



THE CHAMBER CONNECTION

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October 2026

Paducah Chamber to host McCracken County Judge Executive Candidate Forum at October Luncheon

The Paducah Area Chamber of Commerce will host a Power in Partnership Luncheon on Thursday, October 1. The program will feature a McCracken County Judge Executive Candidate Forum with candidates Mayor George Bray and Judge Executive Craig Clymer. This luncheon takes the place of the Chamber's monthly breakfast and is sponsored by Paducah Bank.



**Mayor
George Bray**

Executive and learn about their plans for the county as they answer business-related questions.

WPSD Local 6 will broadcast the forum live during their noon newscast and on Facebook. The moderator is Todd Faulkner, Evening News Anchor at WPSD Local 6. Each candidate will be allowed to give opening and closing statements. Candidates will be asked multiple questions and given a time limit to respond.

George Bray has spent more than 40 years as a leader in both business and his community. Before entering public service, he held senior executive positions with a major Fortune 20 company, leading teams, managing complex operations and bringing people together to get results. In 2020, George was elected Paducah's 40th Mayor and re-elected in 2024. His leadership style is collabora-



**Judge
Craig Clymer**

tive—he believes the best decisions come from listening, doing the homework and bringing the right people to the table. Bray holds an MBA from The Ohio State University and a business degree from Indiana University.

Craig Clymer is in his second term as McCracken County Judge-Executive. He serves as Chair of the Paducah Area Community Reuse Organization Board and serves on the boards of Greater Paducah Economic Development, the Paducah/McCracken County Industrial Development Authority and the Paducah Junior College Foundation. Clymer previously served as McCracken Circuit Judge from 1998 to 2017 and McCracken District Judge from 1993 to 1997. He also served as a staff attorney for the United States District Court and as a Paducah Police Department officer. Clymer holds a bachelor's degree in law enforcement.

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West KY Launch



EmpowerHER

Paducah Area Chamber of Commerce

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info@paducahchamber.org

2026 Board of Directors

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*Paducah/McCracken County
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Administrative Assistant



Rebecca Ferch (middle), who was the Top Volunteer for the Campaign, with members of her team, Andra Cornelius (left) and Mollie McGee (right).

Chamber Membership Campaign nets 90 New Members

The Paducah Area Chamber of Commerce’s Annual Membership and Total Resource campaign ended with a total of 90 new members recruited to the Chamber and various new sponsorships. The results were announced at a Campaign Victory Party at The 1857 Hotel and sponsored by GEO Consultants Corporation. Even though the Chamber accepts new members all year, a time is set aside every fall for the annual Membership Campaign for a more focused approach by volunteers.

“Our volunteers continue to demonstrate an incredible commitment to the Chamber and our business community through this campaign,” said Todd Buchanan, Campaign Chair, Chair-Elect of the Paducah Chamber Board of Directors, and President of GEO Consultants Corp. “Their time, energy, and dedication play

an important role in growing our Chamber. We are grateful for each of our volunteers, our members, and the leaders who continue to invest in the success of the Paducah community.”

The top volunteer producer for the campaign was Rebecca Ferch with Four Rivers Nuclear Partnership. Second place individual award went to Lisa Lauck with Lauck Marketing Agency; third place was DeeAnn Bogaczyk with Blended Brews; fourth place was Andy Wilson with West Kentucky Community & Technical College; and fifth place was Debbie Cornwell with Labor of Love.

Rebecca Ferch’s Team, Four Rivers Nuclear Partnership, earned the “traveling trophy” award for Overall Team Winner. Lisa Lauck’s Team, Lauck Marketing Agency, earned second place, and the third place was DeeAnn Bogaczyk’s Team, Blended Brews.

