

CHAMBER MONTHLY



4300 W. Streetsboro Rd.
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JANUARY 2014

It is a privilege to serve as President of the Chamber for 2014. I congratulate my fellow officers on their election: Steve McAlear of The Pike Agency-Allstate as Vice-President, Sophia Veillette of Schulte and Com-

pany CPA's as Secretary, and Village Councilman Roger Swan as Treasurer.

I will find it quite a challenge to follow in the steps of our outstanding past President, Jim Koewler. I am extremely grateful that he continues on the Board. I greatly admire and thank Jim for the enormous time and effort he has contributed to the Chamber.

I consider us all most fortunate that Sue Serdinak continues on the Board and will head up Richfield's most famous and always successful event, the Sweet Corn Challenge. Sue and her cohorts are already hard at work on new and exciting developments for this year's Challenge. Karen Smik – continuing to chair the Chamber's annual golf outing, "Links for Education" Committee – is very important to this enjoyable and rewarding event.

I am sure Sue and Karen would enjoy your help as well as that of your fellow members and friends whose time and efforts can be donated to these two very important committees. Please give some thought to serving on other of the Chamber's committees such as: After Hours, Beautification, Membership, Programs, Scholarship, and Website.

Please join us at the Chamber's Annual Dinner. It is on January 22, at the Taverne of Richfield. The

program will begin with cocktails at 6:00 p.m. We will feature Greg Harris, President

and CEO of the Rock and Roll Hall of Fame. We also will be recognizing the Richfield Business of the Year and presenting the Annual Beautification Award. This year's award is sponsored by OEConnection.

There will be no luncheon this month because of the Annual Banquet. This year our luncheons will alternate between the Taverne of Richfield and the Days Inn. In addition to the informative speakers Steve McAlear will be arranging, we plan to make available a few minutes at each luncheon for the Spotlitged Business of the Month to share with us a bit more about their enterprise. The luncheons continue to be on the first Wednesday of each month and start at 11:45 a.m. with informal networking. The formal meeting starts at noon.

If you have information you'd like us to include in the newsletter, please submit your story via mail@richfieldchamber.com. We will give members up to 100 words per newsletter to discuss their business, a promotion, or an event.

PRESIDENT'S CORNER

Bruce Baylor

Bruce Baylor



**There is
NO January
Luncheon**

Free Reviews

The FirstMerit Broadview Heights Branch is offering FREE reviews with investments representative David Lockman. For people who have 401k's or IRA's, this is a good time to get a second look at it to make sure you are on the right track for retirement. If you or anyone you know has thirty minutes to spare, please feel free to contact Kristi Rankin, the branch manager, and she would be happy to set up an appointment.

Email: Kristi.Rankin@firstmerit.com | 440-546-4956
Fax: 440-546-4960
550 East Royalton Rd. | CLE-279
Broadview Heights, OH 44147
NMLS #1029756

New Year, New You: Strategies for Job Seekers over 40

Saturday, January 25, 9-11 a.m. at Cuyahoga Valley Career Center (CVCC). Learn from a panel of experts how to use your age as an advantage in the career transition process. Panelists will discuss how to Dispel Employers' Myths about Over-40 Hiring, Develop a Successful Career Transition Plan, Create a Powerful Midlife Resume, Prepare for a Successful Interview at Midlife. Free, but space is limited – register early! Contact pcoyne@cvccworks.com or call 440-746-8233 for more information.

Student Job Fair

Wednesday, March 19, 3:30-6 p.m. at Cuyahoga Valley Career Center (CVCC). Local businesses that have job openings for summer or part-time positions or volunteer opportunities are invited to attend. Each business has a table and students talk to representatives from companies they are interested in. Most companies bring applications for students to complete that evening. Applications are also available online so students can complete them in advance. All students from the following school districts are welcome: Brecksville/Broadview Heights, Cuyahoga Heights, Garfield Heights, Independence, North Royalton, Nordon Hills, Revere, and Twinsburg. \$30 registration fee. Businesses who would like to participate may register online or contact Nanci Coleman at 440-838-8851 or ncoleman@cvccworks.edu.

For those of you that have time for only one business related book a month, the Richfield Branch Library has gone into the shelves to narrow down trending titles.

Start With Why: How Great Leaders Inspire Everyone to Take Action

by Simon Sinek. c. 2009 Penguin • ISBN 9781591842804 • \$24.95

Do yourself a favor. Think like a kid. Right now, and from now on. Remember doing this:

Why is the sky blue? Why can't we see the end of a rainbow? Why can't we bring Frosty inside?

