

**Tiffin Schools**  
**Business Council Meeting Minutes**  
**November 13, 2025**  
**8:00 AM**  
**Hampton Inn**

The TCS Business Advisory Council meeting on November 13 was called to order by Larry Kisabeth at 8:00 AM in the Hampton Inn Conference room. He welcomed everyone and asked them to read the minutes from October 16 meeting. Pam Wise moved to accept the minutes. Chris Joyce seconded the motion. Larry called for a vote, the motion passed.

The committee was presented with background and career awareness opportunities available to the students currently in at Columbian High School and the Middle School. The modules cover in the new *YouScience* curriculum in the 7<sup>th</sup> and 8<sup>th</sup> grade was provided plus a list of the current high school classes. Chris Joyce, High School Counselor also provided information and answered committee questions.

The council was asked to answer the following question, "As business people advising TCS on employability skills and careers what is needed in the local economy?" Each group presented their list. An overall list of their suggestions is listed on the back.

The second question asked of the council was, "Identify the type of activities that would help prepare students and provide career exploration to all that could be sponsored by local businesses." This overall list is also listed on the back.

Pat asked the group for volunteers to help plan and execute the advertising for the Community Job Fair. The following volunteered: Adam Gillmor, Carl Pastorella, Gage Gorman, and Jason Bauer. A meeting will be set in the near future.

The committee was asked if anyone had anything for the good for the order, having nothing presented Larry adjourned the meeting at 9:05 AM.

**Next Meeting: December 18, 2025**  
**Time: 8:00 am**  
**Place: Hampton Inn**

## **Employability skills and Careers needed locally:**

Problem Solving  
Punctuality  
Critical thinking  
Applying previous experiences  
Initiative  
Proof reading and checking work  
Handling adversity  
Drug free people  
Communication skills  
Willing to build skills and work up  
Teamwork  
Continuous learning  
Attendance is important  
Self-driven  
Initiative: See it, then do it!  
Huge shortage in Trades  
Survival Skills  
On-site Training  
Working with others  
Facing Adversity  
Consequences for action  
Communication (fact to face)  
Punctuality  
Commitment/character  
Professionalism  
Dress  
Critical Thinking/Problem Solving  
Family Dynamics

Job exploration  
Realistic expectation of life  
Tech or Mech Aptitude  
Skilled Trades  
Give youth opportunities  
Trade skills  
Counseling services for:  
Career exploration  
Mental Health  
Soft Skills  
Decision Making

## **Activities to help the teachers and students:**

Specific Speakers  
Aptitude v/s Interest  
Low/high    High/Low

Story telling of backgrounds  
Look at how to change  
Look at how to find opportunities  
Business Visits  
Help with attendance/tardiness  
Learning from mistakes  
Taking risks to see what maybe an interest  
Honor commitments  
Counseling Services  
Family Support  
Educate, Educate, Educate  
Job Shadowing/Mentoring/Training Program  
Counseling  
Career Exploration  
Parenting Programs  
Spreadsheet of speakers (career, job, etc) for the teachers