Welcome New Chamber Members: August 2026

1st Franklin Financial

Financial Services
Niqua Galbraith
5164 Hinkleville Road
Paducah, KY 42001
(270) 442-3415
sdg8203@1ffc.com
1ffc.com

270 Nutrition

Health Foods
Brittany Coley
5540 Reidland Drive
Paducah, KY 42003
(270) 519-3571
270nutrition@gmail.com

American Shoreline

Docks-Dredging-Demolition
Tenton Cornelius
20 Margaret Court
Paducah, KY 42001
(618) 771-2773
tenton@americanshoreline.com
americanshoreline.com

Ami Wilson-Independent Stampin Up! Demonstrator

Art-Creative Experience
Ami Wilson
220 Brenna Drive
Paducah, KY 42001
amiwilson.stampin@gmail.com
amiwilson.stampinup.net

Arnold Roll-Off Rentals

Dumpster Rental Service
Brittany Nielsen
120 Cave Thomas Drive,
Suite A
Paducah, KY 42001
(270) 243-1776
contact@arnoldrolloffrentals.com
arnoldrolloffrentals.com/home

B & R Tire Sales and Service

Tire Dealers & Distributors
Isaac Robbins
7240 US 62
Cunningham, KY 42035
(270) 642-2710
bmtire@wk.net

Ballard Plumbing Service, LLC

Plumbing/Sewer/Septic Repair
Josh Ballard
7320 Wurth Road
Paducah, KY 42001
(270) 554-4952
josh@ballardplumbingservice.com
ballardplumbingservice.com

The Barre Paducah

Exercise/Physical Fitness
Mariah Hamby
130 Lone Oak Road, Suite 121
Paducah, KY 42001
(270) 704-2578
thebarrepaducahky@gmail.com
thebarrekentucky.com

Beehive Liquors

Liquor Stores
Mason Patel
3145 Park Avenue
Paducah, KY 42001
(270) 443-6601

Blended Barber & Beauty

Barbershops
DeeAnn Bogaczyk
120 Park Road
Paducah, KY 42003
270-703-4102
blendedbarberandbrews@gmail.com
blendedbarberbeautyandbrews.com

Broadway United Methodist Church

Churches
Rev. Justin Ramer
701 Broadway
Paducah, KY 42001
(270) 443-2401
receptionbumc@comcast.net
bumc-paducah.org

Brookfield Asset Management

Financial Services
Frederick Day
Brookfield Place
225 Liberty Street, 8th Floor
New York, NY 0
(713) 336-2173
fred.day@brookfield.com
brookfield.com

B'Well Medical Aesthetics

Medical Spas
Megan McDowell
2408 New Holt Road
Paducah, KY 42001
(270) 519-2330
bwellaesthetics@gmail.com
paducahbwell.com

Camp Graves Inc.

Organizations-Not for Profit
Cassy Basham
15030 State Route 45 South
Water Valley, KY 42085
(270) 568-0032
info@campgraves.org
campgraves.org

Chick-fil-A

Restaurants
Mark Riley
5193 Hinkleville Road
Paducah, KY 42001
(270) 444-6061
02194@chick-fil-a.com
chick-fil-a.com

Chuy's Tex-Mex

Restaurant/Bar
Adam Cox
5002 Hinkleville Rd
Paducah, KY 42001
(270) 414-0040
Adam.Cox@chuys.com
chuys.com

CJS Home Improvement

Construction
Phillip Wilson
1612 Bloom Ave
Paducah, KY 42001
(270) 705-3712

Confluence Paducah

Bookstores
Blake Wilson
311 Broadway, 1st Floor
Paducah, KY 42001
(270) 594-0312
support@confluencepaducah.com
confluencepaducah.com

Cornerstone Auto Repair

Automobile Repair & Service
Kasey Evans
5016 Benton Road
Paducah, KY 42003
(270) 559-9830
cornerstoneauto2025@gmail.com

Courtture Esthetics

Health & Beauty
Courtney Wells
100 Fountain Avenue, Suite 300
Paducah, KY 42003
(708) 205-2430
courttureesthetics@icloud.com

