Leadership Geauga develops and encourages the leader in everyone, through personal growth, leadership development, and community engagement.
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Board of Trustees

**President** – *Christian Klein* is the founder and CEO of Company 119, an internet consulting and marketing firm. Christian graduated from the Leadership Geauga Program in 2011 and has been on the Board since 2011. His wife, Rebecca is a 2014 graduate of the Leadership Geauga program.

**Vice President** – *Eric Wachob* is an owner and President of MJM Industries Inc, an electronic contract manufacturer located in Fairport Harbor, Ohio. Eric has been a member of the Board of Trustees since 2013 and is a 2012 graduate of Leadership Geauga Program.

**Treasurer** – *Jim Laudato*. Jim is a CPA and is owner of Laudato and Company, an accounting firm in Chardon, OH. Jim has been a member of the Board of Trustees since 2010 and is a 2010 graduate of the Leadership Geauga Program.

**Secretary** – *Keven Krajnak* is the Director of Advancement for the Notre Dame Cathedral Latin School and is a 2009 graduate of the Leadership Geauga Program. Keven has served on the board for the last four years.

*Richard J. Frenchie* is a seasoned health care executive with extensive leadership experience of more than thirty years. His career with University Hospitals Geauga Medical Center began in 1974 serving in senior level positions. He was appointed President and Chief Executive Officer in 1988. In June 2000-2004. Following a distinguished career at University Hospitals leaving a legacy of high quality, performance excellence and a strong strategic vision, Mr. Frenchie embarked on a new career journey in 2012 as an executive leadership consultant to organizations and foundations.

*Lori Gorrell* is the Owner and President of Upward Solutions Coaching and Consulting – a firm designed to help individuals and organizations achieve strategic results in their pursuit of excellence. Lori has been on the Board of Trustees since 2014 and is a graduate of the Leadership Geauga Class of 2013.

*Nick Gorris* is a civil engineer with the Geauga County Engineer’s Office. Also an active adviser to the Leadership Youth Program, Nick has been a member of the Board of Trustees since 2010 and is a 2007 graduate of the Leadership Geauga Program.

*Felicia Hough* is a Vice President of the Middlefield Banking Company, has been on the Board since 2010 and graduated from the Leadership Geauga Program in 2006.

*Karen Hummel* is an attorney and owner of Hummel Law, LLC – a Chardon, Ohio law firm that provides personal, compassionate service to more effectively represent clients. Karen has been on the Board of Trustees since 2015 and is a graduate of the Leadership Geauga Class of 2014.
Dr. Scott Hunt has twenty-six years of experience in the K-12 and post-secondary educational setting including teaching, counseling, and administration. He earned his BA in education from Bethany College, Bethany, WV in 1989, his MA in Guidance and Counseling in 1993 from the University of South Florida and his Doctorate in Organizational Leadership from NOVA Southeastern University in 2010. He has worked in a variety of education roles in Naples, FL, Cleveland Metropolitan Schools, Beachwood City Schools, Perry Schools, Lake Erie College, and is currently the Superintendent at Cardinal Local Schools. Dr. Hunt has extensive leadership experience in a team-based environment and is a 2015 graduate of Leadership Geauga. Dr. Hunt and his wife Denise have three children, Emma a sophomore at George Washington University, Scott who is a sophomore at Perry High School, and Emery who is in 8th grade at Perry Middle School.

Danialle Lynce, SPHR, CPC, has been a Geauga County resident since 1995, and currently holds the position of HR Manager for University Hospitals Geauga Medical Center, where she is a member of the administrative team that sets direction for the hospital. Danialle earned her Bachelor’s Degree in Psychology from Edinboro University of Pennsylvania and is a certified Sr. Professional in Human Resources as well as a Certified Professional Coach. Danialle currently resides in Burton Township with her husband of 16 years, Keith, and their sons Hunter and Hale.

Sharon Roediger is a travel consultant with Memories & Moments Travel – a no fee, full service agency that is an authorized Disney planner & specializes in cruises & all-inclusive vacations. She is also Vice President of Roediger Chiropractic located in Chardon, OH. She joined the Board of Trustees in 2016 and is a graduate of the Leadership Geauga County class of 2005. Her husband, Tad, is a 2007 graduate of the Leadership Geauga County program.

Rachel Strong is the owner of Little Acorn Media, LLC which operates Geauga News, an online publication providing positive local news in Geauga County. Rachel is a 2013 graduate of the Leadership Geauga Program and has served on the board since 2013.

Julie Weese is the Program Director at CASA for Kids of Geauga County who is the Guardian ad Litem program of the Geauga County Juvenile Court. Julie was raised and has been a resident in Geauga County for most of her life and enjoys being a member of the community. Julie joined the board of Trustees since 2016 and is a 2015 graduate of Leadership Geauga.

Joe Zulandt is the Vice President/Sales Director of Ten10 Design in Chardon. Joe joined the Board of Trustees in 2014 and graduated from the Leadership Geauga Program in 2013.
A message from the Executive Director . . .

Twelve years. Twelve years! It’s amazing that I have been blessed with such a long tenure with Leadership Geauga County. We’ve seen incredible growth in so many areas – finance, enrollment, sophistication and more. I joined in 2004 as a part time Director with a secretary. In 2016, the position is full time with an administrative assistant.

At the end of my first year as Executive Director, I shared my long-term goals with the Board of Trustees. They included: exclusivity, diversity, youth program, January retreat, partnering, class projects, alumni activities, breakfast, Emerald Leader award, endowment and strategic planning. I am pleased to say that we have accomplished nearly all of my long-term goals.

Leadership Geauga has become an organization that does offer some exclusivity. It is regarded very favorably in the county and, as evidenced by “sold out” classes, is something that is in demand. Diversity in Geauga County is an interesting phenomenon. Leadership has included in recruitment and enrollment cultural, vocational, gender, geographic and economic diversity.

