



THE Business Connection

VOLUME 57 | ISSUE 10 | October | 2025

THANK YOU HALLOWEEN PARTY SPONSORS

AQUASM

An  Essential Utilities Company

RG
DRAGE

KWGD
attorneys at law

KRUGLIAK
WILKINS
GRIFFITHS &
DOUGHERTY
CO., L.P.A.

SHEARER'S

CONSUMERS
National Bank

FARMERS
NATIONAL BANK



INTERNET / TV / PHONE
MCTV
We go the extra smile.

SPONSORSHIPS & TICKETS AVAILABLE

RBS

Roseman Building Systems

Commercial • Industrial
Site Work

(330) 830-4655

12806 Lincoln Way W.
Massillon, Ohio 44647
rosemancontracting.com



COMMERCIAL
PERSONAL
HOSPITALIZATION
LIFE

210 Erie St. N. 330.832.7411



Let's connect..

Reliable connectivity with every call.

330-833-4134
MCTVOhio.com



Scan to
more. here
learn

MCTV | BusinessPro®

INTERNET | PHONE | TELEVISION

Need Healthcare Coverage for Your Small Business?

CANTON REGIONAL CHAMBER
HEALTH FUND

Administered by

AULTCARE

330-363-1137

www.aultcare.com/mewa

All AultCare health plan quote proposals include commission, unless otherwise specified.



Your local Chamber of Commerce has partnered with the Canton Regional Chamber of Commerce and AultCare to offer small business coverage, designed to control the costs of healthcare benefits and provide additional options.

This opportunity is available through your current Chamber membership and a \$100 associate membership to Canton. You must have 2-50 eligible employees.

Product Overview



- Employee health benefit plan options
- Vision coverage included
- Groups are not subject to ACA community rating



Benefit Plan Options

- 16 plan options
- Traditional copay plans
- Health plans/health savings account (HSA) compatible
- Dental coverage available upon request

Get in touch for local solutions!

362/25

"Fall is the season for reflection, refinement, and renewed purpose."

MENTAL HEALTH MATTERS

Mental health & suicide are the top two emerging issues that need addressed in Stark County.

Together we can make an impact!

encompass
Christian Counseling

buildinghopecampaign.org



August Business Connection Live



TOP: Speaker Larry Henderhan, NEO Human Trafficking Task Force; Mike Gallina, AultCare; Debbie Busby, Massillon WestStark Chamber of Commerce; Dan Bryan, First Federal Community Bank; Alexandra Coon, Massillon Museum; Philip Robinson, Edward Jones; Ruby Mathys, CDP
SECOND: Jessica Christman, Altercare Country Lawn; Ashley Moore, Akron-Canton Regional Foodbank; Gwen Severini, Louisville Gardens; Judy Robinson, Cherry Road Winery; Amin Saleh, First Federal Community Bank; Kerry Miller, The Commercial and Savings Bank; Susan Koosh, Junior Achievement of North Central Ohio; Christine Taylor, Stark Education Partnership; Ryan Grosschmidt, The Commercial and Savings Bank
THIRD: Ruby Mathys, CDP; Molly Romig, Massillon WestStark Chamber of Commerce; Gregg Fine, GBS Corp.; Brook Harless, Arrow Passage Recovery; Sweet Treat Sponsor David Hersher, Hersher Consulting LLC; Jim Marks and Dan Bryan, First Federal Community Bank
FOURTH: Carl Massouh, C. Massouh Printing; Mike Gallina, AultCare; Sam Shaheen, Re/Max Crossroads; Lacey Kintz, Consumers National Bank; Matthew Hull, Krugliak Wilkins Griffiths & Dougherty Co., LPA; Kathy Shultz, Farmers National Bank; Rich Toriello, SACS Consulting & Investigative Services, Inc.; Cathy Viscounte, Cleveland Clinic Mercy Hospital; Jill Davis, 100% Chiropractic; Chris Massouh, C. Massouh Printing



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



BUSINESS AFTER HOURS

Thursday, October 16, 2025
5:00 p.m. - 7:00 p.m.

