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# BUSINESS LEADER

MORGAN COUNTY

December 2018



# WIDEN THE CIRCLE

*Jeff Faull and Mt. Gilead Christian Church work together to make life better for Morgan County*

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# Discernment from The Grinch and The Gospel

We all observe traditions this time of year that serve to make the season our own. One of mine is to gather my grandchildren together, huddle up on the floor in the glow of the tree with a big bowl of popcorn, and watch the 1966 cartoon version of *How the Grinch Stole Christmas*.

They are delighted by the antics of the Whos down in Whoville, and the Grinch always brings laughter – from them and from me!

There is a certain point in the story I've come to relish with great anticipation. It is the Grinch's epiphany. It is the moment when he is struck by the possibility that the Whos might just have it right. You know the moment:

"Then the Grinch thought of something he hadn't before. Maybe Christmas, he thought ... doesn't come from a store. Maybe Christmas, perhaps ... means a little bit more!"

"Maybe Christmas, perhaps...means a little bit more." Is this a thought you have pondered during the holiday seasons over your years?

Amidst the flurry of holiday activities, we all catch moments when that thought comes to mind. It could be as you flow with the crowds down the aisles of a department store. It could surface while you work fourteen-hour days in order to get a few of them off. Or, it might bring more importance to the plan for the holiday circuit of the houses of friends and family you'll visit. No matter when, you know that the thought will inevitably surface: "Maybe Christmas, perhaps...means a little bit more."

The Grinch was onto something, and we feel it, too, with his words playing in the back



**JIM HESS**  
From the Publisher

of our minds all season long. Christmas does mean a little bit more – in fact it means a lot more.

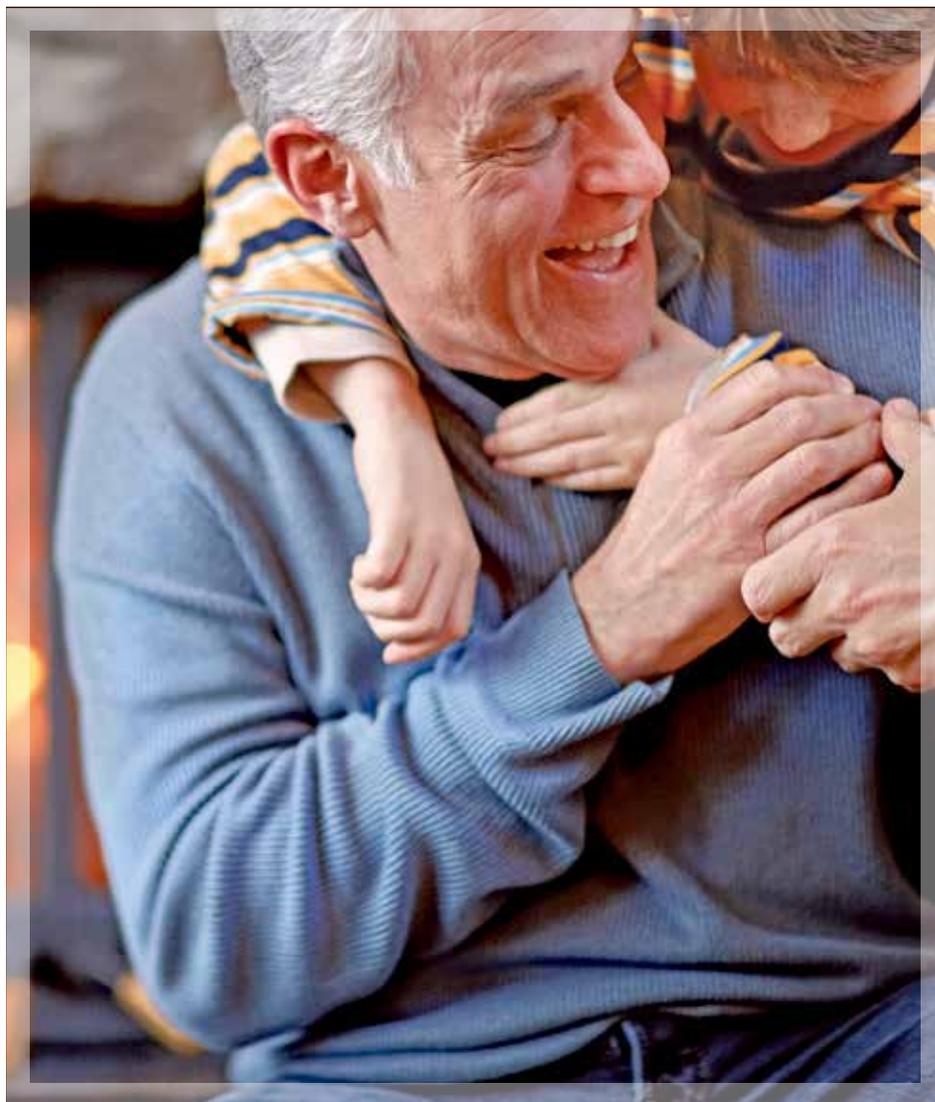
Another quote I savor every Christmas season with my family is found in Chapter 2 of Luke:

