

IMPACT REPORT

2024

COLUMBUS[★]
CHAMBER
OF COMMERCE



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info@columbus.org



columbus.org

A WELCOME LETTER FROM YOUR President and CEO

It is an honor to present the 2024 Impact Report as your Columbus Chamber of Commerce President and CEO. This report reflects the power of collaboration and the progress we've achieved together in creating a thriving environment for enterprises across the Columbus Region.

I firmly believe that when our business community thrives, so does our entire region. A healthy economy lays the foundation for vibrant neighborhoods, greater opportunities, and an enhanced quality of life for all. As we look to the future, we are guided by our mission: to drive prosperity and growth in the Columbus Region business community through connections, resources, and advocacy. We are also inspired by our vision: to be the leader and driving force in building a prospering economy for the Columbus Region. When our business community thrives, so does our entire community.

With more than 2,400 members spanning small and large industries, as well as nonprofit and private sectors, your Columbus Chamber serves as the epicenter of connection and collaboration. We take pride in convening and empowering a dynamic network of leaders that reflects the full diversity of our business community.

We are committed to strengthening our advocacy efforts at every level—local, state, and national. By championing policies that support business growth and addressing challenges head-on, we're not just responding to the needs of today but building a legacy of economic success for generations to come.

Beyond advocacy, our efforts focus on empowering businesses with the resources they need to succeed. From exclusive cost-saving benefits to tailored solutions that address our members' unique challenges, we are dedicated to supporting every step of their journey. Through our events, we offer opportunities to connect, learn, and build meaningful relationships, fostering a vibrant business community.

This report celebrates the collective achievements of our members, investors, partners, and stakeholders who share in this vision. Together, we are creating a business community that serves as a model for innovation and inclusivity.

Thank you for your ongoing support and trust in the Columbus Chamber of Commerce. I look forward to building on this momentum with you in the years to come.



Derrick R. Clay
President and CEO
Columbus Chamber of Commerce

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FOR MORE INFORMATION VISIT: columbus.org



MEET THE 2025 CHAMBER BOARD OF DIRECTORS



Brandon Dupler, *Chair*
Principal | Dupler Office



Tony Ruscilli, *Chair Emeritus*
President | Ruscilli Construction



**Elizabeth Blount
McCormick**
President
Uniglobe Travel Designers



Deb Boiarsky
Chief Operating Partner
Porter Wright



Darnita Bradley
Senior Manager Local
Government Affairs &
External Engagement
JobsOhio



Nicole Callam
Corporate Banking
Market Leader
PNC Bank, Columbus



Derrick R. Clay
President and CEO
Columbus Chamber of
Commerce



David A. Cofer, Jr.
Senior Director
Community Partnerships
Columbus State
Community College



John Daly
President
Royal Document Destruction



Josh Demidovich
Executive Co Owner
CK Green Partners



Monica Dominic
Client Chief Officer
PSI Proteam
Solutions



Sean Grant
Chief Financial Officer
One Columbus and
The Columbus Partnership



Chris Guilliams
Columbus Office Audit
and Assurance Leader
Deloitte



Brian Hall, CPCU
Partner
Overmyer Hall Associates



Kurt Hoeft
CEO
EasyIT



Mark Kovacevich
Senior Vice President,
Integrations
Improving



Jill Kuhlman
Chief Administrative Officer
FST Logistics, Inc.



Dan Like, MHA
Chief Administrative Officer,
Ambulatory Services
The Ohio State University
Wexner Medical Center



Albert Lin
Partner
BakerHostettler LLP



Ellen Macke
Director Government
and Public Affairs
Columbia Gas of Ohio



Keith Martinez
Columbus Office
Managing Partner
Plante Moran



Joseph Miller
Partner, Litigation Group Chair
Vorys, Sater, Seymour and
Pease LLP



Brandon Nelson
Market Executive -
Commercial Banking
J.P. Morgan Chase



Bill Nolan
Partner
Barnes & Thornburg LLP



Robyn Pollina
Chief Executive Officer
Palmer-Donavin



Richard C.Y. Porter
Senior Vice President
Retirement Solutions
Distribution
Nationwide



Alex Rintoul
Vice President, Strategy &
Business Development
Mount Carmel Health System



Sara Robertson
Partner
GBQ Partners LLC



Catherine Strauss
Office Managing Partner
Ice Miller



Dawn Tyler Lee
Founder and CEO
Forrest Street Consulting



Greg Ubert
Founder & President
Crimson Cup Coffee &
Tea



Dan Whetstone
Vice President
Consulting Services
CGI



Sue Zazon
Central Ohio Region President
Huntington Bank



Melissa Zimmerman
Vice President
IGNITE Industrial
Professionals

THANK YOU TO OUR 2024 BOARD, COUNCIL, AND COMMITTEE MEMBERS

The Columbus Chamber not only survives but also thrives due to the hard work of our many committees and councils that are comprised of dedicated volunteers.

GOVERNANCE

Brandon Dupler, Dupler Office
Deborah Boiarsky, Porter Wright Morris & Arthur, LLP
Joseph Miller, Vorys, Sater, Seymour and Pease LLP
Tony Ruscilli, Ruscilli Construction

FINANCE

Josh Demidovich, CK Greek Partners
John Daly, Royal Document Destruction
Sean Grant, The Columbus Partnership & One Columbus
Chris Guilliams, Deloitte
James Kunk, Huntington Bank, Retired
Robyn Pollina, Palmer-Donavin

INNOVATION & TRANSFORMATION COUNCIL

Greg Ubert, Crimson Cup Coffee & Tea
Josh Demidovich, CK Green Partners
Monica Dominic, PSI
Nick Fortine, Columbus Business First
Brad Griffith, Buckeye Innovation
Brian Hall, Overmyer Hall Associates
Tiffany Marr, Wemblr LLC
Angelo Mazzocco, Avaap