There is something to be said for this line of thinking. The kernel of power to the WHY game is questioning why something is the way it is, or why something cannot be so. There is still wonder behind the why. There is still mystery. And that is where the magic happens. Somewhere along the way, we lost our ability to question why things are the way they are. But not for folks like Walt Disney. Or Steve Jobs. Or Dr. Martin Luther King Jr. Their need to question is what set them apart. They questioned WHY. Not what. Not how.

So back to a grown-up, more professional game of WHY:

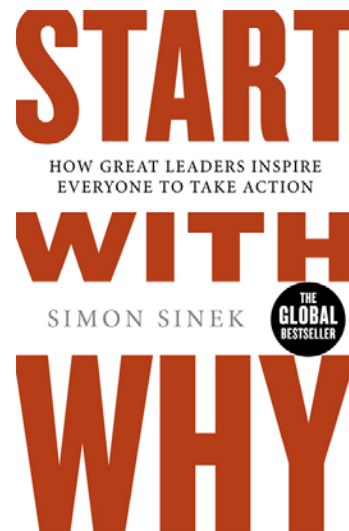
Why do you do what you do? Why did you start the company you did, or why did

you apply for the company you work for now? By now, you might feel that twinge of the why, because your why is (or was) passion. And people – staff and customers – get passion. Your why was a battle cry. Your mantra. Your cause. Your champion. Your way of bucking the system. Your boiled frustrations that led to action!

When you are able to answer or recall why, you will be able to know why your customers are your customers. Why they choose your service over another. Why your sales are up. Why you have the staff that you do. Why customers and staff are loyal.

Start your year off right. Start fresh. Renewed. Start with your battle cry, your

passion, your cause. Start With Why.



Reviewed by Jennifer Stencel, Branch Manager, Adult Librarian and Teen Librarian at the Richfield Branch Library of the Akron-Summit County Public Library System.



Richfield Chamber of Commerce Board Members

President – Bruce Baylor,
Baylor Associates

Vice-President – Steve McAlear,
Pike Agency - Allstate

Treasurer – Roger Swan,
Village Councilman

Secretary – Sophia Veillette,
Schulte & Company

Past-President – Jim Koewler,
The Koewler Law Firm

Sweet Corn Challenge chair –
Sue Serdinak, ScripType

Links for Education chair –
Karen Smik

Town Trust Liaison – Jim Smith,
Exit 11 Truck Tires

Scholarship committee chair –
Jim Koewler,

The Koewler Law Firm

BYLAWS
OF
RICHFIELD CHAMBER OF COMMERCE

I. MEMBERSHIP AND DUES

A. General Requirements

Membership in the Corporation will be voluntary and unrestricted with regard to race, religion, sex, color or national origin and is to be composed of any natural person or organization who desires to participate in the functions of, or to support in any manner whatsoever, the Richfield Chamber of Commerce. Application for membership will be submitted in writing to the Executive Board.

B. Individual Membership

“Individual Membership” shall be available to all persons and corporations. Individual Members shall have full voting rights.

Individual members joining the Richfield Chamber of Commerce prior to or at the first annual meeting of the Corporation shall be indicated as “Charter Individual Members” in the Corporation’s records.

B 1. Honorary Membership

“Honorary Membership” shall be available to those persons who are supportive of Richfield Chamber of Commerce and are invited by a majority of the voting members of the Corporation. Honorary Members shall have no voting rights.

The Executive Board may, by resolution, pass and approve such additional requirements as they deem necessary or waive any such requirement.

C. Voting Rights of Members

Each member will be entitled to one vote on each matter submitted to a vote of Members and honorary members will have no voting rights.

D. Members’ Proxy Voting

A Member may vote either in person or by proxy executed in writing by the Member or his duly authorized attorney-in-fact.

No proxy will be recognized as valid except for the proxy given for that specific meeting. Voting by fax machine or by email will be accepted.

E. Termination of Membership or Alteration of Membership

Membership may be withdrawn voluntarily by any member at any time. The Executive Board, by an affirmative vote of three-fourths of the members of the Board present at any duly called Executive Board meeting, may suspend, expel or alter the status of a member of the Corporation for cause after reasonable notice and the opportunity for an appropriate hearing. Upon written request signed by the member and filed with the Secretary, the Executive Board may, by an affirmative vote of three-fourths of the Board members present at any duly called and held Executive Board meeting, reinstate such member to the membership requested upon such terms as the Executive Board may deem appropriate.

F. Members' Dues

The annual dues payable to the Corporation by Members (of each class) will be in such amount(s) as may be determined from time to time by resolution at annual meeting by the voting members. The first annual dues will be payable and submitted in full with the application for membership. Future annual dues will be payable in advance of the first day of each fiscal year. Annual dues of new members will be prorated from the first day of the calendar quarter in which such Member is entering.

