

FOSTORIA FYI

December, 2005

Volume 55, Number 04

BOARD OF DIRECTORS:

- > Terry White, Board Chairman, Alpha Coatings
- > Chris Widman, Vice-Chairman, Good Shepherd Home
- > Tammi Garrett, Chairman Elect, Norton Manufacturing
- > Tom Borer, Past Chairman, Fostoria Community Hospital
- > Chris Chalfin, Treasurer, Fruth & Company, PLL

BOARD MEMBERS:

- > Diane Goddard, Goddard Murphy & Company
- > Terry Hoening, Hoening Funeral Home and Pre-planning Center
- > Mike Holcomb, Fifth Third Bank
- > Dr. Cynthia Lemmerman, Fostoria Community Schools
- > Cathy Margraf, Old Fort Banking Company
- > Siobhan Gatrell, The Fostoria Focus
- > Larry Dunlap, Fostoria Industries
- > Jenny Karcher, Perry Corporation

CORPORATE MEMBERS:

- > Alpha Coatings
- > ACI Construction, Inc.
- > Caliber Auto Transfer
- > Fifth Third Bank
- > First Ohio Credit Union
- > Fostoria Community Hospital
- > Fostoria Industries
- > InterMetro Industries, Corp.
- > Key Bank
- > National Electric Carbon
- > Norton Manufacturing
- > Old Fort Banking Company
- > Roppe Corp.
- > SBC
- > St. Catherine's Care Center
- > The Mennel Milling Company
- > TK-Atlas, Inc.

STAFF:

- > Anthony J. Allen, President
- > Beverly K. Barber, Administrative Assistant
- > Joan M. Reinhard, Financial / Technical Support

Message From the President:

As another year quickly draws to a close, we begin to reflect on changes made throughout the year and goals set to help carry the Chamber forward into the future. One of the changes initiated through our restructuring process was the formation of a working board, eliminating redundancies in meetings. As a whole, the Chamber is in more of a stable position now with clearly delineated roles and objectives. To keep communications open between both groups, the Chamber will continue to invite FEDC board members to attend monthly meetings and vice versa.

We hope to have a new Chamber director within the next couple of weeks. The position had been posted in local papers as well as the Chamber network and several highly qualified applications were received. Filling this position will not only help move the Chamber forward with their program of work, the new director will be a visible leader for the Chamber - a facilitator and a strong legislative voice for the businesses of Fostoria.

Our Fostoria Welcome Guides will be available the first of the year. This too, has been a collaborative effort and the Fostoria Focus staff is to be commended; they have been great partners throughout the process.

In October, the Chamber arranged for an open forum with candidates who were running for the Charter Form of Government council. This informational process took place at Good Shepherd Home in their new media room and was broadcasted live on WFOB. We thank you (Good Shepherd) for extending the invitation to host the event and WFOB for bringing this legislative issue into the homes of Fostorians. Candidates represented a good blend of community members and those elected will serve Fostoria well.

We look forward to another year of growth and change; remember:

**Together We Can Make a Difference,
Together We Grow.**

*Best Wishes for a Happy, and Safe
Holiday Season!*




THANKS TO OUR RENEWING MEMBERS ;-)

Kudos to Randy Laney, Promote Fostoria Association



Chairman for coordinating the Holiday Open House week-end held November 25-27, 2005. Through his efforts, 7 local businesses were open promoting their holiday specials and offering door prizes for area shoppers. Thanks to Mary Perkins, Review Times, for furnishing the colorful posters for each of the participating business. Thanks also to PFA for furnishing door prizes for the shoppers and once again bringing Santa Claus to Fostoria for the holidays!

The Chamber would like to thank Randy for his years of service as Chairman; he has spent countless hours carrying out various projects to promote and enhance the community. Thank you Randy, you are truly a great asset to Fostoria!

In January, Duane Alt, Alt's Music Center will take over as Chairman of the Promote Fostoria Association. Anyone interested in joining this very community-minded group, please let us know by contacting the Chamber at (419) 435-0486. We welcome fresh views and would love to have you on board with Promote Fostoria!