MARKETING

Sara Robertson, GBQ Partners LLC
Derek Atchley, Atchley Graphics
Jason Baker, S-E-A Ltd.
Elizabeth Blount McCormick, Uniglobe Travel Designers
Brad Griffith, Buckeye Innovation
Mikaela Hunt, Mikaela Media
Jeremy Mumpower, Conspire
Alicia Orlando, MA Design

MEMBER ENGAGEMENT COMMITTEE

Kurt Hoeft, EasyIT
Amber Armstrong, Expeditors International of Washington, Inc.
Betsy Blake, Jeni's Splendid Ice Creams
Gregory Davda, Optimum Technology, Inc.
Zach Downs, Gallagher Benefit Services, Inc.
Natina Francis, BurgundyGinger Events
Becky Fromkes, Dawson
Rob Grubaugh, Royal Document Destruction
Mark Hall, Kram & Associates Marketing Solutions, Inc.
Paula Jordan, Minuteman Press Dublin
Rachel LeMaster, WGU Ohio
Lauren LeVan, Berardi + Partners, LLC
Kristen Menhart, The Joint Chiropractic Polaris
Brittany Moody, A Plus Staffing Solutions
Anthony Murphy, Lead The Way Learning Academy
Nick Paradiso, Civista Bank
Tim Petska, AssuredPartners
Anjelo Pina, Buckeye Innovation
Adam Pulskamp, KLH Engineers, INC
Brandon Reese, Danis Building Construction Company
Beverly Robinson, Good Girl Project, Inc.
Jacob Roby, Marker, Inc.
Asia Smith, H&H Luxury Events
Ekima Smith, The Five Party & Event Center
Lisa Studer, Empower HR
Ella Williams, Posh Teatime Co.
Tamar Williamson, iFoam of Greater Northwest Columbus

SMALL BUSINESS COUNCIL

John Daly, Royal Document Destruction
Derek Atchley, Atchley Graphics
Russ Ballard, Fisher Management Partners
Natalie Donovan, Core HCM, LLC
Cindi Englefield, Accelerating Angels
Dan Fronk, Dancor Solutions Inc.
Renard Green, Camelot Cellars
Brad Griffith, Buckeye Innovation
Jennifer Griffith, First Merchants Bank
Carol Haynes, Kiddie Academy of Downtown Columbus
Tiffany Marr, Wemblr LLC
Charlie Morrison III, MCR Medical
Elspeth Paige-Sack, Hunter Marketing
Letha Pugh, Bake Me Happy, LLC
Eric Remeis, Yard Solutions Inc.
David Schoettmer, Avaap
Ekima Smith, The Five Party & Event Center
Bob Welsh, Leverage HR, LLC

We want to take a moment to thank our outgoing 2024 board members:

K.L. Allen, WGU Ohio
Jeremy Banta, Columbus State Community College
Tom Harris, CGI
Craig Hawley, Nationwide
Catherine Lang-Cline, Portfolio Creative
Vince Parisi, Columbia Gas of Ohio

COLUMBUS
CHAMBER
OF COMMERCE
INVESTOR PARTNERS



Many businesses choose to partner with the Columbus Chamber of Commerce because we drive initiatives and provide business solutions, services, and support to fuel the growth of businesses in the Columbus Region. Among these businesses are our Investor Partners, who make significant contributions or investments on an annual basis. We would like to recognize and thank our 2025 Columbus Chamber Investors!



2024 EVENTS

The Chamber hosted over 60 events in 2024, thanks to the support of our committee members, sponsors and associates.

66 CHAMBER HOSTED EVENTS

SIGNATURE EVENTS

REGISTRATIONS

ANNUAL MEETING	1,200
PLAY TO WORK: GOLF, TENNIS & PICKLEBALL	250
ANNUAL CLAMBAKE & LOBSTER FEAST	1,200

SERIES EVENTS

REGISTRATIONS

CEO INSIGHTS	480
CHAMBER AFTERHOURS	740
CHAMBER LEADERSHIP LUNCHEONS	740
COLUMBUS REGION LOGISTICS COUNCIL	590
EXPERIENCE SERIES	370
GOVERNMENT SPOTLIGHTS & SOCIAL MIXERS	545
INCLUSION SERIES	410
INNOVATION & TRANSFORMATION COUNCIL	260
MEMBER ORIENTATION	470
WOMEN'S COLLECTIVE	425
BUSINESS EDGE	270

CHAMBER OVERVIEW

The Columbus Chamber of Commerce stands as a driving force of the Columbus Region's vibrant business community. Within our dynamic and interconnected ecosystem, businesses come together to dismantle barriers to success, fostering a thriving and inclusive environment for innovation, growth, and opportunity. Together, we elevate the Columbus Region into a premier destination for businesses to prosper and communities to flourish.

OUR VISION

To be the leader and driving force in building a prospering economy for the Columbus Region.

OUR MISSION

To drive prosperity and growth in the Columbus Region Business Community through connections, resources and advocacy.



CONVENE

We bring the Columbus Region together to network and drive the business culture



NAVIGATE

We help members solve business problems, recognize opportunities, and create solutions



ADVOCATE

We champion policies that help the business community grow and thrive



2024 IMPACT

Jan. 1, 2024 - Dec. 31, 2024

ENGAGING WITH THE CHAMBER

In 2024, we introduced an Expanded Engagement Model to strengthen our connection with the entire business community and ensure we're designing resources to meet the needs of businesses across the Columbus Region. This model focuses on gathering meaningful insights from the community at large, creating opportunities to listen, learn, and understand the challenges and priorities that matter most.

Through open dialogues, we're engaging directly with members, partners, and stakeholders to shape programs, partnerships, and offerings that truly align with their needs. This approach allows us to tailor our initiatives to support economic growth, workforce development, and community success more effectively.

This feedback directly informs the development and enhancement of impactful programs like:

Our Leadership Development Initiative

- > Elevate Cbus

Economic Inclusion & Growth Programs

- > Accelerate Columbus
- > Cultivate US
- > Urban Business Connection

Workforce Readiness Program

- > Careers 2 Classrooms

All designed to support leadership development, workforce readiness, economic inclusion, and small business growth.

