

MEDINA MEANS *business* MAGAZINE



our new location!

BEFORE & AFTER...PG 16

feature

Catholic
Charities:
Powerful
Partnerships

resources

Finish the Year Strong: Checklist
Meet the **ATHENA** Award Recipients
Be Informed, Candidate Interviews
Prevent Pain: Ergonomics for Every Job

ADVOCACY

CONNECTION

GROWTH



EXECUTIVE DIRECTOR

message:

VOLUME 1 ISSUE 3

THE OFFICIAL GREATER MEDINA CHAMBER OF COMMERCE PUBLICATION



We're thrilled to share this year's final issue of Medina Means Business from our new office at 139 N. Court St., Suite A! Moving has been an adventure, and we're loving our bright, functional new space. We can't wait for you to stop by and see it for yourself.

As we find ourselves once again wondering how the year flew by, it's clear that 2025 has been an incredible one for our Chamber community. We've watched businesses open, expand, and innovate through change. It's always inspiring to see organizations, large and small, navigate uncertainty and emerge stronger.

Looking ahead to 2026, we recognize that the business climate may remain a bit unpredictable. That's why it's important to focus on what you can control: your strategy, your mindset, and your connections. Remember that your Chamber membership is a resource for both information

and opportunity. You're part of a strong network of like-minded professionals who believe in helping our community thrive.

This magazine is your quarterly source to strengthen your professional and business knowledge, celebrate local success, and stay informed on opportunities through the Chamber. Each article is selected to offer fresh insight, practical ideas, and motivation to help you and your business continue to grow.

So, as the year wraps up, schedule that coffee meeting, nurture that relationship, and set yourself up for a strong start in 2026!

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:



139 N. Court St., Suite A
Medina, OH 44256



(330) 723-8773



office@medinaohchamber.com



medinachamber.com



Member Info Hub



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



/ [medinachamber](https://www.facebook.com/medinachamber)



/ [greatermedinachamberofcommerce](https://www.linkedin.com/company/greatermedinachamberofcommerce)



/ [medinachamber](https://www.instagram.com/medinachamber)



Your Business Resource!

GUIDING CHAMBER MEMBERS TOWARD SUCCESS

6

Leadership
Words Create Worlds



7

Prevent the Pain:
Everyday Ergonomics
for Every Job

8

Max Miller:
Your District
Update



9

Business Advocacy:
2025 Canidate
Interviews



10

Growth
The Business Owner's
Secret Menu



11

Growth
Practical Checklist for
Small Business Owners

12

FEATURED MEMBER NEWS:
Catholic Charities:
Leading with Purpose



14

Fall & Holiday
Cocktails & Mocktails
Recipes



16

Your Chamber:
Check Out our
New Location!



17

Closing the Year Strong:
Getting a Jump on 2026

18

Congratulations
Last State of the City:
Mayor Dennis Hanwell



19

Start Smart:
New Business Employment
Considerations



20

Athena Awards:
Meet the 2025
Award Recipients!

24

Podcast:
Medina Matters
& Local Leaders

 FIND AN INTERACTIVE FEATURE WITHIN THE MAGAZINE, INCLUDING ARTICLES ON TABLE OF CONTENTS

USE MEMBER INFO HUB



- View and update profile
- Advertise member deals
- Share member news
- Post job openings

REGISTER FOR EVENTS!



- Member Meetings
- Eggs & Expertise
- Safety Council
- AND MORE!

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Table of Contents

WHAT IS A PLACE YOU LOVE THAT EVERYONE SHOULD KNOW ABOUT?

OFFICERS



PAST PRESIDENT

Daniel P. Calvin,
Member at,
Critchfield,
Critchfield &
Johnston, Ltd.,
“The Golf Course
at Medina Country
Club - Medina”



PRESIDENT

Julie McNabb,
Owner/Operations
Manager,
The Interior
Design Studio &
JK Gift Shop
“Friday Night
Lights! - AKA
Friday Highschool
Football Game”



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CEO,
Fire-Dex
“17 Public
Square -
Medina”



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“The Chippewa
Inlet Trail North
Around the
Restored
Wetlands”



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Summit & Medina
“The Village -
Chippewa
Lake”

COLLABORATION LEADS TO PROGRESS



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Senior Loan
Officer,
Medina
County; The
Commercial &
Savings Bank
“Friday Night
Band Concerts
- Medina
Square”



Nick Howell,
Director of
Operations,
National
Design Mart
“Thyme 2 &
Medina
Square on
Friday Nights”



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Mortgage Loan
Officer,
Huntington
Bank
“Cups
Collective
& Tilted Farmer
- Medina”



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Development
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Community
Energy
Advisors/Viridi
“The Oaks -
Chippewa
Lake”



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RN, NE-BC
Vice
President,
Chief Nursing
Officer
“Thyme 2 -
Medina”



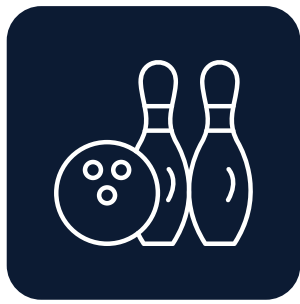
David Ferrell,
President &
CEO
Philpott
Solutions
Group
“Timber
Lodge -
Medina”



Mark Herwick,
President &
Licensed
Agent,
Homestead
Insurance
Agency
“Corkscrew
Saloon -
Medina”

2025 BOARD MEMBERS

save-the-date



save-the-date

MEDINA'S

SOCIAL CONNECT

The Chamber hosts a premier networking event at Foundry Social, uniting local businesses, entrepreneurs, and community members for an evening of connections and competition. Attendees participate in the Business Circuit, discovering local services and enjoying food samples while networking. The evening showcases the Foundry Faceoff, a unique business competition where participants go head-to-head in go-kart racing, skeeball, and duckpin bowling.

FEBRUARY 19, 2026



LOOK
WHAT YOU MISSED!

OUR INAUGURAL YEAR! 

Become a Sponsor,
Competitor or Host
an Expo Table.
Connect with the
Chamber today to
explore opportunities!

