas More.

He went on to graduate from Holy Cross College, and served in the Peace Corps in Swaziland, Africa.

By 1974, the child who had seen Ike at the movie theater was now on the ballot himself. Matthews decided to challenge U.S. Rep. Josh Eilberg in the Democratic primary.

In that campaign, he enlisted the help of 400 high school students and a band. A former investigative reporter for consumer activist Ralph Nader, he railed against money and deal-making in politics.

“I was running against the organization. I wanted to take on the system. I wanted to win, but I didn’t have any money,” he said.

In the end, Eilberg won with 76 percent of the vote.

Later, he worked as a congressional staffer, was a speechwriter for President Jimmy Carter and served as a top aide to House Speaker Tip O’Neill.

When Reagan was shot early in his presidency, O’Neill visited him in the hospital, kissing him on the forehead and holding his hand. They also enjoyed attending St. Patrick’s Day parties together.

Reagan often topped O’Neill on legislation with the help of conservative Southern Democratic congressmen. They don’t exist anymore.

“Today, the Democratic Party is liberal and progressive,” Matthews said.

Reagan and O’Neill worked together on issues such as reforms to Social Security and illegal immigration.

In 2013, Matthews penned *Tip and the Gipper: When Politics Worked*, his seventh book. The pair had a professional relationship, though a lot of people wrongly remember them as two Irish guys who liked to drink together.

“They were adversaries,” Matthews said. “But they were both Americans.”

At present, Matthews is working on a book on Robert F. Kennedy. Writing is a passion, as he served as Washington, D.C. bureau chief for the San Francisco Examiner from 1987 to 2000.

But broadcasting has made him famous among political junkies and led to his induction in 2014 into the Northeast Philadelphia Hall of Fame.

He hosts Hardball every weeknight at 7 on the liberal cable channel MSNBC. The show has been on the air since 1997, and Matthews’ Philadelphia accent is pretty obvious to viewers.

Matthews, 70, lives in Maryland. He has three children. His wife, Kathleen, ran for a congressional seat this year, but finished third in a crowded Democratic primary.

One member of the Matthews family did find success on the ballot. Jim Matthews, brother of Chris and a Republican, served three terms as a Montgomery County commissioner. He also ran unsuccessfully for lieutenant governor in 2006 on a ticket headed by Lynn Swann.

In 2010, Chris Matthews considered a return to Pennsylvania to run for the U.S. Senate when Arlen Specter was still a Republican.

In the end, he didn’t want to be bothered with issues like a sewer bill in Erie. He’d much rather give intellectual speeches like former New York Sen. Daniel Patrick Moynihan.

So, he stayed with Hardball, and is glad he did.

“I’m doing exactly what I like,” he said. ●



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Story by Elizabeth Hess, Staff Writer GNPPC

# Build your brand, it means everything

Take a moment to think of your favorite brand. Maybe it's Nike, or Coke, or McDonald's. You can think of those brands and a clear image comes to mind.

Each of these brands evokes a product immediately. Nike – *JUST DO IT* with a swoosh. Coke – *You can taste the feeling* and see the green bottle. McDonald's – *I'm lovin' it*, and it's at the golden arches.

They are all standouts because they have consistently branded with words, jingles, taglines, images, and colors. These elements combine to create products that satisfy expectations. They are all tied to a lifestyle image. It's not the swoosh alone that makes you think athlete, fitness, competitor but when you see the swoosh you KNOW. Every aspect has enforced the brand.

There are things that branding is not. It is not a project. It is not something you undertake for a single fiscal year. It is not only a logo. It is not only a slogan.

A brand impacts and at the same time is molded by your company and by perception of your company. It is a dialogue. When your brand becomes powerful, it becomes part of our language; everyone knows a Kleenex is a tissue.

The first step in brand building is defining your uniqueness. No one else can replicate what it is to be you or your team of employees. There will always be other accountants, lawyers, restaurants, banks, schools, and retailers, but your venture stands apart by capturing the specific experience your market seeks.

From a one-person consultancy to a multinational corporation, your brand is the experience your customers have with you across all channels: Face-to-face, on the phone, via email, in print, on the Web, on your business card, in your paid advertising.

Branding done right informs every touch a person has with you, your company, your product, your service, your coverage in the news. The sum of all of these touches has a synergistic effect.

It's a way of life for the company, the employees, and the customer. You are your brand. Everything you produce should be viewed through the lens of your brand. It's a promise you make and keep for each customer.

First and foremost, a brand should tie to your mission; it should embody your mission.

Consistency is key to your brand and reaches across marketing intangibles and tangibles.

Intangibles include mission, logo, message, how the phone is answered, consistent email signature lines, your promise, and your story.

Tangibles include your handshake, your product, product packaging, your brick and mortar location, and your business cards.

These elements are the mark you make in your market. No matter the business type – you offer a unique solution (or you should). Define that solution and then be consistent.

The most successful brands parallel a perceived lifestyle. The excitement, the confidence, the satisfaction, and the loyalty of customers creates a living company. Customers feel empowered when offered a well-branded company.

If you haven't already, start your brand development now. Get it down on paper. Assess what you are and aren't. Define your customer experience.