Together, we're creating a stronger Chamber - one that champions the voices of all in the Columbus Region - as a trusted resource and advocate for our business community.

At the Columbus Chamber, we **convene** the business community, provide **navigation assistance** of resources available to businesses and **advocate** on their behalf.

We **engage** the **business community** in the following ways:



2,489

TOTAL MEMBER BUSINESSES

623

NEW MEMBER BUSINESSES

46%

MEMBER BUSINESSES ENROLLED IN SAVINGS PROGRAMS

BREAKDOWN OF MEMBER FULL-TIME EMPLOYEES:

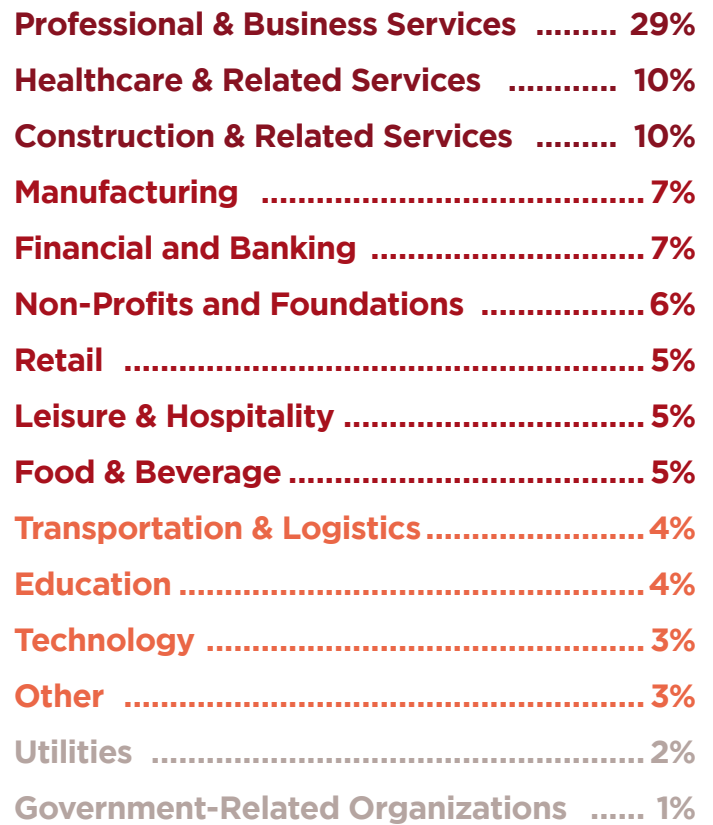
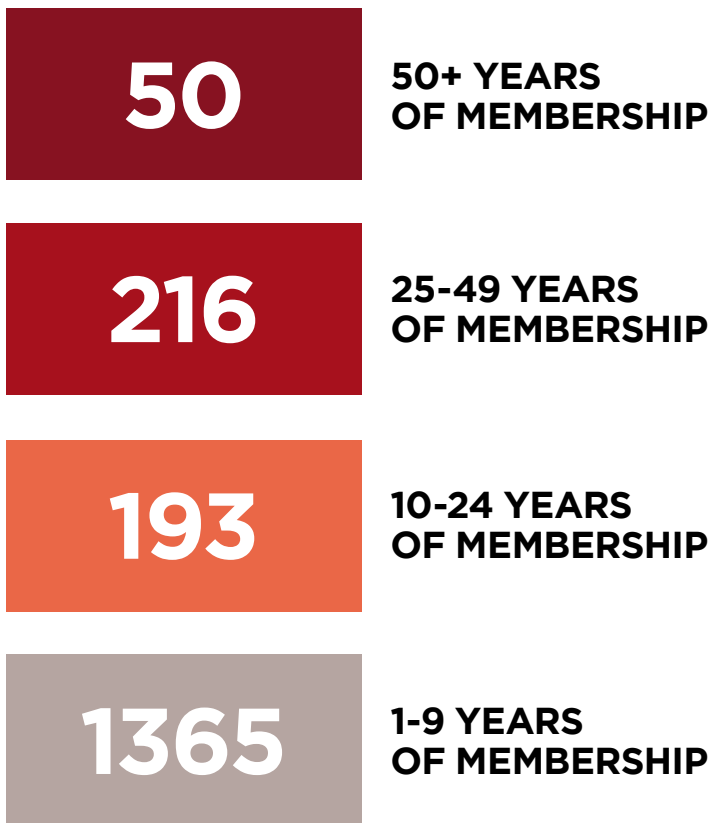
Fewer than 10 FTE	57%
11-25 FTE	15%
26-50 FTE.....	9%
51-100 FTE	5%
101-250 FTE.....	5%
250+.....	8%



The Chamber of Commerce has been Columbus' premier business organization for more than 140 years, dedicated to helping businesses of all sizes and industries throughout the Columbus Region succeed.

BUSINESSES HAVE BEEN MEMBERS FOR MORE THAN:

INDUSTRY BREAKDOWN:



EXCITING INITIATIVES IN 2024

**Launched the Columbus Chamber
Women's Collective**

**Expanded events for Innovation
and Transformation**

Launched Member Appreciation Week

**Chamber Day of Service Partnership
with BESA**

Monthly Member Drop-Ins

**Partnership for New Member
Welcome Initiative**

**More than 1,300
individual business consultations**

MOST USED SERVICES FOR THE YEAR:

BUSINESS CONNECTIONS

VISIBILITY
(POSTING NEWS, EVENTS, PRESS RELEASES)

MEMBER SPOTLIGHT

RESEARCH

MARKETING CONSULTATIONS

**47 Ribbon Cuttings
in 2024**



BENEFITS FOR SERVICE-LEVEL MEMBERS

Lorie Holt, VP of Membership

Businesses have the ability to join at one of four service-level memberships: Access (limited to businesses with fewer than seven employees), Growth, Elite and Leadership.