Last year's event sold out! Contact Stephanie to secure your participation
memberservices@medinaohchamber.com

We can't wait for the competition!



World

- Rabbi Abraham Joshua Heschel

So, will you join me in the word revolution and do your best to replace “soft” with “foundational” skills?

Well, what if I told you that you could have both - the “soft” skills and increased productivity and profits? I don’t have the space to go into all the facts, but the likes of Harvard Business Review, Forbes, The World Economic Forum, Gallup, and many others are increasingly highlighting the overall organizational benefits of these skills,

<https://www.weforum.org/stories/2025/01/ai-workplace-skills/>



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

PREVENT THE PAIN:

Everyday Ergonomics for Every Job

It started with a watermelon. Yep, that's right. My coworker once pulled a muscle lifting a watermelon from the breakroom fridge. Not a pallet of bricks. Not a 200-pound box. A watermelon.

Turns out, it's not always about how heavy something is; it's how your body handles it. Overexertion injuries sneak up on us doing the most routine things: lifting, twisting, sitting too long, or just reaching the wrong way for a stapler. In Ohio, these types of injuries are among the top and most expensive workplace claims.

What is overexertion, you may ask? According to the National Safety Council, overexertion occurs when the body's capabilities do not match job demands, resulting in fatigue and injury. Simply put, they happen when your body can't keep up with what you're asking it to do. The good news? You can actually avoid many of them with just a few smart changes to how you work.

1. Lift Smarter, Not Harder: Your legs are stronger than your back, so use them! When lifting, bend at the knees, keep the load close to your body, and avoid twisting or jerking motions. If something feels too heavy or awkward, don't tough it out. Ask for help or use a lifting aid. There is no award for solo heroics.

2. Use Wheels When You Can: If your job involves moving heavy objects, carts, hand trucks, and dollies are your best friends. Rolling a load takes far less effort than carrying it, and it protects your back, shoulders, and knees from unnecessary strain. Even short distances can do damage over time. Make it a habit to grab the right tool for the job.

3. Don't Overload Yourself: Just because you can carry three boxes at once doesn't mean you should. Overloading puts your body off balance, increases the risk of trips and falls, and forces awkward postures. Make multiple trips. It's safer and often faster in the long run.

4. Set Up Your Workspace to Work for You: Whether you're at a desk or a workbench, your setup should reduce strain, not cause it. Keep frequently used items within arm's reach to avoid excessive bending, reaching, or twisting. Adjust table heights, monitor positions, or even the angle of your chair to support good posture. Your environment should adapt to you, not the other way around.

5. Break It Up: Micro-Breaks Matter: Repetitive or strenuous tasks wear your body down over time. Taking short

breaks, even 30 seconds, can give your muscles a reset and prevent fatigue. Stretch, shake out your arms, or just change position. Small breaks throughout the day add up to big benefits for your body.

6. Stretching Is Your Superpower: You don't need to be a yogi to benefit from stretching. A few minutes of daily stretching improves flexibility, keeps joints healthy, and reduces your injury risk. Try light stretches before and after work, or work in a few throughout the day. It's one of the simplest things you can do to feel better and work safer.

7. Don't Stay Stuck in One Position: Sitting or standing in one position too long is rough on your body. Aim to move or change position every 20-30 minutes. Stand up, walk a bit, rotate your shoulders, or just adjust your posture. Your body thrives on movement!

8. Make Your Desk a Safe Zone: Desk jobs come with their own set of aches and pains if your setup isn't right. Keep your monitor at eye level, use a footrest if your feet don't reach the floor, and avoid hunching. Your keyboard and mouse should be within easy reach and aligned with your elbows. A few adjustments can make a huge difference in comfort and long-term health.

9. Pay Attention to Warning Signs: Don't ignore feelings like tingling, numbness, pain, swelling, or a strange loss of strength. These early warning signs can signal overexertion or strain before it becomes a full-blown injury. Report symptoms early and get help if needed. Your body whispers before it screams; listen while it's still whispering.

You don't have to be an ergonomics expert or safety guru to protect your body. The Medina County Safety Council encourages you to be a little more aware, take small steps to adjust your environment, and pay attention to how your body feels. Because let's be honest, no one wants to explain to their boss that they're out for a week because of a watermelon. In case you didn't know, the Ohio Bureau of Workers' Compensation has both safety gurus and ergonomists. They are non-regulatory and included in most of BWC premiums.



If you want to talk to one, ask the Chamber and they'll connect you!
Email safety@medinaohchamber.com

Congressional Update from Congressman Max Miller



At the time of this writing, we are in the middle of a government shutdown. House Republicans passed a clean continuing resolution extending funding through November. Unfortunately, Senate Democrats decided to put politics first, forcing a shutdown.

Throughout this Congress, House Republicans have been working to responsibly fund the government, restore fiscal discipline, and return to regular order in the FY26 appropriations process. This year, the House Appropriations Committee has approved all 12 bills, with three already passing the House. For the first time since FY2019, appropriations bills—including Military Construction & Veterans Affairs, Agriculture, and Legislative Branch—have advanced to conference with the Senate. Funding the government is a core duty of Congress, and I truly hope that by the time you read this, the shutdown has ended. Despite any obstacles, my mission remains the same: serve our country and deliver real results for Ohio.

During the August district work period, I had the opportunity to visit businesses and community groups across Northeast Ohio. I spoke with the Medina County Economic Development Corporation. I shared updates about my work in Congress with members of the local business community, and I look forward to continuing to work with local leaders to promote federal policies that ensure a strong economy in Medina County. I was also able to meet with veterans at the Medina VFW and speak with attendees about my legislative work on behalf of veterans and discuss related policy topics. It was great to meet so many of our heroes.

