

MEDINA MEANS *business* MAGAZINE

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CONNECTIONS
NETWORKING WOW
&
CHAMBER
Chat

feature

Rooted in
Design:
Architectural
Justice

resources

Marketing in the Age of AI
Legal Implications of Workplace Bullying
Is AI the Future for DRUG TESTING
The Power of Purposeful Leadership

ADVOCACY ● CONNECTION ● GROWTH



EXECUTIVE DIRECTOR

VOLUMN 1 ISSUE 2

message:



THE OFFICAL GREATER MEDINA CHAMBER OF COMMERCE PUBLICATION

As we move through the second half of 2025, now is a great time for businesses to pause, reflect, and refocus. While the start of the year may feel like a distant memory, there's still plenty of runway left to finish strong. The actions you take now in planning, relationship building, and resource alignment can position your business to close out the year with momentum.

Of course, navigating today's economic environment comes with its share of uncertainty. From shifting consumer trends to evolving regulations and market fluctuations, many business owners are feeling the impact of an unpredictable climate. It's understandable to feel cautious but there's also opportunity in times like these.

This is where your membership in the Greater Medina Chamber of Commerce can make a real difference. The Chamber remains a steady,

reliable resource, one built on trusted connections, shared insight, and a deep commitment to local business success. Whether it's participating in upcoming programming, connecting with potential partners, or simply staying informed about what's happening in our region, the Chamber is here to support you.

As you look toward Q4 and beyond, we encourage you to lean into this network. Attend that next event. Ask for a referral. Revisit your goals. And know that you're not in this alone.

We believe in the resilience and creativity of our local business community. With smart planning and the right support, you can weather uncertainty and thrive.

Jaclyn Ringstmeier

Executive Director
Jaclyn@medinaohchamber.com

T O G E T H E R W E A C H I E V E M O R E



47% of U.S. adults view chamber member businesses more favorably.



64% of adults are more likely to buy from chamber member businesses.



48% are more likely to recommend chamber member businesses.

CONNECT WITH US!

Our Contact Information:



211 South Court Street
Medina, OH 44256



(330) 723-8773



office@medinaohchamber.com



medinachamber.com



Member Info Hub



Membership & Events Coordinator, Stephanie Mueller: stephanie@medinachamberoh.com



/ medinachamber



/ greatermedinachamberofcommerce



/ medinachamber



Your Business Resource!

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November 18th at
Western Reserve
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USE MEMBER INFO HUB



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- Share member news
- Post job openings

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Process Systems



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CINDY PHILLIPS
Vice President,
Wealth Advisor,
Huntington Bank



CLAUS MEYER
Certified Financial
Planner,
Raymond James

What's Your BEST Advice for NEW Members Joining the Chamber?



KIMBERLY VALCO
Community Relations,
Western Reserve Masonic
Community
Don't just join, get
involved....participate in
the networking
opportunities, workshops,
and events.



ILENE HACKETT
Marketing Director,
Roto-Rooter Medina
Make time for the
Chamber. Commit
to at least one
event and keep
going.



SAM PIETRANGELO, Community Marketing Manager, Armstrong
Get involved and stay involved. There are a variety
of opportunities to make connections, from
networking events and golf outings to luncheons
and sponsorships. The Chamber is a vibrant asset
to any business and community leader.



MATT STREHLE, Project Manager, Sandbar Architecture
My advice to new members would be to attend each of the
meetings at least once. When you are new to something like this,
it can be overwhelming and hard to gauge if it is appropriate for
you to attend a certain meeting. The way the Medina Chamber
is structured, everybody is welcome at every meeting. It is up to
you to determine which meetings work for you.



CINDY FARNHAM, National Marketing Director, Juice Plus+
The Chamber provides opportunities to meet others, grow
personally and professionally through networking events, and
foster friendships. To gain the most benefits, it's important to
participate actively and introduce yourself to others. My best
advice is to show up and introduce yourself to others. The
more involved you are the more blessings you will receive!

Why We Love Our Ambassadors

Our Ambassadors are the heart of the Chamber—welcoming new members, building connections, and bringing energy to every event. They're the friendly faces you see at ribbon cuttings, the helping hands at Chamber events, and the passionate voices promoting the power of Chamber membership. Their commitment to supporting local businesses and creating a welcoming environment makes them invaluable to our mission.

We're proud to shine a spotlight on these incredible leaders who make the Medina Chamber greater every day.

How You Can Join this Group

Expand your network, increase your visibility, and make a lasting impact on the local business community as a Medina Chamber Ambassador! As an Ambassador, you'll build strong connections, gain insider access to Chamber events, and be recognized as a leader while helping businesses thrive—plus, it's a fun and rewarding way to get involved!

 Contact us to learn
more about applying
to join the team!

MARKETING IN THE AGE OF AI:

Build Your Powered System

JOIN US ON

SEPTEMBER 19TH at 9AM

Picture this: It's 9PM, you're the unofficial "one-person marketing department," and you still haven't written tomorrow's email newsletter or queued a single social media post. Meanwhile, the internet shouts about the latest AI tool - yet you barely have time to investigate, let alone implement. Here's the reality: the right AI can give you those lost hours back, so you can focus on the strategic, high-impact work that actually moves revenue.