WHY BUSINESSES INVEST IN SERVICES WITH THE COLUMBUS CHAMBER:



SAVINGS OPPORTUNITIES

The Chamber has partnered with local experts and resources to provide discount programs for our members. Services range from health insurance to workers' compensation. We also offer access to a robust Job Board for businesses to post open positions and the ability to offer other Chamber members exclusive discounts and coupons for your services.



CELEBRATIONS

The Chamber is here to help you celebrate your business milestones! Ribbon cuttings, open houses - let us help you promote your accomplishments to the business community.



BRAND AWARENESS & VISIBILITY

Looking to get your business more visibility in the Columbus Region? We've got you covered. We will share your events, thought leadership, press releases and more on our website. Members can promote business updates in our weekly email and our Growth, Elite and Leadership members have the benefit of completing a member spotlight.



BUSINESS DEVELOPMENT SUPPORT

Account representatives guide service members through the process of connections to prospects, suppliers, and great networking opportunities. We also provide customized research consultations and quarterly access to our 2400+ membership directory.



CHAMBER AND COMMUNITY INVOLVEMENT

Join a committee! Participate in a program! Attend an event! The Chamber provides service members a number of ways for getting involved, growing your network and expanding your reach in the Columbus Region.



CONSULTATIVE RESOURCES

Our talented and knowledgeable team of subject matter experts is here to help you navigate the worlds of marketing, government relations, diversity, culture, and inclusion, and talent and workforce. Businesses have the ability to schedule one-on-one consultations with our experts to evaluate and improve their operations.

COLUMBUS CHAMBER ENDORSEMENTS

What Our Partners and Members have to say:



“As a growing business in Columbus, Ahola Payroll & HR Solutions has greatly benefited from our membership in the Columbus Chamber of Commerce. The Chamber has provided us with invaluable resources and connections that have helped us reach new clients and expand our network within the community. We’ve particularly appreciated the Chamber’s focus on creating partnerships, which is something that we feel each time we meet with them. They truly see us as not only a member but as a partner and are constantly looking out for us in many ways. The Columbus Chamber feels like an extension of our team, and we truly appreciate them!”

Christy Ernst, Director of Sales, Central Ohio, Ahola Payroll & HR Solutions

“I can’t say enough good things about the Columbus Chamber of Commerce! They have helped my business flourish in so many ways! They help me with making connections without me having to ask and with no hesitation! They believe in me and my brand! They are always rooting for me. At this point we are family and I’m not going nowhere and neither are they!”

Asia Smith, Owner & CEO, H&H Luxury Events



“The team at the Columbus Chamber of Commerce has truly gone above and beyond for MMG Design. SO rare is it that a business owner feels looked out for, and the Columbus Chamber has gone out of its way to be TRUE advocates for its members. They understand what it means to be a business owner and go out of their way to provide the best resources, events, and opportunities for their members to get in touch with the hundreds of valuable connections available here in Greater Columbus. In the first month alone, MMG Design has made multiple partnerships and has led to grow our business as a result of networking opportunities presented by the Chamber. We are actually seeing a tangible return on our investment, and look forward to a long and successful membership with the Chamber for many years to come!!”

Andy Milligan, Founder, MMG Design



“My experience with the Columbus Chamber has been great! The team is friendly, helpful, and enthusiastic to provide support and guidance – proving to be an exceptional resource for professional development and business goals. I’ve been impressed with the variety of programs and events offered throughout the year. This is great since I enjoy networking and connecting with other professionals around town. It’s been a great way to create relationships and gain personal insight into Columbus’ business community.”

**Anjelo Pina, Business Development & Community Engagement Manager,
Buckeye Innovation**





2024 GOVERNMENT AFFAIRS STEERING COMMITTEE

The Government Affairs Steering Committee (**GASC**) helps shape the areas of focus in Columbus as well as the Columbus Region. In some instances, the committee is at the forefront of issues and other times we work behind the scenes with **legislators, elected officials, and community partners.**

Kristen Easterday | Columbus Region
Airport Authority | *Chair*

Zachary Frymier | American Electric Power |
Vice-Chair

- Abby Barnes**, Cardinal Health
- Greg Bennett**, Byers, Minton & Associates, LLC
- Allyson Blandford**, AMGEN
- Darnita Bradley**, JobsOhio
- Sarah Briggs**, AT&T Ohio
- Marilyn Brown**, Marilyn Brown Consulting
- Shawn Bunt**, JPMorgan Chase
- Alex Coorey**, Charter Communications
- Allison Deroberts**, Wendy's
- Lauren Diaz**, Shumaker Advisors
- Tess Eckhoff**, CGI
- Joseph Garrity**, Mid-Ohio Regional Planning Commission
- Jeff Kasler**, OhioHealth
- Doug Kridler**, The Columbus Foundation
- Jonithon LaCross**, Porter Wright Morris & Arthur LLP
- Annie Marsico**, The Ohio State University Wexner Medical Center
- Aaron Pickrell**, Remington Road Group
- Jeff Polesovsky**, The Columbus Partnership
- Curt Steiner**, Steiner Public Relations
- Steve Tugend**, Kegler, Brown, Hill & Ritter Co., L.P.A.
- Heather Ulrey**, Mount Carmel Health System
- Jason Whalen**, Huntington
- Madison Whalen**, CHW Advisors
- Mara White**, Byers, Minton & Associates
- Rachel Winder**, Benesch Law
- Chrisy Wright**, IGS Energy
- Nathan Wymer**, Nationwide
- Tyler Yaple**, CVS Health

LEGISLATIVE RECAP AND AGENDA

Through resilient policy advocacy, the Columbus Chamber of Commerce engages with civic leaders and public officials on behalf of the business community. Our efforts help ensure economic prosperity and equity to advance business opportunities throughout the region. The Columbus Chamber frequently monitors public policy, and when appropriate, takes positions on legislation that may either positively impact business or impede on a business's ability to function or operate.