Healthcare is another hot topic in Washington these days. I know I do not have all the answers—that's why I created the Health Advisory Council. This group of healthcare professionals from Northeast Ohio provides a collaborative forum to share insights on the key healthcare challenges facing our region. Their expertise helps shape solutions that inform federal policy and advance the priorities that matter most to patients and providers in OH-07. I will continue to work with local health experts to develop practical, patient-centered policies that expand access to quality care, lower prescription drug costs, and strengthen the healthcare workforce. By lis-

tening to those on the front lines, we can ensure Washington's decisions reflect real needs and deliver meaningful results for Ohio families.

Did you know that ninety-nine percent of our international internet traffic and trillions in financial transactions depend on undersea cables, making them a prime target for foreign adversaries? That's why I introduced the NEPTUNE (Naval Enhancement for Protection of Telecommunications Undersea Network Equipment) Act, legislation to enhance national security by authorizing the procurement of two new submarine cable laying and repair ships. This bill gives the Navy the authority to procure a modern replacement and prohibits decommissioning the USNS Zeus until a new vessel is operational. This is about protecting America's critical infrastructure and ensuring we are prepared when it matters most.

The political climate has become needlessly divisive, and it's time for Congress to refocus on delivering commonsense solutions. I remain committed to fighting for the people of Ohio's 7th District and delivering results that promote economic growth, strengthen workforce development, and provide certainty for the future.

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



2025 CANDIDATE INTERVIEWS



In partnership with Medina TV, the Greater Medina Chamber of Commerce presents the annual Candidates Forum interviews.

We sincerely thank all candidates for their willingness to run for office and for participating in these interviews.

Candidates in contested races were invited to share their perspectives, helping inform the community about their choices in the upcoming election. We encourage you to watch the interviews and stay engaged as an informed voter.

We greatly value our long-standing partnership with Medina TV, which has allowed us to provide years of informative voter series to our community.

 **BE INFORMED, WATCH NOW!**



City of Medina Mayoral Candidate Townhall featuring John M. Coyne III and Jim A. Shields

 **WATCH OTHER CANDIDATE
INTERVIEWS HERE!**

MEDINA CHAMBER ADVOCACY EFFORTS WORKING FOR YOU:



Legislator Meetings

Building trust between community leaders and elected officials



Voter Education Insights

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



Business Advocacy Initiatives

Setting and working towards goals that benefit our overall business community



Economic Impact Analysis

Assessing and communicating how policies affect our local economy





Does your favorite coffee shop have a secret menu? One where the drink's not on the board, but the regulars know to order? The one that gives you a little more for the same price or offers you a flavor you didn't even know existed just because you're a regular. Or maybe you know a speakeasy club that opens every weekend to people who know the "password."

A chamber of commerce is like that for business owners.

Most people see the posted "menu" like networking events, ribbon cuttings, maybe a business directory listing. It's the kind of list that feels... fine. Nice. Maybe even useful. But it's also the kind of list that makes you wonder if you can just network on LinkedIn and cut your own ribbon.

But the real value? That's in the stuff you only find out once you're in the room.

Here's what the "regulars" or members know: the real value of a chamber membership isn't on the menu. It's in the "secret menu" — the things that don't get listed because they can't be guaranteed, packaged, or sold like a product. They only happen when you're in the room, connected, and part of everything.

You see it in unexpected ways like:

- A competitor who's a chamber member refers you a project because they can't take it and trusts you enough to do it right because you're part of the chamber.
- It's the early warning from the chamber that your city is about to pass a policy that could make it harder for your operations but giving you time to prepare for or even influence the outcome.
- It's the warm introduction to a supplier who cuts you a deal because they've been doing business with chamber members for years.

These moments don't happen by accident. They happen because the chamber creates a hub. And when you're plugged into that hub, you start getting the spillover benefits of being part of a bigger network than you could ever build alone.

Running a business without a chamber connection is like trying to run a restaurant without knowing the distributors. Sure, you can buy from the grocery store like everyone else, but you'll pay more, get less variety, and miss out on the insider deals.

The "secret menu" of chamber membership also works in your favor when it comes to credibility. If a customer sees you're active in the chamber, they instantly believe you are established, connected, and invested in the local community. That's not fluff. That's social proof, and in business, it's worth the small price of membership dues.

There's another layer to this, too—influence. Decisions that affect your business such as zoning laws, tax rates, street closures, economic incentives, etc., often get made in rooms that the average businessperson doesn't know exist. A chamber opens those doors. It doesn't just give you a seat at the table; it hands you the fork.

You won't find any of this in the glossy membership brochure. Because the real chamber value is hard to put in bullet points. It's about proximity, relationships, timing, and opportunity. Those aren't things you can list like "sponsorship opportunities." They're things you live, once you're inside.

So, if you're looking at the chamber "menu" and thinking you've seen it all... you haven't. Not until you've ordered from the part that they only show the people who already belong. And that's the part that could change your business.

*Christina Metcalf is a writer and women's speaker who believes in the power of story. She works with small businesses, chambers of commerce, and business professionals who want to make an impression and grow a loyal customer/member base. She is the author of *The Glinda Principle*, rediscovering the magic within.*

By Christina Metcalf,

Facebook: @tellyourstorygetemtalking

Instagram: @christinametcalfauthor

LinkedIn: @christinagsmith

Finish the Year Strong:

A PRACTICAL CHECKLIST

for Small Business Owners

With year-end just around the corner, it's time for small business owners to shift their focus to financial wrap-up and tax preparation. Whether you manage your own books or work with a bookkeeper, getting organized now will save you time and reduce stress. It also helps your accountant do his or her best work and ensures you're ready for the new year.

A bit of planning today can help you avoid delays, take advantage of all your deductions, and stay compliant with tax regulations, setting your business up for a smoother tax season and a stronger start to the new year.

Here's a helpful checklist to guide you through the process:

✓ 1. Keep Financial Records Organized and Reconciled

Start by making sure your books are fully up to date. This includes:

- Reconciling all bank, credit card, loan, and merchant account statements through December 31
- Properly categorizing every transaction in your accounting software

If you work with a bookkeeper, they should verify that everything balances and that any discrepancies are resolved before your records go to the accountant.