Small business marketing already operates on razor-thin time margins. A recent Constant Contact study found that 56% of small businesses have one hour or less daily for marketing tasks. When that sliver gets consumed by drafting captions, hunting stock photos, or formatting newsletters, bigger priorities - like nurturing customer relationships or refining positioning - never make it off the wish list.

AI slips neatly into this workflow - not as a flashy gimmick, but as a tireless copilot. Two-thirds of small business owners using AI say it already saves them meaningful time on routine tasks, according to [Verizon](#). Imagine generating a week's worth of social posts in your brand voice in under an hour using ChatGPT? Need headline ideas? Product-launch email copy? A quick competitive synopsis before tomorrow's meeting? Feed the tool a concise prompt and let it handle the first draft. You stay in control of tone, nuance, and final approval.

The practical wins add up fast:

Content drafts: Generate blog outlines, email subject lines, carousel captions, and newsletters in minutes, not hours.

Rapid research: Summarize trending topics, pull keyword clusters, or condense customer reviews to spot patterns instantly.

Idea sprints: Stuck on campaign concepts? Generate ten angles, then cherry-pick and refine the best.

No technical degree required - today's interfaces feel more like texting than operating software. Your expertise guides the prompts; AI handles the heavy lifting.

Interested in building an AI-powered marketing system for your business? **Join me at the Chamber's upcoming**

Eggs and Expertise
Serving Up Knowledge

TOPIC: Marketing in the Age of AI - Smarter, Faster, Still Human - Feeling behind on AI?

You're not alone. Most are hearing about it everywhere—but when it comes to marketing, few know where to begin. We're cutting through the noise and getting straight to what works. **Brand strategist Dani Kimble** will break down how AI is actually impacting small business marketing—what tools are worth your time, what's just hype, and how to use AI to save hours without losing your brand's voice and human touch. **You'll leave with simple, practical ideas you can start using right away—and a much clearer picture of how AI can become a real advantage for your business today.**

Advanced Registration Required.
REGISTER HERE!

session, Marketing in the Age of AI: Smarter, Faster, Still Human. You'll leave with a starter prompt library and a 30-day rollout plan you can implement immediately - no costly software overhaul, just reclaimed time.

The goal: demystify AI and equip you with the prompts, process, and confidence to make it your reliable junior marketer - freeing you to think bigger and drive better results.

Ready to build your AI advantage? I write a weekly newsletter covering all things AI, branding, and marketing - sharing strategies, tools, and real business wins that help you work smarter and grow faster. [Subscribe here.](#)



By Dani Kimble, Brand & Marketing
Strategist, Azelie Studio
www.azeliemarketing.com

The Power of Purposeful Leadership

Three Questions

Take a moment and think about your favorite story [Pause and reflect]. I would guess that most, if not all, of you thought about a story that has someone who overcomes incredible odds in order to achieve some greater purpose - save themselves, save others, save the world. That's the power of purpose! It can inspire us to face challenges and overcome obstacles - to be and do more than we ever imagined was possible.

Purpose starts with three questions. Who am I? Where am I going? Why am I going there? Take another moment and reflect on these questions [Pause, breathe, reflect]. Your responses will help you live with more intention and lead with more impact.

The Business Case

Research from the likes of HBR, Forbes, McKinsey, Gallup, and Deloitte highlights the impact that purposeful leaders have. Here's just a few of the benefits:

Benefits for Employees: Enhanced engagement and motivation; Increased job and overall life satisfaction and well-being; Improved psychological safety.

Benefits for the Organization: Higher organizational performance, productivity, and profitability; increased innovation and creativity; Enhanced resilience and adaptability; Stronger stakeholder trust and loyalty; Stronger talent attraction and retention.

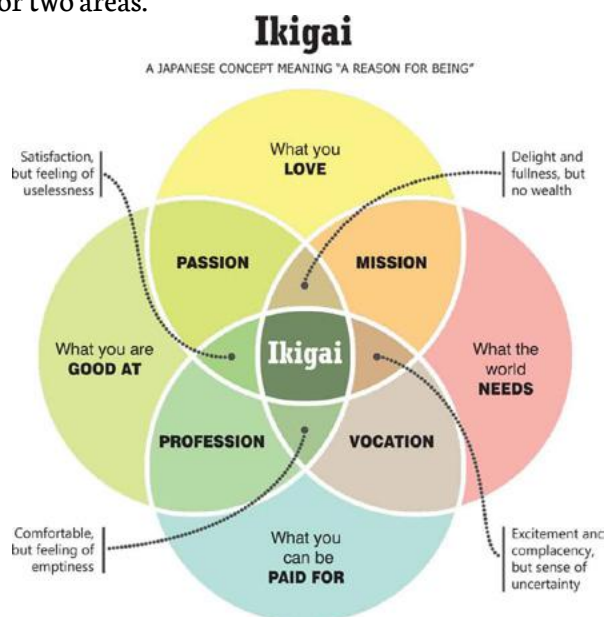
The Human Case

These alone should be enough to inspire you to pay attention to your own purpose and that of your organization. However, I want to make the most compelling case: the human one. Living and leading with purpose is simply the best way to invest your time and energy. Through United Way of Summit and Medina's Center for Immersive Leadership (www.immersiveleadership.org) we daily accompany leaders to discover and rediscover their purpose as a continual source of motivation, even in the face of challenging times like the ones we have found ourselves in for over 5 years.