If you have a strong brand continuously reinforce it. Consistently cultivate it. Carefully adapt it. Strong brands may seem timeless – Woolworth's, Strawbridge & Clothier, TWA, Pan Am or Sears, Roebuck & Co. – but they were not invincible or invulnerable. When the brand becomes nostalgia, it no longer keeps its promise. ●

# City takes well-deserved

/ By Don Brennan, Staff Writer GNPCC

## bow after DNC

**Following her historic moment less than 24 hours earlier, Hillary Clinton traveled to Temple University's McGonigle Hall in North Philadelphia to bask in her hour of glory . . . and to praise the City of Philadelphia as host of the Democratic National Convention.**

"You know a little something about history," she said, "and about making history, and I am so grateful to everyone in the city who held such a great convention, who were gracious, welcoming and hospitable."

The Democratic nominee for President was joined by her running mate, Virginia Gov. Tim Kaine and their spouses. Pennsylvania's political heavy hitters were front and center, too, since the state's 20 electoral votes are crucial on Tuesday, Nov. 8. And Philadelphia historically has played an enormous role in driving huge Democratic margins in presidential election years.

Mrs. Clinton wasted no time in tossing out some red meat for the partisan crowd. She contrasted the Democratic convention and the Republicans' gathering earlier in Cleveland as "talking about two different countries, or, as someone said to me, two different planets."

**The city received high marks as a convention site. Philadelphia police were especially praised for their excellent work, an exercise in restraint that even brought accolades from the American Civil Liberties Union of Pennsylvania.**

"This is what it looks like when you just let people get their message out: lots of expression and very little conflict," Mary Catherine Roper, the deputy legal director was quoted as saying.

Not all the reviews were as effusive. Logistics and security – coupled with Philadelphia's interminable bad weather – made a few folks grouchy.

The Washington Post's influential political columnist Dana Milbank tweeted "Worst. Convention. Ever." He faulted the city for what he described as inane logistics, when it was suggested the Wells Fargo Center – site of the convention – was a 20-minute walk from the Center City hotels.







**Virginia Governor, Tim Kaine**

**Here's a by-the-numbers look at the DNC, according to the Mayor's Office:**

The Philadelphia Water Department, Office of Emergency Management, Salvation Army, and others ensured that visitors, demonstrators, and first responders had access to fresh water.

**140 Hours of EOC Operation:** The Office of Emergency Management's Emergency Operations Center served as the control center for convention logistics and security. This six-day period is the longest in the city's history.

**143,424 Bottles of Water Distributed:** An inter-agency water mission ensured demonstrators, the public, police, and city workers had access to fresh water.

**137,268 Twitter Followers:** The city's official Twitter account served as the primary lead for public information on convention logistics, updating over 137,000 people instantly about traffic and transit changes, weather alerts, demonstration locations, and other critical information as it developed in real time.

**20,002 Emergency Alert Subscribers:** The number of subscribers to ReadyPhiladelphia, the city's free text-based public safety alert system. Immediately before and during the convention, over 1,200 new subscribers opted into the system and received vital safety updates on weather, SEPTA, and more.

**2 Safety Evacuations:** OEM, the Philadelphia Police Department, and the Philadelphia Fire Department coordinated two evacuations of FDR Park, ensuring demonstrators and first responders were safe and sheltered during extreme weather.

**50,000 Visitors:** Journalists, delegates, activists, and convention staff temporarily ballooned the city's population.

**13,000 Demonstrators:** Approximately 13,000 people expressed their First Amendment rights in around 60 different demonstrations that took place across the city.

**0 Arrests:** The Philadelphia Police Department made no custodial arrests relating to the convention. Thanks to decriminalized laws surrounding nuisance crimes like disorderly conduct, the PPD only issued citations, or tickets, to 106 individuals. The Secret Service arrested 11 people for entering restricted areas. ●

The mendacity of that suggestion aside, temperatures of nearly 100 degrees, followed by torrential thunderstorms certainly did not help the disposition of some out of towners.

The Wall Street Journal's Paul Gigot also received some bad advice. He booked a room in Trevoze, which ended up being a two-hour trek to South Philadelphia thanks to the area's perpetual state of road construction and security detours.

Philadelphia Mayor Jim Kenney, who was deeply involved in the preparation for the convention, brushed off the criticism. So did Pennsylvania Sen. Bob Casey and Congressman Bob Brady, two other key players in bringing the DNC to the City of Brotherly Love.

It was Kenney who repeatedly urged folks not to abandon the city – as some did during Pope Francis' visit last year – that led to grumbling among restaurateurs.

"This was an historic week for our nation and for our great city, Philadelphia. We did real good this week. I am so proud of this city. We're a world class city, and now the nation and the world knows it, too," he was quoted as saying.

It seems as if the National Football League agrees. The NFL's 2017 Draft will be held in Philadelphia – another major shot in the arm.

The praise for the Philadelphia Police Department was especially poignant. In 2000, when the city hosted the Republican National Convention that nominated George W. Bush and Dick Cheney as the GOP ticket, protesters were arrested, charged and jailed.

This year, following directives by Mayor Kenney and Police Commissioner Richard Ross, 106 demonstrators were issued citations and released with complimentary bottles of water.

The city even received accolades for handling its homeless problem. Rather than simply ignore homeless people sleeping on the steps of public buildings or huddled under blankets in concourses, city officials found places for them to stay during the convention.

Just over \$60,000 was added to the city's DNC budget to provide 110 beds in shelters, according to *Philadelphia Magazine*. Additional outreach workers were also hired.

