



# Special Meeting of Norwood City Council

Norwood Middle School Auditorium  
2060 Sherman Avenue | Norwood, Ohio 45212  
January 1, 2022 ~ 11:00am

**A) CALL TO ORDER**

The Council for the City of Norwood met in special session on the above date with Mr. Ken Miracle presiding, and Mr. John Breadon as Clerk pro-tem. The meeting opened with a prayer and the Pledge of Allegiance.

**B) PRAYER**

**C) PLEDGE OF ALLEGIANCE**

**D) ROLL CALL (NEWLY ELECTED MEMBERS)**

On roll call, the following members answered present: Mrs. Franzen, Mrs. Hoover, Mr. Kelsch, Mrs. Winterbauer, Mr. Thompson, and Mr. Breadon.

**E) LETTER FROM COUNCIL MEMBER-ELECT MICHAEL GABBARD**

On a motion by Mr. Thompson, seconded by Mrs. Hoover, it was moved to receive and file the letter. All members present voted, "Yes." The motion passed.

**F) ELECTION OF MEMBER TO FILL UNEXPIRED TERM OF COUNCIL MEMBER-ELECT MICHAEL GABBARD**

On a motion by Mr. Kelsch, seconded by Mr. Breadon, Maria Williams was nominated to fill the unexpired term for Council-At-Large.

Mr. Kelsch noted that Ms. Williams has been the Clerk of Council for the past two years and is a lawyer; she has been involved in the city and is familiar with how things work on Norwood City Council.

Mr. Kelsch and Mr. Breadon voted, "Yes," Mrs. Franzen, Mrs. Hoover, Mrs. Winterbauer, and Mr. Thompson voted, "No." The motion failed.

On a motion by Mrs. Hoover, seconded by Mr. Thompson, Alexis Royse was nominated to fill the unexpired term for Council-At-Large.

Mrs. Franzen noted that Ms. Royse is an attorney and a Law Clerk for Hamilton County; she works with the public on a daily basis and understands the importance of open communication and transparency. Mr. Kelsch asked about the qualifications of Ms. Royse, as compared to Mrs. Williams; Mrs. Winterbauer stated Ms. Royse is very qualified and will bring a fresh perspective and will be a great addition to Council.

Mrs. Franzen, Mrs. Hoover, Mrs. Winterbauer, and Mr. Thompson voted, "Yes," Mr. Kelsch and Mr. Breadon voted, "No." The motion passed.

Ms. Royse joined the other members of Council on stage and was sworn in by Mr. Garry.

**G) ELECT CLERK OF COUNCIL**

On a motion by Mrs. Franzen, seconded by Mr. Thompson, Joe S. Geers was nominated as Clerk of Council.

Mrs. Franzen, Mrs. Hoover, Mrs. Royse, Mrs. Winterbauer, Mr. Thompson, and Mr. Breadon voted, "Yes," Mr. Kelsch voted, "No." The motion passed.

Mr. Geers assumed the duties as Clerk of Council for the duration of the meeting.

**H) ELECT PRESIDENT PRO-TEM**

On a motion by Mrs. Winterbauer, seconded by Mrs. Hoover, Eric Thompson was nominated as President Pro-Tem.

All members present voted, "Yes." The motion passed.

**I) ELECT CLERK OF COUNCIL PRO-TEM**

On a motion by Mrs. Winterbauer, seconded by Mrs. Franzen, Alexis Royse was nominated as Clerk of Council Pro-Tem.

All members present voted, "Yes." The motion passed.

**J) ELECT SECRETARY TO THE CLERK OF COUNCIL**

On a motion by Mrs. Franzen, seconded by Mrs. Hoover, Liz Mize was nominated as Secretary to the Clerk of Council.

All members present voted, "Yes." The motion passed.

**K) ENACT THE STANDING RULES OF COUNCIL**

On a motion Mr. Thompson, seconded by Mrs. Franzen, it was moved to enact the Standing Rules of Council.

