Village of Hampshire
Business Development Commission Meeting
Wednesday, May 14, 2025 - 6:30 PM
Hampshire Village Hall
234 South State Street, Hampshire, IL 60140

1. Call to Order
2. Public Comments
3. Introduction of Commissioner Christopher Garcia
4. Review of Meeting Minutes from April 9, 2025
5. Review of Kane County Economic Development Strategic Plan
6. Review of SWOT Analysis for Route 72/Oak Knoll Commercial Corridor
7. Beautification Committee Report
    A. Updates on approved façade applications
        i. Style on State – 153 S. State St.
        ii. Multiple Businesses – 124-172 S. State St.
    B. Discussion on Future/Pending Façade Grant Applications
    C. Review of Façade Budget for Fiscal Year 2025-2026
8. Update On New Businesses and Existing Businesses in the Village
9. New Business
10. Adjournment

Attendance: By Public Act 101-0640, all public meetings and public hearings for essential governmental services may be held by video or tele conference during a public health disaster, provided there is an accommodation for the public to participate, and submit questions and comments prior to meeting. If you would like to attend this meeting by Video or Tele Conference, you must e-mail the Village Clerk with your request no later than noon (12 PM) the day of the meeting. A link to participate will be sent to your e-mail address, including all exhibits and other documents (the packet) to be considered at the meeting.

Recording: Please note that all meetings held by videoconference will be recorded, and the recordings will be made public. While State Law does not require consent, by requesting an invitation, joining the meeting by link or streaming, all participants acknowledge and consent to their image and voice being recorded and made available for public viewing.

Accommodations: The Village of Hampshire, in compliance with the Americans with Disabilities Act, requests that persons with disabilities, who require certain accommodations to allow them to observe and/or participate in the meeting(s) or have questions about the accessibility of the meeting(s) or facilities, contact the Village at 847-683-2181 to allow the Village to make reasonable accommodations for these persons.

EMBRACE OPPORTUNITY

HONOR TRADITION

Village of Hampshire
Business Development Commission
Wednesday April 9, 2025 – 6:30 PM
Hampshire Village Hall
234 S State St. Hampshire, IL 60140

MEETING MINUTES

The regular meeting of the Business Development Commission of Hampshire was called to order by Commissioner Pizzolato in person on April 9th, 2025.

1. Call to order at 6:48 pm

In-person: Commissioners Karen Trzaska, David Pizzolato, Bill Swalwell, Trustee Aaron Kelly, and Assistant Village Manager for Development Mo Kahn.

Absent: Commissioners Liz Martin and Jill Van Reit

Roll call confirmed - (quorum established)

2. Public Comments:
   - None

3. Meeting Minutes Approval from January 8th, 2025:
   - Commissioner Trzaska moved to make a motion to table the approval of the meeting minutes from January 8th, 2025.
     - Second by Commissioner Swalwell
     - Motion carried by voice vote:
       - Ayes: Trzaska, Kelly, Swalwell and Pizzolato
       - Nays: None
       - Absent: Martin, Van Reit

4. Economic Development Strategy
   - Assistant Village Manager for Development Kahn presented a status update to economic strategies the BDC had posed to the Village Board of what was important to focus on for business growth. After discussion, Assistant Village Manager for Development Kahn will compile an assessment of the current plan compared to the recently published Kane County Economic Development Strategic Plan, as well as prepare a SWOT analysis for the Route 72 commercial corridor. This will be discussed at the next BDC meeting to identify opportunities for the BDC/Village to pursue.