In 2008, with the assistance of a grant from the Cleveland Foundation, we established the Leadership Geauga Youth Program. Since its beginning, the program has served juniors from all of Geauga County’s high schools and home schooled students.

The first Leadership Geauga community service activity began in 2007. Since its inception, Leadership students have served the community partnering with The United Way, the Geauga Park District, the Union Chapel, the Chardon Community Day Care, The Pleasant Hill Home, Santa’s Hideaway Hollow, the Chardon Living Memorial Park Fund, and operated two “Geauga County Pizza Cook-off” helping neighbors in need.

In the past twelve years, increased alumni activities included breakfasts, “after hours” events, Leadership 90 presentations, theatre nights, parties, and the annual youth alumni Christmas party.

Included in increased visibility was the effort to join and collaborate with other Geauga County organizations. Since 2008, Leadership Geauga has join and or collaborated with Geauga County Chambers of Commerce, the Geauga Growth Partnership, the Farm Bureau, University Hospitals Geauga Medical Center and Kent State University Geauga.

Originally, Leadership Geauga County honored just individuals as Emerald Leaders. Since 2006, businesses and non-profit organizations have been recognized as well as individuals. Finally, with the assistance of a grant from the Cleveland Foundation, the Board of Trustees entered into an 18-month committee to do formal strategic planning. The plan was completed and was operational in 2015.

After twelve years, I am proud of what Leadership Geauga has accomplished and how it has grown. Even more so, I am honored by the confidence the Board of Trustees has given me, and the relationships I have been so fortunate to make in Geauga County.

As my last official publication, I welcome the new Executive Director, Melanie Scanlon. I am confident she will help Leadership Geauga County soar to greater heights.

Yours,

Dr. Bob Faehnle
Executive Director (retired)
Introducing

The Leadership Geauga County Board of Trustees has chosen Melanie Scanlon to succeed Executive Director Dr. Bob Faehnle. Melanie Scanlon graduated with a BA in history and a minor in secondary education with the goal of teaching high school social studies.

Mel had such a rewarding college experience that she decided she wanted to work on a college campus. The buzz of academia was a perfect fit for her - a lifelong teacher and learner. She went to Kent State University to obtain a Masters of Education in Higher Education Administration and quickly learned that working with college students to help them develop as leaders and team members was her calling. After graduating from KSU, she took a job at Case Western Reserve University. During her 9 ½ year tenure with the Office of Student Activities and Leadership at CWRU, she had three different positions ranging from advising the University Program Board, coordinating the student led Homecoming activities and developing other initiatives that helped to build community. Melanie’s passion for creating strong communities will help her in her role as Executive Director of Leadership Geauga where she hopes to inspire all Geauga County residents to get involved, develop leadership skills, and contribute their gifts to our community.

She and her husband Chris, a fellow Chardon High School graduate, have been married for over 10 years and chose to raise their family in the community that they love. They have been proud Munson Township residents for almost 8 years. Melanie says, “The executive directorship of Leadership Geauga is my dream job and I am so excited to do what I love, to benefit the community I love! I have three young children so I am personally invested in the work of Leadership Geauga. I hope to continue to strengthen our community as Leadership Geauga has done for twenty years, and I can’t wait to get to work!”

Leadership Geauga County

Formed in 1995, Leadership Geauga is a community-based nonprofit organization working to develop and encourage current and future leaders from a cross section of Geauga County. The program exposes them to our community's realities, opportunities, and challenges so that they may positively contribute to Geauga's economic, social, and civic development. Through adult and youth leadership development programs, it serves a population of 100,000 residents in an area of 408 square miles. The organization is governed by a Board of Trustees, which reflects the diversity of the county and partners with a range of for-profit and nonprofit entities. Leadership Geauga receives funding from sources, including government, foundation, corporate, and individual donors.
At the annual Emerald Ball, Leadership Geauga County recognized the 2016 Award winner, D. Kevin O’Reilly.

Born May 5th, 1942 in Cleveland, Kevin O’Reilly met his wife Nancy in 1965 on a bus trip to the New York City World’s Fair. They were married on October 15, 1966. Their family has now grown into 29 children and grandchildren, 24 who reside in Geauga County and 5 in Fayette County.

After graduation from Cleveland Marshall Law School, the O’Reilly’s moved to Hambden Township. Kevin established his law practice above Rickard’s Bakery on Chardon Square. It was there until he moved to a renovated house on Court Street. Kevin worked as an Assistant Prosecutor under Gene Henry from 1970-1971.

Kevin has been a servant leader in Geauga County for 47 years. He has always been giving of his time and talents and has never expected anything in return. From his early days as Assistant County Prosecutor or his tenure as Hambden County Trustee, he has always had the best interests of the people of Geauga County at heart. Mr. O’Reilly’s service to the community began early on when he served on the board of Birthright in Chardon. Throughout the years, he was a Hambden Township Trustee (1978-1982) and served on the boards of the Great Geauga County Fair, Geauga County Historical Society, Geauga Farm Bureau, Leadership Geauga, OSU Extension Advisory, and Ohio Farm Bureau Policy Development. He was a member of St. Mary’s Parish Council, Geauga County Maple Leaf Square Dance Team, the Burton Chamber of Commerce, and the St. Helen’s Life Teen Ministry program. Kevin has always volunteered for the tough jobs and preferred to be the worker bee, never seeking the spotlight.

Those of you who have been around Geauga County for a while might remember how Kevin would walk his cows with a rope to Jack Arnold’s farm for their honeymoons, or the time he drove his tractor to Chardon and tried to barter a pig for artwork at Struna’s Art Gallery. The one word to describe Kevin would be integrity. He is honest and sincere and always serves others with a humble heart.