Getting Started/Restarted

You may be wondering how to go about discovering/rediscovering your purpose and how to help others do the

same. While we offer many resources to help with this, one of my favorite comes from the Japanese concept of Ikigai which means "reason for being." In the image below, you will see that Ikigai is comprised of Passion, Mission, Vocation, and Profession with further definition on the outer edges of what each of those means and what happens if we are unbalanced in one or two areas.



Another pause point here - I've actually been inviting you into "purposeful pauses" throughout this article. These are mini breaks we can take throughout our day to re-center ourselves in which we: pause, breathe, note our thoughts and feelings, and reflect. Reflect on the image and think about where you would place yourself currently on the image. Now, think about where you would like to be, ideally, if you were living with greater purpose - it doesn't have to be right in the middle. And finally ask, "What is one step I can take toward my future, more purposeful self?". You can repeat these steps for your organization and for those you lead and then invite others into conversation about their responses. There's so much more I would like to write, but I think this is a good place to pause for now. Believe it or not, just by taking a few minutes to reflect you are living and leading with more purpose already.



By Jeremy Lile
Chief of Leadership & Learning
United Way of Summit & Medina

Legal Implications of Workplace Bullying

GREATER MEDINA CHAMBER OF COMMERCE JUNE MEMBER MEETING TOPIC



In today's ever-changing work environment, there has been a dramatic increase in the recognition of workplace bullying complaints. In Ohio, these types of complaints are legitimate employment concerns for employers but may not be the basis for legal claims. To determine if these complaints are legally actionable, it is important to first understand what bullying is and then determine what type of bullying can be actionable.

The Workplace Bullying Institute (WBI) defines bullying as "repeated, health-harming mistreatment by one or more employees of an employee: abusive conduct that takes the form of verbal abuse; or behaviors perceived as threatening, intimidating, or humiliating; work sabotage; or in some combination of the above." In a recent survey conducted by the WBI, it found that 32.3% of adult Americans believed that they had been directly bullied. This percentage is equivalent to over 52 million workers, as per the 2024 WBI U.S. Workplace Bullying Survey.

Currently, Ohio law does not contain any general anti-bullying provisions outside of those that exist for public schools. For bullying complaints to be actionable, they must violate other statutes such as anti-discrimination, whis-

tleblowing, or retaliation for filing a Workers Compensation Claim. For example, if the employee claims that they are being bullied due to the employee's race, age, gender, pregnancy, national origin, religion, disability, age, or other protected class, it could be legally actionable. Simply having a "mean" boss or coworker without these additional factors is not legally actionable.

Despite the lack of statutory provisions, employers may create a cause of action by putting anti-bullying language in their employee handbook without adding appropriate disclaimers. Generally, promises in employee handbooks do not create a contractual cause of action unless there is clear agreement from both the employer and the employee to be bound by the handbook's provisions. The presence of disclaimers and the unilateral nature of handbooks will help prevent anti-bullying language from constituting binding contracts that would give rise to a contractual cause of action for bullying. It is the best practice to have any employee handbook reviewed by legal counsel to prevent these types of claims.

Even without the presence of legal claims, employers should develop guidelines and policies that identify acceptable company standards of conduct that define bullying and the consequences for engaging in this type of behavior. These guidelines should be clearly written and should focus on respect and professional conduct. These guidelines should also include procedures for responding to and reporting incidents of alleged bullying. Appropriately drafted guidelines will assist employers in regulating unprofessional behaviors and ensuring a healthy workplace for all employees.



By Leslie Kuntz, Attorney at Law
Krugliak, Wilkins, Griffiths &
Dougherty Co., L.P.A.

Can Blue Light Damage Your Skin?

And What Can You Do About It?



If you're reading this, blue light is already shining on your face. Today, the average person spends over six hours a day online, with younger generations often logging even more screen time. With all this exposure, dermatologists are increasingly focused on how blue light affects our skin—and what treatments, like laser therapy, can do to reverse the damage.

What Is Blue Light?

Blue light is part of the visible light spectrum—think “ROY G. BIV”—and comes primarily from the sun. But artificial sources like phones, laptops, TVs, and LED lighting also emit blue light, albeit at lower levels. While some light exposure is helpful, long-term, unfiltered screen time may lead to serious skin concerns.

Dr. Henry, a certified dermatologist with Apex Skin, advises that blue light can cause oxidative stress in the skin, leading to premature aging, hyperpigmentation, inflammation, and collagen damage. While light therapy in clinical settings can help certain skin conditions, chronic blue light exposure from devices is the real concern.

How Does It Harm Your Skin?

Blue light penetrates the skin deeply, reaching into the dermis, where it can disrupt cellular function and generate free radicals. This can lead to:

- Premature aging
- Hyperpigmentation and dark spots
- Acne
- Rosacea
- Eczema
- Psoriasis
- Collagen and elastin breakdown

Other Digital Concerns

Beyond blue light, digital devices expose us to High-Energy Visible (HEV) light and Electromagnetic Fields (EMFs), which can increase skin sensitivity and irritation.

How to Protect Your Skin

Start with prevention:

- **Daily sunscreen** is essential—choose one with SPF 30+

containing titanium dioxide or zinc oxide.

- Use **antioxidant-rich skincare** to defend and strengthen your skin barrier.
- Try **blue light-blocking glasses or screen protectors** for extra defense.
- **Limit screen time**, dim device brightness, stay hydrated, and take regular breaks outdoors.