Ag Credit
Alpha Coatings
Alvada Construction Co.
American Disposal Services
Ameri-Kart
Arnold Vending Co., Inc.
Big Bear Muffler
Bob Evans Farms, Inc.
BOC Gases
Caliber Auto Transfer of Ohio
Cameron, Fruth & Green
Centralized Services
Clouse Construction Co., Inc.
County Environmental of Wyandot
Dr. Derik Utz, DDS
Dr. Michael Hipsher, O.D.
Droll Refrigeration
Fifth Third Bank
Findlay Publishing Company
First Federal Bank

Fostoria Grain Inspection
Frankart Electric
JW Industries
Kaubisch Memorial Public Lib.
Lammers Outdoor Advertising
Loudon Meadows Golf Course
Marley & Marley
Med Center Pharmacy
Moes Body Shop
P.T. Rehabilitation Services
Pepsi-Cola General Bottlers
Quality Printing & Graphics
RR & D Master Automotive Care LLC
Schreiner Construction Co.
Sky Bank
The Review Times
United Way of Fostoria
Wagner Lincoln Mercury Mazda
Wells, Inc.

Chamber e-Changes:

Bob Green, Cameron-Fruth & Green Agency has a new e-mail address:
insurance@cameronfruthgreen.com

Please add Pauline Milligan to your e-mail contact list for ACI (Alvada Construction):
pjmilligan@woh.rr.com

Denny Maag is the new manager at Fostoria's Sky Bank; his e-mail address is:
denny.maag@skyfi.com

Holman's Garage LLC, has a new e-mail:
ahlinda@sbcglobal.net

WELCOME

NEW MEMBERS!

Perry Street Laundry & Ryan Reffner's Edward Jones Agency



Season's Greetings! From your friends at Fostoria Industries.



WEATHER FORECAST

Cold— With occasional chilly temperatures, intermittent snow storms, warmer temps, rain and then sunshine!



Northwest Ohio—you've gotta love it!

The Chamber Ambassadors welcomed new Edward Jones representative Ryan Reffner to his new home at 513 Plaza Drive, Fostoria. Despite the chill in the air (and lots of snow), Ryan's grand opening was a huge success. Good luck Ryan!



* Photo compliments of John Montgomery, the Fostoria Focus

Membership Matters:

Congratulations to **Clouse Construction Company**, New Riegel who was honored for two recent projects by the Northern Ohio Chapter of Associated Builders and Contractors. At a banquet in Cleveland, they were honored for work on the expansion at Good Shepherd Home and the Findlay Evangelical Free Church in Findlay. Founded in 1975, Clouse Construction is a design/build full-service contractor.

Good luck to Holtsberry Properties, LLC of Lima who recently purchased acquired the **Fostoria Country Club**. Holtsberry intends to operate as a semi-private club with first preferences to club members. For membership information, please contact the FCC at 419-435-4248.

Geary Family YMCA welcomes their new Executive Director, Eric Stinehelfer. Best of luck and welcome back!

A grand-reopening and ribbon cutting ceremony was held November 3rd at **Dr. Steve Geroski's** office following his recent remodel. Best wishes in your new surroundings Dr. Steve.

Many thanks to **Good Shepherd Home** (for hosting) and **WFOB-1430 Radio** (for the live broadcast) during the Charter Form of Government Forums sponsored by the Chamber during November. Chris, you and your staff were gracious hosts, and Gus Sierra - as always, thanks for making our community candidates feel so at home on the air!

Congratulations to **Fostoria Community Schools** who attended the Ohio School Board Association's Student Achievement Fair in Columbus November 15th. Fostoria was one of 120 schools that submitted nominations to a part of this fair. Teachers, administrators and students from Field and Riley Elementary Schools gave presentations before 10,000 school board members, administrators and guests. Dr. Cynthia Lemmerman, FCS Superintendent noted this was a great honor to have the opportunity to represent the district, showcasing what we know to be best practices in Fostoria.