Crockett Howard Properties, LLC

Apartments/Housing
Shannon Crockett
2780-D New Holt Road, #391
Paducah, KY 42001
(270) 441-2192
staff@crockettthoward.com

Eco Electric Innovations

Contractors-Electrical
Eric Warren
6910 Lovelaceville Road
Paducah, KY 42001
(270) 816-6792
eric@ecoelectricinnovations.com
ecoelectricinnovations.com

Ferguson Enterprises, LLC

Plumbing Fixtures & Supplies
Kyle Huser
5119 Heartland Drive
Paducah, KY 42001
(270) 575-0066
kyle.huser@ferguson.com
ferguson.com

Firefly Ink & Etch

Personalized/Custom Products
Kathy Layton
153 Riverside Drive
Ledbetter, KY 42058
(707) 330-6840
kathy@fireflyinkandetch.com
fireflyinkandetch.com

The Floor Store

Flooring
Madison Knowles
703 South 6th Street
Mayfield, KY 42066
madisonfloorstore@outlook.com

G & C Multi-Services, LLC

Machine Shops
Monte Cryts
1505 N 8th Street
Paducah, KY 42001
(270) 443-6077
christegc@gcmsnet.com
gcmsnet.com

Gower Agency LLC

Insurance
Andrew Gower
504 Market Street
Metropolis, KY 62960
(618) 524-4660
andrew@gowerinsurance-agency.com
gowerinsuranceagency.com

Gutter Boyz of Kentucky, LLC

Gutter Sales/Service
Jody Nielsen
26 Billy Watkins Road
Benton, KY 42025
(270) 906-3055
jody@gutterboyzky.com
gutterboyzky.com

Hair By Mickie

Hair Salons
Mickie Miller
503 Kelly Drive
Ledbetter, KY 42058
(270) 845-1732
mickiecrass@yahoo.com

Hannan Supply Company

Distributors-Electrical
Evan Lyles
1565 N. 8th Street
Paducah, KY 42001
(270) 442-5456
info@hannansupply.com
hannansupply.com

Hernandez Lawn Care

Lawn Service/Landscaping
Jose Hernandez
645 Massac Church Road
Paducah, KY 42001
(270) 933-7552
jhernandezlawncare@gmail.com
hernandez-lawncare.com

Home Pro Advantage

Pest Control
Jarrett Rasmussen
822 Jefferson Street
Paducah, KY 42001
(270) 243-4256
hpa@yourhomepro.org
weareyourhomepro.com

The Ingram Distillery

Distilleries
Brian Shemwell
11217 KY-58
Columbus, KY 42032
(270) 677-5711
brian.shemwell@ingram-whiskey.com
ingramwhiskey.com

Jeremy White, Family

Wealth Advisor
Financial Planning
Jeremy White
2520 New Holt Road, Suite A
Paducah, KY 42001
(270) 594-5757
info@jwfw.com
jwfw.com

JLS Tax & Wealth Advisors

Financial Services
Jared Street
2920 Lone Oak Road, Suite 3
Paducah, KY 42003
(270) 594-0050
info@jlstaxandwealth.com
jlstaxandwealth.com

Keller Williams Experience Realty

Real Estate
Joseph Miller
3420 Park Avenue, Suite 2
Paducah, KY 42001
(270) 450-0827
josephmiller@kw.com
kwerr.org

Kentucky Comedy Festival, LLC

Entertainment/Events
Benjamin Wilson
230 Peppers Mill Drive
Paducah, KY 42001
(786) 512-3721
ben.wilson.miami@gmail.com
kentuckycomedyfestival.com

Kentucky Farm Bureau - Lone Oak

Insurance
Michael Skidmore
1600 Broadway
Paducah, KY 42001
(270) 443-6057
michael.skidmore@kyfb.com
kyfb.com/mccracken/lone-oak

Kentucky Hillbilly BBQ

Restaurants
Brian DeRousse
53 Green Street
Wickliffe, KY 42087
(270) 335-3505
jamipage1973@gmail.com