Members that do not pay dues within sixty (60) days of expiration shall be considered inactive and subject to Section E-termination.

II. MEETINGS

A. Annual Meetings

The annual meeting for the election of officers and the transaction of the general business of this Corporation shall be held in December. The reports of the officers shall be presented at that time.

B. Regular Meetings

Regular meetings of this Corporation shall be held each month on the third Wednesday or as otherwise determined by the Executive Board.

C. Special Meetings

Special Meetings of this Corporation may be called at any time by the President. A special meeting must be called by the President upon written request of not less than ten (10) members of this Corporation. Notice of the time, place and purpose of any special meeting shall be given to each member not less than twenty-four (24) hours prior to the date of the special meeting.

D. Quorum

Ten percent (10%), but not less than ten (10), of the voting members of this Corporation shall constitute a quorum at all meetings. Action by the members, other than the election of officers or the amendment of the Constitution or Bylaws, shall be by the affirmative vote of a majority of the members present and voting at a meeting, except as otherwise provided for by the Bylaws.

E. Roberts Rules of Order

Unless otherwise provided in the Constitution or Bylaws, Roberts Rules of Order shall govern the meetings of this Corporation.

III. EXECUTIVE BOARD

A. Powers

The affairs of this Corporation shall be managed by an Executive Board with all the powers and authority necessary to or appropriate for the complete execution of the purposes of this Corporation, except as otherwise limited by the Constitution or Bylaws. The Board shall have full power and authority to enforce the Bylaws and to make, modify, amend and enforce rules and regulations that the Board determines are necessary and proper to conduct the affairs of this Corporation, provided that such rules and regulations do not conflict with the Constitution or Bylaws of this Corporation.

B. Executive Board Membership and Terms

The Board shall consist of:

- a. The officers of this Corporation.
- b. The immediate past President.
- c. The chairperson of each standing committee.

The term of office of Board Members shall commence upon election by the membership and they shall serve for a period of one (1) year, or until the election or appointment of their successors.

C. Meetings

The Executive Board shall meet as often as necessary to further the goals and business of this Corporation. Minutes of Executive Board meeting shall be maintained by the Secretary and shall be made available to the membership of this Corporation upon request.

D. Notice

Notice of any regular meeting of the Board shall be given to Board Members not less than five (5) days prior to the meeting, except that the President may call special meetings as he

or she deems necessary in which event the Board members shall be given not less than 24 hours notice prior to the meeting.

E. Quorum

Fifty percent (50%) of the members of the board shall constitute a quorum for the transaction of business at any meeting. If less than a quorum is present at a meeting, a majority of the Board members present may adjourn the meeting without further notice. The acts of a majority of the Board shall be the acts of the Board.

F. Debts

The Board may not incur any debt or liability exceeding the net assets of this Corporation, absent the approval of membership.

IV. OFFICERS

The officers of the Corporation shall be a President, a Vice-President, a Secretary, a Treasurer, and such other officers and assistant officers as may be deemed necessary by the Executive Board. Two offices may be held by the same person, if so directed by the Executive Board. In addition to the powers and duties specified below, the Officers shall have such powers to perform their duties as the Executive Board may prescribe by resolution. Officers must be “individual” members of the Corporation and natural persons.

A. President

The president shall preside at all meetings of this Corporation and, as a voting member, at all meetings of the Executive Board. The President shall appoint the chairperson of each standing committee. The President shall submit an annual report to the Executive Board (which report will be made available to members upon request) and perform all other duties as incident to the office. In the event of the President’s inability to perform the duties of office, the Vice-President shall assume those duties.

B. Vice-President

The Vice-President shall assist the President in the execution of all duties. In the event of the President’s inability to perform the duties of that office, the Vice-President shall assume those duties. It shall be the responsibility of the Vice-President to coordinate all ad hoc committees. In the event of the inability of the Vice-President to perform the duties of that office, the Secretary shall assume those duties.

C. Secretary

The Secretary shall have custody of the records of this Corporation and shall work with the membership committee to maintain the membership roster. The Secretary shall record and

maintain the minutes of this Corporation. The Secretary also shall act as Secretary of the Executive Board, and shall maintain the records thereof. The Secretary shall submit an annual report at the annual meeting of members, and shall perform all duties usually incident to the office.

D. Treasurer

The Treasurer shall have custody of the financial records of this Corporation, shall make disbursements of Corporation funds according to the direction of the Executive Board, and shall be charged with the collection of dues. The Treasurer shall submit an annual report at the annual meeting of the membership and shall make interim reports not less than monthly.