What began as Kevin and Nancy O’Reilly in 1968 has now grown into 24 children and grandchildren residing in Geauga county and 5 more in Fayette county. And this is the family that has sent three generations to participate in the Leadership Geauga County programs.

**Adult program Year in Review**

**Orientation** - The Class of 2016 began its journey at the Big Creek Park in Chardon. After many "getting to know you" activities, the class got its first look at leadership and themselves. Bonding began as classmates started to investigate their own leadership styles and all left orientation with a small sense of what was to come. And they all knew each other’s names!

**Retreat** - The class retreat was again held at Punderson Manor. It was good to be back in Geauga County for the second straight year after a nine-year hiatus. Class "bonding" continued with poster introductions and many group activities. Participants studied conflict, decision-making, working with the media and group dynamics. The DISC Profile system, present by Lori Gorrell of Upward Solutions, became a major topic of discussion and the "X-Y game" again continued to highlight Day One of the annual retreat. The alumni dinner established the Class of 2016 as a group not afraid to compete, perform and "communicate" as they joined alumni in a number of activities. Day Two continued with more role-playing, more group activity and more personal investigation. In addition, the course was set for the planning of issues days throughout the rest of the year.

**Heritage Day** - The trip included all 16 townships in Geauga and went to the borders of all the neighboring counties. The drive took them through the Amish area, Little Mountain, Chagrin Falls Park and Fullertown, as well as many park areas. The fall foliage accentuated the beauty of the rolling hills and the views of the abundant water reservoirs, creeks and ponds emphasized the role of Geauga County as a water source to Northeast Ohio. Dr. Bari Oyler-Stith, Geauga County Archivist, discussed the historical development of the county and told stories of some of the earliest settlers. Class members contributed facts they had researched about various townships. The class visited the Fowlers Mill Historic District and toured the historic mill.

Other stops included Taborville, Beartown Lakes and Thompson Ledges. A reception at Joe’s Window Shop wrapped up the day.
Education Day - Leadership Geauga Class of 2016 Gets “Schooled”!

Friday November 20, 2015 was just another ordinary day in school, or was it? The Adult Leadership Geauga Class of 2016 visited both public and private schools in our county and got great lessons from all of them. The theme this year was “How are the halls of education preparing our youth for today’s world?”

The class took a school bus from Kent State Geauga to Hershey Montessori School, Cardinal High School, an Amish School, and had speakers from the Home School Cooperative, and KSU’s Geauga Campus who informed the Leadership Class about their education programs for the students.

At the Hershey Montessori School, the students prepared breakfast using ingredients grown by them on the schools grounds. At Cardinal High School, the leadership class broke up into groups and had lunch and a tour with a student. Here the Leadership Class members could ask questions about how prepared the students felt they were in order to move on after graduation. Since the Amish Schools only educate to the 8th grade, it was interesting to see how learning to write checks or other preparations were being made for students to run a business or formulate a household budget. And a word of advice, do not challenge any of the Amish school students to a bilingual spelling bee or “Name that State Capitol” game!

One of the highlights of the day was hearing from home school administrators and parents on teaching styles, both the differences and similarities, between home schooling and public schools.

KSU representatives also spoke on what they would like to see from all types of schools for incoming freshman to make sure they are prepared for higher education.

“It was a very full day,” said Nick Rundo one of the Education Team members of the best Leadership Class of 2016. “The Geauga County youth of today are energetic and enthusiastic about learning. Some are preparing for college, while others are in special trades. I look forward to hiring them for my company in the future and feel they will be well prepared.”

Human Services Day - Leadership Geauga Class learns how Agencies and Businesses are “Bridging the Gap” to help County Residents

Thirty-six classmates of the Leadership Geauga Class of 2016 learned first-hand where help exists that can bridge the gap that you aren’t expecting to fall into. On December 11th, they learned about the challenges and programs that our Geauga County public and private organizations provide in helping the most vulnerable residents in our community in an effort to abate rising poverty rates. The Leadership Class learned how these social service organizations and private partnerships bring solutions, options and opportunities to help improve the quality of life of our residents.

The class visited and toured various organizations. At the Pleasant Hill Home they came to understand how someone comes to be living there. They learned about the successes that the Geauga Metropolitan Housing Authority has had in helping residents gain self-sufficiency, and about the needs of our rising senior population. While at Job & Family Services the class donated personal care items and sorted much needed food, clothes and toys for distribution at the Holidays.

The class met Marylin Young, Assistant Director of Community Affairs and her amazing team at WomenSafe, who shared how important the center is for the families and individuals who seek shelter there. They wrapped gifts, and experienced first-hand how art therapy can help bring understanding to how someone sees their world, a step that helps the healing process. Donation checks from Leadership Geauga of $100 each were presented to both the Pleasant Hill Home and WomenSafe to help where it is needed.

They heard about Bridges@Work, presented by Tracy Jemison, Geauga Growth Partnership and Kimm Leininger, United Way Geauga County. Just launched in July this pilot program is a public, private partnership of businesses and human services working together to help reduce the barriers that employees encounter that prevents them from coming to work or staying at work. Other organizations
Health & Safety Day - “Substance Abuse Does Not Discriminate”

Leadership Geauga’s 2016, Health and Safety Team chose to study one of Geauga County’s highest drug problems, heroin and prescription drugs. The team shared this information with the Leadership Geauga Class of 2016 on Friday, January 22, 2016.

The class began their day with a nutritious breakfast at the Munson Town Hall provided by University Hospitals Geauga Medical Center. They then met with Chief Mark Lynn of Munson Fire Department who shared information about himself and the Munson Fire Department. Chief Lynn introduced his team of Firefighter/Paramedics to the class. The Leadership Geauga class enjoyed time to view fire apparatus and equipment and obtained information regarding CPR sessions and how to schedule training for their business and employees. The Fire Department did a mock patient scenario and demonstrated how a patient is prepared for transport to UH Geauga Emergency Department.

