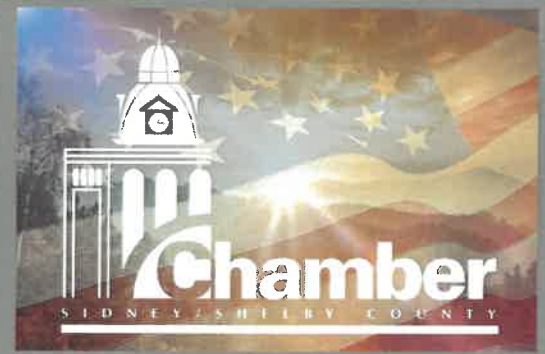


# PERSPECTIVE

MAY 2024

Published by the Sidney-Shelby County Chamber of Commerce  
101 South Ohio Avenue, Floor 2, Sidney  
[www.sidneyshelbychamber.com](http://www.sidneyshelbychamber.com)



## MEETINGS AND EVENTS

- 1 **Shelby County Safety Council**  
Topic: OSHA - What If "They" Show Up?  
Speaker: Patrick Lemming, Stolle Machinery  
12:00—1:00 p.m.—Wilson Health, 915 West Michigan Street, Professional Building—LL Conference Rooms
- 2 **Ribbon Cutting: Los Toros Cocinos and Cantina**  
12:00 noon—2007 West Michigan Street  
[www.sidneyshelbychamber.com/events](http://www.sidneyshelbychamber.com/events)
- 3 - **Mayfest Soccer Classic**  
5 [www.mayfest.tourneycentral.com](http://www.mayfest.tourneycentral.com)
- 3 - **Shelby County Pickleball—Mayfest**  
5 **Tournament—**[www.shelbycountypickleball.com](http://www.shelbycountypickleball.com)
- 4 **Sidney Alive Presents: Kentucky Derby Soiree**  
1:00—4:00 p.m.—The Bridge Restaurant, 127 West Poplar Street—[www.sidneyalive.org/eventscalender](http://www.sidneyalive.org/eventscalender)
- 7 **Seminar: Essential Website Strategies**  
8:00—9:30 a.m.—Amos Memorial Library—Lower Level Meeting Room, 230 East North Street (more information on this page)  
[www.sidneyshelbychamber.com/events](http://www.sidneyshelbychamber.com/events)
- 7 **Workforce Partnership Development Toolkit**  
8:00 a.m.—12:00 noon—Amos Memorial Library Community Room, 230 East North Street
- 7 **YP Learn to Lunch with Meal Prep Life**  
12:00—1:00 p.m.—2050 West Michigan Street  
Lunch Sponsor: Victress Health & Wellness  
[www.sidneyshelbychamber.com/events](http://www.sidneyshelbychamber.com/events)
- 9 **YPconnect Advisory Board Meeting**  
1:00 p.m.—Chamber Office, 101 South Ohio Avenue
- 9 **Austeria Wine Boutique Paint & Sip**  
6:00—8:00 p.m.—109 South Ohio Avenue  
Limited Seating—Reservations Required  
[www.facebook.com/austeriawine](http://www.facebook.com/austeriawine)
- 11 **Edison State Blue & Gold Gala**  
6:00—8:30 p.m.—Edison State, Robinson Theatre  
1973 Edison Drive—[www.edisonohio.edu/bgg](http://www.edisonohio.edu/bgg)
- 11 **Arbogast Performing Arts Presents: Beethoven and Brahms**  
7:00 p.m.—Arbogast Performing Arts Center,  
500 South Dorset Road, Troy—[www.arbogastpac.com](http://www.arbogastpac.com)
- 12 **Mother's Day**
- 12 **Austeria Wine Boutique Mother's Day Wine Tasting**  
1:00 p.m.—109 South Ohio Avenue  
[www.facebook.com/austeriawine](http://www.facebook.com/austeriawine)
- 13 - **Murphys' Craftbar & Kitchen Customer**
- 18 **Appreciation Week**  
110 East Poplar Street  
[www.facebook.com/murphyscraftbar](http://www.facebook.com/murphyscraftbar)
- 14 **Chamber Board of Directors**  
11:30 a.m.—The Hive, 101 South Ohio Avenue—LL

## MENTORSHIP: STARTING A COMPANY INITIATIVE

The impacts of company supported mentorship initiatives are clear: these programs improve employee engagement, enhance diversity, equity, inclusion, and belonging efforts, and create opportunities for individual growth and success, while benefitting the company.

