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Hayward Lions Club
Northwoods New Life Resource Center
The Park Center
Sno-trails Snowmobile Club

Large Business of the Year – 3 Nominees

Listed in Alphabetical Order by Business Name

Arclin Surfaces

Over the past year the team here at Arclin started an activity of actively looking for opportunities to be to be a positive influence in our local community. Based on feedback from our employees, we looked to target needs to support our local youth athletics, high school athletics, and organizations that have a positive impact on our local educational systems. We also purposed ourselves to be more active in the local community, participating in local events to visibly show our unity in promoting Hayward as a great place to work and live.

For your consideration, below please find a list of Arclin community involvement accomplishments over the past 12 months.

- Enrollment as an active member of the Hayward Area Chamber of Commerce
- Trunk or Treat Participant
- Big Ski Race Participant ... we won't talk about our team results
- Musky Fest Parade participant with can coolie handout
- Created and handed out two (2) \$1,000 scholarships to graduating HHS seniors
- 2023 HFEE Golf Fundraiser Primary Sponsor
- Participated as a 2023 sponsor of the LCO Scholarship Golf Tournament Fundraiser
- Participated as a 2023 sponsor of the Winter School District Golf Fundraiser
- Donated Youth Hockey Jerseys for the 5 traveling teams
- Donated Hayward High School Varsity Basketball warm up uniforms
- Donated Hayward High School Volleyball uniforms
- Donated a new High Jump Mat to the HHS Track and Field Teams
- Donated new Rain Gear to the HHS Girl's Golf Team
- Donated two (2) sets of new uniforms to the Hayward Babe Ruth Baseball Teams
- Donated new gear bags to the Hayward Area Mountain Bike Team
- Donation to support the Hayward Figure Skating Club

In reviewing this list of activities over the past 12 months, I also want to recognize the team at our Arclin Corporate Office. Arclin as an organization has been fully supportive of the community involvement activities that the local Hayward facility has participated in. It speaks very highly of the organization when, from all levels of the organization, we recognize the importance of being active in the community, addressing needs as much as practical and engaging with local organizations. We as an organization recognize how fortunate we are to live and work in an area like Hayward, and look forward to continuing our support for the area in 2024 and beyond.

Thank you very much for your consideration to our nomination as the Hayward Area Chamber of Commerce Large Business of the Year.

Brief History of the Business

Arclin is a leading manufacturer of innovative bonding and surfacing solutions for residential and commercial building and construction markets. As an organization, we respect and acknowledge the efforts of all of our employees while maintaining a safe and innovative workplace, as well as placing value on being a responsible corporate citizen and good neighbor within the local community.

Flat Creek Lodge, Restaurant and Conference Center

The Flat Creek Lodge is a staple of the Hayward, WI community. As the only full-service hotel, restaurant/bar and conference center in Hayward, the Flat Creek Lodge excels in customer service. Over the last 6 years of ownership by Dog and Steve Rohde, they have invested over \$1.5 million dollars in making this asset all around better for the community. The Lodge hosts every type of event from community related fundraisers, charitable events, local association meetings, corporate events, social events such as weddings, sports teams, birthday/anniversary parties, baby showers. I would like to add some statistics to share some annual numbers that our business hosts and serves:

- Over 31,000 people have spent nights in the guestrooms
- Over 18,000 people have dined in the restaurant
- Over 10,000 people have attended events in our conference center
- Over 150,000 pounds of scratch kitchen food served
- Over 60,000 fantastic Hayward, WI memories built and being shared around the world

As our business caters to the community, we have touched most every business and most households in the Hayward area in one way or another. We are multi-dimensional and multi-faceted when it comes to our involvement in the community. We are part of the Hayward Area Chamber of Commerce, The Hayward Lakes Area Visitor and Convention Bureau, The Tavern League of Wisconsin, Association of Wisconsin Snowmobile Clubs (AWSC), Hayward Sno-Mads Snowmobile Club, Sno-Trails Snowmobile Club, Northwest Relic Riders Vintage Snowmobile Club, and more.

We make many donations every year to local events, churches, Humane Society, Sawyer County Sheriff K-9, Hayward Police Department, different veterans' groups, and just about every charity that reaches out to the hotel. We offer to waive or reduce fees for local groups like Fishing Has No Boundaries, Lion's Club, New Reflections Pathways to Hope, Boys & Girls Club, National Guard, etc. Early on in my General Manager role, I specifically remember the owners telling me "We have been and are the best business civic minded partner in every community

we are in, and the same will hold true for Hayward". They truly understand that you have to spend money to make money but even more importantly, you have to give and give back monetarily, time and attendance and purpose for the community.

The culture that the Flat Creek Lodge has developed for our team members and community is top notch. We have a high retention percentage of team members even getting through the pandemic challenges. We see an equal amount of community members that are visiting our restaurant day after day and week after week. We take pride in getting to know our guests and taking care of all of their needs as they look forward to coming back every year for the service that we provide. We are proud to stand by the promises we make our guest and our consistent delivery of those promises.

NorthLakes Community Clinic

Why NorthLakes should be nominated?

NorthLakes embodies its vision of healthy, prosperous, engaged communities where everybody thrives. We do this well in Hayward with our following community outreach programs. We are proud to be a part of this community to care for your families.

We serve Hayward Schools through our **School Based Behavioral Health and Dental Outreach**. Our School-Based Behavioral Health program ensures that students receive the mental health care they need during the most convenient time based on their course schedule. Our Dental Outreach program is in the Hayward Schools so that students can access dental care more quickly. NorthLakes Dental Outreach program is part of the largest Seal-A-Smile outreach in Wisconsin. The program offers student treatment, including oral health education and dental supplies, oral health assessment by a licensed dental professional (Dental Hygienist or Dentist), fluoride varnish applications, and dental sealants. Every child is eligible for the program regardless of insurance.

Our **Community Health Workers** have garnered the trust of an anonymous Hayward community member through a designated fund. Their stewardship in working with patients by identifying risks, services, and resources can support their overall health. Funds help provide transportation to alleviate food insecurity, provide temporary housing and safety, and remove barriers to social isolation. We also help patients with a **Care Closet** available for patients with various clothes and shoes in a wide range of sizes.