✓ 2. Review Accounts Receivable and Payable

Take time to review:

- Outstanding customer invoices (and follow up on overdue payments)
- Unpaid bills or vendor obligations
- Any bad debts that might need to be written off

Your accountant will need a clear picture of what income has been earned and what expenses are still owed at year-end.

✓ 3. Confirm Payroll and Contractor Payments

Accurate payroll records are key. Ensure that:

- All payroll reports are complete and correct
- Bonuses or final payroll adjustments are recorded
- W-9 forms are on file for any contractors paid over \$600
- You're prepared to issue 1099-NEC forms in January

Also confirm that payroll liabilities have been recorded correctly in your books.

✓ 4. Update Inventory and Business Assets

If you manage inventory:

- Conduct a physical count close to year-end

- Update your accounting system with current quantities and costs

Also review your list of fixed assets. Be sure to note any new purchases, disposals, or changes in usage. Your accountant will use this to calculate depreciation and asset values.

✓ 5. Compile Loan and Liability Information

Collect documents for any business loans or credit lines, including:

- Year-end loan balances
- Total interest paid during the year

These details are essential for accurate financial reporting and potential interest deductions.

✓ 6. Review Business Expenses and Deductions

Make sure all eligible business expenses are recorded, such as:

- Mileage logs
- Home office costs (if applicable)
- Receipts for deductible purchases

If any personal expenses were accidentally entered as business costs, flag and remove them now. Your bookkeeper can also highlight any large or unusual items for review.

✓ 7. Share Key Notes and Business Updates

Provide your accountant with any context that may affect your financials, including:

- Major changes in your business
- New revenue streams or service lines
- Ownership changes or structural shifts
- One-time expenses or unusual transactions

The more your accountant knows, the better they can advise you on tax strategy and compliance.

Final Thoughts

Taking the time to organize your financial records before year-end doesn't just make tax season easier, it sets the stage for better decision-making and long-term growth. Whether you're handling things in-house or with a professional's help, this checklist can help you close out the year with certainty.

A little effort now can save you valuable time and reduce stress later, setting your business up for a strong start in the new year. **Welcome 2026 with confidence and clarity!**



By Jacque Nuske, Owner of Nuske
& Associates Bookkeeping LLC
www.nuskebk.com

Leading with Purpose: STRENGTH IN PARTNERSHIP



**Catholic
Charities**
DIOCESE OF CLEVELAND

In Medina County, the most meaningful community change doesn't happen in isolation. It grows from partnerships between nonprofits, businesses, and public agencies, working together toward shared goals. Catholic Charities Medina County is a testament to this spirit of collaboration, demonstrating how purposeful alliances create a stronger, more compassionate community.

Partnering for Families:

Catholic Charities and Medina County JFS

For decades, Catholic Charities Medina County has served as a trusted resource for children, families, and individuals in need. A vital part of this work is its ongoing collaboration with Medina County Job and Family Services (JFS).

Through a memorandum of understanding, Catholic Charities provides CANS assessments to help identify children's strengths and needs, ensuring families receive the right support at the right time. The partnership extends further through the Medina County Family First Council, where both organizations sit side by side, sharing strategies, aligning resources, and building systems of care that prioritize children's well-being.



Debbie Kiley, Director of JFS, has worked closely with Catholic Charities leaders for years, serving together on the Ohio Children's Trust Fund Council and on local committees. Together, they ensure that children and families referred through Children's Services receive access to counseling, early intervention, and wraparound support.

The result is more than a contract or a referral system, it's a relationship rooted in mutual trust and a shared belief in stronger families. Catholic Charities and JFS demonstrate how nonprofits and public agencies can jointly lead with purpose, blending expertise and compassion to create sustainable solutions for families facing hardship.

Partnering for Community:

Catholic Charities and The Raspberry and the Rose

Partnership doesn't stop at the public sector. In Medina, local businesses are stepping forward to uplift their neighbors in creative and impactful ways. One such example is the partnership between Catholic Charities Medina County and The Raspberry and the Rose, a beloved downtown boutique known for its sense of style and community spirit.

Owner Melissa Ziogas has long believed in weaving community service into her business model. Through special fundraising evenings, similar to "Dine to Donate" events, The Raspberry and the Rose has hosted multiple shopping nights where 20% of sales are donated directly to Catholic Charities. Guests browse beautifully curated items, enjoy wine and cheese, and leave knowing their purchases help stock the shelves of the local food pantry.

Timing these events around Medina's Candlelight Walk or Mother's Day makes them both festive and meaningful. Beyond sales, Melissa has also organized food and personal care item drives, offering store discounts to customers

"SHOP TO DONATE"



who bring donations. These creative incentives highlight how small businesses can leverage their unique platforms to generate generosity, while also fostering loyal, community-minded customers.

Though attendance has sometimes fluctuated due to weather, the partnership's impact remains steady: together, Catholic Charities and The Raspberry and the Rose are ensuring that families in Medina don't go hungry, especially during seasons of heightened need.

A Shared Purpose

These examples, public sector collaboration with Medina County JFS and grassroots business support through The Raspberry and the Rose, illustrate what's possible when organizations lead with purpose. Each partner brings something unique to the table: Catholic Charities contributes mission and services, JFS offers infrastructure and referrals, and local businesses like The Raspberry and the Rose provide creative fundraising and visibility.

The collective result is a stronger safety net, a more connected community, and a reminder that leading with purpose requires partnership.

In Medina County, nonprofits, businesses, and government agencies are proving that when we align resources and relationships, we create more than programs, we create hope.

Providing Help. Creating Hope. Serving All.
Learn more at www.ccdocle.org



**By Malorie Phillips, Chief Strategy
and External Affairs Officer
Catholic Charities, Diocese of Cleveland**



UNITED WAY SUMMIT & MEDINA

IN • WITH • FOR OUR COMMUNITY

IMPACTFUL PARTNERSHIPS

United Way of Summit & Medina's impact in Medina County is made possible in part by the support of our corporate partners. We are happy to highlight two of our most significant company relationships; Westfield and The Ruhlin Company.