Repairing the Damage

If you're already seeing signs of skin damage, Apex Skin offers professional treatments to help. Options include:

- **Chemical peels** to slough off damaged skin layers
- **Microneedling** to boost collagen production and improve texture and firmness
- **Antioxidant facials** to nourish and rejuvenate
- **Laser skin treatments**, the most targeted option for reversing blue light and sun damage

Dr. Henry recommends fractional laser therapies like **Resurfx, Fraxel, and IPL (Intense Pulsed Light)** to reduce pigmentation, improve texture, stimulate collagen, and exfoliate for brighter skin.

What to Expect from Laser Skin Treatment

Laser treatments are safe for all skin types. Most people benefit from a series of sessions spaced out over several months. Combining treatments—like laser therapy with Diamond Glow chemical peels or medical-grade products—yields the best results.

The Bottom Line

You may not be able to avoid blue light entirely, but you can protect your skin from its effects. Remember to apply sunscreen daily, take regular screen breaks, stay hydrated, and invest in blue light filters. If you are looking for professional guidance, Apex Skin is always available. You can schedule a same day appointment at any of their 15-locations. Visit apexskin.com to learn more.

Apex Skin offers education and spot checks in the community and businesses - If interested contact Johanna Tanno at JTanno@apexskin.com



By Dr. Cynthia Lavery Henry,
DO, FAOCD, FAAD
APEX SKIN | www.apexskin.com

Support Your Mental Health in the Workplace

In the daily hustle and bustle of work, we often lose sight of the importance of taking care of ourselves before we are off to the next task. Our responsibilities in the workplace can make it hard to stop and take a moment for ourselves, especially when we see that to-do list continue to grow. The trouble with never taking a moment to recenter is it can sneak up on us in the form of workplace burnout. This might look like avoiding tasks, procrastinating, or feeling anxiety at the thought of returning to work each day. There are a few simple self-care techniques you can use to support your mental health while at work.

TAKE SHORT CONSISTENT BREAKS. Use the Pomodoro technique, which is setting specific intervals of time you will work on a task, followed by time you will take a short break. An example of how I use this technique is when I'm completing clinical documentation. I write notes for 30 minutes, followed by a 10-minute break. Rinse and repeat! This allows you to feel a sense of accomplishment while also giving yourself a minute to walk away from the task and return with fresh eyes.

SET BOUNDARIES AROUND WORK HOURS. Create clear boundaries around start and end times for work as much as possible. Try to avoid checking emails after you have



ended the workday, or early before you officially start the workday. This also applies to your lunch/midday break! Even if you only get a few minutes, try to disconnect from work for that time to give yourself a brain break.

PRACTICE MINDFULNESS. Mindfulness practices such as a two-minute deep-breathing exercise, or a short, guided meditation can be helpful on particularly stressful days when you can't seem to get a minute to yourself. You can use Apps like Calm or Headspace and follow the quick 2-minute guided prompts to slow down and ground yourself. Some smart watches even have guided mindfulness prompts you can use to help slow you down.

CONNECT WITH OTHERS. Sometimes, taking a minute to connect with colleagues in the office, or calling a family member or friend on a work break can help you feel an increased sense of connection with others. Work has a way of making us feel isolated at times when we are particularly stressed or busy. Connecting with other people can help break down that feeling of isolation.

Use any combination of these simple self-care techniques to help maintain your mental health balance throughout the workday. When you consistently use these tools, you can increase your sense of wellbeing in the workplace. Feel free to adapt these techniques to fit your personal needs- because most importantly, you deserve to take time for yourself.



By Kate Stewart, Ph.D., LPCC-S
Owner/Founder/Clinical Counselor
Quiet Pines Counseling LLC
www.quietpinescounseling.com

Empowering Students and Strengthening Community

Jobs for Ohio's Graduates Medina County

Jobs for Ohio's Graduates (JOG) plays a vital role in Medina County, partnering with local schools, students, and businesses to build a brighter future. As an affiliate of the nationwide Jobs for America's Graduates model, JOG serves over 2,000 youth across northeast Ohio annually—focusing on in-school support, job readiness, and workforce development.

Supporting Students & Community

- **In School Specialists** work inside high schools across the county, offering academic counseling, life skills training, and dropout prevention—helping students stay engaged and graduate.
- **Out of School Specialists** assist young adults pursuing a GED, guiding them through tutoring, exam prep, resume-building, interview practice, and job placement via connections with local businesses.
- **Work Experience Programs**, including the summer youth employment initiative, place students in real work environments—crucial for building confidence and practical skills.

Business Partnerships: A Win-Win

Local businesses gain early access to motivated, trainable young talent while helping mold the future workforce. Benefits include:

- **Talent Pipeline:** Employers meet and mentor potential future employees.
- **Community Impact:** Participating organizations strengthen local ties and support youth development.
- **Recognition:** Contributors are often featured in JOG events and communications, boosting their public profile.

Get Involved

Businesses interested in partnering can contact the Medina County JOG office:

Phone: 330 725 2919

Email: cmason@jogworks.org

Address: 3637 Medina Road, Suite 85, Medina, OH 44256

Opportunities include hosting interns, sponsoring job-readiness workshops, offering job-shadowing experiences, and participating in subsidized employment programs.