NorthLakes Community Clinic's **Farm to Patient Program (F2P)** elevates the healthcare experience to a place of community connection and abundance. We serve over 33 participants in Hayward and buy our Community Supported Agriculture (CSA) from local North Star Homestead Farms. F2P participants have financial limitations and dietary-related health issues. The program involves (CSA) food boxes with fresh farm vegetables. The patients meet with a

wellness manager to discuss food preparation and establish case management while building a relationship.

This summer, we held a pop-up pantry event with Athena Health & Marketplace Foods. We gave out 150 bags of food. Again, it is our vision to have a healthy community where everybody thrives.

We have a **Pediatric Lending Closet** to increase access to home-based treatment options for pediatric patients with sensory processing disorders, autism spectrum disorders, speech disorders, and developmental and learning challenges. By borrowing equipment through the lending closet, families can determine if the equipment is helpful to their children's treatment by trying it before purchasing it. This ability to give it a trial-run prevents many families with limited financial resources from making costly investments in equipment.

NorthLakes sponsors a literacy program based on **The Reach Out and Read** program. It gives children of all ages a foundation for success by incorporating books into health care and encouraging families to read. The program builds on the unique relationship between parents and healthcare providers to develop critical early reading skills in children, beginning in infancy and beyond, by providing the family with books.

NorthLakes Hayward employees love their dogs and neighbors. This year, we held a food drive for the **Hayward Food Shelf** where we donated over 200 pounds of food and a food and supply drive for the **Northwoods Humane Society**.

In 2023, NorthLakes Community Clinic created **100 Who Care Sawyer County**. Sawyer County did not have a 100 Who Care chapter. Yet it is surrounded by counties with a 100 Who Care chapter, so we filled that void by creating one for you. It's a giving circle where members nominate and vote on nonprofits under specific categories. All awarded organizations and nominations come directly from the membership's input. We have 100 plus members who donate \$100 to three nonprofits in a twelve-month period. This generosity brings \$30,000 to the Sawyer County 501c3 organizations. Fishing Has No Boundaries, Hayward Chapter, and The Park Center each received \$10,000 in 2023.

In 2021, we created an **Indigenous Health Care Scholarship**. The American Indian College Fund holds the endowment. We awarded two \$5,000 scholarships to the following Native Scholars who attend or graduated from Lac Courte Oreilles Ojibwe University. We all know there is a healthcare provider shortage. The fund is one way to help students interested in healthcare thrive. Congratulations to:

- Lacey Martin, who works now as an Emergency Room Nurse
- Theresa Morris is a member of the Bad River Band of the Lake Superior Tribe of Chippewa Indians of the Bad River Reservation and a 3rd-year undergraduate student studying for her Associate of Nursing Degree

Brief History of the Business

NorthLakes Community Clinic Hayward is a Community Health Center that provides affordable health services to underserved and at-risk populations. We offer a range of supportive services that extend beyond those traditionally provided in a primary care clinic, such as:

- Offer health care to all persons regardless of ability to pay.
- We have a sliding fee discount program for health care costs.
- We are community-based, with the majority of our governing board of directors comprised of our patients. Our Board Chair, Frank Suo, Mary Jo Becker, and Mike Stamp are all Hayward residents. Currently, three of our ten board members live in Hayward.
- We serve a medically underserved area and population.
- We provide quality comprehensive primary care services for patients of all age group – including medical, dental, psychiatry, recovery, chiropractic, nutrition therapy, pediatric therapy, mental and behavioral health counseling, and our new pharmacy services – regardless of insurance status, with fees adjusted based on ability to pay.
- We provide enabling for supportive services that support access and engagement in health, such as patient and community health education, transportation, outreach, translation, eligibility assistance, and case management.

In 2022, our Hayward clinic served 5,114 people with over 23,442 visits. We employ more than 70 healthcare professionals in Hayward.

In 2017, we consolidated services by moving to the Rivers Edge building. In June 2021, we added 8,000 square feet and renovated over 5,000 square feet to this building with a \$2 million project. We acquired the log cabin building next to Lynn's Custom Meats on Highway 63 for our administration staff.

Small Business of the Year – 6 Nominees

Listed in Alphabetical Order by Business Name

3 Fly Sisters Taps & Wines

There are several reasons as to why we feel 3 Fly Sisters should win new business and/or small business of the year. One of the main reasons is, we are the first bar on Main Street built ground up in what has been 20+ years. We took an old building and vacant space and remodeled it entirely with no grants or financial help to transform into a business we felt this community needed. We wanted to create a place with a great atmosphere where people near and far can come and gather with friends and family. We wanted to have the longest bar and craft beer run in the Hayward area and possibly Northwest Wisconsin! We also feature imported wines from all over the world, high-end charcuterie boards along with a welcoming environment and friendly owners that make you feel at home. We are a two-person operation that is working on building our credibility and following so people always come back. We also have reached a large following on both Facebook and Instagram which has given people another reason to travel to Hayward and enjoy what it has to offer.

Brief History of the Business

It took us roughly 8 months to remodel the vacant building before we opened. We opened our doors February 2023 right before the big Birkie 49th annual ski race. What a great weekend to show tourists traveling from all over the world as well as locals what we had to offer. We started off with a bang and business has never slowed down since. As we continue to grow, we will continue to evolve and change our wine selection, specialty drinks, craft beer and food options. We plan to host many events, private parties and be a staple gathering place for people to come and enjoy with friends and family!

AO Studio

Lexi began her journey to business owner in the fall of 2020. Due to the pandemic she found herself unemployed. She realized that this might be a great opportunity to refocus her attention on the possibility of a new career. Lexi knew that many of her friends were traveling at least an hour to get their lashes done. After hours of research she found an instructor in Classic Lash extensions. She completed this training in the fall of 2020.

After she completed her first course she practiced applying lash extensions on friends and family. When she felt confident, she was able to set up a work space within the building of a local beauty salon. During this time she built up her clientele while also continuing to take additional training. In 2021 Lexi was trained in Master Russian Volume at Lash Wife LLC. The instructor was so impressed with Lexi's skill that she invited Lexi to show her technique to others.

In 2021 Lexi was trained in Last Lift and Tint, Henna Brows and Brow Lamination at The Beauty Room.

July of 2021 Lexi traveled to San Diego to be trained in Micro blading at The Beauty Angels Academy. After the training she spent many hours of practice at each level. She was soon certified in Micro blading. This technique requires a State License. She traveled again to San Diego to train in powder shading for eyebrows.