Whispering Grace Horses

12882 Kimmens Rd. SW
Massillon, OH, 44647



Massillon WestStark Chamber of Commerce
(330) 833-3146 info@massillonchamber.com massillonchamber.com



Our Next Meeting:

Wednesday November 5, 2025

Midwestern Industries will be our host.

915 Oberlin Ave SW, Massillon, OH 44647

8:00 am - All are welcome to join us for this free event



f /MyAquaAmerica

t @MyAquaAmerica

W AquaAmerica.com

Ohio Moves Into Top Five States for Business

COLUMBUS, OHIO – CNBC today released its “America’s Top States for Business” rankings for 2025, and Ohio came in at fifth overall.

An important part of the Ohio Chamber’s mission is economic competitiveness. To fulfill that mission, the organization has partnered with JobsOhio to improve awareness of the state’s current economic competitiveness rankings and the Ohio Chamber’s recommendations to improve them.

As part of this effort, the Ohio Chamber will publish one chart per month offering a critical, data-driven perspective on key measurables of Ohio’s economic health and prosperity. The organization has also published a book of roughly 40 different economic charts that will be distributed to Ohio policymakers.

“While these new rankings aren’t surprising, they are encouraging,” said Steve Stivers, President & CEO of the Ohio Chamber of Commerce. “We know Ohio is a great state — we have a low cost of living and a high quality of life, and our GDP is the seventh largest in the country. We’re proud that others are recognizing our potential as a top state for business. We do still have work to do, but our improvement this year shows that we’re certainly on the right track.”

This year, Ohio improved from its 2024 overall ranking of seventh to the current fifth place position. Notably, the state ranked first in Infrastructure, a significant jump from last year’s 13th. The study enhanced its Infrastructure metrics in the 2025 edition to determine how states are delivering on companies’ power and data demands, and Infrastructure is now the second-heaviest weighted category.

“Thank you to Gov. DeWine and the Ohio Legislature for their continued efforts toward improving infrastructure in our state. We couldn’t have achieved this first-place rank without their service,” said Stivers. “To continue this upward momentum, we now need to focus on bolstering our workforce, strengthening electric generation and modernizing our grids, and continuing to diversify Ohio’s economy.”

In addition to Infrastructure, Ohio landed in the top five for four of the other 10 broad categories, including second in Cost of Doing Business, sixth in Technology & Innovation, and seventh in both Access to Capital and Cost of Living.

Ohio does still have some areas of improvement to tackle, ranking in the 20s for Economy, Business Friendliness and Education and at 31 for Workforce.

The Ohio Chamber had also included the “America’s Top States for Business” rankings in its new three-year strategic plan’s benchmarks, identifying a top-five rank as one of its highest priorities. While the organization celebrates this win, it also recognizes that Ohio business advocates cannot grow complacent, and it will continue to work toward making Ohio the best place in the world for business.

The study, which is now in its 19th year, scores all 50 U.S. states on 135 business-related metrics that are separated into 10 broad categories. To form these categories, the study identifies the factors that companies consider when making site selection decisions and those that states tout when looking to attract and retain businesses.

The Ohio Chamber is the state’s leading business advocate and represents thousands of companies that do business in Ohio. Our mission is to aggressively champion free enterprise, economic competitiveness and growth for the benefit of all Ohioans.

Ohio Chamber of Commerce
34 S 3rd St
Columbus, Ohio 43215
Amanda Ehrmantraut, Press Secretary
Telephone: (567) 203-8868

Why Facing Your Fear Leads to Good Things, Just Like Halloween!

Michael Whitt
Author, To Getting It Done

Bottom Line Up Front: When you face your fears and take action, it leads to good things!

Fear! Halloween! Both are scary at first, but when faced with them, they lead to good things, fun, and success. So what better way to give you some tools you can use than by combining two scary yet fun things? As leaders, we could have many mind-boggling fears, such as fear of having a difficult conversation with an employee, fear of our business failing, or fear of not making progress or completing our goal or task. However, it is essential to know that when we face our fears, just like the fears of Halloween, it turns into a good thing.

