



2025



**GEAUGA
GROWTH
PARTNERSHIP**

Geauga
Grows with GGP

2025 Annual Report

A Year of Progress and Possibility



Letter from the President & CEO and Board Chair

As we reflect on 2025, one theme stands out clearly: momentum.

This past year marked an important chapter for **Geauga Growth Partnership** defined by collaboration, responsiveness, and a deep commitment to strengthening Geauga County's economic future. Together with our members, partners, board, and supporters, we advanced initiatives that support business growth, workforce development, and community vitality.

In 2025, GGP expanded its reach and impact. We strengthened industry partnerships, deepened engagement with employers and students, supported business expansion and talent development efforts, and continued to serve as a trusted connector across sectors. These efforts were guided by a clear focus: aligning opportunity with need and turning strategy into action.

Equally important, we invested in the foundation of our organization. We enhanced internal capacity, strengthened governance practices, and continued to build a sustainable model that allows GGP to lead with purpose and accountability. This work ensures we are not only responding to today's challenges, but preparing for tomorrow's opportunities.

Looking ahead, our direction is clear. GGP will continue to:

- Deepen industry-led partnerships
- Expand workforce and youth career pathways
- Support business innovation and growth
- Strengthen philanthropic investment in our mission

The future of Geauga County depends on collaboration, talent, and intentional growth. GGP is proud to be part of that work.

We are grateful to our members, investors, partners, board, and staff for their leadership, trust, and commitment. Together, we are building a stronger, more resilient community one opportunity at a time.

With appreciation and optimism,



Kimm Leininger, Ohio CED
President & CEO



John Epprecht
Board Chairman

Year-in-Review Snapshot

Proof That Progress Is Working

In 2025, Geauga Growth Partnership translated strategy into measurable results. Through direct engagement with local businesses, workforce partners, and community members, GGP delivered outcomes that strengthened the economy and expanded opportunity across Geauga County.

Business retention and expansion efforts connected companies to resources that supported growth, investment, and job stability. Workforce and youth programs reached thousands of participants, helping people build skills, explore careers, and prepare for what comes next. Strong membership retention reflected continued trust in GGP's role as a connector and advocate for the region.

Together, these results offer clear proof of impact. When relationships are strong and focus is consistent, progress follows and Geauga grows with GGP.



companies visited
through BRE efforts

173

referrals and
business connections
made, averaging
2.7 per BRE

2

JobsOhio
project wins

\$1.97

million in fixed asset investment



\$233,000

in new payroll



5

new jobs
created,

3,614

total program attendees
across all initiatives

987

workforce development
participants

14

jobs retained

218

total members
as of 12.31.25



93%

membership
retention



735

youth workforce
participants

Strategic Focus Areas

Business Growth & Retention

Overview Business retention and expansion remains a core driver of economic stability and growth.

2025 Results

- 63 BRE visits completed
- 173 total referrals and connections

Regional Collaboration

- 27 joint BRE visits with MAGNET and or TeamNEO

Outcome Highlights

- 2 JobsOhio project wins
Congratulations to Seldom Seen Farm and Ralston Instruments
- \$1.97M fixed asset investment
- 5 new jobs, 14 retained



Workforce Development

Workforce readiness continues to be essential as employers navigate hiring, retention, and upskilling challenges.

2025 Engagement

- 987 total workforce development participants
- 642 participants in training programs
- CEO Peer Advisory Groups and custom company trainings expanded

Program Improvements

- Stronger alignment with The Computer Workshop
- Workforce Development catalog refreshed and expanded
- New Workforce Development newsletter launching

Youth & Future Workforce

2025 Youth Engagement

- 735 middle and high school students engaged with 22 local businesses
- 141 students participated in a middle school pitch challenge
- 70 plus students and parents attended Career Exploration Open House
- 96 students participated in experiential business tour programming

Learning Focus

- Career exposure
- Business fundamentals
- Economic decision-making



Growing Care from Within

THE STORY OF GEAUGA'S HEALTHCARE SECTOR PARTNERSHIP

In 2025, Geauga Growth Partnership launched the Geauga Healthcare Sector Partnership to strengthen the local healthcare workforce and expand career pathways. The goal was clear. Align educators, employers, and workforce leaders around shared challenges so more people can access training and employers can find talent.