In August of 2022 Lexi opened AO Studio at 10632 Hayward Court. Shortly after opening she added two lash technicians. Providing an atmosphere that is welcoming and relaxing for clients is a top priority at AO Studio. They are conscious of making sure that their clients are comfortable during the process of whatever service they are receiving. This is evidenced in testimonials from clients.

Lexi has continued to hone her craft. She is always experimenting with new lash designs to compliment her clients' eyes. AO Studio prides themselves on an end result that the client is happy with. Many brides have left the building knowing that on their special day their eyes will sparkle.

In the summer of 2023 AO Studio added tanning to its list of services.

Additional nominations state:

"Lexington has created an amazing business providing exceptional professional services from the ground up. She has taken every training she can to give her clients the best results. She is always looking to expand and improve AO Studio and has created an amazing atmosphere for all her clients. She is very professional where needed with providing a very relaxing atmosphere in her studio.

Lexi took her first lash extension course 2.5 years ago. Since then she has had many trainings in lashes, microblading and shading. She has built a very nice clientele since opening."

"This business has just hit the ground running and has only grown and gotten better since. There's no stopping Lexi and her team with what the future holds for them. AO Studio is one of a kind for the Hayward Area.

Lexi started out doing eyelash extensions in a small salon in the area almost 3 years ago and has since opened her own studio in August 2022, adding employees and different services."

AO Studio Testimonials (provided with a nomination, found on AO Studio's Facebook):

Nicole Nathan: "Exceptional Service! Lexi and her staff are friendly, professional and the studio itself is warm and inviting! Highly Recommend!"

Caroline Gerdes: "Cherie did an excellent job on my lash tint and lift. From the moment I got into the chair I was in relax mode. Beautiful studio, great music, welcoming environment,

professionals that know what they are doing. A true breath of fresh air for this area. Lexi you did a great job creating this place! Can't wait for my next visit!"

Jordan Felski: "AO Studio is clean and has a very natural esthetic. I recently had my nonexistent brows micro bladed by Lexi and I'm so glad I went to her. She is so laid back and made me feel right at home during my appointment. I love how natural my brows look now, not to mention how much quicker my morning makeup routine is. Thank you Lexi!"

Amanda Davidson: "Lexi has been doing my lashes for a few years and I LOVE them. I look forward to my appointments (lash naps). AO's studio is warm, inviting and relaxing. Lexi and her colleagues are friendly, informative and truly care about their clients. I recently made the decision to have my brows done too and I couldn't be more happy with my decision. Lexi cares about her work and it shows in the results. If you're thinking of upgrading your beauty game, she's your girl!"

Allysa Headley: Lexi and her team are talented! Spend the money to get the best results. My eyebrows are on point and I couldn't brag on Lexi for enough. She's legit firee"

Layla Beckerman: "AO Studio and specifically Lexi were very professional. The space is clean and welcoming. She answered all my questions and made me feel at ease about process. She is very talented, detailed, and meticulous to make sure it's done right. Just beautiful."

Toni Lamphear: "Five stars! One of the ABSOLUTE BEST places to get lash extensions! I have been a client of Lexi's for a few years now which is a testament to her incredible services. Lexi and her team are such an amazing vibe of professionals that are so welcoming! The studio is a must see with her personal touch that makes you feel so relaxed! I have a busy schedule with school, sports and work and she is always willing to accommodate and work with me! If you have been considering getting lash extensions... this is the place to go... how lucky we are to have such a great, CLASSY studio in our small town! Lexi is a complete rockstar at her craft."

Quinn Shelton: "This whole studio is a VIBE! Great music! Great atmosphere! All the ladies here work so hard to give their clients exactly what they want. Shout out to Lexi for building such a great business! Absolutely love coming here!"

Lisa Ahen: Lexi was absolutely amazing and the studio is so beautiful! I had a lash lift and tint done in such a comfortable and aesthetic environment. The next day when I had some questions she responded instantly to help me out. I can't recommend AO Studio enough if you want to enhance your lashes and have a pampering experience!"

Jody Dennis: "Lexi did my lashes and my eyebrows all before my wedding! She is willing to work with your schedule and does what you want. I'd totally recommend her and I plan to keep going for both! She has a nice relaxing big chair that you could just fall asleep in! Clean, fest, patient, comfortable and good pricing."

K & M Salon

As of October 3rd, 2023, K & M Hair Salon will be 1 year old. The last year has been full of struggle, tears, joy and laughter and I wouldn't trade it for the world. As a single mom of two, I am determined to keep this dream of mine going. Not only to serve the Hayward community but also to show my two young children the true meaning of work ethic and success. Owning my own hair salon has always been something I knew I wanted to do as a young adult and now I'm truly living the dream. As a member of the Hayward community, K & M Hair salon was apart of the 73rd musky festival parade and had made donations to non-profit organizations and banquets such as the LCO Alumni Basketball tournament, The bass lake fire department banquet, the Main Street Trick or Treat Event and others. It is my honor to serve the Hayward community with the salon services which now offers teeth whitening. We also welcomed a new stylist, Melissa Fitzgerald.

Additional nomination states: "Pam is a great small business owner who works very hard in our community and does such a wonderful job! Not only does she have her salon, but she sells real estate also. She is active at the Wesleyan Church and has 2 kids she loves very much! The salon is always super clean and very welcoming. She takes appointments and walk-ins when available."

River & Rain

I think this business is a great addition to the Hayward Community. It is a place individuals can go for a variety of natural products and services that are great for the mind, body, and soul. It is a unique shop and unlike any other in Hayward.

Brief History of the Business

River and Rain has products and services that support overall wellness. Whether you are looking for natural skin care products, herbal drink mixes, a nontoxic candle, a spiritual or empowering book, a great crystal, or an hour a self-care through a holistic service such as salt therapy, reiki or a relaxing sound bath, River and Rain has many great options to support your wellness journey!

Silver Star Market

We bring a unique eclectic welcoming environment to this historical downtown. We strive to bring a flare of "different" that reflects our personalities. We listen to our customers and try to bring as much diversity as possible into our community so everyone can shop within city limits. We offer a wide range of items including but not limited to; clothing (men's / women's) health and beauty, relics, gourmet food and nutritional items, fresh floral and greenery and of course our event planning and rental business. Our purpose isn't just selling goods, it is to embrace this community and be leaders of community spirit. We have been open for exactly one year, donated school supplies, participated in the fall fest scarecrow

contest, and enjoyed dress-up days for homecoming. This is a place we call home and the support from this community has been amazing.