UH Geauga Medical Center was the next stop. The class entered the hospital through the emergency entrance and observed a patient being removed from the ambulance. They then broke into three groups and toured the Emergency Department. UH Geauga Medical Center provided a delicious lunch. Steve Jones, President of UH Geauga Medical Center, gave a short presentation to the group. A panel discussion followed. Members of the panel were Honorable Judge Terri Stupica, Sheriff Dan McClelland, Dr. Robert Coleman, Carol Ann Lewis, Dr. Lisa Brown, Dan Ellenberger, and Dr. Dennis Michelson of NAMI (National Alliance on Mental Illness).

The remainder of the afternoon was focused on a tour of the Geauga Safety Center. Here the 2016 Geauga Leadership class observed and learned how this center provides safety, security and stability for all residents of the county.

The class returned to the Munson Town Hall for a wrap up of the day. They reviewed the procedure of the day and what they learned and observed. The Team was very impressed by the support provided to them by the Munson Fire Department, University Hospitals Geauga Medical Center and the Sheriff’s Office. The day ended with reception at the Town Hall. The meal was provided by Aladdin Food Service which is located at Notre Dame Educational Center. The day ended with fun and fellowship.

Government Day – “Government for Dummies”

Geauga County, Ohio, February 12, 2016: Leadership Geauga’s Class of 2016 experienced the inner workings of Geauga County's governing officials during its Government Day. The group began their day at the County Offices located at 470 Center Street. While enjoying breakfast a Tax talk was given by Dave Lair. This was an eye opening opportunity from the County Administrator on how our tax dollars are used.

In order to learn more about services for county residents, the group was given a quick description of the offices represented at the government compound at 470. Afterwards they competed in small teams in a scavenger hunt, which required them to bring back specific items or information about obtaining various applications, pamphlets and permits. Lottery tickets were given to the winning team and great fun was had by all that participated.

The group then traveled by Precious Cargo bus to the Courthouse Annex for an informational Grand Jury experience. The class was divided into two groups. The first group met with James Flaiz, Geauga County Prosecutor and engaged in a hands-on explanation of the Grand Jury process. The second group met with Robert Umholtz, Chief Public Defender who offered a unique perspective on those he serves and represents. The groups then switched so all could partake in both activities.

A luncheon was held at the banquet room at St. Mary Church in Chardon, that included a well rounded mix of elected and non-elected Geauga County officials, discussing the challenges facing them as they serve the county - past, present, and the foreseeable future. The members of the leadership class of 2016 were given the opportunity to break into small groups with an official for an informal conversation. This was a great setting to show how fortunate Geauga County is to have leaders who are accessible and willing to serve our communities. Jim McClintock, of Company 119, served as moderator for the panel of county officials.
The highlight of the day was the trip to the County Courthouse and a tour of the honorable Judge Forrest Burt's courtroom. Here they learned about the functions of the Court of Common Pleas. A mock trial was conducted under the watchful eye of Judge Burt with classmates taking on the roles of defendant, prosecutor, witnesses and jury.

**Business Day - "Navigating the Business Waters of Geauga County"**

The Leadership Geauga class of 2016 Business Day has announced the business day cruise, "Navigating the Business Waters of Geauga County."

The Business day group sailed from its first port Kent State University Geauga Campus on Friday March 11th 2016 at 9:00 am and toured the waters of Geauga County with stops at several ports of small and large companies within Geauga County.

The cruise included stops at Sugar Valley Maple, Cleveland Art, and Kinetico with several speakers from Fairmount Minerals, GGP, and Buckeye Chocolates. The cruise also included a "Shark Tank" contest for the Leadership class. This contest required the class of 2016 to be broken into groups where they came up with a product and a business plan for their new business. The prize for having the best idea was a “free” years rent on the square in Chardon, Ohio. The groups were judged by the local business owners prior to the end of day reception.

Sugar Valley Maple is a family oriented, fourth generation farm whose focus is maple sap processing. Currently, Sugar Valley Maple is producing approximately 1600 gallons of maple syrup per year. Sugar Valley Maple sells primarily in bulk to outside areas including Wisconsin, New Hampshire, and the Northeast region of the United States.

The development of Fairmount Santrol into an innovative industry leader capable of supplying many of the world's biggest industries started with small beginnings. In 1978, Bill Conway, founder of Fairmount Minerals, was searching for a company to purchase when he came across Walter C. Best, Inc., a small silica sand producer located in Chardon, Ohio.

Conway's extensive background in mining made purchasing the northeast Ohio sand mining operation, which was renamed Best Sand, a logical fit and would set the foundation for what would become Fairmount Minerals.

In 1970, Kinetico was founded by two engineers who were looking to design a better water softener. It took years of trials and failures, but the two built the first twin tank, demand operated, non-electric water softener which revolutionized the water treatment industry. “Kinetico is now an Axel Johnson Inc. company, but the same principles of innovation, creativity and forward-thinking are still behind everything we do. Millions of people around the world have chosen Kinetico to solve their water problems, and we’re sure millions more will trust us to do the same. We never stop innovating and are always working to improve our products and the way we bring better water to your home, your business and your life.”

Cleveland Art was founded in 1994 by Jason Wein. While working at the family salvage yard as a young man he saw the potential of industrial machinery and surplus being repurposed and recycled as functional design for the home, office and retail setting. For almost 20 years, Cleveland Art has been at the forefront of vintage and recycled industrial design. In keeping with this tradition, Cleveland Art also uses steel, wood, and glass to manufacture selected lines of furniture, lighting, and retail display for clients throughout the United States and abroad. These clients include architects, interior designers, hotels, restaurants, retail stores and the motion picture and television industries. The simple design of each piece coexists seamlessly with modern and traditional decor. Cleveland continues to expand business with openings of showrooms and warehouses in Cleveland, New York, and L.A.