"And behold, an angel of the Lord stood before them, and the glory of the Lord shone around them, and they were greatly afraid. Then the angel said to them, "Do not be afraid, for behold, I bring you good tidings of great joy which will be to all people. For there is born to you this day in the city of David a Savior, who is Christ the Lord."

This Christmas, as you gather with your family and friends, ponder the truth that Christmas does mean a lot more. In fact, its meaning transcends any meaning our traditions or observances may attempt to ascribe to it. As Robert Flatt once said, "The giving of gifts is not something man invented. God started the giving spree when he gave a gift beyond words, the unspeakable gift of His Son."

Have a very Merry Christmas!

*"Maybe Christmas, perhaps...means a little bit more."*



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### BUSINESS LEADER

MORGAN COUNTY

*"Declaring the good works being done"*

For we are God's handiwork, created in Christ Jesus to do good works  
Ephesians 2:10

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# The Cover Party: Connections and Celebration



## By Jim Hess

Morgan County Business Leader

By now, if you are a regular reader of the Morgan County Business Leader, you know how much I appreciate the opportunity to share the good news about the people and ideas in the business community of this county in this publication. Bringing their stories into the sunlight not only shows what is happening, but what is possible with great effort, unending passion, and the desire to improve the community, not just for one, but for all.

The Cover Parties provide a little time to personally meet and celebrate yes, the business people featured on the covers of the Business Leader, but also everyone else who works and plays here, too. We try to introduce people, as well as venues and other businesses offerings to the community. You never know when a new contact will make a differ-

ence in your work. I have been told time and again that the connections made during a Cover Party conversation are important and expand the network that supports and encourages the work we all do every day.

Sponsored by Economy Heating, Air & Plumbing, the Fall 2018 Morgan County Business Leader Cover Party was held on Nov. 13 at the new community venue, 5 East, in Mooresville. The business leaders featured on the previous six covers were presented with a framed copy of their cover page and given the opportunity to share their comments.

The Cover Party evenings are always filled with good people sharing good news, good business, and camaraderie. As always, new connections are made and relationships are strengthened over food and drink. I hope you have the opportunity to join us at the next Cover Party in May.

## Fall 2018 Honorees

1. **Bill Fite, Fite Plumbing**
2. **Stacy Fitzpatrick, Cornerstone Home Healthcare**
3. **Ruth Rusie**
4. **Jeff Main, Hilliard Lyons**
5. **Clay Hamilton, Whites Electrical**



# Twelve motivators and a four step plan for your team

Knowing what motivates you and your employees is critical to the success of both you and your business. Think of it as the fuel that drives engagement and satisfaction. Motivation is a key factor in developing momentum. John Maxwell says when you have momentum, or “The BIG Mo,” it is the great exaggerator. The BIG Mo makes leaders look better than they really are.

The BIG Mo helps followers perform better than they typically do. Initiating momentum is the responsibility of the leader because it’s started on the inside of the leader and moves outward to followers and then to whatever project is the focus. Maxwell says, “Momentum is a leader’s best friend.” Momentum might be the only thing that can break through the wall, the wall of stagnation or a stalled initiative, to get everything going again.