Checks of this corporation will be maintained in the Corporation's office and will be written by the Executive Secretary of this Corporation when an approved invoice is presented to her/him. The approved invoice must have a signature of a member of the Executive Board and/or a Committee Chairperson.

Checks will be signed by the treasurer or the president. If the Treasurer or President authorizes payment of the invoice, he/she may not be the signature on the check.

Checks over \$3,000.00 will require the signature of both officers.

In the absence or incapacity of the Treasurer and/or the President, the executive board by a two-thirds vote, may delegate the power to sign checks to the Secretary of the Executive Board.

All monies handled at special events will be counted by two people, immediately following and on the site of the event. Both of the people will sign a report of the monies counted, and deposit the money and the report with the Chamber executive secretary, who will verify the count and deposit it into the bank account.

The Executive Secretary will keep records of all invoices and check authorizations and send copies of these, along with copies of bank deposit stubs, to the Chamber's CPA on the final business day of each month. The CPA or another member of the Executive Board who does not have signature authority will review the bank and investment statements each month.

E. Elections

A nominating committee shall be appointed by the president, with the approval of the Executive Board, sixty (60) days prior to the annual election. Members of the Nominating Committee shall personally interview each prospective candidate and obtain their permission to place their name on the official ballot. Other nominees than those recommended by the committee may be made by any other member filing the name of the nominee with the secretary in a petition signed by not less than two (2) members. Such nominee shall have given his consent before their position is considered valid. Nominees may also be nominated from the floor. Such nominee must be present and give their consent before the nomination is considered.

Voting may be by a show of hands if the list of nominees equals the vacancies to be filled. All other voting shall be by ballot in conformity with such additional rules as the Executive Board may adopt.

The first election of officers shall be held within ninety (90) days of the adoption of these Bylaws by the Corporation.

F. Term

Officers shall hold office for one (1) year from their date of election, or until their successors are elected. The first election of Officers shall be held within ninety (90) days of the adoption of the Constitution and Bylaws and the term of office of those elected at that time shall extend through June, 1992. Thereafter, elections shall be held annually.

G. Vacancies

Vacancies in office other than the office of the President shall be filled by the Executive Board at its next regular meeting for the balance of the unexpired term. In the event of the President's inability to complete his or her term, the Vice-President immediately shall become the President for the balance of the unexpired term. In the event of the inability of the Vice-President to serve as President, an election shall be held within sixty (60) days to elect a new President to serve for the balance of the unexpired term.

V. COMMITTEES

The standing committees of the Corporation shall be:

A. Membership Committee

This committee shall compile and periodically update the membership roster. It shall also seek to foster and promote the growth of the membership in this Corporation. It shall assist the Treasurer in the collection of dues and shall annually distribute an updated membership list to all members and affiliate members.

B. Public Relations Committee

This committee shall be responsible for the promotion of mediation and this Corporation to the public which shall include promoting legislation supportive of commerce, active solicitation of speaking opportunities for Corporation members, public education programs, press releases and such other programs as the committee shall deem appropriate.

C. Additional standing committees may be established by the Executive Board as are necessary and proper to carry on the business and promote the interest of this Corporation. Additional standing committees may be established by the membership at the recommendation of the President or Executive Board as are necessary and proper to carry on the business and promote the interest of this Corporation.

D. Membership on standing committees shall be open to all members and affiliates of this Corporation. Only individual members may serve as chairpersons of standing committees.

E. Ad hoc committees shall be established by the Executive Board as are necessary and proper to carry on the business and promote the interest of this Corporation. Membership on ad hoc committees shall be open to all members of this Corporation.

VI. OPERATIONS

A. Amendments

These Bylaws may be amended by the vote of a majority of the members present and voting at any regular or special meeting of this Corporation, provided notice of the time and place of the meeting, and written notice of the proposed amendment or amendments and the nature thereof, shall have been distributed to the membership no later than thirty (30) days preceding the meeting at which a vote on the proposed amendment(s) is to be taken.

B. Fiscal Year

The fiscal year of this Corporation shall be January 1 to December 31.

C. Implementation of these Bylaws

These Bylaws shall become operative when approved by two-thirds of the entire organizing group. Approval of these Bylaws shall be indicated below by certification of the organizing President and organizing Secretary that these Bylaws were duly adopted by two-thirds of the entire organizing Executive Group.

This certifies that the above-stated Bylaws were duly adopted by two-thirds of the entire organizing Executive Group of the Richfield Chamber of Commerce on June 19, 1991 in Richfield, Ohio.

Organizing President

Organizing Secretary

6/91
Amended 4/15/98