Best wishes and congratulations to **Steve Garner, Fostoria's new City Auditor**.

Welcome to Neil McCabe who has been named the new Chief Executive Officer of **WSOS Community Action Commission** in Fremont. Neil replaces the late Don Stricker, who passed away in December. Neil noted that he is honored to work for one of the best Community Action Agencies in the nation! We wish you continued success Neil!

William Derck of **Fostoria Machine Products** has a new e-mail address: FostoriaMachine@woh.rr.com. They do tool and die work, CNC machining and fabrication at Fostoria Machine Products.

The Chamber wishes to welcome Donna Bouillon to the **Cameron, Fruth and Green Agency** family. Best of luck Donna!

Seneca Millwork will be launching a new website soon: senecamillwork.com. Under the direction of President Dan McNinch, Seneca Millwork is a hardwood moldings manufacturer.

Lewis Hurst, Executive Director of the **Seneca Co. Opportunity Center** has a new e-mail address, which is: lhurst@senecabmrdd.org

Thanks to all of you who supported the Harlem Ambassadors basketball game on October 27th. For those of you who couldn't make it, you missed a really great evening of fun family entertainment. The Chamber would like to give a special thanks to Tammi Garrett (Norton Manufacturing) and Siobhan Gatrell, Farrah Montgomery, and Linda Wagner (Fostoria Focus) for helping out during the event. A special thanks to Joan Reinhard (FEDC) for stepping in during Beverly's absence.

The Fostoria Area Chamber of Commerce cordially invites you to attend our

Annual Meeting

With Keynote Speaker: Monty Lobb, Asst. Secretary of State

Thursday, the 26th of January from 5:30 p.m. to 8:30 p.m. at St. Wendelin Parish Life Center 323 N. Wood Street - Fostoria

Please RSVP by Monday, the 16th of January to Beverly at (419) 435-0486



What's the Benefit of My Chamber Membership???

- ◆ Business Referrals
- ◆ Legislative Affairs Council
- ◆ Worker's Compensation group rating program
- ◆ Member to Member Marketing Program
- ◆ Business Service Center
- ◆ Quarterly Fostoria FYI Newsletters
- ◆ Free Ad Placement in FYI Newsletter *
- ◆ "Chamber Corner" Advertising
- ◆ Free Website Links
- ◆ Community / Chamber Calendar of Events
- ◆ Free delivered (monthly) issue of North Coast Business Journal
- ◆ The Ambassadors
- ◆ Promote Fostoria
- ◆ Fostoria First Gift Certificates

*Some restrictions apply, call the Chamber office for additional information.

Beyond the Start Up: Building a Platform for Growth

By: Andrew J. Sherman, Co-Founder of Grow Fast Grow Right Enterprises, LLC

Andrew spent the better part of his professional life helping companies of all sizes and in many different industries develop strategies for growth. He's observed that all want to grow in one way or another - whether it is in terms of revenue, profit, market share, or number of employees, customers, or locations. Once the entrepreneur survives the start-up phase, the next task and challenge is in building a platform for growth.

From a legal perspective, the more things change, the more they seem to stay the same. Owners of fast-track businesses continue to worry about some of the same issues that plagued companies at the turn of the last century, such as OSHA health and safety standards, minimum wage standards, personal injury and workmen's compensation claims, and product liability litigation. These issues may never be entirely resolved, but as our economy shifts, new legal, financial and organizational issues have begun to emerge involving protection of intellectual property, doing business in the global village, transacting business via the Internet, and the renewed focus on satisfying the customer.

These economic and organizational shifts are creating new legal challenges. Global competition and rapid technological advancements are creating new business management models, such as geographically dispersed work forces, flattened organizational structures and strategic partnering among customers, vendors, suppliers, and even competitors. Companies of all sizes are developing work teams that communicate and collaborate electronically instead of around a conference table or by the water cooler. The virtual workplace - in which there is significantly less human interaction - brings new challenges in the areas of protection of privacy, confidentiality and copyright laws.