The amazing rebirth of Center City as a residential area – albeit, for folks with sizeable incomes – has fueled Philadelphia's renaissance. Still saddled with the highest deep poverty rate among big cities in the nation, Mayor Kenney remains deeply concerned about it and works harder to address it than any other problem that crosses his desk, aides say.

Big city mayors like Kenney are part administrator, part politician, and part cheerleader. The DNC provided an opportunity for everyone involved to take a collective bow.

At the Clinton rally, Congressman Brady echoed Motel 6's Tom Bodett: "Come back, we'll leave the light on for you – but bring some money back and spend it!"

## Northeast Philly's John McNesby is a

# man on the move

By Don Brennan, Staff Writer GNPCC

**J**ohn McNesby is on the move. *Moving, moving, moving.* Returning phone calls. Scanning emails. Answering text messages. *Moving, moving, moving.* Flipping open a three-ring binder. Shuffling through a stack of reports. Reading a letter from a policeman's wife. *Moving, moving, moving.* In one door, out another. Quick meeting with a staffer. Answering his cellphone. Burrowing through the halls of the fabulous Fraternal Order of Police complex in the Far Northeast.

John McNesby is a bull of a man. When you hear the three-term President of the F.O.P. Lodge #5 speak for the first time, you don't expect measured tones. You figure him for the bellowing type. *Boom*, he's going to start roaring at the jump. Not this guy. But, don't mistake kindness for weakness. John McNesby is white-hot passionate about the men and women in blue. Go ahead, ask him.

He's got Richie Costello on his team. Back in 1973, Richie Costello took two bullets in the head from his executioner while driving a patrol car in Strawberry Mansion. The punk who pulled the trigger had no idea who he was dealing with. You think Richie Costello is going down with just two bullets in the head? In two years he was back on the street, and later went on to lead the police union with a gilded tongue and florid vocabulary thanks to the Jesuits at St. Joe's. You know you're one tough S.O.B. when you don't have to show it to get results.

Just so you know, that's the kind of people John McNesby has in the foxhole with him.

"How's morale among the members?" he repeats a question. "Look, I believe we're an outstanding group. Overall, we shine. We operate under difficult conditions. We're undermanned. Our facilities were outdated 20 years ago. But we do the job, day in and day out.



**John McNesby, President Fraternal Order of Police Lodge #5**

"Depending on who you ask, we have 6,300 men and women on the street. We need at least 6,800. We need more boots on the street. When people call 9-1-1, it's probably one of the most traumatic times of their lives. They want an officer to come *now*. But we deal with it.

"Look at how we handled the Pope's visit last year. Look at how we handled the (Democratic National) Convention. We received national praise. The convention was challenging because of the weather and the turmoil, but we dealt with it. I couldn't be more proud of our members," he said.

Police Commissioner Richard Ross gets a round of applause, too. He and John McNesby graduated from the Police Academy in 1989. They talk daily and there's mutual respect.

"The Commissioner is a straight-shooter," McNesby said. "Look, we don't always agree, but you know where you stand. The main thing is, we communicate."

John McNesby has spent a quarter-century in the Philadelphia Police Department and Lodge #5. He has a room full of commendations and awards, including Officer of the Year in 1995 and 1999. He was elected President of Lodge #5 in 2007, and reelected every three years since. He is seeking a fourth term. He's the first to admit it's a team approach. He does not operate alone. And he's especially proud of how diverse and inclusive his team is. He wouldn't have it any other way.



**Bernie Sanders supporters and protesters rally at City Hall holding flags and signs during the Democratic National Convention.**



*"Depending on who you ask, we have 6,300 men and women on the street.  
We need at least 6,800. We need more boots on the street.  
When people call 9-1-1, it's probably one of the most traumatic  
times of their lives. They want an officer to come now. But we deal with it."*

He has delivered the goods for his members. Pay raises and outstanding medical benefits. Community involvement with school kids, care packages for soldiers, food and clothing for impoverished families, and, of course, fund-raising for the survivors of fellow heroes lost on the streets. The average reader of this magazine has no idea how charitable police are. Go ahead, check it out.

The McNesby team has embraced technology and smart policing, too, and Philadelphia is a safer big city because of it. You see those cranes dotting the city skyline? Old warehouse districts suddenly filled with half-million dollar homes? Hotels, condos, restaurants and bars springing up in places like North Philadelphia, Kensington and Fishtown?

You know how this happens? Private investments gather steam only when returns are expected. And a safer city provides the setting. Tomorrow, when another ribbon is snipped marking another multi-million dollar high-rise aimed at the millennial market, the developer should thank the Philadelphia police for their role in helping to make this possible. It won't happen, but it should.

And there's the headquarters and adjoining hall on Caroline Road just off Comly in the Far Northeast. It is a spectacular facility for both conducting business and serving the community. Two ballrooms – one of them named in honor of the legendary Michael Lutz, who used to dress as an old woman on the streets of Philly, and, boy oh boy,

what a wicked surprise that was to would-be muggers--and a spacious lounge for a wide variety of catered events. The naysayers complained that it was a reach too far from the old haunt on Spring Garden Street. Nobody is saying that now.

"This is a \$12 million facility we opened in 2013 that is selling itself," McNesby said. "The response from the community has been overwhelming. The members are ecstatic. The gym here is great. There's a retail 'cop shop' out front that the members are really happy about. People from all over are using it, North Philly, South Philly, Center City. Everyone is welcome here.