King Properties & Rentals, LLC

Real Estate
Jon King
55 Crescent Point
Gilbertsville, KY 42044
(270) 293-5464
jon.king@edwardjones.com

Laurie Hines, Realtor

Realtors/Real Estate
Laurie Hines
12430 Hopewell Road
Boaz, KY 42027
(270) 556-1853
lauriewithremax@gmail.com
laurie-hines.remax.com

Lee's Home Care LLC

Personal Home Care
Ayesha Brown
2850 Adams Street,
Entrance 6, Suite 12
Paducah, KY 42003
(270) 210-4370
leeshomecare@outlook.com
leeshomecare.org

Welcome New Chamber Members: August 2026

Lincoln Station Foundation

Organizations-Not for Profit
George Wilson
george@lincolnstationfoundation.org

Lykins Exterior Cleaning

Cleaning Services
Jack Lykins
1380 Lewis Road
Mayfield, KY 42066
(270) 705-9030
lykinsexteriorcleaning@gmail.com

Marshall County Hospital

Hospitals
Steven Luther
615 Old Symsonia Road
Benton, KY 42025
(270) 527-2411
marshallcountyhospital.org

Mason Tot Denton State Farm

Insurance
Mason Denton
202 Lone Oak Road, Suite 100
Paducah, KY 42001
(270) 908-4220
mason@masonismyagent.com
masonismyagent.com

Metal Works Machine & Maintenance

Steel/Metal Fabrication
Lucas Sharp
69 W Railroad Avenue
Calvert City, KY 42029
(859) 322-9516
lucas.sharp@mwmm.biz
mwmm.biz

Millwork Products, LLC

Manufacturers
Tim Page
1003 Monroe Street
Paducah, KY 42001
(270) 442-5481
tpagemwp@bellsouth.net
millworkproducts.net

Navarro Research and Engineering, Inc.

Nuclear Contractor/Technical Services
Reinhard Knerr
1020 Commerce Park Drive
Oak Ridge, TN 37830
(270) 816-0142
knerrr@navarro-inc.com
navarro-inc.com

NECCO Foster Care

Social Services
Heather Cross
125 Eagle Nest Drive
Paducah, KY 42003
(270) 898-1293
hcross@necco.org
necco.org

NextEra Energy Resources

Distributors-Electrical
Olivia Watkins
700 Universe Boulevard
Juno Beach, FL 33408
olivia.watkins@nexteraenergy.com
nexteraenergyservices.com

The Olive Garden

Restaurants
Robyn Wells
5150 Hinkleville Road
Paducah, KY 0
(270) 442-4190
olivegarden.com

OMADA Marketing

Advertising
Aaron Goodman
170 Valor Court
Paducah, KY 42003
(270) 331-5962
aaron@omadamarketing.ai
omadamarketing.ai

Orderly Endeavors LLC

Interior Decorators/Designers
Morgan Carter
265 New Providence Road
Murray, KY 42071
(270) 873-9635
morgan@orderlyendeavors.biz
orderlyendeavors.biz

Owen Cleaners

Dry Cleaners
Matt Sullivan
1021 Kentucky Avenue
Paducah, KY 42003
(270) 705-8404
Matt@dryco.org
owencleaners.com

Paducah Meal Prep Co.

Restaurants
Colton Lyles
3240 Lone Oak Road, Suite A
Paducah, KY 42003
(270) 558-4761
orders@paducahmealprep.com
paducahmealprep.com

PAPA Gallery

Art Galleries/Studios
Dutch Thurman
124 Broadway
Paducah, KY 42001
(270) 575-3544
papagallery@gmail.com
thepapagallery.com

Parker Payment System

Credit Card Processing
Tanner Parker
1049 Park Avenue
Paducah, KY 42001
(270) 519-0717
parkco@hotmail.com
parkerpaymentsystems.com

PLEX - Industries, LLC

Railroads
Kevin McEwan
Paducah, KY 42001
(270) 217-1063
info@plex-industries.com
plex-industries.com

Purchase District Health Department

Government
Ashlee Bryan
916 Kentucky Avenue
Paducah, KY 42001
(270) 444-9625
kkrolikowski@purchasehealth.org
purchasehealth.org

Pure & Simple Cleaning Co.