Halloween is filled with scary stuff but it always leads to something fun—movies, costumes, and yes, even eating too much candy. However, when we face Halloween head-on, it becomes something good and entertaining. First, we get scared by someone that jumps out at us, and it ends in a big laugh, or we go up to a door to “Trick or Treat” (yes, some adults still do this, or so that’s what a friend told me), and when the door opens, we’re greeted by Frankenstein or Dracula, who, after the scare, gives us some candy. So, although you may have been afraid a bit at first, it led to a fun outcome.

Treat fear like any scary Halloween situation; move forward and face it. Once you face it head-on and get through the initial scare, determine what action to take next, then take the action. You’ll then have defeated fear and be headed in a positive direction toward something good. After that, that fear will be a distant memory, just like that Snickers bar you ate from your kid’s candy bag.

WHY LEADERS FACE FEARS?

There are many reasons why you should face your fear (yes, I’m being Captain Obvious as always but remember, I’m a retired Navy Captain and always state the obvious). However, the three biggest things many of us fear regarding taking action on our goal, desire, creative project, or task are (1) Getting started, (2) Staying on track, and (3) Getting it done.

When creative, action-oriented leaders face their fears regarding these three key actions, it will lead to a successful result. Conversely, by being afraid to face these fears and taking no action, you will probably not achieve positive results and may fail. While it’s ok to fail when you’re trying, it’s not ok to fail because you didn’t take action to face your fear! It’s like saying I failed because I didn’t even go into the haunted house to try to face my fear.

Continued on page 6.....

Business Briefs

-**MassMu's** October **Brown Bag Lunch** will feature Logan Carr: "Titles & Claims: Cultivating a Championship Program." Bring a sack lunch or purchase from the TWiLite Cafe. This event is free and open to the public.

-On Saturday, October 4th join the **Massillon Public Library** for the 3rd Annual Massillon Cemetery Creep 'N Crawl starting at 2:00pm. This event will take place at the Massillon Cemetery, where the past comes alive through captivating stories - some inspiring, some mysterious...and maybe even a little spooky!

-In partnership with **Stark Parks** and **Ernie's Bike Shop** join them for a nightly bike ride on October 11th. These rides are a casually paced 14-16 miles round-trip, and open to riders of all ability levels. We'll alternate between the **Towpath and Sippo Valley Trails**. Helmet, headlight, and taillight are required. No advance registration necessary.

-Save the Date, Thursday, October 9th join **Edward Jones - Kenneth Griffin** for a Retirement by Design Workshop. This event will take place at the Comfort Suites Hartville-North Canton (953 Edison St NW Hartville, OH 44632) starting at 6:00 pm.

- **Canton BBB** President & CEO **Frank Cilona** was elected to serve on the International Association of Better Business Bureau (IABBB) Board of Directors. Congratulations Frank!

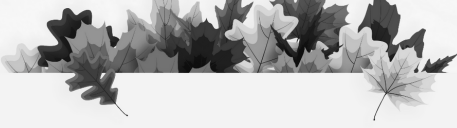
-Join **Ohio Means Jobs** at the Canal Fulton Library for FREE resume writing/review, interviewing skills, and job searching on Thursday, October 16th starting at 1:30pm.

Membership Renewals

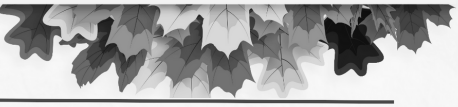
We extend our gratitude to the members who renewed their commitments in August 2025. We acknowledge and appreciate your long-standing membership. Let's continue to support Chamber Members moving forward.