The Columbus Chamber strives to be a vital advocate for the business community—enabling prosperity for all by:

- Investing in programs and resources that promote economic vitality
- Fostering policies that encourage and enable businesses to expand and prosper in the region
- Promoting policies that support and accelerate the personal development of entrepreneurship and career readiness

The Columbus Chamber's Government Relations staff, with the support of the Government Affairs Steering Committee (GASC), takes a strong and proactive stance on governmental issues as part of fulfilling the Chamber's mission statement "to drive prosperity and growth in the Columbus Region Business Community through connections, resources and advocacy."

PUBLIC POLICY AREAS OF FOCUS

Education & Workforce



Attracting and retaining quality jobs requires a **strong** and **well-supported** education and workforce system. As our region's workforce continues to evolve, it is increasingly important to improve alignment among **student instruction**, **parent engagement**, and the **development** of the necessary skills for future and current employees to help employers fill job vacancies.

Investment & Infrastructure



The condition of **roads**, **schools**, and other **infrastructure** shapes the economy's growth. Well-maintained infrastructure is vital for businesses to access resources, transport goods, and cut costs. Improved roads and transit not only benefit businesses but also make commuting more efficient for workers. **Prioritizing infrastructure** maintenance spurs economic growth and higher-paying jobs in the long run.

State & Local Economic Development



Economic development is the process of building **strong**, **adaptive**, and **resilient** economies. Strategies driven by **local assets**, a **diverse industry base** and a **commitment to equality of opportunity**, and **sustainable practices** have emerged as those that will ensure a strong foundation for long-term **stability** and **growth**. It is imperative that elected and public officials raise awareness, help develop and communicate a common vision, and **motivate** stakeholders into action.

Water, Energy, & Environment



The region's business community values **sustainability** and **good stewardship** of our region's natural resources in addition to the wise management of our water resources and natural environment. We must work together to maintain clean air while providing **low-cost, reliable energy** for residents and businesses.

Public Health



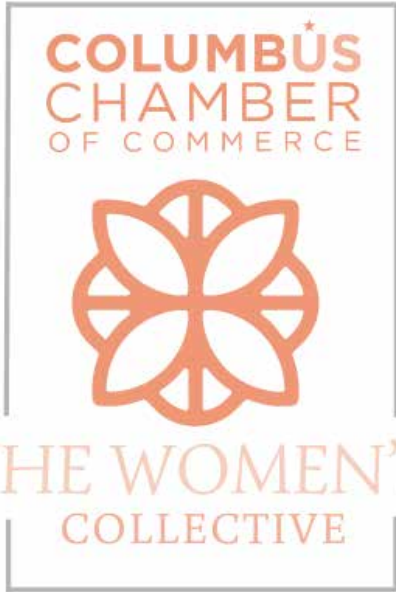
Businesses are recognizing the need to promote the **health** and **well-being** of their **employees** and the **communities** they serve now more than ever. Small businesses, large corporations, and general enterprises are well-positioned to expand the reach and impact of **public health** messaging in their communities while developing **social responsibility models** across several areas affecting their employees' health and the community at large.

Business Climate



To drive **lasting economic growth**, our focus is on bolstering regional competitiveness by leveraging **strengths** and **assets**. The Columbus Chamber prioritizes **innovation**, nurturing the **knowledge economy**, **fostering entrepreneurship**, and **enhancing quality of life**. To propel productivity and innovation, we need **adaptable, skilled** workers, making investment in **public education** a critical element for a thriving business environment.

THE WOMEN'S COLLECTIVE



The Columbus Chamber proudly launched the Women's Collective in 2024—a dynamic, empowering community dedicated to celebrating and supporting women in the workforce at every stage of their career. Rooted in Columbus, Ohio, this vibrant network is committed to informing, connecting, championing, and advocating for women throughout the Columbus Region. The Women's Collective embraces diversity and offers an array of resources and opportunities designed to uplift and inspire women from all backgrounds.



2024

Launch the Women's Collective



4

Events to date

2024 EVENTS:

Women in Leadership Luncheon

Women of Influence

Panel: Mindfulness and Well-Being

December Mixer

Looking ahead to 2025, we're excited to:

- **Expand our event series**
- **Provide even more resources to empower women and foster meaningful connections**

Stay tuned—big things are on the horizon!

THE WOMENS COLLECTIVE COMMITTEE

Heather Adams, Roetzel & Andress

Carrie Boyd, MA Design

Charlene Bridges, Slalom

Lisa Gutierrez, Dos Hermanos

Rachel LeMaster, WGU Ohio

Ashley Myers, Downtown Columbus

Elsbeth Paige-Sack, Hunter Marketing

Dionne Ransom, Victoria's Secret

Keena Smith, Women's Center for Economic Opportunity

DIVERSITY, CULTURE AND INCLUSION



COLUMBUS
CHAMBER
OF COMMERCE

**INCLUSION
SERIES**

CALENDAR YEAR 2024
INCLUSION SERIES

Catrena Cannon, VP of Diversity, Culture & Inclusion

The Columbus Chamber is deeply committed to fostering Diversity, Culture, and Inclusion in all aspects of our work. We believe that a thriving business community is one that values and uplifts diverse voices, celebrates cultural richness, and creates equitable opportunities for all. Through intentional collaboration, inclusive programming, and strategic advocacy, we aim to build a vibrant and welcoming environment where every individual and business can succeed. Together, we are shaping a future that embraces diversity as a strength and inclusion as a pathway to shared prosperity.

Diversity: The Columbus Chamber is dedicated to embracing and celebrating the unique perspectives, backgrounds, and experiences that make our community vibrant. We believe diversity drives innovation, strengthens businesses, and enriches our collective success.

Culture: The Columbus Chamber is committed to fostering an environment that values collaboration, respect, and the unique contributions of every individual. We celebrate the rich tapestry of cultures within our community as a cornerstone of our shared growth and innovation.

Inclusion: The Columbus Chamber is devoted to creating a community where everyone feels valued, heard, and empowered. We champion equitable opportunities and work to ensure that all individuals and businesses can thrive in an environment of mutual respect and belonging.



