




# THE Business Connection

VOLUME 53 | ISSUE 6 | JUNE | 2026



**Massillon**  
**SUMMER CONCERTS 2026**




**FREE ALL SUMMER LONG**

\*\*Event cancellation notices and updates will be posted on the City's and Chamber's social media channels.\*\*

**JUNE 11 - AUGUST 13**

**DUNCAN PLAZA AMPHITHEATRE**

*1 James Duncan Plaza Massillon, Oh 44646*

<b>JUNE 11</b> <b>7:00 PM</b>	<b>JUNE 18</b> <b>7:00 PM</b>	<b>JUNE 25</b> <b>7:00 PM</b>	<b>JULY 3</b> <b>7:00 PM</b>	<b>JULY 9</b> <b>7:00 PM</b>	<b>JULY 13</b> <b>6:30 PM</b>	<b>JULY 16</b> <b>7:00 PM</b>	<b>JULY 20</b> <b>6:30 PM</b>	<b>JULY 23</b> <b>7:00 PM</b>	<b>JULY 27</b> <b>6:30 PM</b>	<b>JULY 30</b> <b>7:00 PM</b>	<b>AUGUST 3</b> <b>6:30 PM</b>	<b>AUGUST 6</b> <b>7:00 PM</b>	<b>AUGUST 13</b> <b>7:00 PM</b>
DJS ROCK N' ROLL BIG BAND	WHISKEY BOUND	INTO THE BLUE (9 PIECE ELO TRIBUTE BAND)	LA FLAVOUR (3RD OF JULY CELEBRATION)	SILVER SPRINGS (FLEETWOOD MAC COVER BAND)	OFF THE RECORD	IMAGINARY COOKIES	LAUREN MASCITTI	DAVE BANKS BIG BAND "THE ALOHA SHOW"	TIM & TJ GANG	OVERBOARD	THE CANAL FULTON COMMUNITY BAND	BACK 2 EDEN	IN THE HEARTLAND (MICHAEL STANLEY TRIBUTE BAND)



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 **Let's turn up the heat on connections this summer**

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- Litigation • Health Care Law
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# April Business Connection Live



*"Stronger  
Neighborhoods,  
Stronger  
Families"*



## Little Sprouts Child Development Center

Offering 10% off Full-time Enrollment for all active Massillon WestStark Chamber Members

310 Lincoln Way East, Massillon, OH 44646  
&  
2112 Lincoln Way West, Massillon, OH 44646

330-833-2325

TOP: Debbie Busby, Massillon WestStark Chamber of Commerce; Speaker - Judge Matt Kreitzer, Stark County Family Courts; Speaker - Angela Perisc, United Way of Greater Stark County; Eugene Lingenhoel, Legacy Project of Stark; Jessica Bair, Altercare Country Lawn, Alexandra Nicholis Coon, Massillon Museum; Jeff Kreger and Mark Villono Massillon Public Library; Erica Thorn; AHEAD Inc.; Jeremie Williams; David Somerville, Serra Auto Park; Ruby Mathys, CDP; Kaleigh Kilcullen, Shanklin Heating & Air Conditioning

SECOND: Beth Ransom, Compassion Delivered; Mike Sturdivant; Cathy Viscounte, Cleveland Clinic Mercy Hospital; Jason Green, Adams Signs & Graphics; Kelly Presson; Sirak Financial Services; Sam Shaheen, Kee Innovations; Brook Harless, Plain Township Trustee; Christine Taylor, Stark Education Partnership; Brad Custer, Custer Products Limited; Kerry Miller, Bud Stebbins, and Sarah Colucy, The Commercial and Savings Bank; Wes Humble, Liberty HealthShare

# SPEED NETWORK



We are grateful to everyone who joined us at the Fraternal Order of Eagles #190 for our first Annual SPEED NETWORK on Friday, April 24th. The energy in the room was electric and many solid connections were made. SPEED NETWORK is where connections spark and opportunities accelerate. We look forward to seeing everyone again next year.




# MASSILLON

## CRUISE IN & MUSIC FESTIVAL



\$10 PRE-REGISTRATION  
\$20 DAY OF

### SATURDAY, JUNE 6TH 2026

Rain or Shine

### DOWNTOWN MASSILLON

Noon - 9 PM

Registration from 9:00 AM- 3:00 PM

Free Admission

Dash Plaques for the First 150 Cars

LIVE MUSIC
CLASSIC CARS/MOTORCYCLES
FOOD TRUCKS

### CROSSROADS

2-4 P.M.