Cleaning Service - Commercial
Nicole Coomer
1733 Sholar Road
Mayfield, KY 42066
(985) 290-3419
pureandsimplekentucky@gmail.com
puresimplecleaningco.com

Right Window Cleaning

Window Cleaning-Commercial/Residential
Nathan Brimmer
263 Colony Drive, Suite #8
Paducah, KY 42001
(270) 965-9673
robwindowcleaning@yahoo.com
windowscleanedright.com

The Silent Struggle Foundation

Organizations-Not for Profit
Vanessa Barnett
P.O. Box 143
Mayfield, KY 42066
(270) 970-3342
hello@silentstrugglefoundation.org
silentstrugglefoundation.org

Smokey D's Family

Restaurant
Restaurants
David Smith
127 East Kentucky Drive
LaCenter, KY 42056
(270) 665-8050
bohats@brtc.net

Special Olympics Kentucky

Organizations-Not for Profit
Mallory Jent
105 Lakeview Court
Frankfort, KY 40601
(502) 695-8222
soky@soky.org
soky.org

St. Thomas More Church

Churches
Tim Bray
5645 Blandville Road
Paducah, KY 42001
(270) 534-9000
stmore.org

Stifel Financial

Wealth Management
Elliot Treece
2190 New Holt Road, Suite C
Paducah, KY 42001
(270) 908-0633
rhineharth@stifel.com
stifelpaducah.com

STOMP Cancer, Inc.

Organizations-Not for Profit
Cindy Malray
4635 Mayfield-Metropolis Road
Paducah, KY 42001
(270) 564-5629
stomp_cancer@outlook.com

Strategic Medicare

Insurance-Health
Lesla Sloan
3465 Stanley Road
Paducah, KY 42001
(251) 656-9673
lesla@strategicmedicare.us
strategicmedicare.us

Supply Solutions

Janitorial Services/Supplies
Sean Knight
2852 Ross Avenue
Paducah, KY 42001
(270) 442-8888
sales@wesupplysolutions.com
wesupplysolutions.com

Telephone Answering Service, Inc.

Answering Services
Michelle Neal
805 Kentucky Avenue
Paducah, KY 42001
(270) 443-7362
tasinc1969@outlook.com
tasinc.com

The Washburn Gillespie Group, eXp Realty

Realtors/Real Estate
Kathleen Washburn Gillespie
215 Valley Road
Paducah, KY 42001
kathleenwgillespie@gmail.com
facebook.com/thewashburngillespiegroup

Topper Tax Services

Tax Service
Jalonda Duncan
3831 Clarks River Road, Suite B
Paducah, KY 42003
(270) 205-5330
toppertaxservice@yahoo.com

Tortitude Cat Cafe

Cat Shelter/Adoption
Tori Rodgers
2420 New Holt Road
Paducah, KY 42001
(270) 625-5044
torirodgers@tortitudecatcafe.com
tortitudecatcafe.com

Tri-State Games

Inflatable Games
Michael & Debbie Cornwell
128 Riverside Drive
Ledbetter, KY 42058
(270) 366-2189
tristategames@comcast.net
tristategames.com

Tri-State Valve, LLC

Industrial
Bill Henson
326 S. Main Street
Calvert City, KY 42029
(270) 395-5030
sales@tvimem.com
tvimem.com

Turnkey Sales

Equipment Rental
Susie Norris
2186 US Highway 23
Piketon, OH 45661
(865) 298-1523
snorris@ttsllc.org
turnkeysalesllc.com

