



THE CHAMBER CONNECTION

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www.paducahchamber.org

November 2026

November Power in Partnership Breakfast will feature Louisville Federal Reserve Senior Vice President

The Paducah Area Chamber of Commerce's November 5 Power in Partnership Breakfast will feature keynote speaker Seema Sheth, Senior Vice President and Regional Executive, Louisville Branch of the Federal Reserve Bank of St. Louis. The breakfast is sponsored by Baptist Health Paducah.

The program also features the Chamber's annual "Salute to Education." Local schools will have displays to feature their programs and accomplishments, and students and faculty representing each school will be in attendance. Attendees are encouraged to arrive early to meet with the schools. Doors will open at 6:45 a.m.

The breakfast begins at 7:30 a.m. at the Paducah-McCrack-

en County Convention Center. Pre-registration is required by Monday, November 2 by 2 p.m. at paducahchamber.org or call 270-443-1746. Power Card holders do not have to pre-register. The cost is \$25.



Seema Sheth

Sheth became head of the Louisville Branch of the Federal Reserve Bank of St. Louis in December 2021. The Branch serves southern Indiana and western Kentucky. Prior to joining the St. Louis Fed, Sheth was with PNC Private Bank in Louisville, where she served as vice president and relationship strategist. In this role, she specialized in financial planning and stewardship of high net-worth clients. Passionate about financial capability, Sheth founded the Adulting Academy in 2017, which teaches the basics

of finance to young adults, and still speaks frequently on the topic and its importance.

Sheth earned a master's degree in business administration from the University of California, Irvine and an undergraduate degree in theater from the College of William and Mary. She has been recognized by Louisville Business First as one of the 20 people to know in wealth management and financial planning. She is a board member of Louisville Public Media, Jefferson County Public Education Foundation, College of Business at the University of Louisville Business Board of Advisors, Kentucky Chamber of Commerce, Kentucky Derby Museum and the Board of Trustees of the Speed Arts Museum.

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EmpowerHER



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September Renewals



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Paducah Area Chamber of Commerce

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Paducah Chamber Honored with State Awards



The Paducah Chamber was honored to receive three state awards by the Kentucky Chamber of Commerce Executives (KCCE) at the KCCE annual conference in Hopkinsville.
The Paducah Chamber won:

- Top Three Finalist for Kentucky Chamber of the Year
- Excellence in Events for the 2025 Annual Meeting Bicentennial Celebration
- Recognized by the Kentucky Chamber for hosting West Kentucky Thank You Night, an annual event in Frankfort hosted by the West Kentucky Regional Chamber Alliance (WKRCA) and Chamber Leadership Initiatives for Northwest Kentucky (C-LINK) representing 25 Chambers of Commerce in Western Kentucky. The Paducah Chamber serves as the Administrator of the West Kentucky Regional Chamber Alliance.



Pictured L to R: Frank Bennett, Executive Director of The Leadership Center; Karen Brown, Paducah Chamber Director of Finance and Administration; Kenny Boyd, 2026 Chair of the Chamber Board and Baptist Health Paducah President; Sandra Wilson, Paducah Chamber President & CEO; Susan Ybarzabal, Immediate Past Chair and Paducah Market President for Paducah Bank; Katie Walker, Paducah Chamber Programs and Public Policy Director; Kalea Anderson, Paducah Chamber Member Services Director.

October PIP



Pictured from left to right: Craig Clymer; Joe Framptom, Paducah Bank Chairman of the Board; Kenny Boyd, 2026 Chair of the Chamber Board and Baptist Health Paducah President; Ashley Johnson, Paducah Bank President & CEO; Todd Faulkner, Forum Moderator and WPSD Local 6 Evening Co-Ancor; and George Bray.

Paducah Bank was the presenting sponsor of October’s Power in Partnership Luncheon. The program was a McCracken Co. Judge Executive Forum featuring George Bray and Craig Clymer. The forum was presented in front of a live audience of more than 400 and was broadcast live on the WPSD’s noon newscast.