This month’s article is written to help you get that BIG Mo in your business. Below is a list of twelve recognized motivators. Take a few minutes now and rank them on from one to twelve on their level of importance to you. Where a one is the highest importance and 12 is the least important. If there is something or a couple of things that motivate you that is not on the list, feel free to add it to the list.

1. Sense of Belonging
2. Job Security
3. Opportunity for Promotion
4. Opportunity for Travel
5. Recognition from Superiors
6. Challenging Work
7. Money
8. Pleasant Working Environment
9. Interesting Work
10. Opportunity to Learn



**JACK KLEMEYER**  
Business Coach

11. Loyalty from Superiors
12. Being Trusted

What motivator or two would you add?

Now that you’ve ranked the above list of motivators in the order of importance to you, check with your employees to see what order is important to them. It’s important to be sure you know what motivates you and that you are clearly aware of what motivates your employees.

The things that motivate you and the things that motivate your employees may be the same and very probably they are different. It’s not wise to assume you know what motivates your employees or that the same that matter to you are the same things that matter to the employees. Knowing both helps you speak from your heart and to the heart of your team which in turn will bring about motivation and engagement to get things done.

You need to know that momentum is very difficult to start from a dead stop. As a leader you will need to exert a much greater focus and effort to initiate momentum than you’ll have to once momentum is running.

Author Peter Davis says: “Motivation is like food for the brain. You cannot get enough in one sitting. It needs to be continual and regular top ups.”

Here is a four step action plan to turn your team’s motivation into momentum.

**Step One:** Look back at your top five motivators and jot down which ones of your top five are not being met. Why aren’t they being met? What do you need to do different or change to make sure your top five motivators are being met.

**Step Two:** Looking at the members of your team, what do you think are their top three motivators are for the team as a whole? One a scale of one to ten, where ten is, they’re absolutely being met and one being, not at all being met, how well are their motivators being met? Whatever number you came up with, what would it take to close the gap between your number and a ten?

**Step Three:** What else can you do as the leader to provide for the needs/motivators of the members of your team?

**Step Four:** What may prevent (get in the way of) you meeting these needs?

These steps outlined in this month’s article will certainly help you understand your employees better and by understanding them better, you can then speak from your heart straight to their heart and engage them to new heights of success.

Grow Your Business™ Coaching founder Jack Klemeyer is recognized as a preeminent resource for business professionals. As a John Maxwell Certified coach, speaker, trainer and facilitator of Mastermind groups for business owners and professionals, his results-driven philosophy calls for action and accountability. He and his Grow Your Business™ team are dedicated to taking businesses and their owners to the next level. Jack can be reached at Jack@GYBCoaching.com or at 317-755-6963. Learn more at GYBCoaching.com.