**Agriculture Day - Cruisin' the County**

Where can you find it in Geauga County? The Class of 2016 experienced a day at the farm on April 15, 2016. We started our morning with a characteristic Geauga County breakfast of buttermilk pancakes, sausage and maple syrup at Burton Century Village. Speaking during breakfast was Kevin O'Reilly, who discussed farm policy issues and regulation; and Dave Somrack and Mike Farrell who spoke on behalf of the Farm Bureau.

The class then traveled to Great Lakes Growers in Middlefield where John Bonner talked about his greenhouse which works using a hydroponic water filtration system
and is completely soil free. John grows different types of lettuces and herbs under cover year round.

After Great Lakes Growers, the class headed to Miller's Organic Produce, an Amish produce farm in Middlefield, run by Andy Miller. Andy runs a Community Supported Agriculture organization through his farm and gave a talk about how he runs it. Products he sells include free-range eggs, honey, maple syrup, Miller's Country jams, and in season produce.

After a fun filled morning, the class went back to Burton Century Village for a lunch stop. Lunch consisted of food from locally grown products and was delicious. During lunch, Craig Sirna spoke about the life of a first generation farmer and Gene McCune spoke about beekeeping and what's happening to the bees.

After lunch the class proceeded to Hastings Dairy Farm just north of Burton Square. There Brenda Hastings gave a tour of the dairy farm and spoke about the financial aspects of farming. While we were there we had a snack of Hastings milk, cookies, and Patterson Fruit Farm apples. It really hit the spot!

It was on to Chander Hill Farm, a beautiful 60 acre farm in Burton that raises 100% grass fed beef & lamb, pastured pork, chicken, turkey, goose and duck, free range chicken and duck eggs. All of these items are available for purchase by the public. After a quick tour, it was off to Sharon James Cellars for debriefing and relaxation.

Youth Day

The day gave a chance for members of the adult Leadership Geauga Program to focus on "What it's like to be seventeen." Adult class members got to return to high school by participating in simulated classes at Chardon High School taught by members of the Leadership Youth Program. The students modeled teacher behavior in class and the adults were treated to examples today's typical high school dress (jocks, nerds, preps, etc.) and how clothing mirrored behavior. The youth participants then outlined a typical day for a high school junior - schedules, teachers, expectations, etc. Then all were treated to a typical school lunch which each participant made below getting on the bus to school. A social event followed at Chip's Clubhouse and then participants were involved in a panel discussion at The Rookery where and Q&A session explored the youth issues of the day.

Arts and Leisure Day - "Leisureship" Geauga

On May 20, 2016, the Arts and Leisure Team of Leadership Geauga hosted a day of fun and fitness in Geauga County. The class met at Big Creek Park in Chardon to load up for the day's adventure but before each person got on the bus, they had to pay their fare of a dog treat, toy, or product. The bus then traveled south to Library Administration System Building. Breakfast was served there compliments of the Geauga County Library System. While the group ate a delicious hot breakfast, they participated in the art of Mandala Coloring. After breakfast, Lori Weber, the marketing manager for the Geauga County Library System and a 2014 Leadership Geauga Grad, gave the group a talk about the many amenities of the Geauga County Library System. After Lori spoke, the group participated in a three minute meditation of yoga brained.

The class loaded the bus and made a trip to the Geauga County Dog Warden. The class gave Matt Granito, the Geauga County Dog Warden, their collected dog products for use in the Shelter. They then paired up with a four legged friend and played and walked with their new friends for an hour.

After saying goodbye to their canine companions, the group loaded the bus once more and headed north to Hambden and the Weslaco Gun Club. Some wonderful gamesmen hosted the class and taught them about gun safety. Many thanks to Ralph Spidalieri and Great Lakes Outdoor Supply for their donation of ammunition to use for our skeet shooting lesson. While the group took turns shooting and fishing, Uncle Andy Bushman helped grill up some hamburgers and hot dogs for lunch for the class. Kudos to Vinny's Restaurant and Blaize Tishko for the delicious salads and cannolis to have with our lunch as well.

After lunch, the class loaded the bus once again and headed back to Big Creek Park. Once at Big Creek, the group was greeted by Terry Hickey from Red Shed Photography. Terry gave the group a lesson on how to take better photos with their smart phones. After the photo lesson, the group turned their attention to Naturalists John Kolar and Dan Best from the Geauga Park District. They took the class on a nature walk through the park. While on the walk, the class took pictures of the flora, fauna, and animals using their new found knowledge.
of smartphone photo tips. Once back from the nature walk, the class got a mindfulness dancing lesson from Jen Emch of Ubuntu Wellness. After the dancing class, the class received a wine and beer tasting lesson from Chardon Brew Works. After the lesson, the group enjoyed some wonderful beer and wine and snack foods. To commemorate the day's activities, each person in the class received a t-shirt.

**Youth Program**

2015-2016 was the eighth year of the Leadership Geauga County Youth Leadership Program. The mission of the Leadership Geauga Youth Program is to teach youth about Geauga County, develop leadership skills and inspire youth to serve their schools and be engaged in their communities. The program was developed to encourage youth to be civically engaged and provide an opportunity for young people to have a voice in shaping the future of the community where they live. The program design was based on the successful adult program and mirrored many of the adult program activities.

Twenty high school juniors from Geauga County high schools and home school programs joined to become the eighth graduation class of the program. They were engaged in day-long activities including Orientation, Heritage Day, Human Services Day, Health and Safety Day, Government Day, Business Day and Agriculture Day as well as a community service project.