### 3 PIECE CHICKEN DINNER

4:45 - 6:45 PM.

### NEW WAVE NATION

7-9 P.M.



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MASSILLON WESTSTARK CHAMBER OF COMMERCE - THE BUSINESS CONNECTION - 3

# Legislative Breakfast - Friday, May 1, 2026



TOP: David Thomas, State Representative District 65, Alex Zumbar, Stark County Treasurer; Jared Weiser, Ohio State Director NFIB; Alan Harold, Stark County Commissioner; Jon Oates, Stark County Director of Budget and Finance, Mayor Charles Hawk, Village of Brewster, Jeff Kreger and Amy Lynn, Massillon Public Library, Matt Hull, Krugliak Wilkins Griffiths & Dougherty Co., LPA; Judge Andrea Scassa, City of Massillon; Alexandra Nicholis Coon, Massillon Museum

SECOND: Todd Hawke, Jackson Township Trustee; Sue Grabowski; Lacey Kintz, Consumers National Bank; Cathy Viscounte, Cleveland Clinic Mercy Hospital; Terri Baltzly; Mayor Jamie Slutz, City of Massillon, Mandwel Patterson, Massillon City Council; Seth Marcum, DiCaudo, Pitchford & Yoder, LLC and Massillon City Council; Holly Bryan-Huth, Massillon City Council

THIRD: Matt Kishman, 50<sup>th</sup> District Ohio House of Representatives; Seth Marcum, DiCaudo, Pitchford & Yoder, LLC and Massillon City Council; Ted Hermcane and Lori Kotagides-Boron, City of Massillon; Richard Mallonn, Canton City Auditor; Fred Horner, Advanced Industrial Roofing; John Slebodnik, Canton City Auditor's office; Scot Phillips, Massillon Museum; Phil Elum, Massillon Mainstreet

FOURTH: Brad Custer, Custer Products Limited; Eugene Lingenhoel, Legacy Project of Stark; Niccole Hunt and Joetta Talafous, Brand Partner

# ANNUAL GOLF OUTING

## JUNE 8, 2026

THE LEGENDS OF MASSILLON



**\$150 PER GOLFER**
**\$600 PER TEAM**

REGISTRATION: 7:30 A.M. SHOTGUN START 9 A.M.

INCLUDES 18 HOLES OF GOLF, CART, RANGE BALLS,  
LUNCH, DINNER & BEVERAGES  
FOUR PERSON SCRAMBLE





# Thank You

FOR YOUR MEMBERSHIP RENEWAL

We extend our gratitude to the members who renewed their commitments in April 2026. We acknowledge and appreciate your long-standing membership. Let's continue to support Chamber Members.

- Buckeye Mobile Power Wash (4 yrs)**
- Buffalo Wild Wings, Massillon (5 yrs)**
- Canton Erectors Inc DBA CEI Crane & Rigging (2 yrs)**
- Chloe's Diner LLC (4 yrs)**
- Golden Circle CU - Superior Savings (31 yrs)**
- Kraft Heinz Company (3 yrs)**
- Leffler Family Dentistry, Inc (36 yrs)**
- Richard G. Leffler, CPA (38 yrs)**
- Liebermann's and Beyond LLC (2 yrs)**
- Mary E. Ulm, Attorney at Law, LLC (3 yrs)**
- NAI Spring Commercial Realty (14 yrs)**
- Paquelet Funeral Home (44 yrs)**
- Paul's Lawn & Garden (4 yrs)**
- Premier Building Solutions (4 yrs)**
- Reliable Heating & Cooling (27 yrs)**
- Shearer Snacks (17 yrs)**
- Sima Marketing (5 yrs)**
- strideUX (1 yr)**
- The Thrasher Group, Inc (14 yrs)**

## Business Briefs

- Secret rooms, hidden safes, and stories of the Stewart Family. Join the adventure through **Stark Parks** and take a tour of the Stewart Manor House on June 11<sup>th</sup> from 6:30 p.m. to 7:30 p.m.
- Learn about **Archaeology of Spring Hill Historic Home!** **Wednesday, June 17<sup>th</sup>** starting at 3:00 p.m. at the **Massillon Public Library**.
- The **720 Market** is coming back to **Massillon** on Saturday, June 20<sup>th</sup> from 10:00 a.m. until 3:00 p.m. at Duncan Plaza. 720 is Free, Family Friendly, Pet Friendly and Rain or Shine.
- Join the **Massillon Museum** for the first **Rhythms Concert** on **June 20** between 6:00 and 8:00 p.m. BADJR will be opening the FREE outdoor concert series.
- ~**Massillon Museum** will host their **Brown Bag Luncheon** on June 23<sup>rd</sup> from 12:10 to 12:50 pm. Chris Craft will be speaking on "The Declaration of Independence."