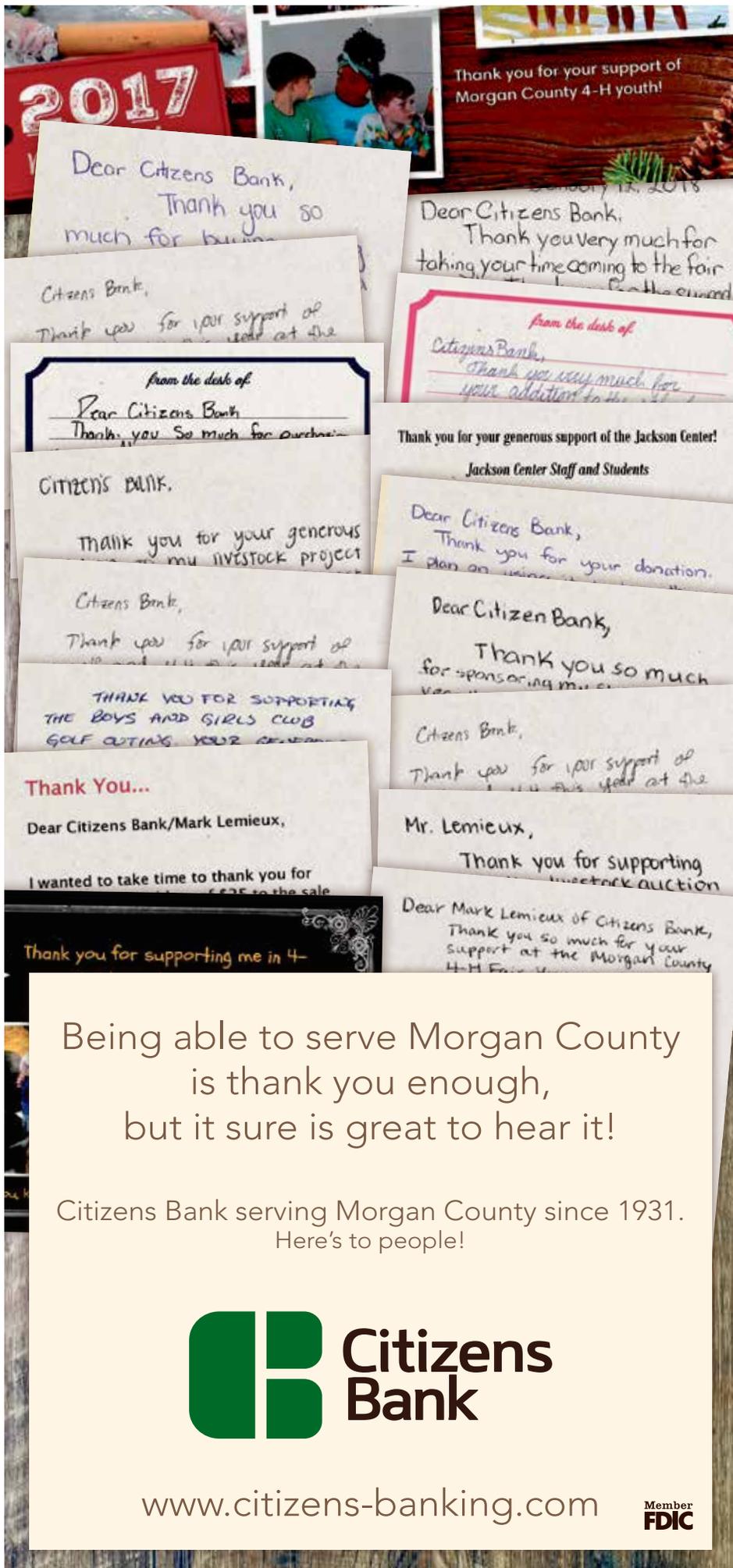
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# Will Santa bring retailers a gift or will the Grinch make himself known?

November started on a Thursday this year. So why was that meaningful to retailers and the all-important Christmas shopping season? Because this year there are as many shopping days between Thanksgiving (November 22nd, 2018) and Christmas day (December 25th, 2018) AS THERE CAN BE. Including 5 holiday shopping weekends. Retailers count on Christmas sales revenues literally to make or break their year. What's in store for this year? (Pardon the pun) Well the evidence would indicate that it's more likely than not that retailers can expect a banner year from the yuletide yahoos (namely me and you) that will again go crazy buying stuff for others that they would never buy for themselves.

What evidence is that?

First, the extended holiday shopping season. Yes, we buy a lot of stuff online and very infrequently go to the mall. Do they even have malls anymore? So will that extra few days make that much of a difference? We don't have to get in the car and drive all over Central Indiana to find just the thing we're looking for. We can just pick up our phones, press a few buttons and zip! It's on our doorstep! But you see, because it's so easy and quick now, those few extra shopping days and the simplicity and convenience of ordering online will likely result in more stuff being bought. Why? Because instead of driving from place to place, we're filling our online carts with just a few flicks of our fingers...