Mr. Breadon stated he was slightly disappointed with the prayer being removed and replaced with an invocation; he would like to have invocation and the subsequent paragraphs removed and the prayer added back. Mr. Breadon stated the prayer is important to the City and the Country and he urged residents who are offended by the removal of the word prayer, to contact himself or other members of Council to have the prayer added back next term. Mr. Thompson stated he feels there is an issue with a Christian-centric prayer; it doesn't represent everyone in the city. The revised rules are a suggestion to invite members of the community to lead the invocation, and it is not eliminating a prayer, but rather, making it more accessible, more inclusive, and more constitutionally aligned. Mr. Kelsch stated he has never felt led or pressured during the prayer in his previous years on Council and he uses that time to reflect. Mr. Thompson noted the time during the invocation can still be used for personal reflection, it is just not going to be a specific religious prayer that everyone recites. Mrs. Hoover added that an invocation is not exclusive to prayer, but it is inclusive to prayer; the invocation will also increase diversity of faiths that are represented.

Mrs. Franzen, Mrs. Hoover, Mrs. Royse, Mrs. Winterbauer, and Mr. Thompson voted, "Yes," Mr. Kelsch and Mr. Breadon voted, "No." The motion passed.

**L) COUNCIL MEMBER ASSIGNMENT TO COMMITTEES**

Mrs. Winterbauer distributed an amended list of committee assignments to members of Council to reflect Ms. Royse as a new member of Council.

On a motion by Mrs. Winterbauer, seconded by Mr. Breadon, it was moved to approve the Council Committee Assignments. All members present voted, "Yes."

**M) APPOINT/SELF-NOMINATE OKI BOARD OF DIRECTORS REPRESENTATIVE**

On a motion by Mr. Thompson, seconded by Mr. Breadon, it was moved to appoint Susan Hoover as the OKI Board of Directors Representative.

Mr. Breadon stated he was the OKI Board of Directors Representative from the previous Council term; it has been an honor to serve the residents of Norwood in the capacity as the Board Representative on behalf of the City of Norwood.

All members present voted, "Yes." The motion passed.

**N) COMMUNICATION FROM LAW DEPARTMENT RE: APPOINTMENT OF ENERGY IMPROVEMENT DISTRICT BOARD MEMBER**

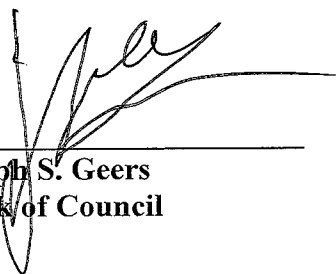
On a motion by Mr. Thompson, seconded by Mr. Breadon, it was moved to receive and file the letter. All members present voted, "Yes." The motion passed.

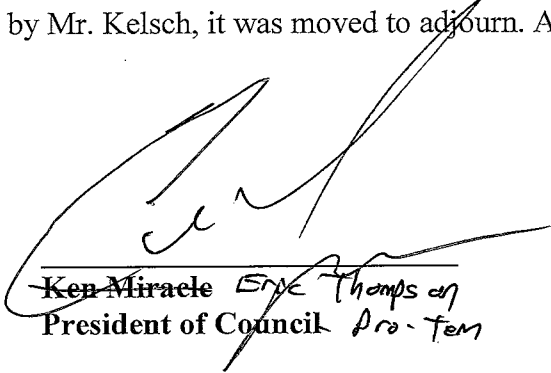
**O) EXCUSE ABSENT MEMBERS**

There were no absent members.

**P) ADJOURNMENT**

On a motion by Mr. Thompson, seconded by Mr. Kelsch, it was moved to adjourn. All members present voted, "Yes."

  
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Joseph S. Geers  
Clerk of Council

  
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~~Ken Miracle~~ Eric Thompson  
President of Council Pro-Tem

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City of Norwood Inauguration – January 1, 2022

Tom Shepherd

Mayor Schneider, Council President Miracle, Elected Officials, Friends of Norwood, Happy New Year and thank you for inviting me to join you on this occasion.

The origin story I find most compelling is probably familiar to you. On page one of the Bible God creates the heavens and the earth. He creates daytime and night. He creates the sun, and the moon, and the stars, and the sky. He creates lakes. He creates oceans. He creates rivers. He creates streams. He creates mountains, and prairies, and the land beneath our feet. He creates an amazing assortment of animals and plants, each perfectly designed to thrive in His creation. And then He creates the humans.