We are both Luther College graduates who are chasing an entrepreneurial dream and we chose this beautiful town to call home to our fun business. We live here year-round, we participate in the community and we are honored to be considered for these awards.

Brief History of the Business

We truly are a market with a purpose, to serve our community and customers and of course, a one-stop-shop.

Three Tentacles Tattoo Studio

I am nominating Heather and Three Tentacles Tattoo Studio because not only as a longtime customer but as an employee at the shop I have the ability to see just how much what Heather and Dan do at the studio really means to people. They not only bring to life the designs and ideas people have to life that they are so excited to get forever, they have also given so many the chance to express things about themselves with that artwork. One of the most beautiful things I have seen when it comes to their artwork is how many people have been able to get memorial pieces for those they have loved and just how much that can mean to them. The studio not ONLY gives their clients a great piece of artwork they give them something that they can keep with them always for the person they lost. I have seen how a tattoo has been used to cover a scar and/or birth mark that may make a person feel self-conscious and this has given them that added boost to love that part of themselves when before they were embarrassed to show it. The studio is ALL about being your true authentic self and I can say with full confidence JUST HOW MUCH they have helped people be just that. I know so many people in town who have loved everything they have got done by both Heather and Dan. I know many people love their business and what they bring to our area.

Brief History of the Business

Heather started the business about 5 years ago. She has since moved into a new location and is constantly busy and booked out for months. It started over by Marketplace and now is on second street. She offers a large variety of specialties with her artistic abilities with the different styles of tattoo she can accomplish. Dan is the other artist in the studio that has been working with Heather for about almost 4 years. With the constant growth of the Studio Heather now has two body piercers, Kristi and Taylor and has also added on additional services. Kristi custom anodizes our titanium pieces if you would like and Taylor offers custom ear design work with piercings as well. Heather has also assisted and trained Taylor to start her Permanent Make up - Powder Brows as a new service this last year. Continued growth is always on the horizon for Three Tentacles all because of Heathers innovative and charismatic attitude.

New Business of the Year – 6 Nominees

Listed in Alphabetical Order by Business Name

3 Fly Sisters Taps & Wines

See nomination under Small Business of the Year Category.

AO Studio

See nomination under Small Business of the Year Category.

Lakeside Health & Wellness

Lakeside Health and Wellness officially opened in March 2023. We provide healthcare services that are new to the community such as: IV hydration, Medical weight loss, Botox, and Hormone Replacement, as well as our new StemWave Shockwave Therapy. StemWave is used for chronic tendonitis, plantar fasciitis, tennis elbow, shoulder pain, knee pain and more. We are a self-pay service provider and accept HSA or HFA for payment, as well as cash and or credit. We take the insurance companies out of the equation, leaving your healthcare decisions up to you and your provider, as it should be. By doing this, we are able to charge less for our services than the large corporations.

River & Rain

See nomination under Small Business of the Year Category.

Silver Star Market

See nomination under Small Business of the Year Category.

Studio North

Studio North started screen printing and laser design work last summer (June 2022) and has been at full speed ever since. They've been able to help a wide variety of clients in sourcing merchandise and custom goods. We have worked closely with over 65 different local businesses. We are a proud member of the community and are excited to grow as a business to provide the best service we can to new and returning clients.

Outstanding Employee, Director or Manager of the Year FOR PROFIT – 4 Nominees

Listed in Alphabetical Order by Last Name

Dan Hankins – Apple Awards

I would like to nominate Dan Hankins as outstanding Employee/Manager of the Year. Dan has been a loyal employee of Apple awards for over 24 years. He started with Apple Awards right out of high school and has grown to be a key leader in the business. Dan's biggest assets are his incredible work ethic, his willingness and ability to self learn new technology along with his people skills. Dan works closely with lots of business people as well as many community event organizers who depend on Apple Awards for their awards, recognition and personalization products. Often our community events require last minute service and Dan is always up for the challenge. It is my opinion that our community that so highly depends on its events and service businesses would not be the same if it weren't for the dedication and experience that Dan provides them year in and year out.

Additional nominations state:

“Dan's expertise, customer service skills, and wisdom in his field is very deserving of such an award. We at Advance Printing have teamed up with Apple Awards over the years in helping them with their digital printing needs. I've worked with Dan personally over the past 20+ years, and have always held him in high regards... just a great person overall.”

“Dan has helped the families we service by creating unique and custom designs for their memorials.”

“Dan is a great manager and co-worker.”

Dalton Hessel – The Northern Nerd

The Northern Nerd was created back in 2018 during Dalton's senior year of college. Since its creation, Dalton has started a podcast where some of his previous guests include an aerospace engineer from NASA, a comedian with multiple television appearances, a giant ski race team, fellow teachers, small business owners and many more! At the beginning of 2023, his podcast hit the 100 episode mark. He looks forward to continuing the podcast in the coming years.

One of the other things Dalton is very passionate about is capturing different events through photography/videography. On summer nights, you can usually find him up at the baseball field photographing or announcing a Hayward Hawks baseball game. He also likes to capture all of the events that happen here in the Northwoods of Wisconsin from the [Birkie](#), [Lumberjack World Championships](#), [Chequamegon Mountain Bike Festival](#) and other happenings in the area.

Dalton's continued hope is for people to enjoy his content as well as the Northwoods of Wisconsin and to create a positive environment both online and at the various community events. Take care. Be kind. Love well. Show gratitude and know that you matter.

Julianne Shoemaker-Johnson – Associated Bank

There are so many great things I can say about Julie. We worked along side each other for about 5 years. Before that I was a customer of hers for an additional 3 to 4 years. She was always my favorite teller when I was a customer. She genuinely made me feel like my business and overall wellbeing mattered to her. Julie is the type of person that goes ABOVE and BEYOND for others. I know so many people can say that but when it comes to this woman she truly does. A co worker would be sick and Julie would be at work the next day with something to help them feel better. A co worker could have had a bad day the day prior and Julie goes out of her way to make a little care package just so they know that someone cares and to put a smile on their face. She goes out of her way just to make sure people feel appreciated, which as a person she excels at but she is also a Teller Supervisor at Associated and having that kind of helping, encouraging, and nurturing attitude is MORE than encouraging to her staff. She is always an ear to listen and willing to step in and/or up if it is needed to take the extra stress off of anyone that needs it. Along with working at the bank as a leader she is an excellent and loving mother to her son Henry and an amazing wife to her husband Mitch. I have never felt like someone has deserved an award as much as I have felt like Julie deserves this one. She doesn't ask for anything just puts out a great quality of work. She is so detailed oriented and always wants to make sure she gets the right answer for her customers and/or her co workers. If you are looking for not only an amazing person but an amazing manager that truly understands what it means to be compassionate and genuine with her staff... you don't need to look any further than to Julie. She has my vote for this and always will.