"Some people said, 'Why all the way up there in the Far Northeast?' Look, 68 percent of our members live here. We looked in Center City. What we liked, we couldn't afford. What we could afford, we didn't like. And none of the places had parking."

The Greater Northeast Philadelphia Chamber of Commerce found a home here for some of their signature events. A "Meet the New President" breakfast, the Annual Business Expo, and the Flavors of the Northeast food extravaganza were all held in the hall. For many visitors, it was their first experience and it certainly made good impressions.

"We want the community to come here," John McNesby said. "We want to form alliances. We want to be a good neighbor. That's what we are all about." ●

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## Employer Challenges in 2016

# Solution: Communication!

By Daniel P. McElhatton, Esq., McElhatton & Foley, PC

### Communication as the Indispensable Tool!

Employers today face challenges unlike any time in the recent past. From issues related to wages and hour claims, to sexual harassment to changes in the competitive landscape employers need to be nimble.

Whether the issue is the interplay between Family and Medical Leave Act and the Americans with Disabilities Act or the policy regarding background checks and “ban the box” legislation, employers must meet these challenges head on.

Large employers with the capacity to have full time Human Resource departments are able to handle the routine issues without expertise of legal counsel but generally have counsel available to consult on the nuisances of individual situations. Small employers who don't have the financial resources operate on a “bury my head in the sand” manner until the issue escalates into a full-blown crisis or until the Complaint filed in the federal court arrives at their doorstep. In both cases the response may be too little, too late.

Many employers miss the opportunity for resolution of issues because they believe it might be more cost effective to deal with the issue without counsel. While it is absolutely true that some matters can be resolved by HR without the intervention of experienced counsel early in the process often that turns out to not be the case.

### Let me provide an example based on a combination of cases:

John was a mid level manager for a manufacturing company who had received excellent yearly reviews. He developed a chronic condition that caused him great pain requiring frequent doctor visits and absences. John's position at the company required him to interact with his subordinates and advise them on matters on a daily basis. His medical appointments and absences were beginning to have an adverse impact on the company. Subordinates could not get responses to issues that arose, orders were delayed or lost and morale was sinking fast. John's manager, Ted, needed to have someone who was reliable and consistent in the position or his (the manager's) job was in jeopardy. Ted's solution that he proposed to senior staff was to demote John after his FMLA was exhausted and hire someone who could do the job as needed.

Danger signs were apparent in the suggestion to demote John. Was this a violation of the FMLA? Was this retaliation for the exercise of his rights under FMLA? Since John was 58 years old was there a possibility of an Age Discrimination Claim if he were replaced with a younger worker? John was also born in Argentina and maybe there were issues of discrimination based on National Origin! All these factors were in play and caused paralysis on the part of the HR director and her supervisor, the Vice President of Operations. Although the firm had a law firm that they utilized for some collection cases they really did not have anyone they could rely upon for guidance and counsel. They also feared the possibility of significant legal costs.

Ironically, the VP of Operations shared this predicament one day with a colleague who had also recently had an employment issue himself. His situation, as an employee who had a possible claim, had been resolved with his employer after a series of face-to-face meetings and a complete airing out of the respective and competing interests. When the VP of Operations returned to his office they reached out to counsel for guidance and a plan was developed.

The HR department and VP of Operations met with John and explained their dilemma. They wanted him as an employee but needed the job to be accomplished and his unavailability was hampering those efforts. John also implored the company not to dismiss him, as he needed the job. One of the staff suggested a novel approach. John could Skype with his staff from home on days when he was unable to come into the office and with individual members of his staff when they needed his direct advice. When he had medical appointments they would make an effort to schedule at the most convenient time for the staff. An agreement was negotiated that this process would be tried for 60 days and then evaluated to determine if it could work. With the purchase of several IPads for the Skype meetings and the cooperation of all involved the matter was resolved. The key was communication not just to the employee but also with the employee. This can also be a preventive measure to allegations of bad faith on the part of an employer.

Communication is the key! ●



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# FOOTBALL RIVALRIES

By Joe Mason, Northeast Times Sports Editor

**Football season is upon us, and as of today, five teams from Northeast Philadelphia have expectations that this year could be a special one.**

**And every coach is fully focused on their opening-day game.**

**But we football fans don't have the same responsibilities as the coaches. We can overlook the opener and turn our attention to the team we want our guys to frolic against. Being a fan means beating our rivals. It means beating them on the field, and it means showing more school spirit against them in the stands.**

**Northeast Philadelphia has no shortage of this.**

**Because of its history, the seven local schools that play football, and two schools that closed earlier this decade, have had awesome rivalries that were built out of admiration, respect and great football games.**

**We've been treated to many great rivalries, and today we're going to take a look at the 10 best.**

**This list was compiled by talking to various coaches, historians and those familiar with Northeast Philly sports. People will disagree. We welcome all feedback.**

**Also, a special thanks to high school sports website [www.tedsilary.com](http://www.tedsilary.com), which helped with the historical information.**

## 10 FELS vs FRANKFORD

**History: Frankford leads 9-0**

**Last meeting: Frankford 47-6 (2015)**

Fels is fairly new to the football game, it fielded its first team in 2006, so the Panthers really don't have a lot of storied rivalries. But Frankford was their biggest.

Not only were the schools close in proximity to each other, but the Panthers stepped up when Frankford needed a Thanksgiving Day foe after North Catholic closed its doors.