Beginning with His famous calling to “go forth and multiply, fill the earth and subdue it,” God calls upon these humans to carry on what he had started. Carry on, He tells them, follow my lead. Bring order out of disorder, bring beauty where there is blight, create benefit for your neighbors, out of darkness deliver light, so that all families of the earth might flourish, so that all whom you know, and don’t know, might thrive. His calling to the humans was to rule over the earth in partnership with Him to create unending goodness, to transform the raw potential of earth and life into stuff, and things, and culture, and community, that glorify Him, and bless people. Beer and football are obvious examples, as are schools, highways, oatmeal raisin cookies, and democracy. We were put here on earth to create good for each other. I for one am inspired by this calling. I suspect you might be as well.

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The origin story of Shepherd Chemical is less well documented, and less well known. By the time Norwood became a city in 1902 it already enjoyed a local newspaper, clean water that ran throughout the village, four train lines running in all directions, and several innovative businesses including the Cincinnati Brick Company, the Bullock Electric Manufacturing Company (now Siemens), the US Playing Card Company, and the Globe Wernicke furniture company. By 1919, just 17 years later, Norwood was home to 47 factories. The Shepherd Chemical Company was among them.

My great grandfather, Lee Shepherd, founded Shepherd Chemical in the middle of World War I. As war broke out in Europe in 1914, Lee was practicing metal-based chemistry in northwest Ohio for a company now owned by BASF. As a result of the conflict, supply chains from Europe were cut off. Innovation and industry were transforming America, but many necessary materials were no longer available. In 1916, less than a year before America got involved, my great grandfather returned to southwest Ohio to do something about it. The young city of Norwood was open for business and welcoming investment. 105 years later we still practice that chemistry over on Highland Avenue.

My grandfather, John F. Shepherd, joined his dad in 1930. A ceramic engineer, John started a line of coloring oxides that eventually became Shepherd Color which operates today up in West Chester. My father whom some of you know, also named John, joined the company in 1959. While also educated as an engineer, my dad's contributions were not largely technical. Rather, my dad devoted his career to finding new opportunities, serving our customers, and caring for those with whom he worked. Shepherd Chemical is thriving today due to the foundations created by these three men; metal chemistry know-how and innovation, world class customer satisfaction, and being a great place to work.

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In the late 1990's I read a book called Built to Last. I bet many of you have read it. It was popular at the time. In their book, Jim Collins and Jerry Porras reported their findings that those companies that were built to last, that grew and prospered through many generations, through many leadership transitions, for many years on end, shared several differentiating traits. Among these differentiators, the one that resonated most for me was that those organizations that are built to last are crystal clear as to why they exist, the difference that they make; what Collins and Porras called their Core Purpose.

They explained; if everyone in a company is crystal clear as to why that organization exists, they can invest accordingly, behave accordingly, and maintain their commitment when things get difficult. You might be surprised to learn that, despite our survival into the fourth generation, we at Shepherd were not crystal clear. In fact, we had rarely considered this question.

Of course we had ideas. To serve our customers. To make lots of money. To do cool chemistry. To survive. As I asked this question of myself and others none of these answers seemed complete. So I considered the evidence. The positive impact our products have on people. The exceptional way we serve our customers. The care and respect we show each other. Our productive engagement with the community. Are you hearing the theme? The common theme throughout all the evidence is the innovation we bring toward blessing people. Today we say, "We Create Value that Brightens Lives." And we are more than proud to do so in Norwood.

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Thank you so much for your service to our community! And thank you so much for the opportunity to participate today.

As I wind this down and look forward to the Rose Bowl, I have two questions for you to ponder.

Question 1: Why does Norwood exist? What difference does it make in the world? While I don't want you to answer right now, or at least not right now out loud, this is not a rhetorical question. In 1902,

Cincinnati made the first of many attempts to annex us; to swallow us up. Every time they made the appeal your predecessors turned them down. There must be a good reason. Why does Norwood exist? Clarifying this might make a difference. I think the answer is a good one.

Question 2: Why do you serve? Again, not a rhetorical question. Please give it some thought. We all have options. Elected officials more than most. Why do you serve? Yours is an important role. It will be helpful to know the answer.

As you ponder these questions, if you find yourself stuck, I suggest you consider God's calling first mentioned on page one of the best-selling book of all time. Bring order out of disorder, bring beauty where there is blight, create benefit for your neighbors, out of darkness deliver light, so that all families of the earth might flourish, so that all whom you know, and don't know, might thrive.

I for one am inspired by this calling. I suspect you might be as well.

Thank you again for your service. Happy New Year to all.

May God bless you. May God bless Norwood