West Towne Pharmacy

Pharmacies
Brandy Key
2755 West Park Drive
Paducah, KY 42001
(270) 443-0909
info@westtownepharmacy.com
westtownepharmacy.com

Western KY Window Tinting of Paducah

Window Tinting/Shades
Michael Schaaf
3545 Park Plaza Road
Paducah, KY 42001
(270) 841-1348
michael@schaaftintz.com
schaaftintz.com/

Whalin Land Solutions LLC

Construction
Jean Ellen Whalin
2862 Lake Barkley Drive
Kuttawa, KY 42055
(270) 205-8412
whalinlandsolutions@outlook.com

Wilson Office Solutions

Office Equipment/Supplies/Furniture
Erik Watson
1625 Kentucky Avenue
Paducah, KY 42003
(270) 443-3611
erik@wilsonofficesolutions.com
shop.wilsonofficesolutions.com

Ya Got Beef

Food Trucks
Brian Bethel
851 N 36th Street
Paducah, KY 42001
yagotbeef@gmail.com

Youngblood Excavating & Contracting, LLC

Construction-Site Development
Brad Youngblood
111 Pioneer Industrial Drive
Mayfield, KY 42066
(270) 247-1400
info@yecllc.com
youngbloodexcavating.com

Thank You for Renewing Your Chamber Membership in August!

Air-Tite Insulation, LLC	Kirchhoff's Bakery
Audiology & Hearing Center	Knights of Columbus - Paducah Council
Barnes Marine Services, LLC	Liberty Point Apartments
Beard & Pugh, CPAs, PLLC	Little Tractor & Equipment Co.
Big Ed's	Lone Oak Family Eye Care
The Blind Place, LLC	Luxe Properties
Bluegrass Medical Associates	M. Dean Owen, CPA, PSC
Candlewood Suites	Marine Systems Inc.
Cassidy's Cause Therapeutic Riding Academy	Mariner Mechanical HVAC, Inc.
Clever Tiger Games	McKeel Equipment
Colgan Orthodontics	Millstone of KY LLC
Concord Clean	Morgan, Collins, Yeast & Salyer
Crowdus Maintenance/Cleaning	Moses Basket, The
Dealer Finance of Western KY, LLC	Mott Electric, LLC
Dermatology & Skin Surgery Clinic	Paducah Main Street
Elite Realty	Paducah Pizza Ranch
EPIC Group, EXP Realty	Paducah Vascular Institute, PLLC
EquipmentShare	Paducah-McCracken Co. Convention Center
Estron Chemical, Inc.	Pierce Jeff REALTOR/Better Homes and Gardens Real
Evrard Company, Inc.	Estate Fern Leaf Group
Fabick CAT Power Systems Rental	Point-of-View Apartments
Florista	Powersports of America
Gallagher Insurance	Radiology Group of Paducah
Guess Anti-Bullying Foundation	Ray Black & Son, Inc.
Hampton Inn & Suites	Re-Bath Paducah
Harrah's Metropolis	Reliable Glass
Hibbs Insurance Agency Inc.	Retail Builders, LLC
Hines Furlong Line	Rice Orthodontics, PLLC
Holiday Inn Express & Suites	Rivercrest Place
Holiday Inn Paducah Riverfront	Ronald McDonald House Charities of the Ohio Valley
Homewood Suites	Seamens Church Institute
Hope Unlimited Family Care Center	South-Side Machine Shop Inc
Houchens Insurance Group	Stanley Steemer
House to Home Creations/H2H Apparel	Starfish Orphan Ministry
Hutchison Trucking, Inc.	Total AV Services
IMPEX	Track Tech Inc.
IS Group, Inc.	Trillium H2 Power, LLC
J.W. Reynolds Memorials	ViWinTech Window & Door, Inc.
Jenny's Reflexology and Massage	Waterway Ag Inc./River Ag
Joelle Bright Realtor	WellSprings Dermatology
Joint - BBQ, Wings & More	Williams, Williams & Lentz, LLP
Keller Williams Experience Realty - Melinda Watson	WPSD Local 6
Keuler, Kelly, Hutchins, Blankenship & Sigler, LLP	ZenBusiness

September PIP Panel



Redfield provided a site overview and status of cleanup activities. Mansfield and Wilson gave an update on the Reindustrialization Study and Master Plan development of the site. Wilcox discussed the new projects announced at the site. Pictured (L to R): Wilcox, Mansfield, Redfield and Wilson.