5. Beautification Committee Report

   Commissioner Swalwell provided the following updates to the façade application:

   A. Updates on approved façade applications:
      - Commissioner Swalwell reported the following:
        - Neon Cow – 142 S. State St. work is complete and reimbursement has been issued.
        - Style on State's (153 S. State St) project is in nearing completion and will complete the work as soon as possible.
        - Multiple businesses - 124-172 S. State St. - The four businesses are looking to replace the historic finials that once adorned the tops of the building when they where initially built. The BDC feels that this is a project to restore the history to State St. and is a great example of business owners working together.
        -

   B. Fiscal Year 2025 Façade Grant Application:
      - Commissioner Swalwell moved to make a motion to recommend a facade grant approval in the amount of $3,907.50 to the multiple businesses 124-172 S. State St. for the replacement of facade finials.
        - Second by Trustee Kelly
        - Motion carried by voice vote:
          - Ayes: Trzaska, Kelly, Swalwell and Pizzolato
          - Nays: None
          - Absent: Martin, Van Reit
      - Motion passed and will move on to the Village Board

6. Update on New or Existing Businesses in the Village

   - American General Storage celebrated their ribbon cutting ceremony on April 9th

7. New Business

   - Trustee Kelly reaped the town meeting of Hampshire that took place on April 8th.

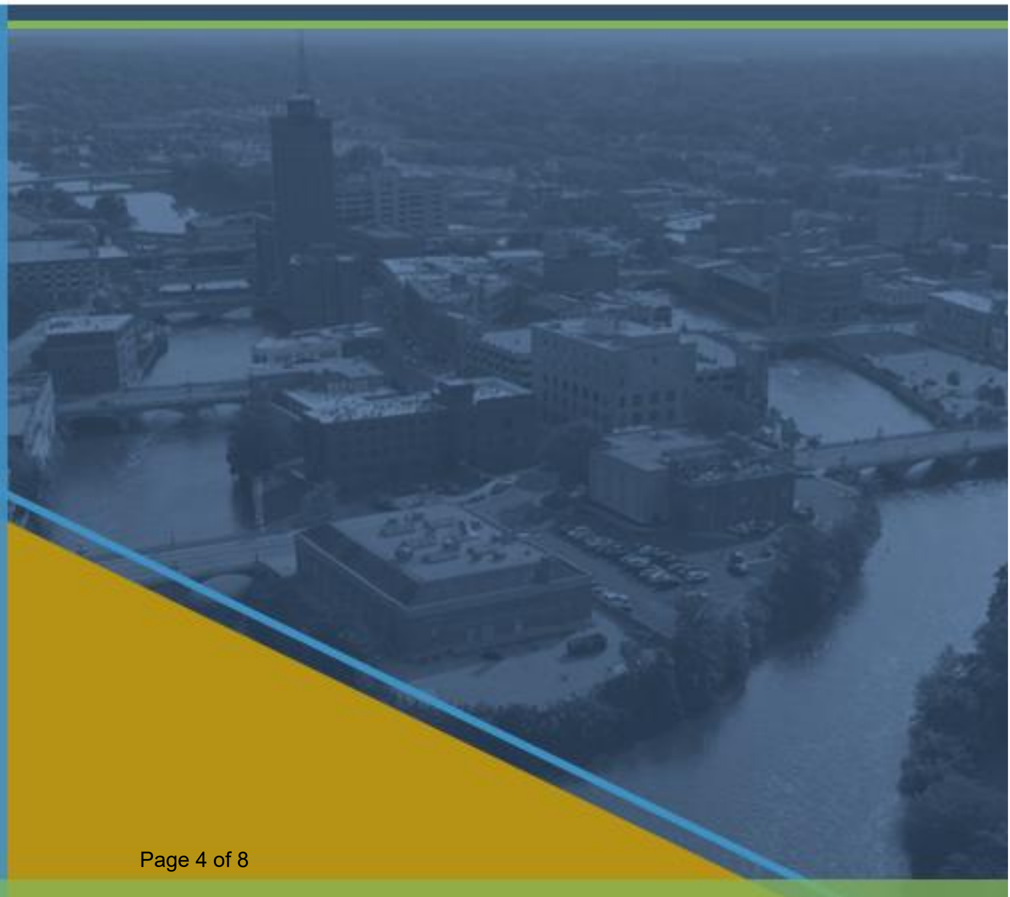
8. Adjournment
   - Trustee Kelly moved to make a motion to adjourn at 8:07 pm.
     - Second by Commissioner Swalwell
     - Motion carried by voice vote:
       - Ayes: Trzaska, Kelly, Swalwell and Pizzolato
       - Nays: None
       - Absent: Martin, Van Reit