Brief History of the Business

Associated Bank has been in Hayward for a long time and has recently upgraded their building in the last 5 years. They have a larger footprint with Wisconsin, Minnesota, and Illinois. Large bank with a small town feel.

Robyn Stryker – Flat Creek Lodge, Restaurant & Conference Center

I am nominating Robyn Stryker for Manager of the Year for her outstanding efforts in her continued dedication at providing excellence in Professional and Community Leadership.

The Hospitality business is a business filled with a thousand moving parts a day, no day ever the same and certainly filled with challenges and curve balls. Through the many changing trends in our business, property renovations, staffing challenges, hosting large community, convention and corporate groups and serving tens of thousands of wonderful restaurant and bar patrons, Robyn has done this with a smile on her face and a steady hand like non other. We operate in a

challenging employment area yet Robyn has been able to keep and grow a great hospitality staff that feels like work is not just a job to show up to but a place they can interact productively in a “family oriented” and associate focused environment. She has created and maintained a great company culture throughout our organization that naturally produces great hospitality. This in turn produces happy customers and these customers return home telling many others what a great place Hayward, WI is to visit. For our local resident patrons, Robyn’s hospitality is always 100% on... you are stepping into her kitchen and living room and it is her mantra that you leave super happy with a smile on your face. She lives the hospitality life and loves it!

Robyn is a Visionary. She possesses the skill of tracking what’s behind you but always managing ahead. This is true within the asset she manages and throughout the community she lives and works in. She is not afraid to take chances to reinvent areas of the business that at times are currently not broke but understands we must always be nimble as change is normally good. Her management style is calm and observant that looks for any opportunity to mentor, train and always continues to have a positive outcome on performance.

Her aptitude for community, economics and tourism is fully engaged at all times. The economic impact of her sales efforts to bring meetings and groups to the Hayward area has an extremely positive economic trickle down throughout the Greater Hayward Community. She understands the importance and her role in bringing a variety of groups that are spending tourism dollars throughout our community that brings these after-tax dollars from outside our community, county and many times State. She is honored to be a part of and takes her role as a member of the Hayward Chamber BOD as an extremely important part of continuing to grow the greater Hayward community. Her sense of community is strong and she will always go the extra mile with Civic Events to add the special hospitality touches these events so deeply deserve.

Robyn Stryker lives every day in professional excellence. She wears many hats, maneuvers through our crazy hospitality business every day with a smile on her face and a great attitude. She is a great addition to our hospitality community and we are very proud of her and her representation of our business in Hayward. I am proud to nominate Robyn Stryker for the Manager of the Year Award. Thank you in advance for consideration, it is truly appreciated.

Brief History of the Business

Flat Creek Lodge has been a hospitality anchor in Hayward for over two decades. With 66 guestrooms and suites, indoor pool and spa, 4,500 s.f. Conference Center and a large restaurant and bar footprint, Flat Creek Lodge is a leading Full-Service Hospitality Center serving the greater Hayward Area.

The property formerly known as the Country Inn and Suites and Ramada eventually found its natural place in the Hayward market as an independent property- Flat Creek Inn and Suites. Under new ownership in May 2017, the property was tired and in need for updating. Our company decided to make this property a “sister” property to the Lodge at Crooked Lake in

Siren, WI so a name change was in order, renovations began and so did its new name Flat Creek Lodge. Part of our ownership goals is to consistently re-invent your business, invest back into your business and your community. Our plan was simple... reflag, reposition, renovate, be the best business civic partner we can be and focus on having the best “culture” with our most important assets (our employees) and the rest will take care of itself. Since May 2017, the Flat Creek Lodge just completed our third (3rd) major renovation, this one included all 66 guestrooms and suites. Over the past six (6) years the Flat Creek Lodge has invested \$1.5+M in upgrades to this asset for the greater Hayward area, its residents and guests to enjoy.

Outstanding Employee, Director or Manager of the Year NON-PROFIT – 4 Nominees

Listed in Alphabetical Order by Last Name

Michelle Masters – Habitat for Humanity of Sawyer County

Michelle Masters has transformed the Habitat For Humanity business since she's started. She has gotten grants approved for multiple people in need of help and homes, she has redesigned the business plan of the ReStore, increasing profits by 500%, and she has stayed in contact with the H4H headquarters to make sure that we were making all of the necessary adjustments we need to continue to build homes for those in need. She has done this all by herself! Of course, she gets the hands and help she needs at times, but she has been the strength and power behind this transformation. She has never complained about her long hours or pay, and she puts Habitat for Humanity at the center of her life. There is nobody more deserving than her.

Brief History of the Business

Habitat for Humanity of Sawyer County is a local Habitat affiliate serving the people of Sawyer County, Wisconsin. Sawyer County received its affiliation in April 2000. The affiliate's goal is to build a minimum of one home every three years. Our yearly projects include 'A Brush with Kindness' assisting low-income families to repair and renovate their homes. It is through volunteer labor, monetary, and materials donations that Habitat builds and rehabilitates simple, decent houses alongside our homeowner (partner) families.

Darlene Mela – Sno-Trails Snowmobile Club

We would like to nominate Darlene Mela, President of the Sno-Trails Snowmobile Club as the Outstanding Employee, Manager, or Director of a Non-Profit Organization for 2023. Darlene leads with patience, positivity, caring, and she is an expert organizer. Darlene always puts others before herself and is the first to lend a hand wherever necessary. Not only has Darlene continued to lead the organization and planning of the annual Sno-Trails fundraising

picnic for the better part of 10 years, she leads the map committee and business membership committee for the Sawyer County Snowmobile and ATV Alliance. Darlene is a pleasure to work with, bringing her joyful smile everywhere she goes. She is very deserving of this honor.