Healthcare employers across the region faced ongoing hiring and retention pressures. At the



same time, students and jobseekers needed clearer guidance on how to enter healthcare careers. GGP convened partners to close that gap. University Hospitals Geauga Medical Center, Judson Senior Living, Kent State University Geauga Campus, the Area 19 Workforce Development Board, and other collaborators helped shape a coordinated approach focused on training, internships, and career awareness.

Throughout the year, the partnership connected education with real workplace needs while laying the groundwork for Middle and high school students to explore healthcare careers with local providers. Employers worked with educators to clarify skill requirements and strengthen training pathways. Each continues to help build a stronger local talent pipeline.

The impact reached individuals and organizations across the county. Students gained clearer direction. Jobseekers accessed training and mentorship. Healthcare providers built relationships that support hiring and retention. Collaboration created momentum and a shared sense of purpose around workforce development.

Looking to 2026, the partnership plans to expand career exploration in schools, grow scholarship support, and continue aligning training with employer needs. The work reflects a long-term investment in people, employers, and community health. By building pathways into healthcare careers, Geauga County is strengthening care for residents and creating opportunities for the workforce of tomorrow.

LEADING THROUGH PARTNERSHIP

IMPACT AND OUTCOMES

- Students and adults gain visibility into healthcare careers and access to training support.
- Employers retain and grow skilled, motivated healthcare teams.
- More patients receive care from local people who live and work here.
- Collaborative training and education pipelines strengthen the talent ecosystem.

PARTNERSHIP GOALS FOR 2026

- Expand healthcare career awareness programs in middle and high schools.
- Grow scholarship supports connected to credential attainment.
- Increase employer-side training opportunities in critical clinical and support roles.
- Build broader collaboration with additional healthcare providers and training partners.
- Drive students into nursing and healthcare programs at KSU Geauga

EMPLOYER-LED OUTCOMES

- Cross-organizational alignment on workforce needs and credentials.
- Shared resources for recruitment, training, and retention strategies.
- Tangible movement of students into entry healthcare roles and internal career progressions for current staff.

A Strong Network Built on Relationships



MEMBERSHIP SNAPSHOT

148 Business Members
35 Nonprofits
15 Individual Members
12 Government
8 Education
93% Retention Rate

ENGAGEMENT METRICS

2,792 total touchpoints recorded
862 unique individuals engaged
60 nonmembers showing member-level engagement behavior

REVENUE IMPACT

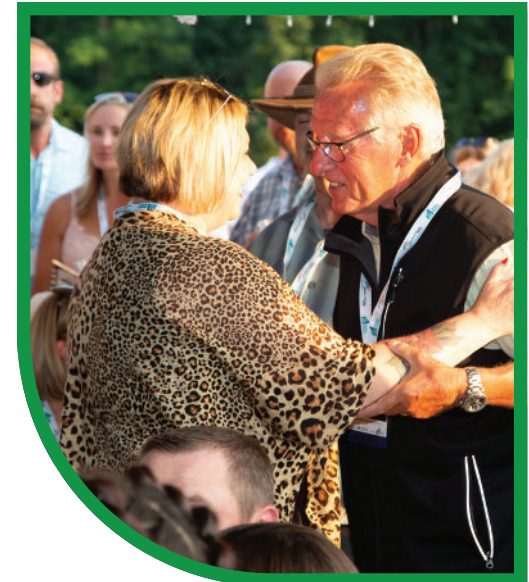
\$132,875

in membership revenue

Membership is the heartbeat of Geauga Growth Partnership. In 2025, that network grew stronger through consistent engagement, trusted relationships, and shared purpose. By year's end, 218 members were part of the GGP community, with businesses forming the foundation of a diverse and active network.