### Here's the Scoop!

Do you have a business brief or exciting news to share? We want to hear it! Shoot us an email at [info@massillonohchamber.com](mailto:info@massillonohchamber.com) and let's spread the word!

## WELCOME NEW MEMBERS



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 330-415-2158



## Business Growth Forum

Work ON Your Business Not IN Your Business

### Marketing Strategy

"Posting Isn't Marketing: How to Stop Wasting Money and Start Attracting the Right Customers"

Thursday June 18, 2026  
 8:00 a.m. - 9:30 a.m.

- 8:00 a.m. - 8:15 a.m. - Registration & Networking
- 8:15 a.m. - 9:15 a.m. - Panel Discussion
- 9:15 a.m. - 9:30 a.m. - Networking

5686 Dressler Rd NW  
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Register



# The Day Your Best Operator Stopped Caring

By: Lisa Ryan, CSP

CSP Keynote Speaker / Author "The Smart Plant" / Host, Manufacturers' Network Podcast (200+ episodes) / Helping Manufacturers Build Judgment Infrastructure During AI Transformation

Every Plant has that person.

The one people go to when something doesn't feel right on the line. The one who can listen to a machine for ten seconds and say, "That bearing won't make it through the week." The one who remembers a failure pattern from years ago and corrects it before it turns into downtime. These employees rarely make a big show of what they know. Most of the time, they simply keep the operation moving.

And then one day, something changes.

They stop offering their opinion.

They still do the job. They show up on time, follow procedures, and meet expectations. If you looked only at their performance metrics, you would never suspect anything had shifted. But the extra layer they once provided, the judgment, the early warnings, and the small course corrections that prevented bigger issues, begins to disappear.

What changed was not their ability. It was their willingness.

This is a pattern I have been hearing more frequently as I research and write my upcoming book, *Smart Plant™: Aligning AI, Automation, and People*, which will be released this June. Manufacturing leaders everywhere are investing heavily in automation, analytics, and predictive technologies. These systems are improving efficiency and visibility in ways that were almost unimaginable a decade ago. Alongside those gains, another shift is happening that fewer people are talking about. The role of human judgment within the system is shrinking.

In many facilities today, decisions that once relied on experience are filtered through dashboards and automated alerts. The intention behind these systems is good. Leaders want consistent data, faster decision-making, and fewer surprises on the shop floor. Technology promises to deliver all three. What organizations do not always anticipate is how those systems reshape human behavior.

When dashboards become the final authority, experienced employees begin to notice that their instincts carry less weight than they once did. A veteran operator might raise a concern based on something subtle they hear or see, only to be told that the system shows everything running within spec.

At first, they push back. They explain what they are noticing. They try to translate their experience into something measurable. After enough of those moments, many of them stop trying. The change does not usually come from resentment or disengagement. Instead, they recognize that the system values certain kinds of input and not others. Over time they adapt to that reality and focus on doing exactly what the job requires.

From a management perspective, this can look like stability. The employee is still reliable and productive, and the metrics continue to look strong. Yet something important has been lost: the discretionary judgment that once helped the system stay ahead of problems is no longer being offered.

In my work with manufacturers across the country, I often hear leaders say they are worried about losing experienced employees to retirement. That concern is very real. The knowledge carried by long-tenured operators, technicians, and supervisors is one of the most valuable assets any facility has.

What leaders sometimes overlook is that the loss can begin before the retirement party. When experienced employees feel their insights are no longer needed, they stop investing the extra level of attention in the work. The capability still exists, but the system is no longer designed to use it.

This is one of the central ideas behind *Smart Plant*. As automation becomes more capable, organizations must think carefully about how human judgment fits into the architecture of the operation. Technology should support decision-making, not replace the observational skills that make systems resilient.

A plant full of advanced equipment can still become fragile if the people inside it stop engaging with what they see.

The employees most sensitive to this shift are usually those with the most experience. They know what their instincts have prevented in the past. They remember the near misses that never became official incidents because someone caught them early.