Each program day offered a different scenario, much like the adult program:

**Human Services Day** gave the students the opportunity to visit Pleasant Hill Home and see what a segment of the County's seniors experience each day. At the end of the visit teams of 3-4 participants were established and each team received a real-life scenario showing what neighbors in need might deal with each day. A call to 211 helped set up the activity and the students followed their "family" for the rest of the day. Visits to the Geauga County Senior Center, the Pilgrim Christian Food Pantry, and JFS showed the Leadership Youth participants the "real world" of human service in Geauga County. Students also had to shop for meals for their “family.” Three dollars per person at Aldi’s doesn't go very far!

**Health & Safety Day** began with a visit to University Hospital Geauga Medical Center, each student shadowing a professional health care worker, doctor, nurse, etc. followed by lunch and dialog with a number of health professionals. After a "mock" arrest, one of the participants was transported to the Geauga Safety Center for booking. There students got a real inside look at "Crime and Punishment" in the County. Visits with fire fighters and a race to prep for a fire completed the day at the Munson Fire Department.

**Government Day** was much like the "real thing" because of the efforts Geauga County's Economic Development Office, Anita Stocker, Nick Goers of Company 119, Nick Gorris of the Geauga County Engineers Office and Marcia Owen of the Geauga Growth Partnership. The students were to envision the future of Geauga County, develop a plan to upgrade the County's Internet Infrastructure to be competitive on a global scale and participate in a public hearing on the results of their research and planning.

Students were divided into three teams and, together with the aforementioned adult advisors, planned all aspects of the development of the County's cloud-based infrastructure. Their plans were to define the project name, the need, the process, the costs, identification and evaluation of possible funding sources, timelines, and the value of the outcomes. Each team then formally presented its plan to a panel of professional judges and upon the review of the three presentations, the judges chose the winning plan. The students also had the opportunity to meet all Geauga County elected officials at a luncheon.

**Business Day** began with the Youth Program participants meeting with Executives of Kinetico, Inc. where Laurel Hildebrand challenged them to be business leaders of the future. From there the students went to Fairmount Santrol in Chardon to tour the “Pit.” A sweet trip to Buckeye Chocolates to meet with the owners was followed by a visit to Cleveland Art in Auburn Township. The day ended with etiquette lessons at “high tea” at the Quintelia’s Tea Room in Burton.

**Agriculture Day** saw students "behind the scenes" at some of Geauga's premiere farms. Students "rolled up their sleeves" with visits to the Hastings and Chander Hill farms. Of course all participants shared in the culinary joys of an Amish dinner. The day was completed by leadership training “exercises” at Stone Fox Farm.

**Community Service project**

Adult 2016 members spent a day participating on or assisting at The First Annual Run for Chardon Memorial Park Half Marathon and 5K on May 1, 2016 The 13.1-mile course and the 3.1-mile course was run within the Chardon community and on Geauga Park District trails, starting and finishing at Chardon High School. The event supported the establishment of the Chardon Living Memorial
Park proposed in honor of all those affected by the high school shooting in February 2012. It was designed to be composed of three parts: an improved nature walk path in the park, a playground and an outdoor fitness center.

Youth 2016 class members donated their service efforts as an auction prize at the Emerald Ball. As a result, the class worked hard on a Saturday helping a Geauga County resident prepare his property for spring.

The Emerald Ball

The Emerald Ball is Leadership Geauga County's signature fundraising event. Held at the Bertram Inn, over 333 participants joined class members, alumni and supporters. In addition to music, fun and great food, this evening included a live auction as well as Chinese and silent auctions, and honored the 2016 Emerald Leader, Kevin O’Reilly. Proceeds from the Emerald Ball help to underwrite the cost of the Leadership Geauga program. The Middlefield Banking Company was sponsor of this extraordinary evening. Guests were treated to a beautifully decorated event, delicious meals and great company. The Emerald ball was chaired by Connie Babcock (2009) and Rebecca Klein (2014). The event was successful socially and financially.

Alumni Activities

Alumni activities during the 2016-16 program year included the organization’s best-attended annual Holiday Party, the annual fall dinner at the Class Retreat and an alumni breakfast. The Board continued the “Leadership 90” program designed to present interesting current topics to alumni and their guests. This year’s programs were twofold.

In November, 2015, participants were treated to a seminar entitled "Election 101." It was designed to prepare participants for their first run for office, from school board to trustee to commissioner to senator. The panel discussion explored topics such as filing for election, legal aspects of running for office, how to use print and social media and the "good, bad and ugly" of running for office. The panel included: Hon. Forrest Burt, Nicholas Goers (Company 119), Robbie Halford (Geauga County Board of Elections), Scott Kayser - (professional campaign manager), Kim Breyley - (Middlefield Post), and Bob Phillips - (former Geauga County Engineer).

In January, 2016 as a joint effort of Leadership Geauga County, Kent State University Geauga and the Geauga Growth Partnership. The fifth “State of the Union – Geauga” was a 90-minute panel discussion on the seven factors that affect life in Geauga County – Education, Human Services, Health & Safety, Business, Government, Agriculture and Arts & Leisure. A presenter from each area offered a 10-minute perspective on his/her area of expertise. The presentations were followed by a 20-minute moderated questions and answer period. The event will was held at Kent as part the GEL Breakfast series and broke attendance records with an audience of 180 people.

In spring of 2106, alumni were treated to a social event at Sharon James Cellars in Newbury. Well attend by alumni and friends, the event doubled as the first formal introduction of Melanie Scanlon, the new Executive Director of Leadership Geauga County.

The Richard G. Ross Emerging Leader Award

Leadership Geauga County awarded three scholarships to deserving sophomores to attend the regional Hugh O'Brien Youth (HOBY) Fellowship Leadership Conference at the end of the sophomore academic year. The Board hope to “sow the seeds” of leadership by awarding one scholarship at each high school which enrolls Geauga County students and to one home-schooled student.