Advanced Industrial Roofing, Inc.....	35
Altercare Country Lawn.....	19
Amish Door Inc.....	3
Canal Grille, Inc.....	20
ComDoc.....	4
Koby Electric.....	24
The Laurels of Massillon.....	29
Motley 7 Brew, LLC.....	2
PNC Bank.....	2
Quality Heating & Cooling.....	11
Quota International of Massillon.....	2
RE/MAX Edge Realty.....	14
Refuge of Hope Ministries.....	6
R. G. Drage Career Technical Center.....	32
Stark County Auditor.....	7
Social at The Stone House.....	6
Veterans of Foreign Wars Post #3124.....	20
Village of Navarre.....	3
ZenBusiness.....	1

Save the Date — An Event You Won't Want to Miss
Look out for more info. NETWORKING April 24, 2026!



FIRST NORTH FUSION



OPEN HOUSE

FOOD · FUN · THANKS

THURSDAY, 20th OF NOVEMBER

from 5 pm - 7 pm | CHAMBER MEMBERS FREE ENTRY
NON-MEMBERS \$5

REGISTER ONLINE AT WWW.MASSILLONOHCHAMBER.COM

THE FIRST NORTH BUILDING
50 NORTH AVE NE
MASSILLON, OH 44646







Welcome Aug New Members

Cartridge World
 (330) 305-1424
 4901 Portage St NW
 North Canton, OH 44720

Davita
 (330) 837-7730
 2112 Lincoln Way East
 Massillon, OH 44646

Hurst Insurance Group
 (330) 461-9573
 11 Lincoln Way East
 Massillon, OH 44646

My HVAC Guy, LLC
 (330) 705-0776
 6824 Wise Ave NW
 North Canton, OH 44720

**Stark County
 Manufacturing Workforce
 Development Partnership**
 (330) 312-3267
 266 Creekside Circle NE
 North Canton, OH 44720

**Suddy Buddy's
 Grooming LLC**
 (330) 775-0912
 155 Lincoln Way W
 Unit A096
 Massillon, OH 44647



Here are some of the more common fears associated with getting started, staying on track, or getting it done:

- Fear of failure
- Fear of not knowing what to do next
- Fear of not having enough time
- Fear of what other people think
- Fear of not being creative
- Fear of too many "TA DOs" on the list
- Fear of being insecure

don't dwell on the problems associated with something I'm trying to do. Instead, I focus on what I can do right now to be part of the solution. So, once you figure out or become aware of your fear, immediately face it, look past it, and shift your focus to what you want to accomplish and why you can do it! Then decide what you can do right now, one action, to move towards that accomplishment, and do it now no matter how big or small.

I'll discuss a few other ways to help you overcome your fears, but this is a perfect opportunity to quote one of my favorite sayings about fear and how to get past it. It's one that I came up with and have told many Sailors and civilians over the years to encourage them to keep moving forward and stop worrying about their fear (and trying to be a little funny too). I've often said: "Do you know what the best thing about beating your head against the wall is? You can stop whenever you want to!"

CREATIVES WHO FACED THEIR FEARS

Stephen King, a famous creative and author, said: "The scariest moment is always just before you start. After that, things can only get better."

What did Abraham Lincoln, Sir Richard Branson, James Stewart, and Warren Buffett have in common? They all feared public speaking and yet found ways to face this fear and move past it. Do you have that same fear? I know I do and have had to find ways to face it many times in the past. But I've found that once I get started and "break the ice," I do just fine.

Bear Grylls, adventurer and TV star on "Man vs. Wild," has faced his fears during tough challenges in demanding environments. He says about facing your fears: "If you really want to live empowered, you've got to face those fears."

Michael Whitt, yes—yours truly grew up in a challenging household with an adult who was an alcoholic and addicted to gambling. In May 1983, I was 18 years old and about to graduate from high school when a Navy recruiter called me. He asked if I'd like to come in for an interview to join the Navy. I was afraid but said "sure" as I had no plans for what I would do after high school, no plans to join the military, no one in my family was ever in the military, as well as several other negatives in my life, so I figured what have I got to lose.