Westfield has been a significant supporter of our Financial Empowerment Center located at our Medina County office in the heart of Public Square. Westfield Foundation's funding allows United Way of Summit & Medina to conduct financial counseling to residents who live or work in Medina County, giving residents the tools they need to reduce debt, increase savings, build healthy banking relationships, and increase their credit scores. Westfield also facilitates employee giving campaigns, and is a consistent event sponsor. This year, Westfield employees participated in our annual Read to Me Day and Stuff the Bus volunteer events.

BUILDING A STRONGER FINANCIAL FUTURE FOR MEDINA COUNTY

United Way of Summit & Medina is on a bold mission: to financially empower 2,500 people in Medina County by 2028. And we're making meaningful progress every day. Through free tax prep, one-on-one financial counseling, and our 211 helpline, we're empowering people to reduce debt, build stability, and take charge of their future. Whether you're on your own path to financial empowerment or supporting our work, you belong here.

DON'T JUST TAKE OUR WORD FOR IT...

229 clients on the path to Financial Empowerment	\$433,152 total savings increased	538 financial coaching sessions
29 pts average increase in credit score	176 total people served	\$611,851 total debt reduced



**INVEST IN
THE FINANCIAL
EMPOWERMENT
CENTER**

The Ruhlin Company has held an annual employee giving campaign for over 25 years. Both the company and employees have stepped up year over year to increase their overall giving to help meet the needs of our community. The Ruhlin Company goes above and beyond by sponsoring United Way events and purchasing gift baskets and prizes for their employee donors. Growth in giving allows our organization to grow its impact and services.

FALL & HOLIDAY

Cocktails & Mocktails

PROVIDED
BY AMY'S
ARBORS

S'MORES OLD FASHIONED

COCKTAIL: 2 oz. Bourbon | ½ oz. Homemade Graham Cracker Syrup | Toasted Marshmallow. *Smoky, sweet, and nostalgic – just like fireside s'mores in a glass.*

MOCKTAIL: 2 oz. Spirit-Free Whiskey | ½ oz. Graham Cracker Syrup | Toasted Marshmallow. *All the cozy flavor, none of the buzz.*

CARAMEL APPLE

COCKTAIL: 1½ oz. Apple Bourbon | 3 oz. Apple Cider | ½ oz. Caramel Syrup. *Sweet caramel and crisp apple meet smooth bourbon for a comforting fall favorite.*

MOCKTAIL: 3 oz. Apple Cider | ½ oz. Caramel Syrup | ½ oz. Vanilla Syrup or Splash of Cream Soda. *A golden, silky sip that captures all the autumn vibes.*

APPLE MARGARITA

COCKTAIL: 1½ oz. Tequila | 2 oz. Apple Cider | ½ oz. Lime Juice | Sugar Rim. *A refreshing fall spin on the margarita with crisp apple and a hint of tart citrus.*

MOCKTAIL: 2 oz. Apple Cider | ½ oz. Lime Juice | ½ oz. Agave or Simple Syrup | Sugar Rim. *Bright, crisp, and perfectly balanced – a fiesta of fall flavor.*

Try crafting one at home, or stop by Amy's Arbors in charming Downtown Valley City and let our mixologists shake one up for you!



6735 CENTER ROAD, VALLEY CITY, OH
WWW.AMYSARBORS.COM

WINE & BOURBON BAR

The perfect place to cozy up and taste your way through our ever-changing selection of wine and bourbon in the company of friends, new and old.

RUSTIC EVENT CENTER

Looking for a unique space to for your next event. Weddings, bridal or baby showers, birthdays, fundraisers, high school reunions & more...we have options to meet your budget & your party planning needs!

VISIT OUR WEBSITE OR FOLLOW US ON
FACEBOOK FOR SPECIAL EVENTS!



**MEDINA
CHAMBER**

Holiday Party

**SAVE-THE-DATE
DECEMBER 9TH**

ANNUAL MEETING LUNCHEON
at Williams on the Lake

Tinsel & Tidings
CONNECT AND BE MERRY

Join us for a festive holiday lunch where business meets cheer! Tinsel & Tidings: Connect and Be Merry is the perfect chance to mingle with fellow Chamber members, celebrate the year's successes, and spread some holiday spirit. Enjoy good food, lighthearted conversation, and maybe even a few surprises along the way. Let's wrap up the year together with connection, laughter, and cheer!



REGISTER & LEARN MORE DETAILS!

Join your fellow members to celebrate the season!

“CHECK OUT our new Location!”

We are thrilled to officially be settled into our new office space! This milestone has been years in the making, discussed in several strategic plans as a key step forward for the Chamber and our members. We knew that having a modern, functional, and welcoming space would help usher in the next era of connection and collaboration in the Chamber world. Thanks to several incredible community partnerships, we were able to return to our old stomping grounds with a fresh, professional take on shared meeting and office space. Our new location offers the perfect balance of accessibility and professionalism, designed to serve both our members and the greater business community. We're excited to open our doors for meetings, gatherings, and events that strengthen local business relationships. Space is also available for rental, so come see how this new home supports our mission of growing together in Medina!



FIND US JUST NORTH OF THE SQUARE
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Next to Police Department

BEFORE

AFTER

Need Meeting Space?

Depending on your needs, we might be your answer. Contact the chamber for availability and rates! Call us at (330) 723-8773 or email office@medinaohchamber.com



CLOSING THIS YEAR STRONG & *GETTING A JUMP ON 2026!*

It seems like 2025 was just starting and here we are now, in Q4 and looking towards 2026! As the year comes to a close, below are a few strategies I recommend for finishing out 2025 successfully and moving into 2026 with a plan:

CELEBRATE YOUR WINS - The fourth quarter of the year is a time when many organizations are having review conversations with team members. To be ready for that conversation, I recommend keeping an ongoing list of your work “wins” from the year. One way to do this is to keep a file that notes: a description of the activity; your accomplishment associated with it; the benefit to your organization. Did you land the largest client in the history of the company? Add it to your file. Did you create a reporting process that cut turnaround time 20 percent? Add it to your file. That file will help you bring your greatest accomplishments to the year-end review process in a way that quantifies your value to the organization. Also, it feels pretty good to look back on your successes for the year.