Building a Foundation for Growth: Given these rapidly moving changes in the marketplace, the challenge becomes *how* and *when* to grow. That, in turn, leads to other important questions that can be difficult to answer. What strategies should be used to facilitate growth? How do you know whether these strategies are appropriate for your business? Are there problems with your business structure that need resolving before you can implement the growth strategy selected? How can you build on your strengths and compensate for your weaknesses? Is capital available to fuel growth? Are market conditions ripe for growth opportunities? How might the growth strategy selected present new risks or make you vulnerable, and to whom? Is this the right time to grow? **In sum, have you put in place a proper foundation for growth?**

The various challenges and problems associated with building a company beyond start-up phase have certainly taken a toll on the many entrepreneurs who began new businesses over the past few years. A wide variety of changes are caused by growth, all of which present different management, legal and financial challenges. Growth means that new employees will be hired who will be looking to the top management of the company for leadership. Growth means that the company's management will become increasingly more decentralized, which may create greater levels of internal politics, protectionism and dissension over the goals and projects that the company should pursue. Growth means that market share will expand, calling for new strategies for dealing with larger competitors. Growth also means that additional capital will be required, creating new responsibilities to shareholders, investors and institutional lenders. Thus, growth brings with it a variety of changes in the company's structure, needs and objectives.

For more on Small Business Matters and choosing a growth strategy that works for your business, visit Andrew's web site at: Andrew@growfastgrowright.com.

CHAMBER WRAPS UP A SUCCESS-FILLED YEAR

In 2005, the U.S. Chamber achieved significant victories on issues important to the small business community. Working with its member companies, a team of highly effective lobbyists and policy experts, and many coalition partners, the Chamber made great strides on a number of issues including tax and legal reform, health care, workplace regulations, transportation funding, energy and trade. For a complete listing of recent U.S. Chamber accomplishments, visit: www.uschamber.com/issues/accomplishments.

Remember to **Think... FostoriaFir\$!**
Gift Certificates:



Harlem Ambassadors

The Fostoria High School gymnasium came to life October 27th as the **Fostoria Locomotives** challenged the **Harlem Ambassadors** basketball team for a fun-filled evening! The antics of this Colorado based team could be seen in their slam dunks and fast-paced creative ball passing techniques. The crowd was



thrilled to participate with the teams as well!

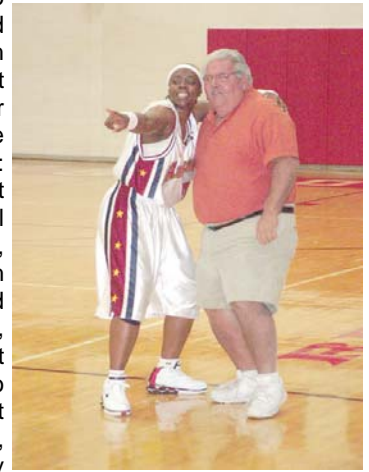
The audience was awed by the skills of local team members: Mayor John Davoli,

Eric Myerholtz and Jeremy Whipple (Roppe Corp), C.A. Milliron (Fostoria Industries), Clayton Moore (Officer/Fostoria Police Department), the dazzling duo Bob Hemminger (Fostoria Community Hospital) and his son Brandon, Elaine DiCesare (BGSU Freshman), and friend competitors Josh Bishop (DHL Express) and Bryan Musch (UPS). In a very close game, however the Harlem Ambassadors were *ultimately* proclaimed the winners! Thanks to our **Locomotives** for representing the Fostoria Community. We hope that you had a fun evening on the court!

This family fun event was brought to Fostoria by the Chamber and our sponsors: Clouse Construction Company, First Federal Bank, and Whitta Construction Company. We would also like to thank Marti Frederick (Holiday Inn Express) for providing lodging and towels for the players during the event, and to Chris Widman (Good Shepherd Home) and his staff who provided a delicious "late night" meal for the players and other guests.