2022

Inclusion series program launch



12

Events to date



870

Total registrants

PREVIOUS TOPICS OF DISCUSSION FROM THE INCLUSION SERIES:

IncludeUS

Leading DEIA Change

Cultural Intelligence

Shaping the Future of DEIA

Embracing Neurodiversity in the Workplace

Activating Ingenuity and Digitization

DIVERSITY, EQUITY, INCLUSION AND ACCESS COMMITTEE (DEIA)

Elizabeth Blount McCormick, Uniglobe Travel Designers
Jeremy Banta, Columbus State Community College
Darnita Bradley, JobsOhio
Jackiethia Butsch, The Ohio State University Wexner Medical Center
Thomas Grote, Edge Innovation Hub
Rosemary (Rose) Lawyer, Columbia Gas of Ohio, Inc.
William Nolan, Barnes & Thornburg, LLP
Vince Parisi, Columbia Gas of Ohio, Inc.
Ankit Shah, Advance Drainage Systems
Keith Stevens, UPRYS
Frank Wahrman, Huntington Bank

COLUMBUS CHAMBER TALENT AND WORKFORCE DEVELOPMENT



EXPERIENCE SERIES

CALENDAR YEAR 2024

EXPERIENCE SERIES



2018
Experience series launch



33
Events to date



2,050
Total attendees

PREVIOUS DISCUSSION TOPICS FROM EXPERIENCE SERIES:

United in Opportunity | Columbus' Refugee and Immigrant Workforce

Workforce Partnerships in Action

Navigating the ALICE Threshold



Kelly Fuller, Sr. VP of The Columbus Chamber of Commerce Foundation

In Talent and Workforce Development, we specialize in Consulting, Connecting, and Convening to help our members throughout the employee/employer lifecycle. From everything including hiring, onboarding, upskilling, retention strategies, benefits, and more, we are the business community's hub for workforce solutions! Through one-on-one and group consultations with members, we provide just-in-time solutions and support for today's most pressing talent and workforce issues. Our consultative approach allows us to customize a plan to help your business navigate the workforce development providers and agencies in the Columbus Region. We work hard to ensure that you are connected to a variety of talent pipelines; funding sources for hiring and training; and points of contact who can help create workforce solutions.

External Speaking Opportunities:

- Moderator Annual Franklin County Diversity Equity and Inclusion Conference
- Moderator/Presenter Columbus Fashion Council Annual Meeting
- Presenter Global Talent Chamber Network/American Immigration Council
- Moderator/Presenter Workforce Summit in partnership with the Educational Service Center of Central Ohio
- US Chamber of Commerce Foundation Fellow representative for State/Large Metro Chambers

The monthly Chamber Connections newsletter

provides nearly 12,000 subscribers with best practices and workforce solutions applicable to every size business and industry sector.

240 Workforce consultations and connections to members and the Columbus region.

Top 3 issues: Connecting to emerging talent; Creating hiring and onboarding plans; Navigating training and education for employees.

CALENDAR YEAR 2024

BUSINESS EDGE SERIES



2024
Business Edge series launch



3
Events to date

PREVIOUS DISCUSSION TOPICS FROM BUSINESS EDGE SERIES:

Cultivating Workplace Culture

Navigating the HR Minefield

Navigating Pay Transparency

WORKFORCE COMMITTEE

Tom Harris, CGI
Jeremy Banta, Columbus State Community College
Jama Cobb, Educational Service Center of Central Ohio
Darci L. Congrove, GBQ Partners LLC
Natalie Donovan, Core HCM
Dan Fronk, Dancor Solutions, Inc
Scott Johnson, Aspyr
Mark Kovacevich, Improving
Jill Kuhlman, FST Logistics
Patrick Maks, Goodwill Columbus
Stephanie Merkle, Columbia Gas of Ohio, Inc.
Shawn N. Richard, The Palmer-Donavin Manufacturing Company
Ankit Shah, Advance Drainage Systems

COLUMBUS REGION LOGISTICS COUNCIL



CALENDAR YEAR 2024
CRLC

Christine Boucher, Director, Columbus Region Logistics Council

The Columbus Region Logistics Council (CRLC) is a strategic initiative of the Columbus Chamber to support business in the supply chain industry. The CRLC produces information on the industry, its key challenges, and opportunities for our members, for shippers and transportation companies outside the area, for elected officials, educators, public planners, and those involved with workforce development, among others. The advocacy work includes lobbying on behalf of our members and the industry overall, both locally and to our congressional delegation, support for key infrastructure projects, marketing our members, and the promotion of the Columbus Region as the best place in the US to base a logistics or industrial operation.

We also advocate for the logistics industry as a viable career path for job seekers in the region. Finally, we connect logistics providers with the resources they need to grow. That can include connections to academics, workforce services, to other professionals in the industry, and to business opportunities. Central Ohio has a vast and mature pool of logistics know-how and capability, and part of our role is to foster connections that maximize our region's strengths in this sector.

Thanks to our partners: CSCMP, ASCM, WERC, CLBC, OMA, OTA and Cbus Retail.

PREVIOUS DISCUSSION TOPICS FROM THE CLRC SERIES:

