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## HOW TO MAKE (AND KEEP) A NEW YEAR'S RESOLUTION



Are you making a resolution in the new year? Warning: More than half of all resolutions fail, but this year, they don't have to be yours. Here's how to identify the right resolution to improve your life, create a plan on how to reach it, and become part of the small group of people that successfully achieve their goal.

**Picking the Right Resolution**—You'll give yourself your best shot at success if you set a goal that's doable—and meaningful too.

According to the time management firm Franklin Covey, one third of resolutioners don't make it past the end of January.

A lot of these resolutions fail because they're not the right resolutions. And a resolution may be wrong for one of three main reasons:

- It's a resolution created based on what someone else (or society) is telling you to change.
- It's too vague.
- You don't have a realistic plan for achieving your resolution.

Your goals should be smart—and SMART. That's an acronym coined for specific, measurable, achievable, relevant and time-bound. It may work for management, but it can also work in setting your resolutions, too.

**Specific.** Your resolution should be absolutely clear. "Making a concrete goal is really important rather than just vaguely saying 'I want to lose weight.' You want to have a goal: How much weight do you want to lose and at what time interval?" Stating "Five pounds in the next two months"—that's going to be more effective.

**Measurable.** This may seem obvious if your goal is a fitness or weight loss related one, but it's also important if you're trying to cut back on something, too. If, for example, you want to stop biting your nails, take pictures of your nails over time so you can track your progress in how those nails grow back out. Logging progress into a journal or making notes on your phone or in an app designed to help you track behaviors can reinforce the progress, no matter what your resolution may be.

**Achievable.** This doesn't mean that you can't have big stretch goals. But trying to take too big a step too fast can leave you frustrated, or affect other areas of your life to the point that your resolution takes over your life—and both you and your friends and family flail. So, for example, resolving to save enough money to retire in five years when you're 30 years old is probably not realistic, but saving an extra \$100 a month may be. (And if that's easy, you can slide that number up to an extra \$200, \$300 or \$400 a month).

**Relevant.** Is this a goal that really matters to you, and are you making it for the right reasons? "If you do it out of the sense of self-hate or remorse or a strong passion in that moment, it doesn't usually last long," said Dr. Michael Bennett, a psychiatrist and co-author of two self-help books. "But if you build up a process where you're thinking harder about what's good for you, you're changing the structure of your life, you're bringing people into your life who will reinforce that resolution, then I think you have a fighting chance."

**Time-bound.** Like "achievable," the timeline toward reaching your goal should be realistic, too. That means giving yourself enough time to do it with lots of smaller intermediate goals set up along the way. "Focus on these small wins so you can make gradual progress," Charles Duhigg, author of "The Power of Habit" and a former *New York Times* writer, said. "If you're building a habit, you're planning for the next decade, not the next couple of months."

### TOP TEN RESOLUTIONS FROM 2021—WHAT WILL YOURS BE IN 2022? THINK BIG and THINK DIFFERENT!!!

- Focus on improving your health.
- Look after your finances.
- Pursue an aspiration.
- Invest in your relationships.
- Look after your mental health.
- Live more sustainably.
- Disconnect from your phone.
- Read more books.



## JANUARY Meeting & Event Dates

- Shelby County Safety Council**  
Topic: TBD  
10:00—11:00 a.m. via Zoom
- Historic Sidney Theatre Presents: A Shot of Art**  
6:30—7:30 p.m.—120 West Poplar Street  
[www.sidneytheatre.org/all-events](http://www.sidneytheatre.org/all-events)
- Chamber Executive Committee**  
12:00 noon—Chamber Office
- Board of Directors Planning Session**  
3:00 p.m.—The Hive Executive Learning Center
- Chamber Leadership**  
Topic: Media  
9:00 a.m.—Session Begins  
Amos Memorial Library, 230 East North Street
- Historic Sidney Theatre Presents: Glaze & Go**  
6:30—7:30 p.m.—120 West Poplar Street  
[www.sidneytheatre.org/all-events](http://www.sidneytheatre.org/all-events)
- Sidney Visitor's Bureau Advisory Council**  
11:30 a.m.—1:00 p.m.—Holiday Inn Express & Suites, 450 Folkerth Avenue
- Sidney Alive Business After Hours & Downtown Update**  
5:30—7:30 p.m.—Historic Sidney Theatre, 120 West Poplar Street
- Human Resources Council**  
Topic: TBD  
12:00—1:00 p.m.—Holiday Inn Express & Suites, 450 Folkerth Avenue
- Historic Sidney Theatre Presents: Paint & Popcorn**  
6:30—7:30 p.m.—120 West Poplar Street  
[www.sidneytheatre.org/all-events](http://www.sidneytheatre.org/all-events)







## FROM JEFF'S DESK—HAPPY NEW YEAR!

As we begin 2022, the Chamber is thrilled to welcome a new Director to our Board. Joining us and beginning her first year of a three year term is Gail Williams with Emerson Climate Technologies, Inc.