Kathy Mullally – Northwest Connection Family Resources

Kathy is a connector and giver by nature and should be applauded for her many years of service in the community.

Kathy is a Hayward graduate and difference maker in the community since 1985. She has ventured out of her comfort zone this year to become a Chamber Ambassador. Her life has not been easy, but she still wears a smile and gives back to the community with a positive attitude. Even if she does not win, nominating her shows that the community is cheering her on!

Kathy Overman – Fishing Has No Boundaries, Inc.

I am nominating Kathy Overman of Fishing Has No Boundaries, Inc. for the Outstanding Employee, Director or Manager of the Year – Non -Profit. The reasons I am nominating Kathy are:

- Dedication: Kathy shows dedication and is available to the organization, the various chapters in many states, anyone with general questions and the disabled community 24/7.
- Knowledge: Kathy is the go-to person in our organization for any questions related to accessibility, adaptive equipment, rules, regulations and laws pertaining to our disabled anglers. She fields questions from our Chapters, general questions from the public and gives adaptive equipment instruction to persons throughout the US and internationally, even if they are not associated with FHNB.

Passion: Kathy is the face of FHNB. She eats, breathes and sleeps Fishing Has No Boundaries. No one gives the effort to keeping Fishing Has No Boundaries alive and well as much as Kathy does.

Another nomination for Kathy Overman is as follows:

We are nominating Kathy Overman to be recognized as the outstanding Director of a non-profit organization because through her personal vision, expertise, dedication and performance she is an outstanding role model for FHNB Inc's development and excellence.

Kathy has been FHNB Inc's Director for the past 15 years. She assists all of the Chapters across the nation and internationally to help people with disabilities go fishing and to enjoy and protect the great outdoors. Kathy's expertise includes educating people how to use adaptive

equipment, promotes developing access to lakes for person of disability and is passionate about the education of understanding the world of persons with disabilities.

Kathy has contributed many years of volunteerism to the Hayward community as a first responder for Spider Lake Town, a Girl Scout Leader, DNR Boat Safety Instructor and Angler Educator.

She has been recognized by the State of Wisconsin and is very collaborative with several other agencies in and around Hayward. She is the strength and support for all of the FHNB Chapters, as well as a super volunteer herself. She has strong family values and has instilled these values in her daughters, who are also FHNB volunteers and promoters.

Kathy deserves this recognition and in our hearts she is the Director of the Year!

Brief History of the Business

Fishing Has No Boundaries, Inc. (FHNB) is a non-profit 501-c3 organization that provides recreational fishing opportunities for all anglers with disabilities regardless of their age, race, gender or severity of disability. FHNB, Inc. oversees many Chapters in 9 states across the United States. Our mission is to find new and safe ways to get persons with disabilities out on the water for a fishing experience.

In 1986, a local Hayward fishing guide, Bobby Cammack, founded FHNB, Inc. as the result of a broken leg.

Bobby wanted to still be able to continue to fish (a special passion of his) and enjoy the beautiful lakes; but with a simple cast on his leg, fishing was not that easy anymore. He then realized that he would get better, but what about those with permanent disabilities.

With years of research, planning, and perseverance, the first initial event was held in 1988 on the Chippewa Flowage in Hayward WI for all persons with disabilities.

We continue the mission 35 years later.

Volunteer of the Year – 3 Nominees

Listed in Alphabetical Order by Last Name

Connie Finch – The Park Center

Members of the Park Center Board of Directors are proud to nominate Connie Finch as Volunteer of the Year. While every member of the Park Center is a volunteer, there is one among us who does everything to keep it all together, and that is Connie Finch. Connie is currently the Park Secretary, faithfully recording all Board meeting proceedings and activities, as she has every month since 2009! The Park Center's phone transfers directly to Connie so she can take ticket reservations and answer questions from Park patrons and volunteers. As the Park's Volunteer Coordinator, Connie makes sure each performance and event is appropriately staffed by volunteers. As Concessions Manager, she manages the supplies inventories (including shopping and schlepping cases of water and soda into the theater), ensures we are compliant with local liquor laws and ordinances, and pretty much everything else you would think would be needed to operate a performing arts center. On top of all this, Connie cheerfully works concessions at every show (45 shows in 2023 alone)! For many events, Connie is the first person in the door, and the one who locks up after the band. Connie does all of this work with grace and cheerfulness and a smile. She is a welcoming presence to patrons at the theater and has become a Park Center icon -- a steady force holding it all together. In addition, she volunteers for humane society events and has been on the Serendipity Productions board for decades. In her free time, Connie drives friends and neighbors to doctor's appointments, takes people shopping, and when she's done with that, she stops at the Park Center and cleans the bathrooms. Connie Finch is truly the queen of Hayward volunteers.

Connie Finch is nominated as Volunteer of the Year because she is truly the glue that holds the Park Center together. She serves as Board Secretary since 2009, Volunteer Coordinator, and Concessions Manager. She has been a key volunteer since the Park Center was founded in 2006 -- 17 years of faithful service to the organization and community.

Lonn Franson – Northwoods New Life Resource Center

Lonn Franson has stepped up into many volunteer roles at Northwoods New Life Resource Center within the last year. He is currently working with male clients as a mentor, advising on our building committee, offering assistance in event ideas and helping make connections to other organizations in our community. Lonn understands the importance of building relationships and how each relationship benefits the community as a whole. Lonn brings his whole heart to our ministry, and we are extremely grateful for the skills and passion he brings to Northwoods New Life Resource Center.

Northwoods Community Food Shelf (All Volunteers)

Every Tuesday we do a drive-thru pantry for all who needs the food. We have been doing this for the past 3 years. We see around 930 families just on Tuesday's, they come from all around the County and beyond. We have 15 - 20 volunteers who come out week after week to ensure that the families that are hungry get food. The volunteers set the parking lot up, get tables ready and make the boxes that we pass out. We are also Open on Wednesday & Friday's which we all are volunteers who operate the pantry. Duties include picking up the donations from Miller's Market, Marketplace, Kwik Trip & Wal*Mart. We have 232 families that come to our pantry once a month. We also pass out a Stock Box for seniors over 60+ with an income of less than \$1,580 per individual per month. We are passing out 132 Stock Boxes a month. We were also passing 200 Badger Boxes a month until the program ended in August 2023. The volunteers are come from the different churches in town.