September PIP Sponsor



Whitlow Roberts Houston & Straub was the presenting sponsor of the September Power in Partnership Breakfast. The program featured a panel discussion on the overview of the activity at the Paducah Department of Energy Site. Panelists included Maegan Mansfield, BFW | Marcum Engineering; Myrna Redfield, Four Rivers Nuclear Partnership; Bruce Wilcox, Greater Paducah Economic Development; and Sandra Wilson, Paducah Area Chamber of Commerce. The breakfast also celebrated results of the Chamber's annual Membership and Total Resource Campaign, which was led by Campaign Chair and Chair-Elect Todd Buchanan. Members of Leadership Paducah Class #40 were also introduced. Pictured from left to right: Sandra Wilson; Todd Buchanan; Nicholas Holland, Whitlow, Roberts, Houston & Straub; Kenny Boyd, Paducah Chamber Board Chair; Eric Straub, WRHS; Bruce Wilcox; Myrna Redfield; and Maegan Mansfield.

Ribbon Cuttings



Congratulations to Connective Consulting and Amie Tooley on their ribbon cutting. Connective Consulting offers team training sessions to help strengthen communication and build trust. Visit www.connectiveconsultingservices.com or call 270-519-4136.



Congratulations to the City of Paducah on their new playground at Kolb Park, 1650 South 6th St., in Paducah's Southside.



Congratulations to Millstone of Kentucky, 1025 Kentucky Ave., on their ribbon cutting. They are open Mon. - Fri. from 9:00 a.m. - 5:00 p.m. and Saturday's from 10:00 a.m. - 2:00 p.m. Call 270-534-6455 or visit www.millstoneflooringandgranite.com for more information.

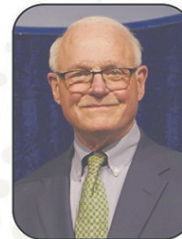
Save the Date

"BEST CLASS EVER ANNUAL CELEBRATION"
FOR LEADERSHIP PADUCAH ALUMS

FRIDAY, OCTOBER 23

11:30 A.M. - 1:00 P.M.

PADUCAH-MCCRACKEN CO. CONVENTION CENTER



Featured Speaker:

MARK WHITLOW

2025 Leadership Paducah
Alumnus of the Year



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The Paducah Chamber traveled to our nation's capital in September to advocate for the priorities that matter most to our business community and region.

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Watch for a full recap of the trip in next month's newsletter!

The delegation multiplier

How leaders multiply judgement in organizations

The Delegation Multiplier is the increase in organizational judgment that occurs when a leader gives another person a clear path, real authority, and enough guidance to apply their own experience, perspective, and proximity to the work.



FRANK
BENNETT

The multiplier appears when delegation does more than move a decision. It adds another source of judgment to the system. If the employee is still expected to reproduce the leader's preferred answer, the decision may have moved, but the thinking has not multiplied. The employee is simply doing the work of arriving at someone else's conclusion.

Real delegation creates the possibility of something more. The employee may know the customer differently, notice a pattern the leader has missed, recognize a risk the leader has learned to normalize, or connect information in a way the leader would never have considered.

No leader, regardless of experience, sees every problem from every useful angle. When another person's way of seeing receives real authority to influence the answer, the organization gains access to thinking it did not previously possess. That is the multiplier.

Delegating a task is usually easier than delegating a decision. Tasks have visible outputs. Someone completes the report, handles the call, schedules the meeting, or solves the immediate problem.