Mentorship programs take time to develop, grow, and improve. Companies looking to bring mentorship to the workplace have many opportunities from mentoring groups to company programs. If you're involved in kick-starting an initiative or looking for casual ways to encourage mentorship, these ideas can help set you on the right track.

### Mentoring Circles

Mentorship doesn't have to involve a company-wide program to be impactful. If your company supports social activities at work, a mentoring circle that meets before or after work, or over lunch, would offer professional development in a small group setting. Mentoring circles are typically comprised of mentors and mentees who meet regularly, with a participant acting as the facilitator to organize and lead meetings.

### One-on-One Mentorship

As a leader, you have a unique view of your employees' strengths and weaknesses, which allows you to identify natural pairings of potential mentors and mentees. Mentorship should never be forced on someone unwilling to participate; however, you can speak with employees to gauge their level of interest and identify individuals wishing to participate in mentorship.

Evaluate your existing connections, both at and outside of work, to determine if someone in your network could be a mentor match for any of your employees. Understand the prospective mentee's goals and objectives and aim to connect them with a mentor who can meet those needs. Begin by offering an introduction with no pressure to form a mentorship.

### Company Mentorship Programs

Company mentorship programs are highly customizable to fit your company's culture and the preferences of participants. Launching a company-wide mentorship initiative can seem daunting, but developing a few key processes can help ensure success:

- Registration and vetting process to qualify mentors and match mentees
- Checkpoints to keep all participants accountable
- Guidelines to maintain the integrity of the program
- Measures of success


### Defined Goals of the Program

Looking to those who have achieved what you're set out to accomplish can be a great way to find inspiration. Mentorloop recognizes companies with the most impactful mentorship programs every year, and the Together Platform highlighted 11 companies offering mentorship opportunities.

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## ESSENTIAL WEBSITE STRATEGIES

Tuesday, May 7 marketing  essentials  
8:00 —9:30 a.m.

Amos Memorial Library— Lower Level Meeting Room, 230 East North Street

Learn how to improve your online brand presence and let your website do the selling for you. In this interactive workshop, you'll get expert advice from the Marketing Essentials team and walk through participants' websites, highlighting recommendations and areas of improvement. You'll also have an opportunity to connect with your peers and brainstorm other ways to enhance your digital presence. This session is limited to 12-15 Chamber member organizations so make sure to register ASAP.

**Presenter:** Tyler Louth, CEO, Marketing Essentials  
**RSVP:** [deilert@sidneyshelbychamber.com](mailto:deilert@sidneyshelbychamber.com) or 937-492-9122.

SCARF'S FURRY 5K  
Walk, jog, or run with us to help vaccinate our shelter pets!  
May 18, 2024 at 8:00 A.M.  
Tawawa Park at Geib Pavilion  
For More Information or to register:  
[www.HelpShelbyCountyAnimals.com](http://www.HelpShelbyCountyAnimals.com)  
[www.RunSignUp.com](http://www.RunSignUp.com)  
Scan to Register

## FROM JEFF'S DESK

As a 20 year veteran in Human Resources management, I'm a firm believer in the necessity for fundamental HR policy. Before joining the Chamber, HR was my chosen profession and what I studied in college. Lessons learned through the first half of my career have served me well for the balance. That being said, we're thrilled to bring a new member benefit to you offered in partnership with the Southern Ohio Chamber Alliance (SOCA). **Introducing Strategic HR**, offering virtual, do-it-yourself HR resources AND curated HR services for those needing a more personalized approach to policy development. I personally had the opportunity to demo the Strategic HR online product and found it to be a fantastic option for organizations without or in need of a more formalized Human Resources function. You begin by completing a brief questionnaire which essentially creates a checklist of items requiring further attention. From there the software helps you craft new employment policies, develop a Federal and State compliant employee handbook, structure a workplace training program, write job descriptions, benchmark compensation, and more. Their built-in templates are a great start and with those you can edit the text if desired to better fit your organization. If you need help, Strategic HR offers other fee based options that give you access to their team of HR professionals for more complex policy development.