Welcome New Chamber Members: September 2026

Ankura Consulting **- Jon Rousseau**

Consultants-Business

Jon Rousseau
140 Pershing Waay
Paducah, KY 42001
jon.a.rousseau@gmail.com
ankura.com

Crafted and Made Home of Touch of Fudge, LLC

Artisan Gift Shops

Justin Mitchell
2201 Broadway, Suite 101
Paducah, KY 42001
(508) 648-8536
touchoffudge@gmail.com
touchoffudge.com

Duck Creek RV Park

RV Parks

Nacole Stewart
2540 John L. Puryear Drive
Paducah, KY 42003
duckcreek@streamsideparks.com
steadystays.com/duck-creek-rv-
park-paducah-ky

EZ Pizza Pie

Restaurants

Samantha Zarycki
701 Washington St Unit B
Paducah, KY 42003
(615) 946-1917
ezpizzapie@gmail.com
ezpizzapie.com

Fern Lake Campground & RV Park

Campgrounds

Billie Crow
5535 Cairo Rd.
Paducah, KY 42001
(270) 444-7939
fernlake@streamsideparks.com
steadystays.com/fern-lake-camp-
ground-paducah-ky

Magney Legacy Ridge Farm

Agriculture-Farming

Angela Magney
837 Pleasant Valley Road
Princeton, KY 42445
(270) 963-8602
magneylegacyridgefarm@gmail.
com
magneyfarm.localfoodmarketplace.
com/Index

Hayden Mattingly

Individual Memberships

Hayden Mattingly
1510 New Holt Rd
Paducah, KY 42001
(314) 413-3374
haydenbarkley.matt@gmail.com

Smith Proactive Thermography

Home/Commercial Inspections

Cody Smith
341 Patsy's Road
Mayfield, KY 42066
(270) 970-0758
cody@smithprothermal.com
www.smithprothermal.com

Thank You for Renewing Your Chamber Membership in September!

3A Composites USA, Inc.

Alcrete, LLC

Arkema Inc.

Ashley Homestore

Beyond Uganda

Randy Bridges

Olivia Ann Burr

Crawford, Murphy & Tilly, Inc.

Credit Bureau Systems, Inc.

Cumberland River Homes

Darnell Outdoor Services

Data Records Management
Services, LLC

Donna Dixon

Edgewater Technical Associates,
LLC

Flint Cooper Cohn Thompson
& Miracle

Fresh Foodies Gourmet Catering
& Meal Prep

Gill Family Properties, LLC

Happy Zzz's Sit 'n Sleep

Hooper's Outdoor Center

Housing Authority of Paducah

Housman Partners Lake Area
Real Estate

Jay's Electric, Inc.

Kentucky Dam Marina

Kentucky Publishing, Inc.

KK's Attic

Lamon Furniture & Antiques

Lents Crane & Rigging

Maiden Alley Cinema

Matrix Engineering

MC Homes - Mitchell
Construction, LLC

McCracken County Humane Society Wright Photography and Video, LLC

Miller Hahn, PLLC

Murtco, Inc.

Michael Muscarella

New Pathways for Children

Open Door Accounting, LLC

Over/Under

Paducah Convention & Visitors
Bureau

Paducah Sun

Papa John's Paducah, LLC

Payroll Vault

Cindy B. Ragland

Ray & Kay Eckstein
Charitable Trust

River City Printing, LLC

River Metals Recycling, LLC

Scott Walker Construction, LLC

Socially Present

Stella's

Story Electrical Service, Inc.

Super City Cleaners

Swift & Staley, Inc.

Temple Israel

Travis Construction Co., Inc.

Triangle Enterprises, Inc.