**“Through its educational support, workforce programs, and business partnerships, JOG in Medina County is building a foundation for individual growth and collective prosperity. Whether you’re a local business, community leader, or volunteer, your involvement can open doors for students—and help shape the workforce of tomorrow.” ~Cheryl Mason
-Area Manager Medina**



**Cindy Nort, JOG
Career Specialist & C.J.**

Student Spotlight: C.J.'s Journey

One shining success is C.J., a Brunswick High School student who spent his summer working at Bunker Hill Golf Course through JOG's youth employment program. His role included maintaining course conditions and supporting clubhouse operations. C.J. shared:

“It’s nice working here! ... I feel good about the end of the day. I love that Bunker Hill helps raise money ... that’s so important!”

This partnership with Bunker Hill Golf Course and the job placement not only built his work ethic and practical skills, but also deepened his connection to the community.



**By Cheryl Mason,
Area Manager of Medina
Jobs for Ohio's Graduates**



Is AI the Future for DRUG TESTING?



The thought of artificial intelligence (AI) being placed in charge of company [drug testing](#) seems a bit far fetched to some. However, it isn't as outlandish as some would believe.

Search engines and websites alike are utilizing this fascinating technology to guide and direct anyone who cares to engage. The manufacturing industry is embracing AI technology with open arms as well. Automated production lines, supervised by AI, are already replacing human workers within some companies. The fast food industry has run pilots too. Customers place food orders at kiosks found on table tops or on an online app that is—you guessed it—manned by AI.

AI & THE DRUG TESTING INDUSTRY

Experts in the field believe AI is transforming the drug testing industry for several reasons.

INCLUDING:

- Enhancing efficiency
- Providing accuracy in completing the process
- Speed in data management

It can be used in predictive modeling as AI algorithms analyze immense volumes of data. Subsequently, when used to analyze historical data it quickly identifies patterns and accurately predicts potential substance abuse.

It's Learning

Machine learning models are capable of better identifying potential drug users. It assesses risk factors associated with specific roles or environments. Subsequently, the machine learning algorithms bypass the risk of human error, thereby, improving the accuracy of test results.

Moreover, when automating the specimen collection and analysis, it streamlines the initial screening process. That's a huge benefit for employers because as we all know, "time is money."

Compliance Monitor

AI assists employers in ensuring they remain in compliance with state and federal laws regarding drug testing in their state of operation. It has the capability to generate reports and

[provide insights](#) for [human resources](#) (HR) departments. This aids decision making processes.

Monitoring Behavior

AI tools can track employee behavior flagging anomalies indicating possible substance abuse. Using this in unison with traditional testing methods benefits employers who operate a drug free workplace.

Overall, it's believed that using artificial intelligence tools is a plus for employee drug testing programs.

Challenges and Limitations

There are concerns about the quality of data available for processing as it can impact AI's effectiveness. There are also concerns about certain ethical aspects of AI drug testing, such as data privacy and bias in algorithms. Privacy advocates view these issues as privacy concerns. However, AI systems are capable of managing sensitive data securely which should ensure compliance with privacy regulations.

Transparency regarding how data is collected and used is vital for maintaining employee trust. Therefore, organizations utilizing AI tools must ensure it complies with legal standards. If not, it can negatively impact the entire organization resulting in a decrease in productivity and a drop in company morale as a whole.

There are limits to AI regarding drug testing though. It can never completely replace the need for human oversight in the drug testing industry.

Looking ahead

AI is an evolving field and this includes using it in the drug testing industry. Organizations that operate a drug free workplace should keep informed about future advancements. Once the challenges and limitations stated above are addressed, AI will keep moving forward and will eventually realize its full potential within the drug testing industry.



By David Bell, CEO
USA Mobile Drug Testing
www.usamdt.com

Rooted in Design:



How Architectural Vines is Growing from a Legacy of Craftsmanship

Celebrating 40 Years of Architectural Justice

Next year marks a major milestone for Architectural Justice—40 years of innovation, craftsmanship, and dedication to enhancing the spaces where people live and gather. Founded in 1986 by James Justice, Architectural Justice has grown into one of Northeast Ohio's premier remodeling firms, renowned for its artisan-quality craftsmanship and distinctive use of handcrafted stone, wood, and metal details. Now, with the launch of Architectural Vines, the business is branching out—quite literally—into new territory.

Architectural Justice has grown into one of Northeast Ohio's premier remodeling firms, renowned for its artisan-quality craftsmanship and distinctive use of handcrafted stone, wood, and metal details. Now, with the launch of Architectural Vines, the business is branching out—quite literally—into new territory.

A Destination Designed with Intention

Located on a scenic property in Medina County, Architectural Vines is more than just a vineyard. It's a thoughtfully designed destination that weaves

together hospitality, design, and natural beauty—an extension of the values that have always driven Architectural Justice. What began as a passion project has evolved into a vision: a modern Italian-inspired vineyard that blends wine, architecture, and experience into one unforgettable setting.

A Tribute to Craftsmanship and Creativity

At its core, Architectural Vines is a tribute to our roots in craftsmanship and creativity. The land is being developed with intentionality, using reclaimed materials, custom metalwork, and handcrafted details created by the same talented artisans who bring our remodeling projects to life. Every vine, path, and building on the property is designed with the same attention to detail that has defined our brand for nearly four decades.

(cont. pg 13)





Where Our Brands



COME TOGETHER

As the vineyard takes shape, it's becoming a natural intersection of all our businesses. Architectural Justice remains the foundation—bringing custom design, stonework, and millwork to the forefront.