Taking his seat at the head of the Board table is incoming Chair Josh Ross with Ruess Insurance. Additional members of the Executive Committee include Vice Chair John Campbell with Lincoln Electric Company, 2<sup>nd</sup> Vice Chair Phil Borger with FGKS Law, Stacy Pettit with Miami County Board of Developmental Disabilities, and immediate past Chair Margo O'Leary with Wilson Health.

Continuing members of the Chamber Board include RICK RIGGLE - Honda of America Manufacturing, Inc., SUSAN SHAFFER - Emerson Wagner Realty, ANDREA GUCKES - Cargill, Inc., JEFF SCHLATER - Ferguson Construction Company, DOREEN LARSON - Edison State College, JON CRUSEY - City of Sidney, FRANK CATANZARITE - Karoc Marathon, Murphy's Craftbar & Kitchen and Tavolo Modern Italian Restaurant.

Thank you one and all for your interest in serving our organization as an active member of our Board. We anxiously look forward to the year ahead.



Gail Williams



Josh Ross

### WE HOPE YOU'LL JOIN US!

#### CHAMBER ANNUAL DINNER & AWARDS BANQUET

Tuesday, March 8th  
5:00 p.m.—Cash Bar Social  
6:00 p.m.—Dinner

More information coming soon!

### AND DON'T FORGET TO MARK YOUR CALENDAR FOR THIS 2022 EVENT!

#### 2022 CHAMBER GOLF CLASSIC

Tuesday, May 24th  
10:30 a.m.—Shotgun Start  
Shelby Oaks Golf Course

## WE ♥ GROUNDBREAKINGS!



Pictured left to right are President of Ferguson Construction Doug Fortkamp, President of First National Bank of New Bremen Jerry Lehman, Branch Manager Angie Fullenkamp, and Bank Director Tim Klosterman.

First National Bank broke ground at their newest location on North Main Street in Botkins on the last day of November in 2021. This site intends to be open in July of 2022. Congratulations to Jerry Lehman and the entire First National team on this new venture. Wishing you all the best!

## ARE YOU AWARE? CHECK OUT JUST A FEW OF THE BENEFITS OF BEING A MEMBER OF THE SIDNEY-SHELBY COUNTY CHAMBER (more in February's edition—have ?'s—call 937-492-9122 )

**GROUP HEALTHCARE INSURANCE PROGRAMS** - Medical Mutual and Anthem offer select group health insurance plan options at discounted prices.

**WORKERS' COMPENSATION GROUP RATING PROGRAM** - Sedgwick provides one of the best premium saving group rating programs in the State.

**ENERGY DISCOUNTS** - Your organization is entitled to a discounted rate on your electric and natural gas bills from Community Energy Advisors. The Chamber has also created an opportunity for your employees to receive a special discounted rate on their residential electric service as well.

**COMMERCIAL BUSINESS INSURANCE** - Qualified members receive a 12% discount on their commercial lines premium cost through this program offered by Auto-Owners Insurance Company.

**VIDEO PRODUCTION SERVICES DISCOUNT** - Chamber members receive a 10% discount from NKTelco on finished video production projects of 60 seconds or longer.

**PRESCRIPTION MEDICATION DISCOUNT** - Member employees and their families can save up to 50% on their prescription medication purchases at more than 46,000 pharmacies nationwide and all Chamber member pharmacies: Bunny's, Sidney Hometown Pharmacy, Kroger and Wal-Mart.

**OUTDOOR BILLBOARD ADVERTISING** - Receive a 10% discount on your first ad contract with Kenjoh Outdoor and 5% off all contracts thereafter.

**THE UPS STORE** - Receive a 20% discount off packaging services and packaging materials.

**FITNESS CLUB MEMBERSHIP** - Your employees receive a 10% discount on their membership at Bar Bell Fitness. Open 24/7. Individual, family, and spousal membership categories available.

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Web Site: [www.spectrum.com](http://www.spectrum.com)



### LEVEL MB CONSTRUCTION BUSINESS CATEGORY: Construction/Building Supplies

Casey Driskell  
226 South Market Street  
Troy, Ohio 45373  
Phone: (937) 980-4433  
Web Site: [www.levelmb.com](http://www.levelmb.com)



## MEMBER SPOTLIGHT— VICTRESS HEALTH AND WELLNESS LLC

Victress Health and Wellness was founded in 2017 in Anna by Lisa Marino. Lisa is the wife of Anna's Head Football Coach, Nick Marino. As a doctor of physical therapy from The Ohio State University, Lisa saw the need to address the whole person - body, mind, and soul. After just four years Victress Health and Wellness has grown to include six team members including a family nurse practitioner and additional physical and occupational therapists.