TVA Shawnee Fossil Plant

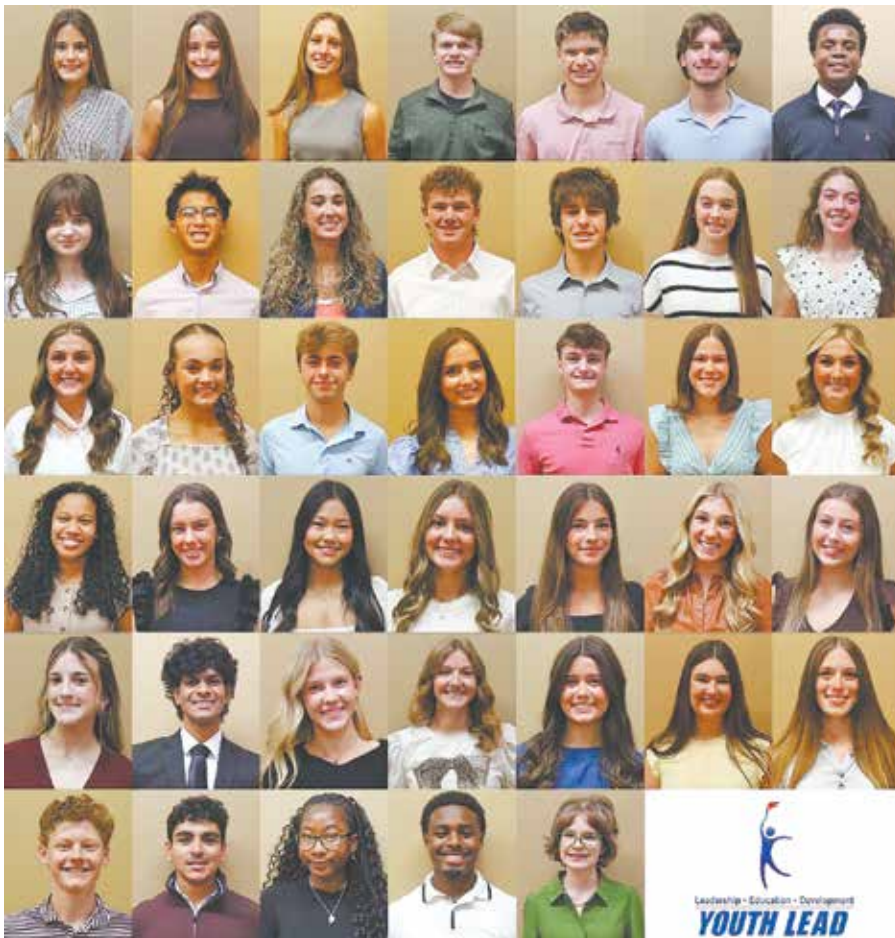
UK Cooperative Extension Ser-
vice-McCracken County

Wacker Chemical Corporation

Wagner Wine & Spirits

Wells Fargo Advisors

Woodmen Life



Youth LEAD 2026-27 Class #16

The participants for the Youth LEAD Class #16 for 2026-27 have been selected. Forty area youth were chosen to participate in Class #16. Class members take part in a six-month educational course that began with orientation in October and concludes with their graduation at the Paducah Chamber Power in Partnership breakfast in April.

Youth LEAD is a program designed to develop and prepare students for future community support and leadership roles in Paducah-McCracken County. Youth LEAD is for high school juniors. Students spend one day a month learning about human needs and service learning, communication and career development, business and economy, law and government, energy and transportation, and health care in Paducah and McCracken County.

The Paducah Area Chamber of Commerce and the Leadership Paducah Alumni Association coordi-

nate the program through The Leadership Center.

MEMBERS OF CLASS #16

Community Christian Academy – Kenadie Hughes

McCracken County High School – Maddie Ault; Clayton Baxter; Bennie Boway; Abigail Burkeen; AnnaClaire Edwards; Brently Gregory; Holden Hagan; Anna Hammonds; Lucy Jones; Jordana Kelly; Madison McKinney; Reagan Mobley; Kayden Moore; Emy Morgan; Lily Morrow; Harper Orr; Layton Owens; Om Patel; Alex Poore; Riley Ramage; Maddie Rudy; Griffin Strout; Omarii Thomas; Ella Vandermeulen

Paducah Tilghman High School – Alex Anderson; London Anderson; Elliott Bidwell; Benny dos Remedios; Lucas Lea; Charlotte LeNeave; Alessandra MontorBrookes; Sophie Panor; Adrienne Romain; Sloane Sherrill; Luca Taleban; Ava Thomas

St. Mary High School – William Babbs; Owen Masek; Olivia O'Neill



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The Paducah Area Chamber of Commerce is proud to partner with the Kentucky Chamber Foundation through its Bus to Business® initiative as part of the 2026 WKY LAUNCH Experience.