KNOW WHAT YOU WANT - Especially when you sit down for that year-end review or another key conversation with your supervisor, be prepared to discuss three to four improvements to your position or areas for professional growth. I recommend being able to clearly state what you want, why you want it, and how it will contribute to your organization’s culture or goals. Try to make it a win-win for everyone! Identify a couple of personal areas you would like to grow as well, just for you.

KNOW WHAT YOU DON’T WANT - It is equally important, to know what you would like to shift away

from in your responsibilities at work. “Ghost promotions” are real and happening with greater frequency. That is when employees are given additional responsibilities without pay increases or promotion in title. Saying “yes” to infrequent additional responsibilities makes you a good team member; always saying yes to frequent new responsibilities without asking for anything to be changed with your current workload is being a pushover. It is helpful to know a few of your less relevant or less enjoyable responsibilities of your role, the less necessary add-ons. Think of it as a negotiation: “I’ll be glad to take on this additional project, but I’d like to shift x project to (another work group or an adjusted, longer timeline).”

Lastly, if you’re looking for a new position Q4, later in the quarter especially is a great time to be active. It might seem counterintuitive with all the holiday busyness but often there is less competition during this time. I have had many a client in the final stages of interviewing or negotiating an offer right around the holidays.

Your professional path is yours to determine. Be purposeful about it. If you need help finding a path to greater fulfillment or if you would like your team to be more intentional about their professional development and growth, I am here to help.



By Cathy Posner, Career Coach and
Organizational Development Consultant,
Principal, Transition Consulting & Coaching
www.transitionconsultingandcoaching.com

Congratulations!

AFTER

DECADES

OF DEDICATION

MAYOR DENNIS HANWELL IS RETIRING

We extend our heartfelt congratulations and best wishes to Mayor Dennis Hanwell on his well-earned retirement. After decades of dedicated service to the City of Medina, Mayor Hanwell leaves behind a legacy of strong leadership, collaboration, and community spirit. In September, he delivered his final State of the City Address to our Chamber membership, reflecting on the many accomplishments and partnerships that have helped shape Medina's growth. Throughout his tenure, he has truly embodied the role of a servant leader, always putting the needs of residents, businesses, and the broader community first. His steady guidance and commitment to partnership have strengthened the bonds between the City and the Chamber, helping create an environment where businesses and families alike can thrive. On behalf of the Greater Medina Chamber of Commerce, we thank Mayor Hanwell for his years of partnership and steady guidance. We wish him every happiness in retirement and great satisfaction in knowing the lasting impact of his leadership.

**FINAL STATE OF
THE CITY ADDRESS**



**FAIRWELL
MESSAGES**



WATCH THE VIDEOS!

Starting Smart: *Employment Considerations* **FOR NEW BUSINESS ENTITIES**

Starting a new business is exciting—but bringing on your first employees requires more than just getting their W-4 filled out and making sure to pay them at least minimum wage. From insurance coverage to onboarding documents to payroll, every step must align with federal and state rules and regulations—and there are A LOT! But to get you started, here is an overview of some of the key employment law considerations to help you start strong and stay compliant.

1. Insurance Coverage: Protect Your Business and Your Team. Before your first paychecks come out, ensure that you have the right insurance coverage:

- **Employment Practices Liability Insurance (EPLI):** Protects against claims of wrongful termination, discrimination, harassment, and other employment-related issues.
- **Workers' Compensation Coverage:** Mandatory in Ohio for all businesses with one or more employees, it covers medical costs and wage replacement for employees injured on the job.
- **Unemployment Insurance:** Required coverage that supports employees who lose their jobs through no fault of their own.

2. Internal Policies and Procedures: Build a Solid Foundation. Establishing clear and compliant internal processes will save time and reduce liability:

- **Job Applications & Descriptions:** Use a uniform, legally compliant application. Draft job descriptions tailored to each role and update annually.
- **Employee Handbook:** Create a handbook aligned with your business's size and industry. Include policies on conduct, benefits, time off, and more—and review it yearly.
- **Safety & Compliance Programs:** Based on your industry, implement a safety program that follows OSHA standards where applicable.
- **Essential Forms & Contracts:** Prepare forms for FMLA, requests for reasonable accommodations, and time-off requests. Consider whether you will need employment contracts, independent contractor agreements, confidentiality agreements, and/or non-solicitation contracts.
- **Employee Training:** Provide training in areas such as safety and sexual harassment prevention.

3. Onboarding Documents: Don't Miss the Essentials. Every new hire should complete and return these documents:



- **Contact details and emergency contact info.**
- **Form I-9:** Verify employment eligibility.
- **IRS Form W-4 & Ohio Form IT-4:** Withholding forms.
- **Direct Deposit & Wage Deduction Forms:** Signed authorization is required.
- **Fair Credit Reporting Act Authorizations and Disclosures:** If conducting certain background checks.

4. Compliance: Know the Rules (or find someone who does!) Staying compliant helps avoid costly penalties:

- **Workplace Postings:** Display required employment-related posters in visible locations.
- **Wage & Hour Laws:** Make sure that compensation and classification (exempt v. non-exempt) meet the required standards for minimum wage and overtime. If hiring for tipped positions, make sure all tip credit and tip pooling rules are properly implemented.
- **Employment of Minors:** If hiring minors, adhere to child labor laws, prepare wage agreements, and get all required documents and notices displayed.
- **New Hire Reporting:** Report each new employee to the Ohio New Hire Reporting Center within 20 days of hire.

Final Word: Getting employment right from day one is essential to building a reputable, compliant, and successful business. While this checklist is a great starting point, always consult legal professionals for advice tailored to your company.

Disclaimer: The information provided in this article is not exhaustive and does not replace individualized legal consultation.



By Shannon E. Kreuer, Attorney
Critchfield, Critchfield & Johnston, Ltd.
www.ccj.com

Congratulations!