Brief History of the Business

The Northwoods Community Food Pantry has been in existence since January 10, 2020. We have made it through the pandemic, and we continue to grow. During the first 6 months we were given a grant from the Department of Agriculture, Trade and Consumer Protection through The Hunger Task Force. We were given a brand-new refrigerated van, forklift and electric pallet jack. The 2nd year they gave us another grant for freezers, refrigerators, racks for the garage and also money from Feed my People in Eau Claire, WI to help get the garage built.

Service Organization of the Year – 6 Nominees

Listed in Alphabetical Order by Business Name

Fishing Has No Boundaries, Inc.

Our organization continues to be strong in its mission of education in fishing and outdoor accessibility for individuals with a disability. Through COVID we were not able to hold any events and found alternate ways to keep the FIRE ALIVE in the need to keep energy in our many participants across the country. We had many challenges as some community's parks and recreation areas were so busy with the public they did not have time or space for an event for the disabled. For many, they had to wait another year before they too had the opportunity to go and enjoy the outdoors.

Another direction became part of our mission, education to those outside of our 18 chapters' events. Being able to share knowledge one on one, trouble shooting each situation through our online classroom has educated more people on what is possible through availability and how to find these alternate options to make a better fishing day in the outdoors.

Brief History of the Business

In 1986, a group of friends came together in Hayward, Wisconsin, to share an idea that came from one of this group. With that foresight, over the next 2 years they planned and promoted their first fishing event in 1988, as we all know it today as the Fishing Has No Boundaries, held on the Chippewa Flowage the third weekend in May. This same group created the National Organization of Fishing Has No Boundaries® Inc. through the Article of Incorporation November 28th, 1989. All before the ADA (American Disability Act) July 26, 1990, "Promote access to the outdoors for disabled individuals by sponsoring fishing events. The fishing events will educate disabled individuals as to their abilities and provide physical and mental support to disabled individuals thereby further developing their confidence and abilities."

Our organization continues and will always be located in Hayward, Wisconsin, where it all started 37 years ago. Our great outdoor experience shared through the many visitors that come to Hayward, the inclusion of those that need a helping hand, has made Hayward a destination for everyone to feel welcome.

Hayward Area Rotary Club

This summer, the Hayward Area Rotary Club celebrated our 40th anniversary as a service organization dedicated to the "service above self" moto observed across the globe. We are very proud of that service to our local community. Here are some highlights:

- Each year, Rotarians award scholarships to area high school students, to date over \$100,000 to help students further their education.
- Other major benefactors of our donations include the Sherman and Rutth Weiss Community Library, the Shue Pond Gazebo as platinum sponsor, and the Park Theatre project (sound and lighting).
- Maybe you've seen the Little Libraries around town, where you can donate or grab a book. We continue to add more each year.
- Have you ever honked at local club members as they do highway clean-up on Highway 63?
- The Club also donates several hundred dictionaries each year to area third graders
- Major volunteers at the Food Shelf.
- Help run the school district's backpack program, giving food packets to children in needy families.
- Outside the country, the local club provided shelter boxes for Haiti and the Mossey foot disease project in Ethiopia to name a couple.

And as member club in the international Rotary organization, Hayward Rotarians joined in supporting the PolioPlus immunization project, which has all but eliminated the dreaded disease. To further international understanding, the local club has hosted students from other countries and sent local students abroad to live and learn in other cultures.

Hayward Rotarians also engage in a variety of projects to finance these activities. Surprisingly, they prove themselves pretty good at selling dozens of roses each fall, often selling as many as 900 dozen, selling candy each May, as well as selling beer and other refreshments from their Rotary tent during MuskyFest, often netting as much as \$8,000 after expenses. No small feat. You'll also find Rotarians working the aid stations on the Birkie trail during the Birkebeiner as well as the trail run this September, and serving drinks at the Lumberjack World Championships.

Whenever they consider a project in the community, they always consider first their four-way test: 1. Is it the truth? 2. Is it fair to all concerned. 3. Will it build good will and better friendships and 4. Will it be beneficial to all concerned.

The club, currently led by President Kimberly Kayler, has ambitious plans for this fiscal year. She says it is her goal to further strengthen ties with the local community and to create an environment that allows members to volunteer in a variety of capacities that fit their schedule and interest.

"We live in a different world than we did during the early days of Rotary, when businessmen gathered for a lunchtime meal and meeting," she says. "Our Club now offers one meeting per month at noon, one early evening, as well as a variety of opportunities at various times to engage in community service and social activities. I hope anyone who has ever wondered about Rotary will consider coming to an event and check us out.

"We are excited about celebrating our 40 years of service in the greater Hayward area, and look forward to continuing our activities and exploring new activities that meet the needs of our community for the next 40 and beyond," said Kayler.

Membership in the Hayward Rotary Club is open to everyone. For more information, you are invited to contact either Dr. Ed Haugen, membership chairman, at 715 699-4949 or Kimberly Kayler at 614-973-9046 or haywardarearotary@gmail.com.

Hayward Lions Club

Lions motto We Serve. The Hayward Lions Club has been serving the community for over 50 years. Our fundraising projects allow us to give over \$40000 a year to many different community organizations. Food shelves, youth groups, senior resource center and many other groups.

Events the Hayward Lions Club participate in:
Pre-Birkie, Birkie food plaza, Hayward Lions Golf Outing, Musky Fest, Community Dinners, Sawyer County Fair, Fat Tire, and Oktoberfest.

Examples of groups the Hayward Lions Club donates to:

Relay for Life, Alzheimers Association, Coats for Kids, Peace Makers Quilt Group, Peace Poster, Hayward Food Shelf, Spider Lake Church Food Shelf, Christmas for Kids, See My Art, Hayward HS Choir, Figure Skating Club, Youth Wrestling, Operation Christmas, Girls Youth Softball, Boy/Cub Scouts, Hayward HS Junior Prom, Project Graduation, Library Foundation, Little League, Hayward Ski Team, School Music Boosters, Park Center, Bike Rodeo, Salvation Army, Northwood New Life Center, K-9 Foundation, Humane Society, Hayward Education Foundation, HAYSO Soccer, LCO Boys/Girls Club, S.C.O.P.E., Community Choir, Hayward Honors Program, Fishing Has No Boundaries, First Lutheran Church Playground, Senior Resource Center, House of Hope, Log Rolling, Hayward HS Scholarship, Hayward Art Club.