The Panthers have hung tough against most teams -- Fels is 14-16 against league rivals since Bill Harrigan took over the program in 2008 -- but they haven't found much success against the Pioneers. That's to be expected, most teams fall victim to Frankford, which is traditionally one of the top teams in the Public League, and it's definitely been baptism by fire for Fels as it continues to build its program.

## 9 NORTHEAST vs WASHINGTON

**History: N/A**

**Last meeting: Northeast 28-13 (2015)**

In the not-so-distant past, there were three top teams in Public League play. And the Eagles and Vikings were two of them, along with Frankford.

Because of this, the Eagles and the Vikings would see each other almost annually in the playoffs, and one would almost always spoil the other's season.

If you're going by all-time success, you'd have to side with Northeast, which has won 16 Public League championships.

But recently, it's been the Eagles who have been chirping the loudest. They've won 12 titles, but seven of those have come this century. Northeast has won just one in that time frame.

## 8 JUDGE vs LINCOLN

**History: Judge leads 37-3-1**

**Last meeting: Judge 35-14 (2015)**

On paper, this has been a bloodbath. And in reality, the Crusaders have had little trouble beating the Railsplitters. But this game has been must-see, and every year, Lincoln takes the field against its foe with the hopes of doing something special -- slaying Goliath.

Ask any player on the Lincoln roster who they want to beat, and they'll tell you it's Judge. This is likely because the Public League switches up its schedule so often. Lincoln, like most Public League squads, hasn't been able to get a good rivalry going against a Public League team, but every year watches a team dressed in Baby Blue walk down Rowland Avenue and enter its stadium.

The Crusaders are definitely the kings of Mayfair, but Lincoln is ready to someday wear the crown.



## 7 RYAN vs WASHINGTON

**History:** Ryan leads 31-9-1

**Last meeting:** Ryan 35-7 (2015)

If there's been any flaw with this game, it's that over the years, one -- or both -- of these teams was usually in contention for a league championship game, which previously was held the week after Thanksgiving. That meant a lot of times, these teams would look to get out to an early edge and then play their reserves in the end.

But it usually didn't matter, because Washington's stadium would always rock at kickoff, and many times the plan to bench the starters would go out the window because the games were usually competitive.

Another thing that made this game special was the coaches. For years, Ron Cohen patrolled Washington's side of the field while men like Glen Galeone and John Quinn were wearing Ryan gear.

## 6 DOUGHERTY vs MCDEVITT

**History:** McDevitt won 32-18-1

**Most recent:** McDevitt 42-0 (2009)

The Cardinals have been more competitive against other teams. And they certainly had great rivalries with Ryan and Judge, both of which included some thrilling playoff games in the 1990s. And while it's unheard of now, the Cardinals found great success against Archbishop Wood right before the Vikings went on the historic run that's continuing to this year. In fact, in 2000, Dougherty upset Wood in the first round of the playoffs in an overtime thriller.

But the one team Dougherty always wanted to beat was McDevitt.

This was likely because the schools were relatively close, with many of the players from both teams having played against each other since little league. And it also probably has something to do with McDevitt being one of the best teams in the city when Dougherty was at its best in the late 1980s.

Dougherty, which closed in 2010, may have lost most of the time in this series, but the Cardinals often gave the Lancers something to worry about.

## 5 NORTHEAST vs CENTRAL

**History:** Northeast leads 57-52-10 on Thanksgiving (Totals N/A)

**Most recent:** Northeast 48-20 (2015)

This game has been billed as the Granddaddy of them all because it's the oldest Thanksgiving Day rivalry in the nation with its lineage dating to 1896.

The biggest problem with this game is it's no longer played only on Thanksgiving. Because the Public League switches divisional alignments so often, it's not unheard of for these teams to play during the regular season. In most cases, more rivalry games are good, but when you play a team in the second week of October, seeing them again six weeks later can take away some of the magic.

Still, around Cottman and Algon, they don't celebrate Turkey Day. They celebrate Central Week, and laying the smackdown on the team from Olney is what constitutes a successful season.