The Greater Medina Chamber of Commerce & The Women's Journal
are honored to present Jill and Gabby these prestigious awards that
celebrate exemplary leaders in Medina County.



Jill Butler,
Chick-fil-A
Medina

2025 ATHENA Leadership Award

Jill exemplifies servant leadership as Lead Executive at Chick-fil-A Medina, guiding a team of over 120 with excellence, vision, and care. Under her guidance, the restaurant ranks in the top 20% nationwide for guest experience. A passionate community builder, Jill is deeply invested in mentoring young girls through an after-school program called Impact Club, has been the driving force behind "Kids Eat Free" nights, and is the co-founder of Rise Up – a women's event empowering hundreds toward growth and purpose. For years Jill has partnered with international organizations working to combat human trafficking, poverty, and abuse. With over 25 years of service, she remains devoted to mentoring women and developing future leaders. Jill's unwavering commitment to excellence, compassion, and empowerment continues to inspire others to lead with integrity and purpose.



Gabby Pagura,
Leadership
Medina County

2025 ATHENA Young Professional Award

Gabby is a dynamic young professional who demonstrates excellence, leadership, and community impact. Advancing quickly in her career through dedication, creativity, and a leader mindset, she discovered her passion for leadership after graduating from Leadership Medina County's LEAD Institute. Gabby revitalized the Medina County Young Professionals Association, creating a thriving network of emerging leaders, and serves as a Board Member for MC Chamber Charities, leading its major fundraiser supporting student scholarships. Known for her positivity and encouragement, Gabby empowers others—especially young women—to lead with confidence, purpose, and heart, embodying the next generation of inspiring leaders.



The ATHENA Leadership Awards, created in 1982, illuminate individuals that excel in their professions, give back to their communities and, most importantly, actively assist women in achieving their full leadership potential.

Thank you to our award program fireside chat host Jenny Young, 2022 ATHENA Young Professional Recipient and guest Chrissy Myers, Entrepreneur, Author and Podcast Host AND to our sponsors; organizations that recognize and see value in highlighting women leaders!

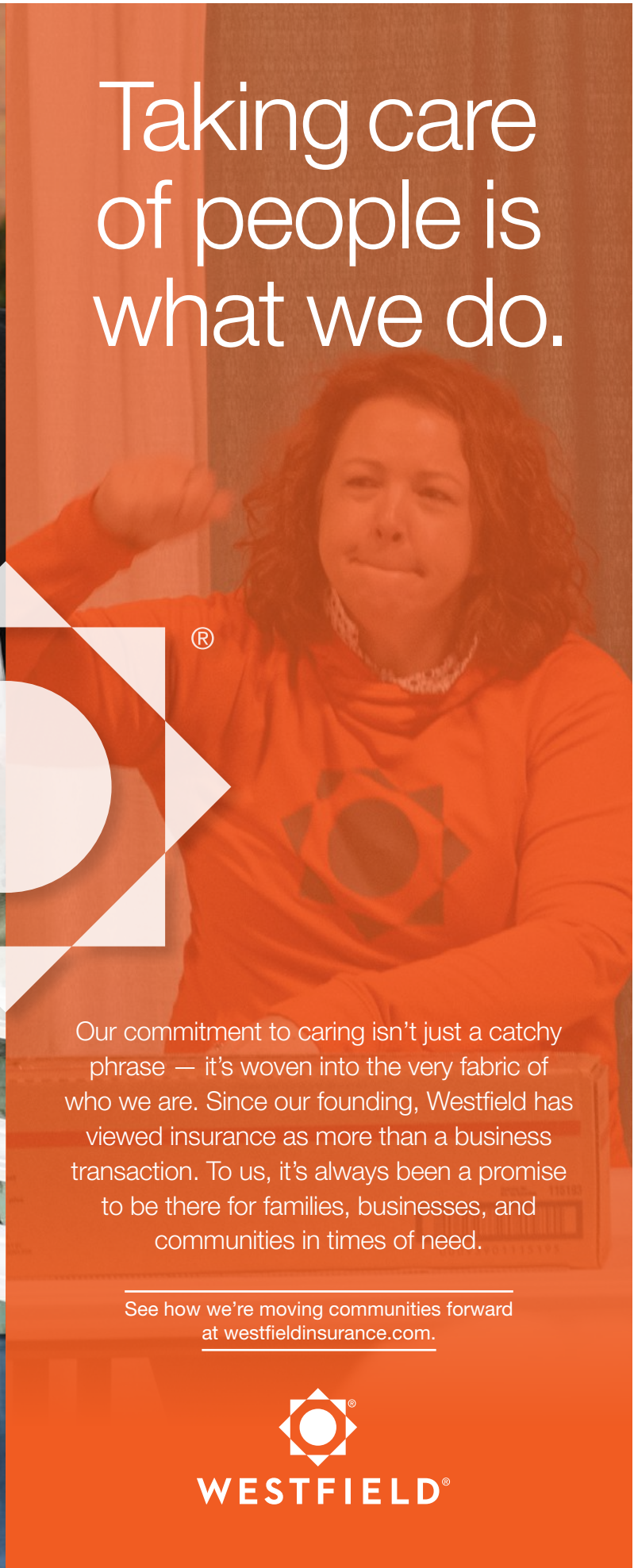
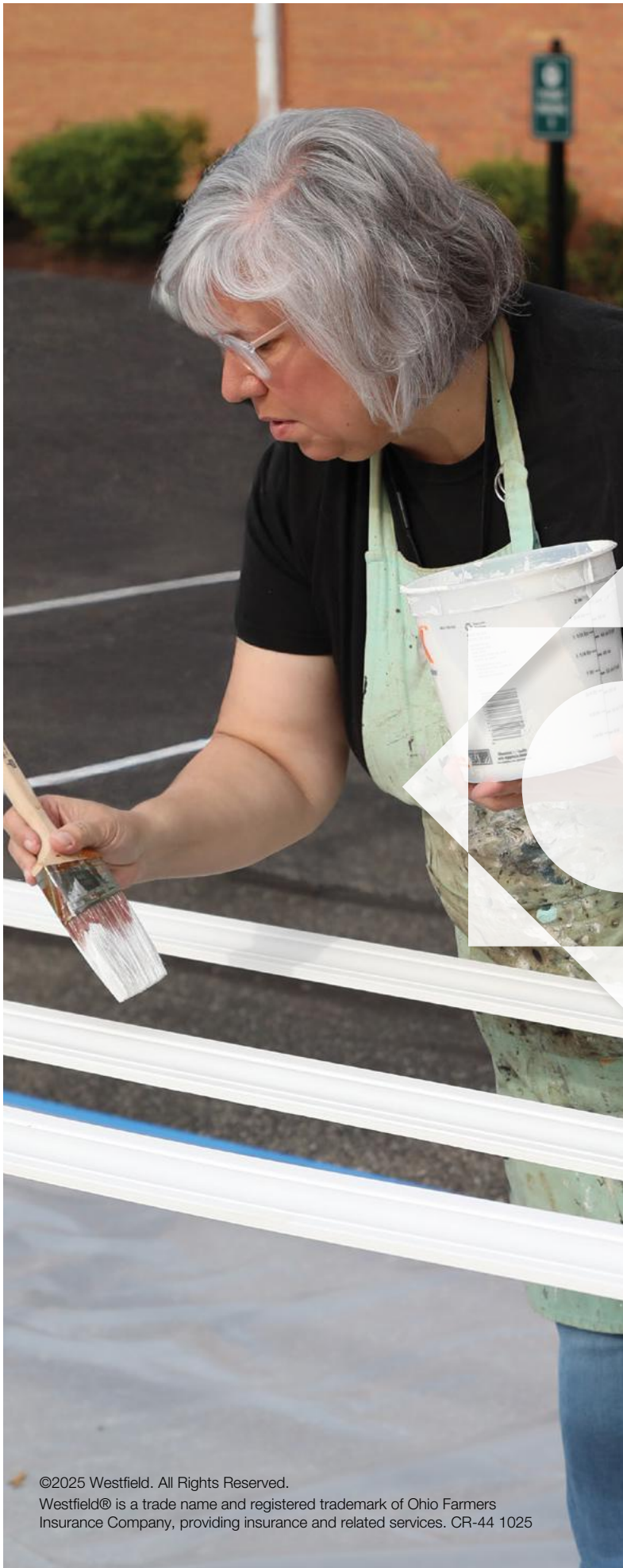
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We're big fans of people who look out for people.