WHY KANE
business, jobs, community

Executive Summary

KANE COUNTY
Economic Development Strategic Plan

KANE COUNTY, ILLINOIS
ESTABLISHED JANUARY 16, 1836



EXECUTIVE SUMMARY

Kane County has naturally and successfully grown as part of the Chicago metropolitan area, as an agricultural center, bedroom communities and industrial hub. However, in the context of fundamental changes in the dynamics and drivers of the global economy, and of tensions that arise from continued growth along these previously natural trajectories, Kane County finds itself at an economic crossroads.

In the emerging economy,[1] "creative destruction" is disrupting industries, occupations and places; while new products, firms, industries and markets are rapidly arising, leading to enormous opportunities for new wealth creation. Success in this economy does not occur as "naturally:" rather, it requires deliberate investment in concentrations of complementary business, human capital and innovation assets, along with the physical and institutional infrastructure to translate assets into economic growth. Kane's transition along with the global economy presents a key moment to identify the economic assets and opportunities that will guide its future growth and to develop deliberate strategies to succeed in the next economy.[2]

Seizing this opportunity begins with a market analysis exploring the County's industries, human capital, innovation activities, built environment and institutions. Key market analysis findings include:

- **Manufacturing and TDL Strengths.** The County has many industry strengths, including particularly metals manufacturing; food and beverage manufacturing and packaging; and transportation, distribution and logistics. Building on these strengths, it is well positioned to substantially grow its industrial base and compete in major emerging industries. The COVID-19 pandemic fundamentally changed the global economy in ways that may present opportunities for Kane County; for instance, significant federal funding is encouraging reshoring (and Kane County manufacturers have the opportunity to fill local/regional supply chain gaps), and the rise of e-commerce and increasing integration of tech into logistics services presents opportunity for innovation in Kane County's legacy Transportation, Distribution and Logistics sector to meet global demands.
- **Concentration of Business Services.** The County also houses high concentrations of both white collar and blue collar business services firms. These firms support other businesses and headquarters not just in Kane County but across the region. Many are BIPOC (Black, Indigenous, and people of color)-owned.
- **Agricultural Assets.** Reflecting the County's unusually fertile soil, farming is still 50% of the County's land use, although it is no longer the County's main revenue-generator. Global trends are encouraging innovation in agricultural processes and diversification of crops.
- **Labor Market Gaps.** The County's labor force is generally well suited for its economy, training workers in healthcare and manufacturing (for instance) but does not adequately address labor shortages, particularly those in high-growth sectors. While community colleges have increasing

[1] Often referred to as the "knowledge," "innovation," or "next" economy, or the Fourth Industrial Revolution.

[2] This process encompasses opportunities ranging from digitization trends reshaping industries and workforce to emerging industries such as climate centered growth (e.g., EVs, energy storage), to the massive federal investments driving US manufacturing reshoring and growth. The process also allows the County to reconcile tensions between its roles as a bedroom community, farming economy, and industrial economy.

BIPOC enrollment (particularly Hispanic enrollment), this is not enough to address the lower levels of BIPOC educational attainment and wages.[3] Employers are not adequately driving change in labor market systems (e.g., identifying skills needed for future careers, developing on-the-job training programs, changing hiring practices to prioritize skills).