As matters of HR policy and the implementation thereof can have serious legal consequences, the involvement of an attorney may at times be required. This I advocate always, but Strategic HR is a tremendous resource for adding HR structure to your organization and your standard business practices.

Price wise, Chamber members benefit from an attractive subscription rate for Strategic HR. Their virtual product is only \$399 per year, that's \$33.25 per month. And, the virtual HR subscription is prorated on a November thru October basis meaning you can launch your subscription in May and only be obligated to an initial investment of less than \$200 allowing you to give it a try for six months and deciding if a renewal is needed this November.

To learn more, please visit our web site at [www.sidneyshelbychamber.com/member-benefits.html](http://www.sidneyshelbychamber.com/member-benefits.html).

## MEETINGS & EVENTS (CONT'D)

- 14 Morgan's Place Dine to Donate at Culver's**  
5:00—8:00 p.m.—Culver's Restaurant, 2575 West Michigan St.  
[www.morgansplacecemetery.org](http://www.morgansplacecemetery.org)
- 15 KLINGER Thermoesal Business After Hours**  
5:00—7:00 p.m.—2350 West Campbell Road  
RSVP to [deilert@sidneyshelbychamber.com](mailto:deilert@sidneyshelbychamber.com)
- 15 Workforce Partnership Signing Event**  
5:00—6:30 p.m.—Historic Sidney Theatre, 120 West Poplar St
- 16 Chamber Leadership**  
Topic: City & County Government  
8:00 a.m.—Shelby County Annex Building, 129 East Court St.
- 18 SCARF's Furry 5k**  
8:00 a.m.—Geib Pavilion, Tawawa Park  
[www.helpshelbycountyanimals.com](http://www.helpshelbycountyanimals.com) (more info. on page 3)
- 18 Cruise Downtown Sidney**  
5:00 p.m.—7:00 p.m.  
[www.shelbycountyhistory.org/exhibits.htm](http://www.shelbycountyhistory.org/exhibits.htm)
- 18 Arbogast Performing Arts Presents: Music of the Eagles**  
7:00 p.m.—Arbogast Performing Arts Center, 500 South Dorset Road, Troy—[www.arbogastpac.com](http://www.arbogastpac.com)
- 18 Historic Sidney Theatre Presents: Planet of the Little Green Men & The Reverie**  
6:30 p.m.—Doors Open: 7:00 p.m.—The Reverie; 8:00 p.m.—Planet of the Little Green Men  
120 West Poplar Street— [www.sidneytheatre.org/events](http://www.sidneytheatre.org/events)
- 21 2024 Chamber Golf Classic—NEW TIME**  
10:00 a.m.—Shelby Oaks Golf Course, 9900 Sidney-Freyburg Road—[www.sidneyshelbychamber.com/events](http://www.sidneyshelbychamber.com/events)
- 22 Edison State Mosaic Conference**  
7:30 a.m.—2:50 p.m.—Edison State, 1973 Edison Drive, Piqua  
[www.edisonstatedukeacl.org/mosaic.html](http://www.edisonstatedukeacl.org/mosaic.html)
- 23 Human Resources Council**  
Topic: TBD  
12:00 noon—Holiday Inn Express & Suites, 450 Folkerth Ave.  
[www.sidneyshelbychamber.com/events](http://www.sidneyshelbychamber.com/events)
- 24 - Downtown Sidney Sidewalk Sales**
- 25 Downtown Sidney**—[www.sidneyalive.org/eventscalender](http://www.sidneyalive.org/eventscalender)
- 24 - Historic Sidney Theatre Presents: Cinderella**
- 26 7:30 p.m.—Friday; 2:00 & 7:30 p.m.—Saturday; 2:00 p.m.—Sunday**—[www.sidneytheatre.org/events](http://www.sidneytheatre.org/events)
- 24 - Buckeye Farm Antique Show**
- 26 Shelby County Fairgrounds, 655 South Highland Avenue**  
[www.buckeyefarmantiques.com](http://www.buckeyefarmantiques.com)
- 25 Great Sidney Farmer's Market—OPENING DAY**  
8:00 a.m.—12:00 noon—Shelby County Court Square  
Every Saturday through October 12
- 25 Downtown Sidney Spring Street Fair**  
8:00 a.m.—1:00 p.m.—Downtown Sidney  
[www.sidneyalive.org/eventscalender](http://www.sidneyalive.org/eventscalender)
- 27 Memorial Day Program** 🇺🇸  
9:00—10:00 a.m.—Shelby County Court Square & Graceland Cemetery (following program at court square)  
[www.sidneyalive.org/eventscalender](http://www.sidneyalive.org/eventscalender)