Northwoods New Life Resource Center

NNLRC helps young women & men facing an unplanned pregnancy by offering them help & support when there is perhaps no one else in their life they can turn to. We provide free limited medical services (ie: free ultrasound; STI testing) and help clients make healthy positive decisions for themselves and their unborn child. We walk alongside clients providing mentoring and support as long as they need.>NNLRC never turns away a client which can be difficult given limited resources and help. If>NNLRC cannot provide the exact support a client needs, we make sure to provide a referral to an organization that better fits their needs. The staff and volunteers of this wonderful organization always find a way to provide support to young men & women in need.

Brief History of the Business

NNLRC was started in 2007 and established as a 501(c)3 organization by representatives from several area churches.>NNLRC is a Christian ministry and started out by simply offering free ultrasounds to women facing unplanned pregnancies. Today,>NNLRC still offers free ultrasounds and still provides pregnancy counseling services, however they are so much more!>NNLRC operates with a small staff of 3 as well as numerous wonderful volunteers who act as mentors providing support to families in need.>NNLRC utilizes a nationally acclaimed parenting curriculum that covers a wide range of topics from what to expect during the birthing process, how to support a healthy pregnancy, how to raise healthy children, healthy meal solutions, etc...>NNLRC implements an 'Earn While You Learn' program that awards families with "Baby Bucks" for completing educational parenting lessons. Baby Bucks can then be redeemed for essentials such as diapers, clothing, nursery equipment, and more. In summary,>NNLRC started off with humble beginnings and has grown over the years to offer a variety of expanded services to all members of the community including limited medical services, parent mentoring, parenting education, information and providing referrals to other vital community resources.>NNLRC does not qualify for any government funding and is able to perform all of these needed resources 100% through gracious donor funding.

Sno-Trails Snowmobile Club

Sno-Trails Snowmobile Club is made up of a dedicated group of volunteers who care about fostering the sport of snowmobiling in the Hayward Area. Sno-Trails Club volunteers maintain over 175 miles of trails south and east of Hayward, including trails near Lac Courte Oreille, Grindstone Lake, Whitefish Lake, and the Chippewa Flowage. They are an active member of the Sawyer County Snowmobile and ATV Alliance. Sno-Trails also hosts a variety of fun-runs and social events to help local and visiting snowmobile enthusiasts connect with one another. Sno-Trails was named AWSC Club of the year in 2019, recognizing their strong dedication and support to the sport of snowmobiling. In 2020, Sno-Trails went on to be named Club of the Year at the national and international levels by the American Council of Snowmobile Associations (ACSA) and the International Snowmobile Congress (ISC). The Sno-Trails Club is an asset to the Hayward Area and their volunteers deserve to be regionalized for the hard work and dedication they put forth to promote the sport of snowmobiling.

Brief History of the Business

For over 50 years, the Sno-Trails Snowmobile Club has had the mission to provide great snowmobile trails and hospitality in the Hayward and Stone Lake areas of Wisconsin. With over 230 members, their membership includes: local businesses offering services to snowmobilers, local residents and volunteers, second-home owners, and visitors from all over the Upper Midwest who make Hayward their snowmobiling destination.

The Park Center

75 years ago, the Park Theater opened to offer Hayward moviegoers what was then an ultra-modern theater going experience. When the movie theater closed in 2006 the Park Theater Project was formed — a group of community organizers and volunteers dedicated to seeing that the theater continued to operate, although instead of being strictly a movie theater, the Park would become a Center for the Arts for Wisconsin's Northwoods.

17 years later the Park — now known as the Park Center — is still operating, and it's stronger than ever, a not-for-profit, all-volunteer managed and staffed 501c3. Volunteering at the Park isn't just about selling concessions and handing out flyers. Volunteers fill every need, from board members to sound and lighting design to booking acts to designing posters and maintaining a strong social media presence.

In 2023, the Park Center worked to be more inclusive and connected to the community through the shows we offer. Year-round residents, cabin owners and vacationland visitors all have a reason to come to The Park. The Hayward Chamber was particularly helpful in planning and supporting our outreach.

This summer we took a huge step forward with our four-installment variety and comedy series, the North Star Comedy Hour starring Mary Mack. Almost 1,000 tickets in total were sold for the four family-friendly, PG-13 rated shows which each featured as many as 18 performers. Because this was a particularly ambitious project, the contacts, networking and services offered by the Chamber helped us tremendously in our fundraising effort. Now, it's looking likely that this comedy series will become an annual offering.

The Park Center is excited to be an active part of Hayward's world class events. During Birkie week we hosted Giant Expectations, a Hayward-made documentary style spoof on the Birkie Giant Ski. And during Musky Fest we hosted a screening of the 1980s Hayward-filmed horror classic, Blood Hook. We hope to make these long-standing traditions.

The Park Center also supports local community happenings. One Spring evening we supported a Girl's Night Out by offering an artist exhibit in our lobby, followed by a Mama Mia sing-a-long! Our unique and historic building is also available to community groups for their events. WOJB, The Wild River Conservancy, and the Ovarian Cancer Symptom Awareness group are some of the organizations that have hosted successful events at the Park in the past year.

Youth outreach is yet another part of the Park's mission. The Hayward High School Jazz Band, the high school Forensics team, the dancers from Hayward Dance Experience and high-school garage bands like Together We Fall have performed on our stage. And ticket prices for kids are low for almost every show: Just \$5 for those 18 and under. We're currently doing research into hosting a children's theater camp at the Park next summer.

The Park Center is a unique and well appreciated venue in the Hayward Lakes area. At one of our recent shows a couple thanked our ticket taker for what we do at the Park. They said that the Park, in fact, had been part of the reason they chose Hayward for their retirement. They knew that any community they lived in had to have an active arts and entertainment scene and for them, The Park was filling that need.

Our board and our operations committees have all blossomed over the past year, with new people and new ideas. And again, all volunteers! People committed to making the arts accessible to the entire community.

In November we're celebrating the 75th anniversary at the theater and with the support of our community, we expect this theater to celebrate another anniversary 75 years from now.

Brief History of the Business

The Park Center has been a venue for entertainment in Hayward since the 1940's. Since 2007, local advocates for art and live music have transformed the theater into The Park Center, a community space for live music, theatrical performance, dance, film and art. Our stated mission is to bring joy and connection to our community through the arts. We are a 501c3, entirely owned, operated and managed by community volunteers.