To Great Scot Community Market and the

Kroger Company, thank you for providing the water and sports drinks! To all those who helped with ticket sales for the event: First Federal Bank, Fifth Third Bank, First Ohio Credit Union, Key Bank-Tiffin St., Key Bank-County-line St., Old Fort Banking Company, Sky Bank, WFOB-1430 Radio, and Readmore's Hallmark - we thank you!



We look forward to having the **Harlem Ambassadors** back for a return engagement – for even more family fun entertainment.

**photos provided by Fostoria Focus*

Business Scavenger Hunt

And the Hunt was on! Despite a flat tire by the Norton team, another successful Chamber Business Scavenger Hunt was completed October 20th! The fun never stopped as 6 teams of three, scrambled through the streets of Fostoria with clues in hand, to find the loot at their Scavenger Hunt business destinations. The Chamber Ambassadors mixed things up a bit this year requesting a slogan or other identifying line about the businesses; these clues were given to our "hunters" instead actual business locations. Clues were fun and fanciful...a bit challenging... yet all teams found their sites and scurried on. All teams met afterwards at the Review Times, who kindly hosted the event. First to arrive (in record time) was the Clubhouse Coffee Shoppe team: Claudia Myers, Traci Hammer and Diane Reiter. Second place was the team from Bob Evans Farms: Ande Aspell, Amber Russell and Stacie Preble - run farm girls run! In third place was the team from Perry Corporation: Jenny

Karcher, Pam Shumaker, Janelle Wise.

Congratulations to all our winners! Many thanks to our businesses who were designated stops or allowed their employees time off to participate in the event.

Special thanks to Mary Perkins and the team at The Review Times for their warm hospitality and donating the prizes.



**OUR 1ST PLACE WINNERS
Scavenger Hunt: 2005**

**photo provided by Review Times*



Congratulations Denny Studrawa, and the **Fostoria United Way** for exceeding your 2005 campaign goal—and on Denny's upcoming retirement. You have been a true asset to this community Denny and we wish you the very best in the future!

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By Fax: 419-435-0936
By E-mail: ChamberFost@aol.com
On the Web: www.FostoriaChamber.com

**Together We Can Make a Difference,
Together We Grow!**



Upcoming Events

Friday, December 23 - Chamber & FEDC Closed for Christmas Holiday. Merry Christmas!

Monday, December 26 - Chamber & FEDC Closed for the Holiday.

Friday, December 30 - Chamber Closed for Holiday. Happy New Year & Thanks for Your Continued Support!

Monday, January 2 - Chamber & FEDC Offices Closed for Holiday.

Tuesday, January 10 - Ambassadors Mtg., Chamber Office @ 8:00 a.m.

Fostoria Visitors Bureau Mtg., Fostoria Inn & Suites @ 8:00 a.m.

Friday, January 13th - Joint Legislative Committee Mtg., Chamber Office @ 7:30 a.m.

Thursday, January 19th - FEDC Board Mtg., Chamber Office @ 8:00 a.m.

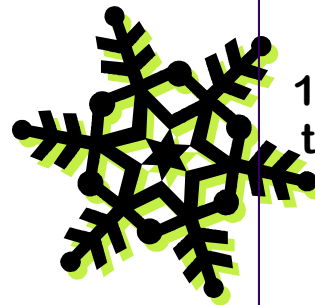
Chamber Board Mtg., Fostoria Community Hospital @ 12:00 noon

Friday, January 20th - Framework Board Mtg., Chamber Office @ 8:00 a.m.

Thursday, January 26th - Fostoria Rail Preservation Society Board Mtg., Clubhouse Coffee Shoppe @ 8:00 a.m.

FRPS Regular Mtg., Clubhouse Coffee Shoppe @ 8:30 a.m.

Thursday, January 26th - Chamber's Annual Dinner, St. Wendelin Parish Hall @ 5:30 p.m. (Monty Lobb, Assist. Secretary of State, Keynote Speaker)



**“The
average
human
heart
beats
100,000
times a
day.**

**Make
those
beats
count.”**