Second and likely most important: We Are Confident! Last year's October consumer con-



**JEFF BINKLEY**  
Finance

fidence number stood at 125.9. We entered that holiday shopping season with the highest level of confidence since the year 2000. And this year? We are even more confident in our future! October 2018, the consumer confidence number stood at 137.9. That's a full 10% more confident than last year. From 2016 to 2017 the October consumer confidence number went from 98.6 (Remember October of 2016? We were looking forward (??) to electing our first woman president) to the previously mentioned 125.9 in October, 2017. That was quite an increase in confidence. And sales 2016 to 2017 went up 32 billion dollars. ([www.statista.com](http://www.statista.com))

The Grinch is always lurking, but at least this evidence points to Santa being very good to retailers in Whoville again.

Jeff Binkley is the Founder and Managing Director of Binkley Wealth Management Group LLC located in Avon. His firm is an Independent Fee-Only Indiana Registered Investment Adviser that has adhered to the fiduciary rule since its founding in 2010.

**We are even more confident in our future! October 2018, the consumer confidence number stood at 137.9. That's a full 10% more confident than last year.**

*Merry Christmas!*

*Behold, the Lamb of God, who takes away the sin of the world!*

John 1:29

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# Page not found — Friendly error pages and missed opportunities

My business has just moved across town to a new space that better suits our team's work environment. One of the first things we did after moving was to get our mail forwarded. As part of that process, we're building a growing list of everyone we need to communicate with to get our address changed so they won't get any nasty "return to sender" envelopes in the mail down the road.

Have you considered the importance of error messages when it comes to email and your website? These messages can be just as important as getting your new physical address right. What would happen if...

- You built a new website and the URL Google knew about for your "contact" form no longer exists.
- One of your employees gets married and changes their email address to match their last name.
- Someone types in an incorrect spelling of your company's website in their address bar.
- One of your employees leaves the business and their email address is deleted.

Many of us are prepared for the "inbox" scenarios noted above. We forward mail or add aliases to ensure we get all email where it needs to go. What about your website? When someone types in <https://c2itconsulting.net/websittttes>, for example, wouldn't it be great if my website helped them get where they want to go? In most cases, a website will simply respond with a generic "Page Not Found" message and leave the poor visitor to fend for themselves (go somewhere else).



**CHET CROMER**  
Technology

There are a couple effective ways to address this challenge, and I'd encourage you to check out your own website using an address that doesn't exist and think about how you'd like to help your visitors.

First, you can build a replacement "404 Page." 404 is a standard error message sent by servers when a page cannot be found. Generic 404 pages are ugly, useless and will inevitably leave a bad taste in the mouth of your visitors. Most website systems will allow you to override this page with something helpful and creative. For an example, check out the link above or scan the QR code you see with this column and you'll see how we do it at C2IT.

You could also think ahead and try to predict what people might get wrong when coming to your website (or read your Google Analytic reports and see it first hand). You can then "re-direct" this traffic to where it belongs, such as from "websittttes" to "websites." You might also purchase additional domain names similar to your own so that visitors find your site even when

they misspell your business' domain name.

It's important to help visitors find their way to your website, inbox, and mailbox. In this fast paced world visitors have high expectations of your website - any way we can help them get to where they want to be will help build that all important relationship of trust and help avoid missed opportunities we might otherwise never know of.

Chet Cromer is the president of C2IT Consulting, Inc, a Morgan County-based technology business that provides websites, mobile apps, and IT consulting/support to businesses across central Indiana. He can be reached at [chetcromer@c2itconsulting.net](mailto:chetcromer@c2itconsulting.net) or (317) 721-2248.

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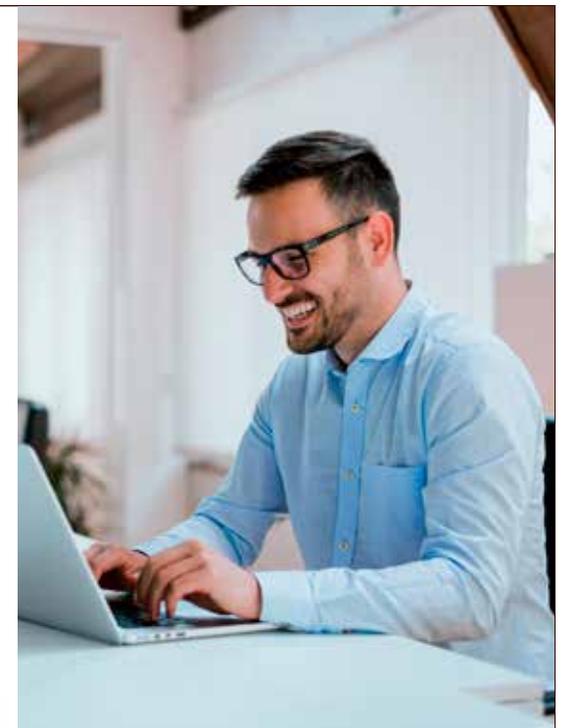
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**Jennifer Wright, MSN, RN, CPN**  
*Clinical Manager, School Nursing*