Women in Supply Chain & Logistics: Elevate Your Career

Supply Chain 360: Embracing Circular Economies and Sustainability

Supply Chain Evolution: Innovate and Accelerate



2008
CRLC founded



65
Since 2010 there were 65 events hosted



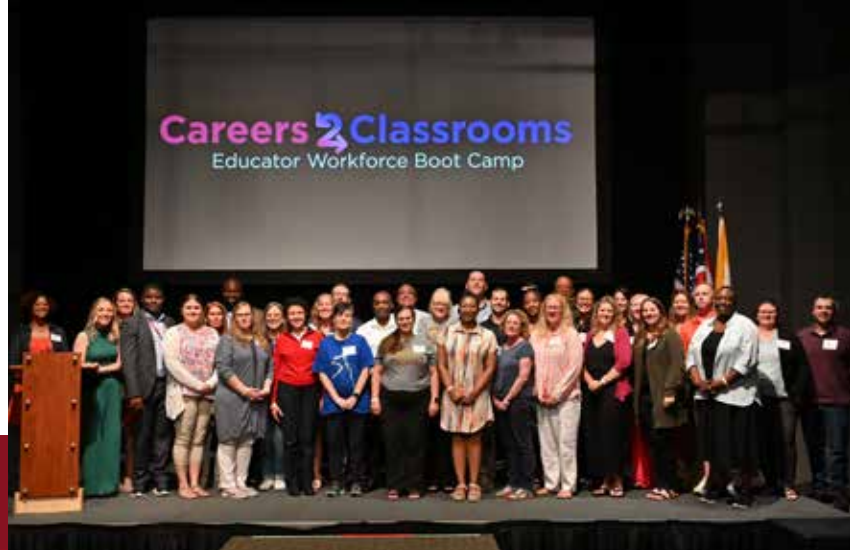
6,089
Total attendees



231
Member companies

COLUMBUS REGION LOGISTICS COUNCIL

- Jeremy Banta**, Columbus State Community College
- Sheila Davis**, SWACO-Solid Waste Authority of Central Ohio
- Steve DeNunzio**, The Ohio State University
- Shelby Gumpf**, CBRE
- Jill Kuhlman**, FST Logistics
- Kathy Moore**, Sterling Staffing Services
- Charlie Morrison III**, MCR Medical
- A-Jay Orr**, Simple Plan IT
- Matt Perrigo**, ODW Logistics, Inc.
- Zach Rines**, Colliers International/Buckeye Industrial Group
- Kelly Robinson**, Eastland-Fairfield Career & Technical Schools
- Maria Schaper**, Mid-Ohio Regional Planning Commission
- Carl Scharf**, Schneider Downs & Company, Inc.
- Bryan Schreiber**, Columbus Regional Airport Authority
- David Teeple**, Sedlak Management Consultants, Inc.
- Kelly Ratcliff**, Jet Container
- Jake Heffron**, Rumpke
- Don Smith**, Exxcel Project Management



CALENDAR YEAR 2024
Impact



23

School districts served in 2023 - 2024



48

Administrators, teachers, and support staff



14

Business Partners

FEEDBACK FROM THE BUSINESSES

“I loved seeing how excited the teachers were to do the activities we shared in their classroom. Many of the teachers mentioned that they did not know about specific roles in tech so I’m glad we were able to share those with them.”



“Teachers really did not know what manufacturing had to offer their students or that we were so willing to partner with them.”



CAREERS 2 CLASSROOMS PROGRAM

Kelly Fuller, Sr. VP of The Columbus Chamber of Commerce Foundation

The Columbus Chamber partnered with member Educational Service Center of Central Ohio to launch the inaugural Careers 2 Classrooms, an educators workforce boot camp. The experience served 48 administrators, teachers, and support staff from Licking Heights, Northridge, Olentangy Local, Southwestern City Schools, Canal Winchester, Educational Solutions, Dublin City, Educational Service Center of Central Ohio, Groveport Madison, Bexley, Buckeye Valley, Columbus City, Gahanna Lincoln, College Prep Academy, Marysville, and Unity Academy.

The Careers 2 Classrooms | Educator Workforce Boot Camp provides a unique opportunity for professional development and networking. The program aims to identify and connect students to high-paying, high demand careers local to the Columbus Region. Our gracious 2024 corporate partners included Ohio Health, The Ohio State University Wexner Medical Center, Engineered Profiles, Columbus Steele, Perry ProTech, CGI, Ohio Contractors Association, NiSource, Andelyn, Labcorp, Ease Logistics, FST Logistics, G&J Pepsi, and TRC. Corporate partners benefit greatly from participating in this program as it allows them to strengthen and cultivate their future talent pipelines.

A MEMBER EXCLUSIVE PROGRAM
brought to you by

COLUMBUS
CHAMBER
OF COMMERCE



6 ROBUST TRAINING SESSIONS

CALENDAR YEAR 2024
Impact



2019

Elevate Cbus launch



9

Cohorts to date



353

Graduates representing
140 member businesses



66

of the **140** businesses that
have sponsored candidates
have invested in at least
2 program participants



18

of the **140** businesses that
have sponsored candidates
have invested in at least
5 program participants

ELEVATE CBUS PROGRAM

Mallory Roth, Director of Programming

Elevate Cbus is a partnership between the Columbus Chamber and Andrew Kingery of The White Stone Consulting Group. Launched in 2019, the program promotes professional growth for emerging business leaders through a six-month programming series. Through participation in this program, participants master the business communication skills necessary to elevate themselves throughout their professional career.

WHAT PARTICIPANTS HAVE TO SAY

“I found many others who felt the same way I did, made great connections, learned a lot about myself and who I want to be, and learned how to become a better leader.”



“Andrew Kingery. There is nobody more perfect to lead the Elevate Cbus program, his ability to relate topics to not only professional, but personal life, is invaluable.”



“In my overall experience, the most memorable part of the Elevate Cbus program for me was being able to connect with industry leaders!”



*Thank you to our Facilitator and Partner,
Andrew Kingery of The White Stone
Consulting Group!*



URBAN BUSINESS CONNECTION



CALENDAR YEAR 2024
Impact

TOP SERVICES USED



Chamber and Community
Involvement



Business Coaching and
Resource Navigation



Celebrations and Visibility

100% are satisfied with their
Chamber Membership

100% are likely to recommend
the Columbus Chamber
membership to a fellow
business owner

81% report making a beneficial
connection through
the Urban Business
Connection program

78% plan to grow their
staff in 2025

94% are planning for business
expansion in 2025



URBAN BUSINESS CONNECTION PROGRAM

Mallory Roth, Director of Programming

The Columbus Chamber is the largest Chamber in the Columbus Region, and membership comes with the greatest opportunity for access among member businesses in our community. Our workforce development, government advocacy efforts, and business solutions ensure businesses in the Columbus Region grow and thrive. In an effort to reach a broader net of the Columbus business community, the Columbus Chamber and Columbus Urban League combined efforts to grant free Chamber memberships to thirty black-owned businesses for the 2021 fiscal year. With the support of the City of Columbus, the Columbus Chamber was able to renew and expand the program to include more than 105 businesses (2022-2024). These businesses have access to a suite of services (including business connections, specialized consultations, research capabilities for targeted expansion, government advocacy, and member pricing at Chamber events), as well as expanded services in marketing and visibility in the Columbus community. We hope to continue the program and increase impact.