## 4 RYAN vs JUDGE

**History:** Judge leads 26-25-3

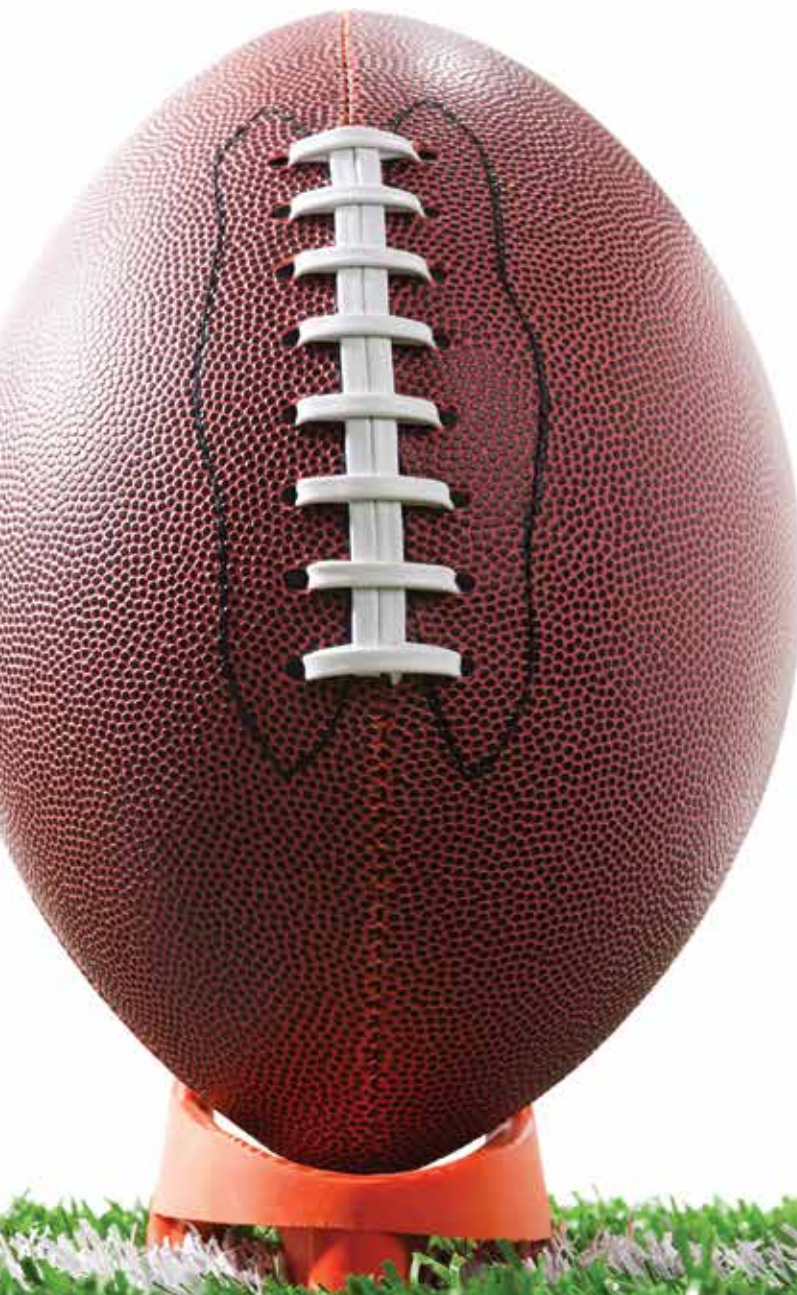
**Most recent:** Judge 20-14 (2015)

If someone said what is the most exciting game on this year's schedule, there's a good chance Ryan-Judge would be the pick. The Raiders are back in the Catholic League Red Division, so this year the teams aren't just playing for bragging rights, they're also playing for playoff purposes.

In recent years, that hasn't been the case, but the two schools have played every year because you can't really have a football season without these two playing.

As the only two Catholic schools with football teams in Northeast Philly, the rivalry is a natural one. Through the years, the players are very similar, the coaches are very similar, and even when the Raiders and Crusaders don't have the most talent in the league, you can be sure they're going to sneak up and beat an unprepared team.

Perhaps that's why these games have been so fun to watch, because both teams come in prepared every game.



## 3 JUDGE vs NORTH CATHOLIC

**History: Judge won 30-27**

**Last: North 25-7 (2007)**

I could make the case that Judge-North is the best rivalry in Philly high school sports. There are some strong contenders, but the Salesian schools always seemed to bring out the best in each other. Judge didn't like North. North didn't like Judge. But deep down, they loved each other and always put on great games in soccer, basketball, baseball, or whatever sport they were playing against each other in.

Football was always for the Tucker Trophy, and neither school wanted to go a year without that being displayed in their trophy case.

The second-to-last battle between these two schools was in a first-round playoff game where the Falcons scored late to sweep the season series against the Crusaders. It was an incredibly exciting game that saw the score change three times in the waning moments.

On a sad note, these two teams didn't play in the final two seasons of North's existence.

## 2 FRANKFORD vs WASHINGTON

**History: Frankford leads 37-20-3**

**Last: Frankford 30-3 (2013, Public League championship)**

Remember earlier when we took points away from Northeast-Central because they played twice some years? Well, every time Frankford and Washington met twice, the second outing was for high stakes. And many of those times, it was playing for the Public League championship. The Pioneers have 29 Public League championships while the Eagles boast 12. Whenever one of these teams won a championship, it usually came at the expense of the other one somewhere along the way.

Since 2000, the Public League championship game has featured this matchup seven times. And from 2000 to 2013, one or both of these teams played for the Public League championship.

That type of consistency from two schools is incredible, so it's no shock that these two teams butted heads so many times along the way.

Because of divisional alignments, these teams don't meet every year. Here's hoping somehow they figure out a way to meet each year in a non-league game.

## 1 NORTH CATHOLIC vs FRANKFORD

**History: North won 43-35-4**

**Most recent: North 28-22 (North's final football game ever)**

If you never attended a North-Frankford game on Thanksgiving morning, you missed out on a happening. The scrappy kids from North would head to Frankford Stadium to play what was usually a top team in the Public League. And many times, North would struggle to win a few games in the Catholic League. And then guess what? North would give the Pioneers all they could handle -- and many times get the best of them -- prior to Thanksgiving dinner.

This game was so important to both schools that to this day, prior to Frankford's Thanksgiving Day game, alumni from both North and Frankford play in a two-touch game at Frankford Stadium.