- **Gaps in Innovation and Entrepreneurship System.** With relatively little private-sector or institution-led innovation activity, the County is generally not the place where things are invented. While it currently lacks a substantial innovation ecosystem, some of the building blocks (e.g. Fermilab) are present, and innovation opportunities will expand as industrial activities grow. There is, however, significant start-up and small business activity, many of which are BIPOC (Black, Indigenous, and people of color)-owned. But, there is very limited specialized support and finance for entrepreneurs and early-stage businesses.
- **Unique land use and spatial connectivity considerations.** As Kane County grows its economy, it will be grappling with the balance between its industrial, agricultural and bedroom community functions. The resulting economic growth strategies will entail land use implications: presenting a need and opportunity to better align land use and zoning policy with economic growth goals. As development and land use planning proceed, attention also needs to be paid to improving connectivity to job centers – either by establishing new job centers, addressing traffic, or addressing last-mile public transit challenges.
- **Fragmentation.** Illinois ranks among the worst states in the nation with respect to both vertical and horizontal government fragmentation, and Kane is no exception. The County encompasses multiple municipalities, each with their own economic development goals and plans. Aside from the bureaucratic, cost and tax inefficiencies of multiple governments, there is a need for alignment – on overall economic development strategies, to execute larger-scale deals and deliver programs in priority industries. Continuously developing and executing on a County-wide vision for the economic future of Kane requires not just County-led coordination, but also greater private sector leadership in economic development.

The market analysis leads to a vision and series of strategic directions to address Kane County's challenges and opportunities. Key to managing future growth will be continually refining a strong vision for the County's future and developing the capacity to continually, collaboratively identify emerging opportunities, and decide upon and implement strategies. An initial vision has been proposed for the county:

VISION: Kane County will become a dynamic mix of traditional industries and emerging sectors – a center of innovation. The County's industrial base will grow alongside leading-edge agricultural practices and quality of life for residents.

To execute this vision, a series of strategies are proposed:

- **Provide institutional capacity for economic development coordination.** Implementation of a broader vision for the county's growth can be achieved with both County-led coordination and also greater private sector, cross-sector leadership in economic development. This requires a new development entity that is nimble and responsive, with the ability to impact a wide range of development sectors. An Economic Development Organization (EDO) is needed to direct resources to guide growth and to coordinate deals across municipalities in high-

[3] For instance, 51% of the food and beverage manufacturing and packaging cluster are BIPOC, a sector with particularly low wages.

growth, tradeable sectors. An EDO can also improve employer engagement to better serve existing businesses and conduct more targeted, continuous analyses of market opportunities.

- **Improve support for manufacturers.** Kane County's manufacturers are small firms and lack the networks or resources to address the tremendous opportunities to scale in the next economy. There is a need to support manufacturers by identifying new opportunities and markets, alongside the technical assistance to help manufacturers compete for these opportunities.
- **Improve start-up and scale-up support**, in particular for BIPOC-owned firms – for instance in manufacturing, business services, and logistics.
- **Create employer-driven workforce programs.** To improve labor market efficiency, there is a need for greater employer involvement in modernizing education, training, and hiring practices - in particular to drive creation of workforce programs, targeted to future skills demand in high-growth industries. There is tremendous opportunity to supply regional workforce gaps in industries disrupted by digitization/artificial intelligence (AI), decarbonization and electrification, for instance in clean tech manufacturing (e.g., electric vehicles [EVs], battery storage), digital logistics, and next-generation farming.
- **Support crop diversification**, or connect corn/soybean growers with new markets - in part to respond to climate change and associated changes in production/demand. In addition, improve connectivity between agriculture and food & beverage manufacturing and packaging.
- **Coordinate land use with economic development goals.** The County would benefit from a more coordinated and unified process for determining what land is made available for what types of new development, and for providing the necessary infrastructure for development.

Kane County's diverse assets – its skilled workforce, industrial base, agricultural strength, good quality of life, natural beauty – provide tremendous opportunity for the county's future economic growth. While the county has grown naturally over time, the next economy rewards deliberate, strategic growth planning. Launch of an EDO and focusing on these strategic directions will set Kane County on a path towards a vibrant, prosperous 21st century economy.