Founded in 1958, HOBY’s mission is to inspire and develop our global community of youth and volunteers to a life dedicated to leadership, service and innovation. HOBY programs are conducted annually throughout the United States, serving local and international high school students.

HOBY programs provide youth selected by their schools to participate in unique leadership training, service-learning and motivation-building experiences.

Finances

The sources for funding for the Leadership Geauga County program include tuition, corporate underwritings and advertising, fundraisers and donations. It is important to note that community members continue to make significant in-kind donations (water for program days, accounting services, etc.).
Programming for the classes constitutes the bulk of budget expenditures. Included in these expenditures are personnel costs. The remaining expenditures are administrative costs. The Board of Trustees continues to develop and implement means of generating income that keeps the participation fees for all classes at an affordable rate (below average for Northeastern Ohio).

The dues for the 2015-2016 program year were $1,850 and will rise to $2,000 in 2016-17. Costs do remain a serious concern for the Board and staff; rent and postage is increasing as well as personnel/administrative costs.

In spite of the condition of the US economy and its local effects, Leadership Geauga County was able to operate in 2015-2016 without “dipping into the savings account.”

**Strategic Planning**

In June of 2015, Leadership Geauga embarked on a strategic planning process, which engaged the entire organization and a wide range of community stakeholders, some very familiar with the organization and others much less so. Over a six-month period, a planning team of eight explored the regional and national landscape to glean promising practices from other civic leadership organizations. They reached out to a wide range of community stakeholders to learn about their hopes and concerns for Geauga County and their perspectives of Leadership Geauga. They listened to alumni to learn more about the alumni experience and the impact that experience had on alumni lives. And throughout, they made careful note of the organization's current and nascent strengths while remaining open to areas for enhancement and expansion. The outcome of this process is the Leadership Geauga 2016-2018 Strategic Plan, a plan that builds on the organization's strengths while setting a course that will continue a legacy of excellence.

**THE 2016 - 2018 STRATEGIC PLAN**

In 2015, Leadership Geauga County (Leadership Geauga) engaged TimeZero Enterprises, LLC, to facilitate the Strategic Planning process. To drive the plan, the Board formed a Strategic Planning Committee, consisting of both Board and staff representatives. The Planning Committee acted as the primary working group throughout the planning process and was ultimately accountable to the Board for making recommendations of a strategic direction for Leadership Geauga.

The process was collaborative and overall engaged 232 stakeholders including 157 adult program alumni, 22 youth program alumni, 31 past and present board members, and 22 community stakeholders. Additionally, a scan was conducted of 18 regional and 6 national leadership organizations and programs.
A number of critical areas emerged from the data gathered in the early stage of the process. These areas provided a foundation for the planning work conducted by the board at the retreat and ultimately formed the direction and focus of the 2016 - 2018 strategic direction. They include:

- Marketing & Communications
- Leadership
- Partnerships
- Alumni Network
- Funding
- Program Portfolio

Purpose, Vision, and Core Values
Our Purpose: Leadership Geauga develops and encourages the leader in everyone, through personal growth, leadership development, and community engagement.

Our Vision is a continued legacy of excellence

Our Core Values constantly guide Leadership Geauga's actions, behaviors, and decisions.

- Integrity: The quality of being whole, integrated, principled, honorable, and upright
- Personal Growth: We create conditions to grow one's self and others
- Community: We strive to sustain the high quality of life in our county
- Service: Leading by example beyond one's own needs
- Respect: We are courteous, decent, and true to others and ourselves
- Optimism: The belief that a leader exists in everyone

Key Initiatives & Integrated Strategies

Key Initiatives:
1. High Performance Organization of staff, board, alumni, strategic partners / alliances
2. High Quality Stakeholder Experience through a well-delivered and innovative program and events portfolio
3. Trusted Source for Civic Leadership in Geauga County recognized as a thought leader and trusted, neutral source for civic leadership and engagement

Integrated Strategies:

A. Strengthen organization capacity by building a strong and strategic board, engaged and growing alumni network, strong staff team, and effective partner network.
B. Establish financial strength and sustainability through a sustainable business model with self-sustaining programs, funding diversification, and an endowment and planned giving campaign.
C. Build a dynamic and sustainable portfolio of programs and events that are relevant and distinctive to LG's expanding audience base, create a positive stakeholder experience, and establish LG as a thought leader and community convener.
D. Ensure visibility through a compelling identity and brand through targeted marketing / communications / outreach.
E. Establish infrastructure of processes, systems and technology(ies) essential to maintaining a high quality experience, ease of operations, and cost effectiveness.

Implementation Framework

Priorities: Implementation of the strategic plan will be organized around three priorities:

- Near-term focus (Priority A - 2016 - 2017) is on establishing LG's foundation.
- Mid-term focus (Priority B - 2017 - 2018) will be on strengthening the core.
- Long-term focus (Priority C - 2018+) will shift to growing the base.

A. Establish the Foundation

Strengthen Organization Capacity

- Ensure effective succession of Executive Director leadership
- Strengthen and strategically grow board
• Strengthen and connect alumni network
• Strengthen strategic relationships / partnerships

Establish financial strength and sustainability: Develop business model and plan (revenue model & budget)

• Build portfolio: Build and deliver high quality signature programs
• Ensure visibility: Develop straw model value proposition for LG
• Establish Infrastructure: Ensure standardization of day-to-day program operations

B. Strengthen the Core

2017 - 2018

Strengthen Organization Capacity

• Grow and connect alumni network
• Grow strategic relationships / partnerships

Establish financial strength and sustainability

• Ensure solid financial systems
• Initiate endowment
• Strengthen fundraising

Build portfolio: Continue to enhance existing programs and prepare to grow portfolio

Ensure visibility: Define identity and brand

Establish Infrastructure: Enhance infrastructure to support operations

C. Grow the Base

2018 +

Strengthen Organization Capacity

• Continue to grow alumni network
• Continue to grow strategic relationships
• Build staff team as needed

Establish financial strength and sustainability:

• Diversify funding base
• Initiate planned giving
• Strengthen fundraising

Build portfolio: Launch new programming
Ensure visibility: Market new LG brand
Establish Infrastructure: Ensure infrastructure support for operations

New Board Committee Structure

With the launch of Leadership Geauga's 2016 - 2018 strategic plan, the standing committees of the board will assume a slightly different structure This new structure has been developed to facilitate plan implementation and to enable the board to transition from a working board to a more of a governing and fundraising board.