One of the most exciting integrations is our Fittings Metal Collection, which will be featured throughout the winery and tasting room spaces. James and Darlene Justice launched this product line in 2018 after recognizing a need in the design industry for high-quality metal shelving and interior elements. What began with a few hand-crafted pieces has since evolved into a full-scale, award-winning collection—providing stylish, durable solutions for designers and homeowners across the country. The success of Fittings has added manufacturing to the Justice portfolio, marking another milestone in the company's continued growth.

The latest addition to the collection is our line of custom wine storage units, which will play a central role in shaping the guest experience at Architectural Vines. Each piece contributes to an immersive environment where visitors can see, touch, and engage with our craftsmanship in a whole new way.

An Experience-Driven Venue for the Community

Our goal is to create an inviting, design-forward destination that feels like a natural extension of everything we do—from custom kitchens to curated spaces. The vineyard will also serve as a venue for weddings, private celebrations, and community events, offering a one-of-a-kind backdrop for unforgettable moments.

Looking Ahead to the Next Chapter

As we prepare to celebrate 40 years in business, Architectural Vines represents both a new beginning and a meaningful continuation of the journey that brought us here. We invite our neighbors and Chamber members to follow along as the vineyard continues to grow. Whether you've worked with Architectural Justice on a remodeling project, specified our products as a designer, or are just discovering what we do, Architectural Vines is a place where everyone can gather and enjoy the fruits of our labor—literally and figuratively.

James & Darlene's Vision

We're excited to bring something new and inspiring to the area. Cheers to the next chapter! Follow our journey on Instagram or Facebook @ArchitecturalVines

Find MORE on YouTube to stay up to date!

www.ArchitecturalJustice.com

Congressional Update from Congressman Max Miller



This year is flying by, but my mission in Congress remains clear: serve our country and deliver real results for Ohio.

Over the past few months, much of my focus has been with the House Ways and Means Committee, where we've been working hard on the tax code portion of President Trump's One Big Beautiful Bill.

The bill we passed out of committee makes the Trump tax cuts permanent, expands relief for working families and small businesses, and promotes investment and manufacturing here at home. I'm especially proud that my Permanent Tax Cuts for American Families Act, which makes the doubled standard deduction permanent, was included in the House package.

This economic agenda will revitalize Main Street and bring new life to rural communities across the country. At its core is a permanent expansion of the 199A small business deduction, which alone is projected to create over 1 million new jobs each year.

The bill also restores powerful pro-growth tools like 100 percent immediate expensing, allowing businesses to fully deduct the cost of new equipment and improvements to their facilities. Combined with enhanced incentives for research and development, interest expense deductions, and targeted support for domestic manufacturing, this plan is expected to drive \$284 billion in new economic activity from American manufacturers.

Family-owned farms also stand to benefit. The legislation makes the doubled Death Tax exemption permanent, protecting 2 million family farms from unnecessary estate taxes and preserving generational wealth in rural America. Additionally, the Opportunity Zone program is renewed and strengthened, targeting over \$100 billion in private investment toward underserved and distressed communities, with a special emphasis on rural revitalization.

Outside of tax policy, I'm proud of the work we're doing to support Ohio's agriculture sector. My Harvest to Hue Act helps farmers diversify their operations by pivoting to natural food color production, an innovative way to move away from synthetic additives. This legislation aligns with the FDA's

April 22 announcement of a nationwide transition to natural food colorants, part of the Administration's broader Make America Healthy Again (MAHA) initiative. By empowering farmers to lead the way, we're creating new markets, improving public health, and investing in the future of American agriculture. It's a win for farmers, a win for families, and a win for our country.

I'm also working across the aisle on important matters of respect and recognition. Alongside Rep. Debbie Wasserman Schultz, Senator Jerry Moran, and Senator Jacky Rosen, I introduced bipartisan legislation to ensure that fallen Jewish-American servicemembers are honored with military grave markers that reflect their true religion and heritage. Today, an estimated 600 Jewish servicemembers are buried under Latin Crosses rather than Stars of David. This bill will help correct those historic errors and ensure these heroes are laid to rest with the dignity they deserve.

The first half of this year has been remarkably productive, and I'm proud of the progress we've made. I remain committed to fighting for the people of Ohio's 7th District—and delivering results that strengthen our economy, honor our heroes, and build a brighter future for every American.

Editor's note regarding Congressman Miller:

Congressman Max Miller represents Ohio's Seventh District which includes Medina and Wayne counties as well as parts of Cuyahoga and Holmes counties. Miller serves on the House Committee on Ways and Means and the House Committee on Science, Space, and Technology. The Republican sophomore members selected Miller as their representative to the Republican Steering Committee. He is a member of the Republican Study Committee and Main Street Caucus. Before joining Congress, Miller spent six years in the Marine Corps Reserves and served in several senior positions for President Donald Trump. Please visit <http://maxmiller.house.gov> for more information.



**Medina Office: (330) 661-6654
By Appointment**



Business Advocacy:

Navigating the New Budgets: What Business Owners Need to Know

With both the Ohio state budget and the federal budget now passed, many business owners are asking a fair question: *What does this mean for me?* Budgets, while often packed with complex language and political positioning, are more than just numbers—they set the stage for tax policy, funding priorities, workforce development programs, and regulatory changes that directly impact how businesses operate.