KANE COUNTY: ECONOMIC DEVELOPMENT STRATEGIC PLAN
Download the full version of the Kane County Economic Development Strategic Plan: http://rw-ventures.com/kane-county-economic-development-strategic-plan/

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Agenda Supplement

TO:	**Business Development Commission**
FROM:	**Mo Khan, Assistant Village Manager for Development**
FOR:	**BDC Meeting for May 14, 2025**
RE:	**SWOT Analysis**

Background: The Business Development Commission has discussed the Village conducting a SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis for the U.S. Route 72 Corridor specific to commercial development opportunity.

Analysis: Below is information from the U.S. Department of Commerce – Economic Development Administration summarizing what a SWOT Analysis is and what the analysis should accomplish.

"A SWOT analysis of the regional economy should answer the question, "Where are we now?" by using the *relevant* data (see above) and background information to help identify the critical internal and external factors that speak to the region's unique assets and competitive positioning. The SWOT is a strategic planning tool used by organizations to ensure that there is a clear objective informed by a comprehensive understanding of a region's capabilities and capacity. A SWOT analysis identifies the region's competitive advantages—those indigenous assets that make the region special or competitive in the national and global economies—juxtaposed against those internal or external factors that can keep a region from realizing its potential. Determining and analyzing what the region already possesses that could be leveraged better to build the capacity for growth, including competitive cultural, economic, technological, intellectual and physical assets, is critical to developing the strategic direction and implementation plan to promote regional economic vitality. Leveraging assets refers to using the activities and engagement of business, government leaders and other stakeholders to maximize the economic potential of a region.

It should be noted that, while a SWOT analysis is critical, there are various "SWOT-like" frameworks (other than a SWOT) that may be employed successfully. In fact, some of these other frameworks (e.g., "SOAR" [Strengths, Opportunities, Assets, and Risks] and "NOISE"

[Needs, Opportunities, Improvements, Strengths and Exceptions]) *may* work better for your regions and for the stakeholders you are trying to engage. Consider employing whichever SWOT-like analysis allows for the broadest group of stakeholders and community members to contribute their inputs.

In addition, the SWOT analysis (or equivalent, as noted above) should consider economic resiliency. Specifically, what factors and/or elements are in place (or need to be put in place) to ensure the long-term success, viability, and durability of the regional economy?

SWOT analysis elements are commonly understood in the following terms:

1. Strengths are a region's relative competitive advantages (e.g., industry supply chains and clusters, extensive port, rail, and broadband assets, specialized workforce skills, higher education levels, collaboration among stakeholders) and often are internal in nature;
2. Weaknesses are a region's relative competitive disadvantages (e.g., a risk-averse or change-resistant regional culture), also often internal in nature;
3. Opportunities are chances or occasions for regional improvement or progress (e.g., expansion of a biosciences research lab in the region), often external in nature; and
4. Threats are chances or occasions for negative impacts on the region or regional decline (e.g., several companies in the region considering moving to lower-cost areas of the state), also often are external in nature."

Recommendation: For the Business Development Commission to begin discussion on a SWOT Analysis for U.S. Route 72 Corridor.

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Agenda Supplement

TO:	**Business Development Commission (BDC)**
FROM:	**Mo Khan, Assistant Village Manager for Development**
FOR:	**BDC Meeting on May 14, 2025**
RE:	**Fiscal Year 2026 Façade Grant Status Report**

Background: For the past several years, the Village has budgeted for a Façade Improvement Grant Program for primarily the downtown area. For Fiscal Year 2026, $50,000 was budgeted for the grant program. However, unlike previous years there was no carryover from prior fiscal year for projects that were approved but not reimbursed.

Analysis: The table below shows funds that have been allocated for projects and the remaining amount left for any future applications received and approved by the Village.

Applicant	Project Cost	Approved Grant Amount	Notes
Style on State	$27,300	$5,417.25	Carryover from FY25
Multiple Businesses (Finials)	$5,710	$4,282.00	
	Total Budget:	**$50,000.00**	
	Allocated Amount:	**$9,699.25**	
	Remaining Amount:	**$40,300.75**	