Leadership Geauga County Supporters

Leadership Geauga County would like to thank the community leaders, officials and the many local business, educational, professional and agency representatives who shared valuable data and personal time with the class for the monthly sessions. Their
donations of time, expertise, program presentations, use of facilities, in-kind gifts and financial underwriting have contributed to the success of the Class of 2016. In addition, the graduates feel highly indebted to those administrators who permitted them to visit, tour and observe their operations.

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A KID AT ART
A-1 Bed & Biscuit
Accents Salon & Spa
Aladdin's
Tom Alemagno
Alicia's Massotherapy
Anonymous
AquaDoc
Arms Trucking
Avon Cleaners
Ed and Connie Babcock
Beaches & Dreams
Beans
Bella Designs Jewelry
Ben Franklin Plumbing/DeBord's
Dan Best
Burr Funeral Home
Blazin' Bills
Bonfrey Gallery
Boy Scouts of America
Bremec Greenhouse & Nursery
Brockway Bond Insurance
Burntwood Tavern
Burr Funeral Home
Hon. Forrest Burt
Burton Log Cabin
Caritas Financial
CCM Rental
Century Village
Chagrin Arts
Chagrin Falls Documentary Film Fest
Chagrin Valley Little Theatre
Chagrin Valley Roller Rink
Chardon Arts Festival - Art Jam
Chardon Family Eyecare
Chardon Friends of the Library
Chip's Club House
Clear Channel Radio
Clemson Portable Toilets
Cleveland Aquarium
Cleveland Auto Dealers Association
Cleveland Botanical Gardens
Cleveland Browns
Cleveland Indians
Cleveland Metroparks
Cleveland Playhouse
Cleveland Plumbing Supply Co.
Cleveland State University
Coffee Corners
Cold Nose Companions, LLC
Company 119
Consumer Tire
Bill Conway
Danny Boy's
Dunham Tavern Museum
Senator John Eklund
Emeth Gymnastics
Exscape Designs, LLC
Dr. Bob Faehnle
Pan Faehnle
Fairmount Santrol
Fig Tree
First Strike
Mayor Nick Fischbach
John and Jan Fitts
Flemings
Flip Side
Fred Astaire
Gamekeepers
Geauga County Maple Leaf
Geauga Credit Union
Geauga Door
Geauga Family YMCA
Geauga Feed
Geauga Growth Partnership
Geauga Historical Society
Geauga Pawn
The Glidden House
Good News Publications
Grand River Cellars
Great Lakes Outdoor Supply
Great Lakes Paddleboarders
Groove Records
Habitat for Humanity ReStore
Heather Hill Communities
Heinen's
Hexplo Compounding
Hickory Asset Management
Hillbrook Club
Historic Mansfield Reformatory
The Hofstetter Family
HZW Environmental
JMJ Enterprises
John Anthony of Novelty
Rep. Dave Joyce
Junction Auto Family
Kent State Geauga
Kinetic
Kinetic Incorporated
Lake County Captains
Lake Effect Laundromat
Lake Erie Monsters
Lake Health
Lakeland Community College
Lakeview Cemetery
Rep. Sarah LaTourette
Leadership Class of 2002
Leadership Class of 2006
Leadership Class of 2009
Leadership Class of 2010
Leadership Class of 2011
Leadership Class of 2012
Leadership Class of 2013
Leadership Class of 2014
Leadership Class of 2015
Legend Lakes Golf Club
Lowes Greenhouse
Mapleview Country Villa
Mary Yoders Amish Kitchen
Massage Envy
Mazzulos
McCaskey Landscaping
Sheriff Dan McClelland
Irene McMullen
Mentor Heisley Racquet Club
Merrill Lynch
MHW Flooring and Restoration
Michelle White
The Middlefield Banking Company
Middlefield Post
Dr. Gary Milkovich
MJM Industries
Morton's
Munson Fire Department
Music Street Chimney
Newbury Pharmacy
Noce' Pizza
Oak and Embers
Off Center Vintage Home Décor
Olive Scene
O'Reilly Equipment
O'Reilly Team
Otium Financial
Kathy Pahr
Paris Room Bistro Bar
Rep. John Patterson
Patterson Farms, Inc.
Paul Davis Restoration
Pioneer Waterland & Dry Fun Park
Playground World
Playhouse Square
Portman Electric
Precious Cargo
Preston Superstore
Punderson Manor House
Quintelia's
Blake Rear
Red Key Network
Red Maple Inn
Red's Steakhouse
Rescue Village
Residence of Chardon
Rick's Cafe
Rock and Roll Hall of Fame and Museum
Rowdy Cow Creamery
Pat Rullo
Sassy Sal Charters
The Bartender” Shankland
Smile Center
St. Mary's Banquet Hall
Storehouse Tea
Hon. Terri Stupica
Ten10 Design
Tim Frank Septic Tank Cleaning Co.
Trolley Tours of Cleveland
Truline Industries
University Hospitals Geauga Medical Center
Valley Art Center
Waste Management
Jake Yanchar
Yours Truly
Youth Class of 2016
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