1. UNDERSTAND THE KEY PROVISIONS

First and foremost, it's important to review the highlights. On the Ohio side, the biennial budget includes continued investments in workforce development, tax relief for small businesses, and funding for infrastructure and innovation. These priorities can present real opportunities, particularly if your business is looking to hire, expand, or access training programs for your team.

At the federal level, the budget touches on everything from healthcare and energy to research, education, and small business lending. Tax policy changes, in particular, may affect deductions, credits, or compliance expectations. The SBA and other federal agencies may see program changes that could alter the landscape for loans, grants, or support services.

2. TALK TO YOUR ADVISORS

Now is a smart time to have a conversation with your accountant, financial advisor, or attorney. They can help you interpret how changes in tax law or program funding may apply to your specific situation. A proactive strategy now could help you avoid surprises and take advantage of new benefits or incentives.

3. LEAN ON TRUSTED RESOURCES

You don't have to go it alone. Organizations like the Greater Medina Chamber of Commerce are here to help members make sense of legislative changes. We stay connected to statewide and national networks to monitor how policies evolve—and what they mean for you. Whether it's through educational sessions, newsletters, or direct outreach, we are a resource to help you stay informed and prepared.

4. PREPARE, DON'T PANIC

Budget changes can be unsettling, especially when the economy is already unpredictable. But staying informed and connected is the best defense. Take a little time to understand the key points, ask questions, and make adjustments where necessary. Often, the businesses that navigate policy shifts the best are those that stay engaged rather than reactive.



OUR EFFORTS WORKING FOR YOU:



Legislator Meetings

Building trust between community leaders and elected officials



Business Advocacy Initiatives

Setting and working towards goals that benefit our overall business community



Voter Education Insights

Organizing candidate forums and newsletters to keep you informed on local issues



Economic Impact Analysis

Assessing and communicating how policies affect our local economy

YOUR VOICE
IN ACTION:



WE CHAMPION FOR A
THRIVING BUSINESS
COMMUNITY



Options for the Future of the Business You've Worked Hard to Build

Securing your business succession plan before it's too late is just as valuable as growing your business. Your succession plan is your retirement or exit strategy, and each business owner has a unique path. Starting a succession plan early and including business advisors, such as attorneys, accountants, investment bankers, or financial planners will help ensure a successful and smooth succession path. Building the team is the first step!

Each path has its own unique planning strategies, as well as pros and cons to consider to protect your business from a journey down a rocky road in the future.

Family Transfer: Transferring (through gift or sale) all or part of your business to family members (or trusts for their benefit) requires early planning to cultivate business leaders in the next generation. Additional issues to consider include:

- Identify the right family members to take over. An objective analysis is key to maintaining the Company's success.
- Transferring all at once vs. over several years.
- Start engagement early to allow successors to learn while the senior level is still engaged.
- How do these transfers fit with your overall estate plan?

Transfer to Employees: Transferring all or part of your business to employees has become a popular option in recent years. This can be accomplished using several different structures, including, sale to an ESOP (employee stock ownership plan), sale to a management group, or the sale or bonus to one

or more key employees. In addition to the considerations stated above for family transfers, pay special attention to tax implications as well as the ongoing corporate governance of the business (who gets to make the decisions!).

Third Party Sale: Many business owners sell to a third party that is either a strategic buyer (often a competitor that can achieve synergies and grow through the purchase) or a financial buyer. Financial buyers are typically private equity funds that are looking to grow the business with a plan of selling in 3 to 5 years. Some private equity structures provide the business owner with a "second bite at the apple" by investing in the fund and working as a consultant until the business is re-sold. Identifying your goals (maximum price vs. cultural fit, etc.) early will help for clear negotiations and smooth path!

Liquidation: If the above options are not the right fit, you may still be able to extract significant value by closing your doors, selling off assets, and transitioning customers to other area businesses. This option is often overlooked but should be part of your analysis.

Preparing your business for the future is a journey, not a destination – so engage the right team to help you choose the right path!

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By Daniel P. Calvin, Member at
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Medina Matters: *real conversations with local leaders*

If you haven't tuned in yet, the Medina Matters Podcast is a fun, casual dive into the stories behind the people and businesses that make our community great. Jaclyn Ringstmeier cohosts the show with Jarrod Fry of Medina TV, and together they bring a laid-back energy to every episode.

Podcasts continue to grow in popularity as a way to consume content on the go, while driving, walking the dog, or working in the office. Recent studies show that more than 40% of Americans listen to podcasts monthly, and that number continues to climb. That's why we believe it's a smart space for businesses

to step into, whether as a guest, sponsor, or even as a listener looking for local insights.

Medina Matters is a digital platform that helps us connect our members with the broader community in a fresh, relatable way. Each episode is a chance to highlight local voices and share authentic stories in a format that's both accessible and engaging.

YOU CAN CATCH UP
ON EPISODES HERE



featured episodes



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Thomas Condasta,
Assistant Prosecutor
Medina County



Katie Heinz, The
Interior Design Studio
and JK Gift Shop



Kelli Wagner,
WJ Creative
Studio

"We don't come in with a script or a list of hard-hitting questions, most of the time we just sit down and see where the conversation takes us. And that's the beauty of it."





early morning OPPORTUNITIES



LOOKING TO GROW YOUR NETWORK IN A FUN, CASUAL, AND MEANINGFUL WAY?

Don't miss the Chamber's two standout monthly events designed to energize your connections and boost your business momentum. **SHOW UP, BE SEEN, and STAY CONNECTED.** Your next big opportunity could be just one conversation away!