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**AT WORK**

# WIDEN THE CIRCLE

Jeff Faull and Mt. Gilead Christian Church work together to make life better for Morgan County

By Elaine Whitesides

Morgan County Business Leader

Although Jeff Faull was following four generations of preachers when he graduated from high school at 17, he found himself as an apprentice meat cutter on his way to a life as a butcher. He still felt the call for theological training, which led him to Cincinnati Christian University. His intentions were to complete a semester and then go back home to Indiana and the apprenticeship.

It wasn't his pastoral calling that held him back. "I struggled with stage fright," Faull said. "I had an unwillingness to be in front of people." Being in front of people is one of the essential skills needed by a preacher and Faull knew it from watching his father and grandfather.

Part of the course of study at the Bible school was being part of teams sent out to other churches in the region. "A leader (at the Bible school) took me under his wing and instilled some self-confidence in me," Faull said. "I was coerced into giving the message at a country church in Kentucky. The moment I stepped down from that platform, I knew what I was going to do with my life."

He says that the message he shared that day was borrowed from his dad but it was that moment when he saw his future path. "It was a realization that God could use me and I had never felt that before that day." Faull finished his studies and went to Union City, Indiana as a minister in a small non-denominational church.

## Coming to Mt Gilead

While a student CCU, Faull had been able to intern at Mt Gilead. It was the hometown church his wife, Valerie, had attended growing up in Mooresville. When the opportunity to take the position of minister at Mt Gilead arose in 1988, Faull was just 26 years old. "Since five years had elapsed while we were cutting our teeth in Union City," Faull said, "it was a homecoming for her and we both knew some people here."

It was a great opportunity in Faull's mind because he would be following a much-loved leader who had been at Mt. Gilead for sixteen years. "Terry Crist had done an incredible job laying the groundwork here so it was easy to follow in his footsteps and follow his pattern." Crist has since rejoined the Mt Gilead ministry team.

Now, just a month after his 30-year anniversary at Mt Gilead, Faull has the advantage of being able to view his years and the changes in the church in retrospect. "I wanted our church to grow but I didn't start out with this incredible vision of what Mt Gilead would become," Faull said. "I just wanted to bring the gospel to as many people as possible and create as



many life-long disciples as I could. Many got on board and this is where we have gotten over the years."

## Mt Gilead is a growing and changing church

Mt Gilead began as a church in 1835 and Faull puts that in perspective by noting that Andrew Jackson was president. Over time, the church has built and moved on to three different church buildings. The newest addition to the most recent church adds more than 10,000 SF with an auditorium that seats 1,212. This number is significant to Faull, and he feels appropriate, because there were twelve tribes of Israel and twelve disciples. The new addition also adds several classrooms, a lobby with a café, and a 6,600 SF gym/multipurpose room, all of which they offer for use by the community.

While the building is beautiful and impressive, it is just a part of the story that is the Church at Mt Gilead. According to Faull, the big story lies in the members of the church, their commitment to step up and lead, and the purpose that drives their dedication.

The church employs more than 20, including 10 people on the ministry staff that has more than 120 years of combined service to Mt Gilead. The staff grew as the need grew. But, Faull says, staff a little bigger than you are. "When we put people into place, people grew into ministry."

Together with the other members of the church, they work as a team according to Faull. "Everything is such a group thing, a team effort," Faull said, "Nothing is centered around one person, except Christ. Any good thing that has happened here has happened because of a

## Mt. Gilead Christian Church

Jeff Faull, Senior Minister  
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whole lot of good people.