Bus to Business® connects students with employers and provides opportunities to explore career pathways across Kentucky. This partnership supports WKY Launch's mission of introducing students to the diverse industries, businesses and career opportunities available throughout our region.

Through hands-on experiences and conversations with local employers, students can discover career possibilities in fields ranging from healthcare and manufacturing to aviation, skilled trades and beyond.



Paducah Chamber Group Photo
(inside the Capitol Visitor Center due to rain)

More than ninety business, government and community leaders joined the Paducah Chamber for its annual DC Fly-In, with presenting sponsor Four Rivers Nuclear Partnership. Meetings were held with members of Congress and the Department of Energy, Department of Transportation, MARAD, Environmental Protection Agency (EPA), and many other organizations.

Pictured to the right: A discussion was held with DOE Environmental Management leadership about the Chamber's Federal priorities. Chamber President Sandra Wilson led the discussion with Tim Walsh, Joel Bradburne, Erik Olds, and Steve Clemons.

Maegan Mansfield, BFW Marcum Engineering, presented a map of the DOE Site as part of the Chamber's Reindustrialization Study and Master Plan.



Terry Carmack, Chief of Staff for Senator Mitch McConnell, spoke at the closing event Congressional Reception, sponsored by Four Rivers Nuclear Partnership.



Cong. James Comer was the keynote speaker for a luncheon at The Library of Congress. He discussed the Chamber's Federal Priorities and then opened questions to the audience.



Ribbon Cuttings



Congratulations to 7th Street Wellness Club, 415 N 7th St., on their ribbon cutting. They are a members-only facility tailored for adults 40 and older. They are open Mon. through Fri. 6:00 a.m. to 8:00 p.m. and 8:00 a.m. to 8:00 p.m. on Saturday and Sunday. Visit <https://www.7thstreetwellness.com/>.



Congratulations to Mike Muscarella on a special ribbon cutting celebrating the dedication of a classroom in his honor at Murray State University. The classroom is in recognition of his decades of service to the healthcare community. It is located inside the new Robert L. and Karen Miller Jackson College of Nursing and Health Sciences Building (Jackson Hall).



Congratulations to the City of Paducah on their ribbon cutting of the Paducah Riverfront's BUILD Grant Project. This project features a new pier, grand entrance to downtown, the park with the compass rose feature, and more.



Congratulations to Hutchins Flooring America, 5150 Heartland Dr., on their ribbon cutting. They are open Mon. - Fri. from 9:00 a.m. - 5:00 p.m. and Saturday from 10:00 a.m. - 2:00 p.m. Visit www.flooringamericapaducah.com.



Congratulations to Social 360, 3801 Hinkleville Rd., on their newly renovated space. Check out their new space which features axe throwing, pool tables, duck-pin bowling, and a great stage for karaoke. Social 360 is for ages 21+ only. Visit www.atomicpaducah.com/social360 or call 270-558-4868.



Congratulations to the Southside Walmart, 3220 Irvin Cobb Dr., on their ribbon cutting. This location has recently undergone renovation and includes a variety of upgrades for customers to enjoy!

Impactful one-on-ones

How to turn a routine check-in into a better leadership conversation

A supervisor sits down with a team member for a scheduled one-on-one. They jump right in. Where are we on the project? Did the customer ever respond? What is holding up the report? Can we get this finished by Friday? Twenty minutes later, they have covered a lot of ground. The supervisor knows what is happening, and the team member knows what needs to happen next.

It may have been a perfectly good status meeting. But it was not much of a one-on-one.

There are plenty of opportunities to talk about the work. Project meetings, emails, Teams messages, production reports, hallway conversations, and dozens of small interactions fill a normal week. A one-on-one creates something rarer: dedicated space to understand the team member's experience of the work.

Where are they getting stuck? What are they seeing that you are not? What is creating unnecessary friction? Where are expectations unclear? What are they learning? What decision are they hesitant to make? What could they handle themselves if you resisted the temptation to solve it for them?