Held the last Friday of the month from 9:00AM - 10:00AM. No cost to attend.

CHAMBER CHAT

MONTHLY RELATIONSHIP BOOST

Start your Friday with connection and conversation! Whether you're celebrating achievements, exchanging ideas, or seeking guidance, Chamber Chat offers the ideal environment to interact with fellow members and share valuable insights.

- Bring along your favorite morning beverage
- Introduce yourself
- Enjoy stimulating conversations in a relaxed and inviting atmosphere.

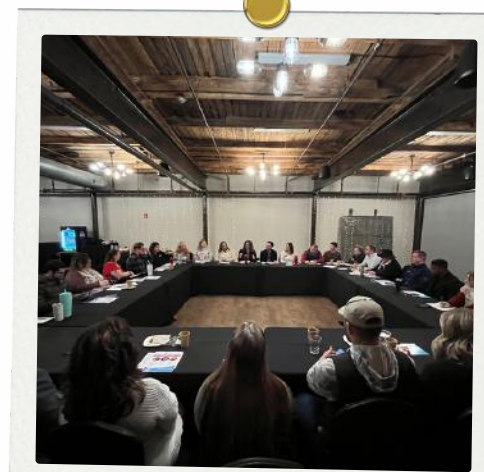
NETWORKING WOW

EXPAND YOUR NETWORK & ELEVATE YOUR BUSINESS

Join us for a monthly networking event tailored to foster meaningful connections, strengthen partnerships, and support your professional growth.

- Kick off with networking, enjoy coffee and pastries while mingling with fellow members.
- Engage in stimulating conversations and leave with authentic connections that will continue to flourish over time.

Connect, learn, and grow!



Held the third Wednesday of the month from 8:30AM - 10:00AM. Reservations required.



[CHECK OUT CURRENT EVENTS HERE](#)

**POWER
YOUR
NETWORK**



*Increase Visibility,
Access Resources*



You're Invited

All Community Members Are Welcome To Attend The



NOVEMBER 18, 2025

at Western Reserve Masonic Community from 3PM to 5:30PM

Join us for our 12th annual award program as we recognize and honor the ATHENA Leadership & ATHENA Young Professional Award Recipients from Medina County. Enjoy a community celebration featuring our keynote speaker!



Don't miss this signature event!
LIMITED TICKETS - RESISTER EARLY AT:
WWW.MEDINACHAMBER.COM

Honoring these individuals fosters an atmosphere of inclusion where all are invited to celebrate.

Presented By:



Event Hosts:



Email Kelli for questions or sponsorship at kcole@womens-journal.com

How Can the CHAMBER HELP YOU?



Maximize your success by taking advantage of exclusive member benefits and discounts on vital business services and operations.

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Increase visibility through our member directory, sponsorships, and social media.

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Meet business leaders at various events, including casual meetups, golf outings, and more!

EXCLUSIVE SAVINGS



Enjoy member-only discounts on business services, group health insurance, and more.

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**FOR A LIST OF
UPCOMING EVENTS!**

SAVINGS PROGRAMS



Businesses have the opportunity to utilize exclusive corporate membership discount rates at the Medina Recreation Center.

[LEARN MORE HERE](#) ✨



Access the MEWA, a self-funded health insurance option through Anthem.

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Join workers' compensation programs through Hunter Consulting. Employers can get Group Experience Rating to pool risk with similar businesses and receive premium discounts set by the Ohio BWC.

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Businesses and homeowners can take advantage of the Chamber Energy and Sustainability Programs to lower energy supply rates and maximize returns on efficiency projects.

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MEDINA COUNTY SAFETY COUNCIL

Attend meetings to learn techniques for increasing safety, health, and wellness in your workplace. Earn a 3% rebate on your workers' compensation premium by meeting participation requirements* and registering by July 31, 2025. **[REGISTRATION OPEN]** ✨



**SAVINGS
ENROLLMENT
DEADLINE
7/31/25**

Questions?

Contact memberservices@medinaohchamber.com
to learn more or to become a member!

CHAMPIONS OF LOCAL BUSINESS: OUR KEY INVESTORS

The Visionaries Helping Shape Medina's Economic Future

These leading organizations are more than members - they're the cornerstone of our mission to advocate, connect, and empower Medina's business community. Our investors provide the strategic support that amplifies our voice in government, creates powerful networking opportunities, and drives initiatives that help local businesses thrive. Their commitment to Medina's prosperity makes our work possible and strengthens our impact.



rich in history

GREATER MEDINA CHAMBER OF COMMERCE

Medina's local businesses initially faced challenges in isolation, longing for connection and support. The Greater Medina Chamber of Commerce was established in 1938 to foster a united business network. They revolutionized the business landscape by organizing networking events, educational programs, and mentorship opportunities while advocating for local businesses with legislators. By participating in Chamber events, you and your business can thrive.

We are thrilled to share highlights from the Chamber's history to inspire future generations!

throwback

1979 GOLF OUTING



THANK YOU FOR ANOTHER SOLD OUT GOLF OUTING THIS YEAR!

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Discover a world of opportunities to get involved with YOUR chamber, there is a perfect fit for everyone! Unleash your potential and be part of a supportive business community. Together, let's shape the future of Greater Medina County. LEARN MORE AT WWW.MEDINACHAMBER.COM