I went in for the interview, and the recruiter told me I could join the Navy, but I would have to go in as an E1 (as low as you can start) and be on a submarine. If that wasn't scary enough, he said I'd have to leave in a month, thus two weeks after graduating high school. It was go now, or they couldn't use me for another year (or so he said). Talk about fear! I had only ever left Ohio once, and that was to the next state over. I'd never been on a ship or seen the ocean in person! He gave me one hour to decide on the biggest fear I had ever encountered!

I decided to move forward, face my fear, and look past it, thinking that maybe I could make something better in my life if I joined the Navy. By facing my fear and moving past it through action, I joined the U.S. Navy as a Fireman Recruit (E-1), and 38 years later, I retired honorably as a Navy Captain (O-6)! The world is filled with stories of successful people who faced their fears, got started, kept going, and made it to the finish line. If they can do it, so can you!

HOW TO FACE YOUR FEAR

Simply put, you face your fear through action. One of my favorite quotes is from a famous creative, entrepreneur, and writer who wrote one of the best books ever – "How to Win Friends and Influence People." Dale Carnegie said, "Inaction breeds doubt and fear. Action breeds confidence and courage. If you want to conquer fear, do not sit at home and think about it. Go out and get busy." I would have said, "Go out and get hot!" which is a Navy term meaning to get it done now.

There are many ways to face your fears and get you moving in the right direction. Below are a few of my favorite "go-to" moves that have worked for me. Give them a try, or create your own.

- "How Do You Eat An Elephant? One Bite At A Time!" is a saying that can be very useful when facing a fear of a big or scary creative piece. Eating an elephant one bite at a time means you should take it one step at a time when working on getting past the fear of a large or challenging project. Do this: Take the next smallest step you can do right now to help you get past that fear. Then another, until you've gotten past your fear (eaten the elephant, and no, not literally).

- Do Your 3 Most Important Things First. If you want to face a fear and move past it, do your 3 most important things first in the morning. Do this: The night before, create a list of the actions you need to take to face your fear and move past it. Next, determine the 3 most important things on the list, if completed, that would have the most significant positive impact on facing your fear and getting past it. Schedule these 3 tasks on your calendar for first thing in the morning before anything else. Complete them in the morning at the scheduled time.

You've just done the hardest part: getting past your fear and getting started, and it didn't take long. Once you get a successful result, it builds self-confidence when facing future fears. As Dale Carnegie says in his book "Public Speaking And Influencing Men In Business," "once you do the thing you fear to do and get a record of successful experiences behind you, it helps you conquer this fear in the future and develop courage."

Give these processes for facing your fear a try. Try all of them and others you come across and find out what works for you. But what works for some folks may not work for others, and what works for you today may not work tomorrow, so keep an open mind and don't be afraid to change as needed.

So next time you become aware of fear regarding your goal, desire, creative project, or task, keep going and face it. Then, take any action to move past it, and you will be successful. Remember, it's just like walking towards a scary-looking house on Halloween night — go on up to the door and don't worry about being afraid, knowing that facing your fear will lead to success and maybe even a sweet treat! Happy Halloween!





EST. 1985





RETAIL

OFFICE

MEDICAL

INDUSTRIAL

INVESTMENTS

MANAGEMENT

DEVELOPMENT

1031 EXCHANGES

SITE ACQUISITION




Timothy J. Putman
330.495.0600

Wick Hartung
330.495.0601

Call our team of professionals
for all your real estate needs!





Saylor Putman
330.495.8292

James Bednar
330.417.9034

Spencer Hartung
330.936.0276

4065 Fulton Dr NW, Canton 330.498.4400 putmanproperties.com

Sponsored by 

Business

ConnectionLive



October 27, 2025
11:45 AM - 1:00 PM



Massillon Museum
121 Lincoln Way E

REGISTER NOW



www.massillonohchamber.com
(330) 833-3146

Members \$18
Non-Members \$20



Special Speaker:
David Yost
Attorney General of Ohio



Since 1936

WHISLER

PLUMBING & HEATING

PLUMBING ★ MECHANICAL ★ PROCESS

KRUGLIAK, WILKINS, GRIFFITHS & DOUGHERTY CO., L.P.A.