Victress Health and Wellness' innovative approach to addressing the source of symptoms has only become more crucial as chronic disease, chronic pain, and autoimmune conditions continue to plague Americans. With extensive functional medicine training and cutting edge testing, Victress practitioners are able to treat a variety of frustrating and confusing health conditions that often stump most of conventional and alternative medicine.

Our most recent addition of Direct Primary Care is a tremendous asset for Shelby County businesses. By providing unparalleled family medicine care, from birth to end of life, businesses can look to save on average \$2,550 per employee on their employee healthcare premiums. For a small monthly fee employees gain access to our innovative providers without the hassle insurance mark-ups or unexpected costs. Less missed work time, less surgeries and ER visits, and decreased medication use means more cost savings and a 95% employee satisfaction! Learn more at [victresshealth.com](http://victresshealth.com)/employers.

Thank you so much for your support and we look forward to serving you and your family!



## REDUCING OVEREXERTION INJURIES

Overexertion injuries cost Ohio employers nearly \$134 million and accounted for almost 24% of accepted BWC claims in 2019. An overexertion can occur when you push yourself too hard and work beyond your physical capability. They're most common in the service and manufacturing industries, but they occur in all private and public sectors.

Often called MSDs (musculoskeletal disorders), many overexertion injuries damage soft tissues in the lower back and shoulders. Soft tissue injuries are infamous for their long recovery time and high probability for re-injury.

Awkward postures and repetitive motions are known risk factors for over exertions, but the most significant risk factor is excessive force. Manual tasks, such as lifting or working overhead, often require high force exertions. If done repeatedly, this kind of work can cause cumulative damage to back and shoulder joints.

**What Works**—The National Institute for Occupational Safety and Health (NIOSH) has a longstanding recommendation to use engineering and administrative controls as part of a comprehensive ergonomic program to reduce overexertion injuries. This approach is backed by multiple research studies that confirm the role of workplace risk factors in the development of musculoskeletal injuries of the soft tissues.

Engineering controls, which are physical changes that reduce the physical strain on workers' bodies, are the preferred method for controlling the escalating workers' compensation costs of overexertion injuries. Reducing or eliminating the physical factors benefits all workers who perform the job. Examples of engineering controls are reducing the weight of the load that the worker lifts or eliminating the manual lift by using a mechanical lifting device such as a hoist.

Where engineering controls are impractical or inadequately reduce the risk, administrative controls such as job rotation, training, or rest breaks, may lower the risk sufficiently to protect an individual worker. However, administrative controls must be diligently maintained to ensure continued protection against MSDs.

Companies often use an ergonomic consultant to conduct ergonomic evaluations of "problem" jobs – those with high rates of injury, defects or turnover – and recommend ergonomic solutions to improve the jobs.

This approach allows a company with limited ergonomic expertise to quickly identify fixes for the most problematic jobs. But since outside ergonomists lack the in-depth understanding of the job and knowledge of the company resources and procedures, their recommendations may not be practical or feasible.

**Participatory Ergonomics**—A more effective approach, but one requiring more time and greater upfront investment of resources, is to develop an in-house ergonomics team to tackle problem jobs. Comprising both workers and management, such an interdisciplinary team has deep knowledge of the jobs, tools and equipment, workflow, supply chain logistics, and operational constraints such as customer requirements. When given basic ergonomic training that includes an understanding of MSDs, the team can devise effective engineering solutions that reduce physical risk factors while also meeting production demands. Iterative engineering can fine-tune the ergonomic solutions to account for unforeseen factors or changes in the production environment.

One of the largest employers in the world, the U.S. Postal Service, initiated a grassroots ergonomic process in mail processing plants across the United States. The Ergonomic Risk Reduction Process (ERRP) was established in 2003 in response to a confluence of factors, including an aging workforce, escalating musculoskeletal injuries, and rising workers' compensation costs. Cross-functional teams were formed in-house and *trained by an ergonomist*. These teams focused on identifying and reducing risk factors of jobs that were known to be high risk for MSDs. Within three years, the Postal Service saw a 19% reduction in MSD rates at plants where ERRP had been ongoing for at least a year. The average cost of the ergonomic interventions was a mere \$1700, and when compared to the average cost of \$6000 for a WC claim for an MSD, the ROI (return on investment) for ergonomics is obvious.

A BWC ergonomist can help you develop an in-house ergonomics team that can address problem jobs. Reach out to a BWC safety consultant or call 1-800-644-6292. Don't forget to take advantage of the BWC's other safety services as well. The Division of Safety and Hygiene offers a wide range of services for all industries at no additional cost to employers, including safety education and training and the BWC safety and video library.

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**HAPPY NEW YEAR  
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