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## WE ♥ RIBBON CUTTINGS

Huge congratulations to Creative Marketing Strategies for moving into their new space at the corner of Poplar Street and Ohio Avenue. We wish you all the best and cheers to many years of continued success!

Three generations of Creative Marketing Strategies owners! Pictured L-R—Mary Beth Monnier, Rob Jenkins, Cristina Jenkins, Ali Rittenhouse, John Dunlap and Madi Rittenhouse

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- \* **Review of Current Services**—We conduct an in-depth examination of your current services to confirm you have what you need/want—and ensure you're not paying for things you don't need.
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**TIME**—Clients tell us time is the scarcest resource in today's economy. Schooley Mitchell has its finger on the pulse of the industries we consult. This allows us to keep on top of technological trends and product innovations, conduct comprehensive analyses, make expert recommendations and provide superior implementation support. Engaging Schooley Mitchell to handle these demands allows you to focus your valuable time on what you do best.

**SECURITY**—It's difficult to assess all the criteria to make the right decisions about business services and technology. Our consultants have extensive experience and expertise in these industries, and the leverage to hold your vendors accountable. We recommend the most appropriate solutions for you, giving you the confidence and security in knowing the right decisions are being made according to your business needs.

**KNOWLEDGE**—Change is the only constant in today's business landscape, which makes it difficult to amass all the knowledge you need to make informed decisions about your services. Through our advice and recommendations, Schooley Mitchell offers you specialized knowledge and expertise tailored to your specific requirements.

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- Ongoing monitoring controls your costs and measures savings
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Contact Eric Curtis today at (513) 432-2116 or [eric.curtis@schooleymitchell.com](mailto:eric.curtis@schooleymitchell.com) to see how Schooley Mitchell can save your business money!!

A little about Eric: I've been married to my amazing bride Kelly for 25 years and we have an awesome 21-year-old son attending the University of Cincinnati. My background is a 30-year career specializing in operations and P&L management for a Fortune 50 company. My passion is helping people and giving back to the communities that I live and work. Things I've enjoyed most since starting my own venture is connecting and meeting with local business leaders and owners. Learning how my new resources of 2,800 vendor partners and 130 expert analysts and negotiators can best help save businesses and non-profit organizations Time, Money while giving Knowledge and Security. Schooley Mitchell has given me the resources to help deliver the best cost recommendations in North America for our local businesses and non-profits. I am looking forward to connecting and meeting you, please text, email or call me to schedule a time when we can get together and just talk about your business. I would love to get your business/organization the best costs from your vendors. My services are risk-free, you get three great recommendations with no obligation. I only get paid if we save you money and that comes from what you are already paying vendors, nothing new or out of your current budget.



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