Massillon Office Attorneys



Matthew R. Hull
Corporate Business/Contracts/Non-Profit



Leslie I. Kuntz
Government



Madison Chapanar Robinson
Wills/Trusts/Powers of Attorney/Probate

KWGD

attorneys at law

KRUGLIAK
WILKINS
GRIFFITHS &
DOUGHERTY
CO., L.P.A.



BEST LAW FIRMS
RANKED BY Best Lawyers
UNITED STATES
2025

- Business Law • Labor/Employment Law
- Oil, Gas & Mineral Law • Family Law
- Workers' Compensation Law
- Estate Planning, Probate & Elder Law
- Litigation • Health Care Law
- Real Estate Law • Taxation Law

First North Building, 50 North Ave. NE, Suite 101, Massillon | 330-880-4550 | legal@kwgd.com | KWGD.com

Offices throughout Ohio: Canton | Alliance | Canfield | Hudson | Massillon | New Philadelphia | Sugarcreek

Board of Directors

Kathy Shultz, Chair
Eugene Lingenhoel, Chair-Elect
Saylor Putman, Treasurer
Dan Murphy, Vice Chair-BEAC
Richard Regula, Vice Chair-Legislative

Alex Williamson	Garret Kloots	Dylan Loader
Cory Foote	Mike Malinowski	James Busch
Michelle Hartman	Keith Nutter	Denny Earl
Cathy Viscounte	Nicholas Mossides	Mary Beth Ulm-Green
Matt Hull		

Debbie Busby, President, Massillon WestStark Chamber
John Picard, President, Massillon Development Foundation
Nikki Bahler, President, Downtown Massillon Association
Phillip Elum, President, Massillon Main Street, Inc.
Foster Rose II, President, Massillon Area Greenways, Inc.



The First North Building

50 North Avenue, N.E., Suite 100
Massillon, Oh 44646

P 330.833.3146
F 330.833.8944

massillonohchamber.com
info@massillonohchamber.com

MISSION STATEMENT

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

CHANGE SERVICE REQUESTED

PRSRT STD
U.S. POSTAGE
PAID
CANTON OH
PERMIT #1005

SANTANGELO CATERING

Delicious Servings in the Massillon, Canton, Akron and Dover areas for over 50 years!



OUR REPUTATION IS ON YOUR PLATE!

Breakfasts – Luncheons
Dinners - Weddings
Civic Events - BBQ's
Fund Raisers & More!

330-456-1556
www.santangelos.net

We are a preferred caterer to over 20 venues – Make us yours too!

39,862 SQ.FT. LEASED TO THE FURBAY ELECTRIC SUPPLY CO.



Putman Properties, Inc. is pleased to announce that 39,862 sq.ft. located at 1400 9th St SW, Bays A & B, Massillon, has been leased to The Furbay Electric Supply Co. for 3 years.

Furbay is a leading electrical and lighting supplier from large institutions to small businesses and family homes offering high-quality, innovative products and personalized service.

The clear span bays include 3 on-grade doors, 1 dock, 2 internal docks, auto LED lights, sprinklered, gas Reznor heat and 2 restrooms.

For more information, please contact:
Spencer Hartung 330.936.0276 or Saylor Putman 330.495.8292

PUTMAN PROPERTIES
4065 Fulton Dr NW
Canton, OH 44718
330.498.4400
putmanproperties.com

CONSUMERS National Bank

A Tradition of Community Banking

Consumers National Bank was founded in Stark County in 1965 with one location in Minerva and one mission—to make a difference in the community.

Today with 23 branches we still honor the tradition started by our founders of serving our customers' financial needs through fast, personalized service that helps families prosper and businesses grow.

Our community-based banking approach sets us apart from larger regional banks because our local presence enables us to deliver exceptional service. We invest in our communities, people, and technology to make a positive difference where we live and work.

We look forward to working with our new neighbors in Massillon and surrounding communities in 2025 at our new office located at **2117 East Lincoln Way**.

www.Consumers.Bank • Member FDIC • Equal Housing Lender