When those signals are consistently overridden by data or dismissed because the dashboard is still green, they receive a clear message about how the organization prefers to operate.

Eventually the calculation becomes simple. Why raise a concern that the system will ignore? Why interrupt production if the numbers say everything is fine? Why invest extra thought in something that appears to have already been decided?

This is the day your best operator stops caring. Not about the job itself, but about offering the judgment that once made them invaluable. The challenge for leaders is that this moment rarely shows up in any metric. There is no report that tells you when an employee decides their instincts are no longer worth sharing. The dashboards remain green and the operation appears stable, yet the margin of protection that experienced employees once provided has started to thin.

When I began writing *Smart Plant™: Aligning AI, Automation, and People*, I spent time speaking with plant managers, engineers, and operators across the manufacturing landscape. One theme kept surfacing again and again. The future of manufacturing will not depend solely on better technology. It will depend on how well organizations integrate that technology with the experience, attention, and judgment of the people running the system.

Automation can identify patterns, monitor conditions, and optimize processes. What it cannot replace is the lived experience of someone who has spent years understanding how a system behaves under real conditions. That human perspective is not a relic of the past. It is a critical part of building resilient operations for the future.

As the launch of *Smart Plant* approaches this June, one question keeps coming up in my conversations with manufacturing leaders. Are we designing our plants in a way that still values human judgment?

Because the moment your best operator stops caring about sharing what they see is not the moment the problem begins. It is the moment the system becomes vulnerable.

# Historic Property Tax Relief

## HOUSE BILL 124

Flips the script by giving County Auditors the authority to determine which real estate sales are valid for use in property revaluations and updates.

## HOUSE BILL 129

Implements a check on tax hikes by counting emergency, substitute, incremental growth, conversion levies and the property tax portion of combined levies toward the 20-mil floor – closing loopholes & slowing tax spikes.

## HOUSE BILL 186

Establishes a new Inflation Cap Credit that prevents increases in school district taxes from exceeding the rate of inflation, giving \$1.7 billion back to taxpayers. Provides another \$800 million in relief to Ohio homeowners over the next four years by phasing out the nonbusiness credit.

## HOUSE BILL 309

Slashes unnecessary collections by expanding the County Budget Commission's authority to modify levies and trim high millage rates, shielding Ohioans from overly excessive tax bills.

## HOUSE BILL 335

Caps the inside millage increase to inflation, ensuring no large spikes in unvoted tax increases and providing hundreds of millions in property tax relief over the next three years.



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# Historic Property Tax Relief

## OHIO TAX RELIEF TIMELINE

**90 Days after Governor's Signature: SLASHING UNNECESSARY BUDGET COLLECTIONS**  
County Budget Commissions now have the authority to reduce unnecessary or excessive levies.

### June 2026: STOP THE SPIKES

The Inflation Tax Credit will begin to be applied for homes on the 20-mil floor – ultimately saving Ohio property owners over \$1.7 billion over the next three years.

### November 2026: CHECK ON TAX HIKES

For the first time, school districts with existing emergency or substitute levies may renew as a new fixed sum levy or schools under fiscal distress or a disaster declaration may levy a new fixed-sum levy.

### January 2027: SAVINGS THROUGH THE OCC EXPANSION

Ohioans will begin to see an expansion of the owner-occupied tax credit – \$800 million in relief.

### January 2027: STOP THE SPIKES

Counties undergoing a sexennial reappraisal or triennial update will see their increase from inside millage capped to inflation – resulting in \$763 million in relief over three years.

### January 2027: CHECK ON TAX HIKES

Incremental growth levies, conversion levies, and the fixed sum property of a combined levy are added to the 20-mil floor for all schools.

### January 2027: CHECK ON TAX HIKES

School districts will begin to rise off the 20-mil floor as emergency and substitute levies are added to the calculation.



## WEEKLY NETWORKING SCHEDULE

### TUESDAYS

Connect @ Noon  
JOINT NETWORKING  
@ NOON  
DANNY BOYS



6081 DRESSLER RD., NW, NORTH CANTON, OH 44720



### WEDNESDAYS

BREAKFAST & NETWORKING



@ 8:00 AM  
CHLOE'S DINER

112 1ST ST NE, MASSILLON, OH 44646



### THURSDAYS

LUNCH & NETWORKING

@ NOON

WINKING LIZARD TAVERN



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- \*To develop, enhance, and represent business
- \*To promote economic growth
- \*To improve quality of life for our community

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