A decision requires something different. Another person has to interpret information, weigh competing concerns, and exercise judgment the leader may not share. That is where delegation becomes real.

The test is not whether the employee arrives at the same answer you would have reached. The test is whether they can make a reasonable decision inside the boundaries you established and have that decision stand when your preference is different.

If the only acceptable decision is yours, you delegated the analysis, not the authority.

Employees learn quickly whether their authority is genuine. If you invite them to decide and then override every reasonable choice that differs from your preference, they will stop deciding.

It usually happens gradually. The next time, they ask one more question. Then they bring you two options and wait to see which one you prefer. Eventually, they bring the decision back.

From the leader's side of the desk, that can look like dependency. From the employee's side, it may simply be pattern recognition. They have learned that "use

your judgment" really means "figure out what I would do and bring it back to me."

The multiplier rests on three conditions.

- Path answers: Where can I decide? People know what they own, what must be protected, where the boundaries sit, and when escalation is expected.
- Authority answers: Is the decision actually mine? A reasonable decision can differ from the leader's preference and still stand.
- Guidance answers: What do I need to see more clearly? The leader adds context and perspective without reclaiming ownership of the decision.

When all three are present, the employee is no longer simply another pair of hands. They become another source of judgment.

Their experience matters. Their proximity matters. Their pattern recognition matters. Their way of seeing the problem matters. Because those things differ from yours, they may find answers you never would have found alone.

Delegation is not only a way to make an organization less dependent on one person. It is a way to make the organization smarter than one person. Authority is what makes delegation real. The multiplier is what makes delegation valuable.

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

FORUM

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ATTENDEES WILL BE ASKED TO FOLLOW THESE GUIDELINES

- No campaign banners, brochures, buttons, pins or other campaign materials or promotion activities will be permitted by attendees or candidates.

- Supporters must be respectful and courteous. No unruly behavior will be allowed. Those who do not follow these rules will be asked to leave.

- The audience will be asked to remain silent and to silence their phones during the Forum and to refrain from responding to any candidate's answers or comments.

WKY
LAUNCH
EXPERIENCE

Presented by:
FOUR RIVERS
NUCLEAR PARTNERSHIP, LLC

8TH GRADE CAREER FAIR
WEDNESDAY,
OCTOBER 21
PADUCAH-MCCRACKEN CO. EXPO CENTER

Showcase the skills needed to be successful
in your business to local students!

More than 800 students in all Paducah and McCracken County
School Systems will be participating in the one-day event.

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Register at paducahchamber.org

EmpowerHER

WHERE EMPOWERMENT MEETS LEADERSHIP

Save the Date

THE POWER OF US

Connect. Encourage. Lead. Lift.

THURSDAY, NOVEMBER 12

11:00 A.M. - 4:00 P.M.

**PADUCAH-MCCRACKEN CO.
CONVENTION CENTER**

**RESERVE YOUR
SPONSORSHIP
TODAY!**

We are not meant to do this alone. The women who surround us can shape who we become, and we have the power to shape what comes next for other women.

Join us for a luncheon and afternoon full of personal and professional growth opportunities related to women's business, life and personal topics. This year's keynote speaker is Lucy Lantis, an emotional-wellness coach and founder of Inward Inquiry. We'll also have a full afternoon of sessions addressing a variety of issues that are important to women.



LUCY LANTIS
Keynote Speaker

**KEEP THE PARTY GOING
AFTER THE PROGRAM AND JOIN US FOR**

AT THE TABLE

**AN EVENING OF
MAHJONG & CONNECTION**

4:00 P.M. - 6:00 P.M.



Whether you're new to the game or an experienced player, this is for you! We're offering both a learn to play and tournament option! Let's wrap up a full day of supporting women with a little friendly competition.

PRESENTED BY:

**STRAWBERRY HILLS
PHARMACY**

Our Specialty is *You!*



**Individual tickets and
mahjong information
coming soon!**