A status meeting focuses on the work. A one-on-one focuses on the conditions under which the work gets done. Team members often know things supervisors cannot see from their own vantage point. They know where a process creates confusion, which approval slows everything down, where communication breaks down, what customers are saying, and where people have quietly created workarounds just to get the job done.

That knowledge matters because improving the conditions around the work is leadership work. A good one-on-one gives the supervisor a recurring opportunity to understand those conditions while helping the team member think more clearly, exercise judgment, and take greater ownership.

The deadline still matters. The project still matters. Urgent work will always find its way into the room. The challenge is making sure urgent work does not consume the entire conversation. The best one-on-ones do two things at once: they educate the leader and develop the team member.

LISTEN BEFORE YOU SOLVE

Supervisors are often good at solving problems. That is one reason many of them were promoted. Someone brings a problem, they see an answer, and the instinct is to move quickly toward the solution. In a one-on-one, speed is not always the goal.

Listen for more than an update. Listen for uncertainty, hesitation, frustration, an idea that has not quite surfaced, or a pattern the team member has noticed but has not yet named.

Simple questions can open the conversation:

"What is getting in your way?"

"What are you seeing that I may be missing?"

"Where do you feel least clear right now?"

"What is taking more effort than it should?"

Those questions help the supervisor learn while giving the team member space to think.

CLARIFY WHAT MATTERS

Work gets harder when two people leave the same conversation with different understandings of what was decided.

Use the one-on-one to clarify expectations, priorities, responsibilities, and next steps. If a team member is uncertain about what success looks like, who owns a decision, or what matters most this week, that uncertainty becomes friction.

A good one-on-one can surface that ambiguity before it becomes delay,

rework, or frustration.

Clarity is one of the most useful things a supervisor can provide.

COACH WITHOUT TAKING OVER

A team member brings you a problem. You know the answer. Giving it to them would be faster.

But if the supervisor always supplies the answer, the team member loses opportunities to practice judgment.

Before solving the problem, ask:

"What do you think we should do?"

"What options have you considered?"

"What would you recommend?"

The point is not to withhold help. It is to avoid taking the thinking away from the person who needs to develop it.

Sometimes they will need your answer. Sometimes they need your experience. But sometimes they simply need enough space to discover that they already know more than they think.

REMOVE FRICTION

Not every obstacle can be solved by the team member.

Sometimes the supervisor has access, authority, information, or influence the team member does not. An approval is stuck. A process is poorly designed. Two departments are working at cross-purposes. The team member has raised the issue repeatedly and has no way to move it.

That is where the supervisor should step in.

Removing friction does not mean taking the work away. It means improving the conditions around the work so the team member can succeed.

ALIGN AROUND WHAT COMES NEXT

A good one-on-one should end with greater clarity and greater ownership.

What was decided? What is the

next step? Who owns it? What needs follow-up?

The goal is not to leave with a longer task list. It is to leave with a clearer understanding of the work ahead and who is responsible for moving it. Both people should leave knowing what happens next.

There is one question I think every supervisor should carry into a one-on-one:

What does this team member need from this conversation?

It is not necessarily a question to ask aloud. It is a frame to hold in mind.

They may need clarity. They may need coaching. They may need help removing an obstacle. They may need to think through a difficult decision. They may need you to listen long enough for them to hear their own thinking more clearly.

Sometimes they simply need twenty uninterrupted minutes with a supervisor who is genuinely paying attention.

That may sound small. It is not.

One-on-ones are one of the few recurring spaces where a supervisor can learn how the system is actually being experienced while helping a team member become more capable inside it.

The work will still get discussed. It should.

But the work gives you something to learn from, not merely something to check on.

A good one-on-one educates the leader and develops the team member.

By Frank Bennett, Executive Director of The Leadership Center, a 501(c)(3) nonprofit providing professional development and training solutions in West Kentucky and Southern Illinois. Learn more at www.LeadershipCenter.training.



FRANK BENNETT

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Speaker, Dr. Evelyn Jones and a
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Lucy Lantis

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Evelyn Jones: "The Woman in the
Mirror: Taking care of yourself,
finding resilience and recognizing
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4:00 P.M. - 6:00 P.M.

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