Congratulations to the ATHEN recipients on demonstrating excellence in leadership. Hard work doesn't always get the recognition it deserves, so when it makes a community better, we take notice. We appreciate all your efforts, and keep making us stronger.



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Our prices for these floorplans start at \$3,400 and include all utilities, events, housekeeping, maintenance, a gym, and a daily meal, with no entrance fees! If you move before the end of the year: no more shoveling snow!

To learn more about this exclusive offer or schedule your tour of an available floorplan, call us at **(330) 281-4241** or visit wrmcoh.org/Savings24

*Offer only valid for Friendship and Broadway floor plans



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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



Krista Wasowski,
Medina County
Health Commissioner



Matt Tomek,
Medina Performing
Arts Center



Sarah Margelowsky,
Community Energy
Advisors



Jenn Bilek,
Leadership
Medina County

"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."

new
podcast
episode

THANK YOU FOR YOUR SUPPORT!

CHAMBER ANNUAL GOLF OUTING

DRIVING BUSINESS

forward



Major Outing
Sponsor

The Greater Medina Chamber's annual Golf Outing was a sold-out success, with 175 golfers enjoying a perfect weather day at the beautiful Westfield Country Club. From the moment golfers arrived to the final putt, the day was filled with energy, friendly competition, and plenty of networking opportunities. A huge THANK-YOU to Culver's, our Major Outing Sponsor, and to ALL our incredible sponsors who made this unforgettable day possible. Your support helps us continue creating meaningful connections and experiences for our Chamber members and the Medina business community.

CAN YOU FIND YOURSELF OR FELLOW MEMBERS?

2025 PHOTOS



we can't wait for next year!

SAVE-THE-DATE JULY 20, 2026



How Can the CHAMBER HELP YOU?



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

POWERFUL ADVOCACY



We represent your business interests in local, state, and federal policy discussions.

EDUCATION & RESOURCES



Learn to sharpen your skills and stay ahead of industry trends.

MARKETING EXPOSURE



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

NETWORKING OPPORTUNITIES



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.

CLICK HERE ✨
**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.

[LEARN MORE HERE](#) ✨



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.

[LEARN MORE HERE](#) ✨



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

[LEARN MORE HERE](#) ✨



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, 2026. [\[LEARN MORE HERE \]](#) ✨



NEW
ENROLLMENT
7/31/26

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.



ENHANCE YOUR EXPOSURE WITH MEMBER INFO HUB!

Our Online Platform to Connect, Engage, and
Thrive with Fellow Members of the Medina
Chamber of Commerce



Unlock the Power of Your Chamber Membership



The **INFO HUB** is a centralized online platform that empowers you to connect with Medina Chamber members, access important business resources, manage your membership details, register for events, and engage with other chamber initiatives.

1

YOU CAN...



NETWORK AND CONNECT

Build meaningful connections and expand your professional circle through our online platform.

- ✓ Search member directory
- ✓ Register for events

2

YOU CAN...



PROMOTE YOUR BUSINESS

Showcase your company's news, opportunities, and special offers to our entire membership community.

- ✓ Post job openings
- ✓ SHARE MEMBER NEWS
- ✓ Advertise member deals

3

YOU CAN...



MANAGE YOUR MEMBERSHIP

Take control of your account details with easy-to-use self-service tools and resources.

- ✓ View and update profile
- ✓ Access billing information

Make the most of your Medina Chamber Membership!
To get started, login to the INFO HUB and
create your profile, then **connect...promote...manage!**

Need assistance? We're here to help!



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