Engagement remained a defining strength. Nearly 2,800 touchpoints connected GGP with more than 860 individuals across programs, events, referrals, and workforce initiatives. Many nonmembers engaged at levels similar to members, signaling both the value of GGP's work and opportunities for future growth.

Strong engagement drives strong retention. With a 93 percent retention rate and \$132,875 in membership revenue, members continued to invest in programs that support businesses, workforce development, and community progress. At its core, membership is about belonging. In 2025, GGP demonstrated that when people feel connected and supported, they invest in the future of Geauga County.





Investing in What Matters Most

TOTAL CONTRIBUTIONS RECEIVED

\$165,312

PHILANTHROPY SNAPSHOT

60+ donors engaged

200+ philanthropy touchpoints

PHILANTHROPY CIRCLE

21 members contributed

\$130,400 raised

3 exclusive events with 70+ attendees



Fueling Impact Through Generosity

Philanthropy plays a vital role in advancing Geauga Growth Partnership's mission. In 2025, individuals and organizations invested generously in work that strengthens businesses, supports workforce development, and prepares the next generation. More than \$165,000 was contributed, reflecting a growing culture of shared responsibility.

More than 200 philanthropy touchpoints helped deepen relationships with over 60 donors. These connections came to life through the Philanthropy Circle, where 21 members contributed more than \$130,000 and gathered at exclusive events that connected giving directly to impact.

Leadership reinforced this commitment through strong board participation in giving, modeling stewardship and accountability. Looking ahead, \$100,000 in commitments already secured for 2026 positions GGP to build on this momentum and invest confidently in the work ahead.

LOOKING AHEAD

\$100,000 in commitments already secured for 2026



A Strong Foundation for the Future

FINANCIAL STRENGTH

2025 ENDING BALANCE

\$1,069,429

Consistent long-term growth in reserves

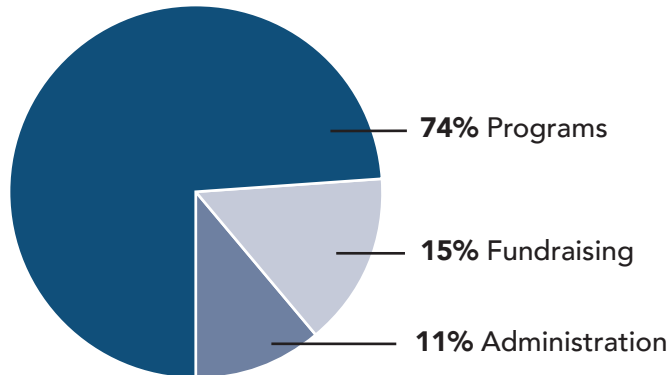
ENDOWMENT FUNDS

\$350,447 Frank Samuel Workforce

Development Fund as of 12.31.25

\$524,442 GGP Legacy Fund as of 12.31.25

EXPENSE MIX



Geauga Growth Partnership closed 2025 in a position of financial strength, with reserves exceeding one million dollars and a clear record of responsible growth. This stability reflects disciplined planning, thoughtful stewardship, and a long-term commitment to impact.

Endowment funds continue to reinforce that foundation. Investments in the Frank Samuel Workforce Development Fund and the GGP Legacy Fund ensure lasting support for workforce initiatives and organizational sustainability.

The organization's expense mix reflects a clear mission focus, with the majority of resources directed toward programs. Together, these financial practices position GGP to respond to opportunity, manage risk, and continue growing alongside the community it serves.



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Thank you to all who made this event a great success

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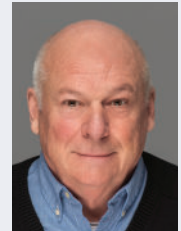
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We extend our sincere thanks to **David Ford** and **Lee Imhof** for concluding their service on the Geauga Growth Partnership Board of Directors. Your leadership, dedication, and impact have helped shape our organization and strengthen our community. We are deeply grateful for your service and the lasting difference you have made.



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