Here's what some of our **2024 Urban Business Connection members** had to say about their experience as a **Chamber member**:

"I was able to secure my biggest contract to date with the help of the Chamber, and have made countless connections."

"Exposure."

"All big brands start where we are and I am grateful for the chance to have my brand seen & heard."



ACCELERATE COLUMBUS

PROGRAMS AND SERVICES FOR LOCAL ENTREPRENEURS AND SMALL BUSINESSES

CALENDAR YEAR 2024
Impact



54
Businesses Served

96% saw value in the program

85% made a business connection

89% indicated they plan to hire within a year

92% feel better equipped to start their business with a solid foundation and/or scale their business due to resources provided

Accelerate Program 6-Week Curriculum

- 1** CML Business Resource Center & Business Planning for Profitability
- 2** MBE Certification with MBAC
- 3** Building Your Brand
- 4** Business Operations & Strategy
- 5** Preparing for Funding & Building a Network
- 6** Preparing to Pitch



ACCELERATE COLUMBUS PROGRAM

Abiona Harper, Programming & Membership Specialist

Accelerate Columbus is an initiative of The City of Columbus and The Columbus Chamber of Commerce, aimed to serve small businesses and entrepreneurs. Through the Chamber's unparalleled network of subject matter experts, participants had the opportunity to engage with speakers specializing in a wide range of entrepreneurship and small business training areas. This included, but was not limited to, marketing, alternative financing, accounting, and legal services. The course consisted of 6 classes held over 12 weeks to help small businesses grow and thrive. As a cohort member, business owners received training, one-on-one consultative services, advocacy, and entrepreneur assistance and support.

"I'm so excited about Accelerate, I've worked so hard. Trying to accomplish my business goals while having a full time job is not easy at all. Thank you for giving me the knowledge I needed to be successful and all the amazing resources. Your name will always be included in my business journey."

Vanessa Lyles, Founder, Odessa Teeth Whitening

THE CITY OF
COLUMBUS

COLUMBUS
CHAMBER
OF COMMERCE



TOP 4 NEEDS:

- 1 Networking
- 2 Collaboration
- 3 Business Establishment
- 4 MBE Certification

HIGHLIGHTS:

- 67%** have been in business under 3 years
- 67%** plan to hire within the next 6 months
- 78%** looking for new clients
- 33%** had heard of the Chamber prior to the program

African American-owned	49%
Woman-owned	48%
Hispanic-owned	21%
Asian-owned	11%
Disability-owned	3.2%
Veteran-owned	3.2%
LGBTQ+-owned	1.6%

CULTIVATE US PROGRAM

Tania Ulloa-Olavarrieta, Program Navigator, Cultivate US

Cultivate US, a New and Emerging Citizen’s Business Connection Program, is in collaboration with the Franklin County Board of Commissioners, the Office of Diversity Equity & Inclusion and The City of Columbus. This program supports small businesses within the New and Emerging Citizens communities, knowing their growth is substantial to the Columbus Region’s economic development.

Cultivate US will support 120 small businesses, with a focus on four key components including:

- **Workforce development**
- **Business navigation**
- **Supplier connections**
- **Support services**

Program participants receive Community Champion membership, and one-on-one consultative services with a Program Navigator to assist in navigating small business resources throughout our Columbus Region.





THE COLUMBUS CHAMBER OF COMMERCE FOUNDATION

Connection and Prosperity for All

The Columbus Chamber of Commerce Foundation, a public 501(c)(3) organization established by the Chamber, is dedicated to fostering economic opportunities for individuals and communities at risk of being overlooked amidst the region’s growth. We provide programs that leverage the connections and expertise of the Chamber to foster a more inclusive economy in our region, focusing on equitable business support, career pathway navigation, and inclusive workplace development.

Equitable Business Support

We provide the tools and services for small minority-owned businesses to flourish, establishing reliable assets and rewarding jobs that help families thrive.

Career Pathway Navigation

We bring together workers, learners, educators and employers to develop accessible career pathways that close our region’s income equality gap.

Inclusive Workplace Development

We help businesses create diverse and inclusive workplaces to progress a vibrant business community and inspire innovation.

INCOME INEQUALITY ENDS WITH US

One in every three households in Franklin County struggles to afford the bare necessities, according to the 2024 United for ALICE study. Black and Hispanic households are at least 50% more likely to fall below this threshold for household survival.

This is income inequality in action.

Hard working individuals aren’t making the wages they need to afford housing, food, childcare, healthcare and other essentials. Together, we can intervene and establish Columbus as a region of opportunity for all.



DONATE TODAY!

CALENDAR YEAR 2024

Impact At-A-Glance

 **207**

Black, Immigrant, and Refugee-owned Businesses supported with no-cost Chamber memberships and specialized coaching through Urban Business Connection and Cultivate US.

 **54**

Columbus Entrepreneurs empowered to organize, launch and grow their businesses through Accelerate Columbus workshops.

 **48**

Teachers and School Administrators prepared with information about the region’s top industries and rewarding career opportunities for their students

 **70**

Emerging Business Leaders trained to communicate more effectively in the workplace, promoting their cause, their work and themselves.



MORE ABOUT US


The Columbus Chamber of Commerce is a mission-driven nonprofit organization that serves more than 2,400 organizations. Founded in 1884, the Columbus Chamber is dedicated to fostering prosperity and growth in the Columbus Region Business Community through connections, resources, and advocacy. Serving as the epicenter of the Columbus Region's business community, the Columbus Chamber provides an interconnected ecosystem where businesses collaborate to eliminate barriers to prosperity, creating a vibrant environment for enterprises throughout the Columbus Region. Together, we make our region an exceptional business destination.



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