While it's sad this game won't be resurrected because North isn't around, fans of the rivalry got a perfect sendoff in the final meeting, where North ended up winning in front of a packed house at La Salle University. The teams combined to score three touchdowns in the final three minutes of the game. Hey, if you're going to go out, you gotta go out in style. ●



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*“I live alone and the program is a big help. It’s important.”*

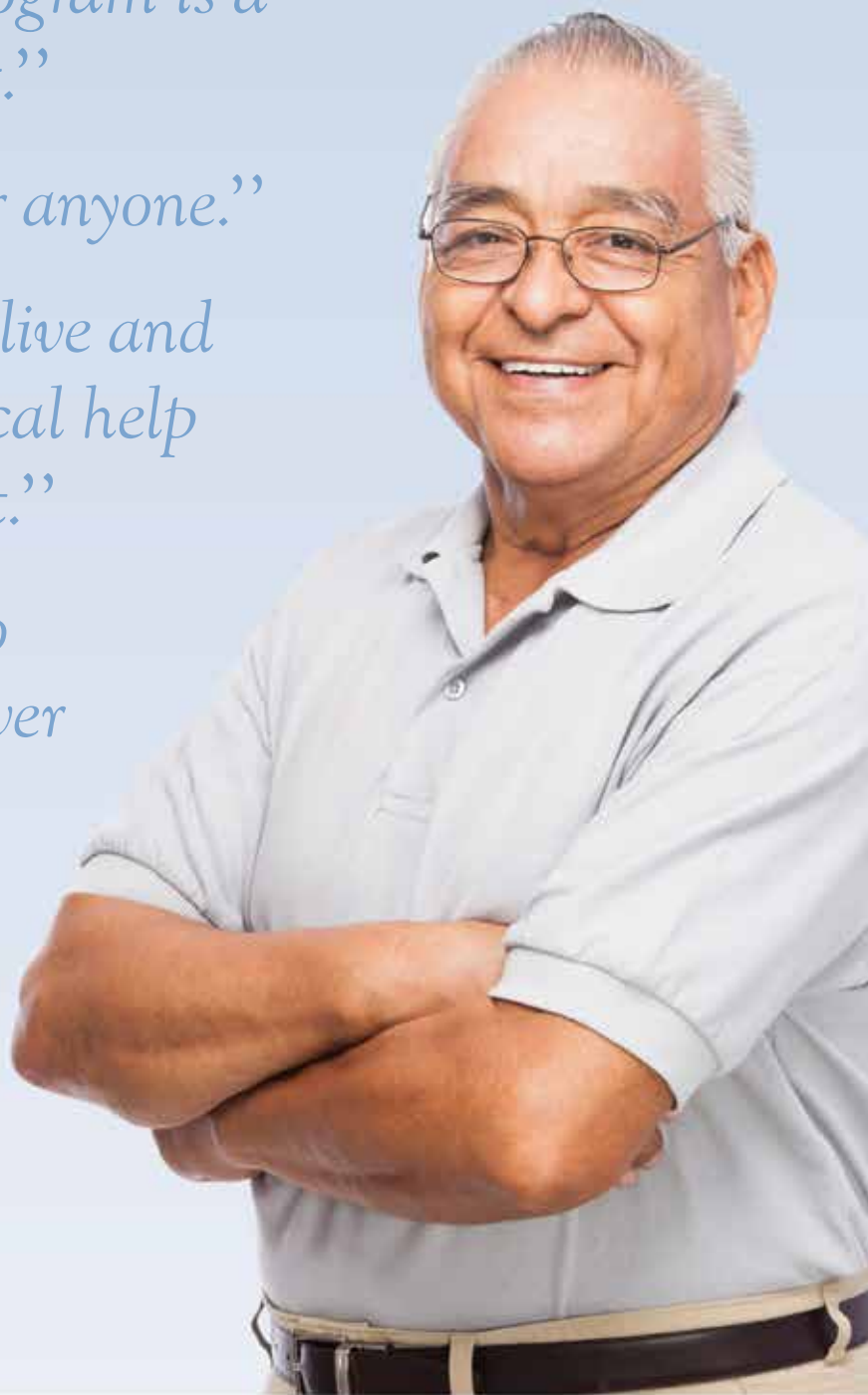
*“It’s really accessible for anyone.”*

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*“There is so much to do here; we’re bubbling over like champagne!”*

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# Q&A

What is the worst holiday gift you ever received?



The first thing that came to my mind was my annual childhood gift of fruit cake among other things from different people. I hated fruit cake and threw it away. Every year the same thing. Now as an adult, I love fruit cake and no one gives it to me anymore. Oh, how times and tastes change.

**Dr. Trudy Brown, retired**

- Educational Consultant
- GNPCC Ambassador
- Temple University, Ed D
- School District Instructor, Clinical Lab Asst. Instructor, Swenson
- Medical Technologist specializing in biology, chemistry, career pathways and individualized instruction.
- Northeast Philadelphia Historical Society-Selection Committee
- Community College of Philadelphia, NE Regional Campus-Advisory Board
- National Shrine of St. Katharine of St. Katharine Drexel, Volunteer Alumni, Honor Guard, Lector, Associate. ●



All my presents from my family of course were fabulous, however I do remember receiving a Tonka firetruck from my aunt in Florida who had not seen me in many years. If I was 6 it would have been great, however at 13 I was mortified.

**Frank M. Porrazza**

Vice President  
Senior Development Advisory  
The PNC Financial Services Group

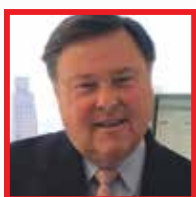
Mr. Porrazza is a longtime member of the GNPCC Board of Directors and served two different times as Chair of the Board. He fancies Harley Davidsons and performs in a blues-country-rock band named TF Squared.



Although not exactly a gift from a person...when I was about 6 years old I got the Chickenpox just a few days before Christmas!! The worst part was not even having chickenpox, it was the fact that I still had to get my picture taken on Santa's lap. The picture is still put out every Christmas. It's just the gift that keeps on giving!

**Paris Haas**

Catering Sales Manager  
Pen Ryn Estate



I once received a gift (a book) from a co-worker, who obviously forgot who had given it to him the previous year!

**Daniel P. McElhatton, Esq.**  
McElhatton Foley, PC

Mr. McElhatton is a longtime member of the GNPCC Board of Directors and recently served as Chair of the Board. He is a former Philadelphia City Councilman.

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# Saint Katharine Drexel



By Gloria M. Pugliese, Dunleavy & Associates



The Sisters of the Blessed Sacrament are selling the historic 44-acre property in Bensalem, PA, which Mother Katharine Drexel purchased to build the Motherhouse for the religious order she founded in 1891. In addition, the Sisters of the Blessed Sacrament are entrusting many of their archives to the care of the Archdiocese of Philadelphia, especially because Mother Katharine Drexel and her family played such a central role in supporting the Catholic Church in Philadelphia.

"We also will use proceeds from the sales to challenge, in new ways, all forms of racism as well as the other deeply rooted injustices in the world. A portion of the proceeds will support the care of our retired Sisters." This decision makes it possible for the Sisters of the Blessed Sacrament to carryforward the vision and spirit of Mother Katharine Drexel. Sister Donna Breslin President stated.

Archbishop Charles J. Chaput, O.F.M. Cap. expressed the support of the Archdiocese for the Sisters during this transition period. "When the time is right to do so, the remains of Saint Katharine Drexel will be transferred to the care of the Archdiocese and entombed in an appropriate location in the Cathedral Basilica of Saints Peter and Paul. We'll also work collaboratively with the sisters to make sure their archival records are cared for appropriately within our Archdiocese." The National Shrine of Saint Katharine Drexel on the Motherhouse campus remains open and continues to welcome visitors through 2017.

Katharine Drexel was born in Philadelphia on November 26, 1858, the second child of Hannah and Francis Anthony Drexel. Hannah died five weeks after her baby's birth. For two years Katharine and her sister, Elizabeth, were cared for by their aunt and uncle, Ellen and Anthony Drexel. When Francis married Emma Bouvier in 1860, he brought his two daughters home. A third daughter, Louise, was born in 1863.

By word and example, Emma and Francis taught their daughters that wealth was meant to be shared with those in need. Three afternoons a week, Emma opened the doors of their home to serve the needs of the poor. When Francis purchased a summer home in Torresdale, PA, Katharine and Elizabeth taught Sunday school classes for the children of employees and neighbors. The local pastor, Rev. James O'Connor, became a family friend and Katharine's spiritual director.

The Sisters of the Blessed Sacrament will hold a Gala Celebration recognizing 125 years of walking in the footsteps of Saint Katharine Drexel. The event will be held on Saturday, October 29, 2016 from 5:00 to 10:00 pm at Belle Voir Mansion at Penn Ryn Estate on the Delaware. For more information, visit [www.katharinedrexel.org/annualgala](http://www.katharinedrexel.org/annualgala). ●

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# Northeast Philly CELEBRATIONS

Each year Northeast Philadelphia celebrates with fourth quarter events that are uniquely home grown. The following events will keep your spirits up as you enjoy fall and winter in the Great Northeast.

## German-American Parade of Philadelphia

**Sunday, October 9 at 12 Noon**

For the 46<sup>th</sup> year, the German-American Parade of Philadelphia will march with proud members of the German-American Steuben Association and various German-American clubs, musicians, and dancers from the Philadelphia area. The parade commemorates and honors the contributions of General Friedrich Wilhelm von Steuben who was responsible for training the Continental Army at Valley Forge and aided the American Colonies to win the Revolutionary War.

The parade will march down Huntingdon Pike starting in Rockledge and ending in Fox Chase.

For more information <http://www.steubenparade.com/index.htm> or 267.341.7220

## Mayfair Holmesburg Thanksgiving Parade

**Sunday, November 20 at 12 Noon**

**(Rain Date November 27 at 12 Noon)**

The 40<sup>th</sup> Annual Mayfair Holmesburg Thanksgiving Parade starts on Frankford Avenue at Rhawn St. and ends at Knorr St. Celebrate the Mayfair community and all of the local businesses in the neighborhood.

Many generations come to the 'Ave' for this fun filled family event each fall whether they still live here or have since moved away. The local community has the chance to enter their own homemade floats, and there will be a ribbon for the "The Best Parade Themed Float."

For more information <http://www.thanksgivingparade.org/> or 215.624.6660

## Grand Illumination

**Saturday, November 26 at 7 pm**

**(Rain Date November 27)**

American Heritage Federal Credit Union, 2068 Red Lion Road, Philadelphia, PA

Last year over 10,000 people celebrated the start of the holiday season at American Heritage Federal Credit Union's Annual Grand Illumination Tree Lighting Ceremony and Fireworks. This year promises to be equally grand. Guests will enjoy holiday music with the countdown to the tree lighting, and of course a grand finale of fireworks.

For more information [www.amhfcu.org/](http://www.amhfcu.org/) or 800.342.0008 ●



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