"I think the single biggest thing that is so special here," Faull said, "is people getting involved in the ministry. It's not just leader-driven, it is people driven." Faull relates the idea back to the Bible and the story of Moses leading the people out of Egypt. Moses was encouraged by his father-in-law, Jethro, to put others in charge, to delegate, otherwise, he would wear himself out. That story, along with the advice from a colleague who told Faull when there were 500 members that if he could actively involve 300 of them in the ministry of the church, the church would grow to 1,000. "The reason the church accomplishes what it does is because people are engaged and involved here. We have tremendous elders and lay leaders. They do their job and allow others to do theirs."

The Jethro Principle thrives in the church. When members see a need in the community, or have a desire to initiate something that would improve the lives of people in the area, they are encouraged to lead the charge. In this way, the congregation integrates their church and values into family life and then into community life. Their desire is to widen the circle so life is better for all.

An example of this is in the Family Ministries branch of the church. "From birth through high school graduation, we want to partner with families to give resources, direction, and support so they can raise their children to be lifelong disciples of Jesus," Faull said. This is accomplished through efforts such as MG University, which are Bible studies for adults and youth, extensive youth programs, service projects, bringing in speakers for seminars and workshops, and through national and international mission trips. The idea is to include everything from spiritual information to seminars about social media platforms and how they are used. Life groups are scattered throughout the county and the members "do life with each other." They widen the circle so in the event a church member is in need or a child is heading toward trouble, there are other adults and people around to help.

Continued on Page 14

# CONNECT with a transportation solution

## Sycamore Services, Inc.

Patrick G. Cockrum, Executive Director  
 Mindi Vaughn, Director  
 Morgan County CONNECT  
 69 N. Blue Bluff Road  
 Martinsville, IN 46151  
**Phone:** 765-342-3007  
**Email:** mvaughn@casmc.org  
**Web:** morganconnect.org  
**Hours:** Mon. - Fri. 7 a.m. - 5 p.m.

### By Elaine Whitesides

Morgan County Business Leader

Chances are good that most residents of Morgan County, particularly those in Martinsville, have noticed vans and transit buses in the area with Morgan County CONNECT written on the side panels. The number of vehicles has grown over the last several years to a current fleet of 13, which includes eight vans and 5 transit buses. Closer inspection will show that they are all wheelchair accessible, which might indicate that the vehicles' use is limited to a specific population of people, those with disabilities.

As with many things that are not as they seem, Morgan County CONNECT is a public transportation service open to all. It is considered public transportation. Anyone in the community can preschedule rides up to three months in advance. There is a nominal one-way fee of \$4 within Martinsville, or \$5 to anywhere in the county. People over the age of 60 are serviced on a donation basis.

### How Morgan County CONNECT came to be

The service was originated by Coordinated Aging Service of Morgan County (CASMC) to provide transportation for senior citizens. When CASMC was experiencing challenging times several years ago, Sycamore Services was approached and, facilitated by The United Way, stepped in to help. They presented a proposal to the CASMC board of directors and the two organizations merged, going forward under the



Sycamore Services umbrella.

It made sense because Sycamore Services was already active in Morgan County offering employment and residential services to people with disabilities. Expanding to cover the transportation service made sense. "We look for barriers for people we service and then try to resolve them," Pat Cockrum, Executive Director of Sycamore Services said. "By far the greatest obstacle was transportation to a job. So because it was the biggest barrier, it just made sense to provide public transportation."

Sycamore was already working in partnership with state, federal, charitable and senior services organizations to operate a transportation service in Hendricks County called LINK. They were able to pool resources and replicate the program in Morgan County, naming it CONNECT. In addition to changing the name of the service, CONNECT was also expanded from a senior citizen only service to a public service.

"Since then," Cockrum said, "we have been able to enhance the fleet of vehicles by replacing vehicles and increasing the number, adding an electronic dispatch system, and providing tablets

in all the vehicles to improve scheduling.

"The demand has always been greater than the service we can provide," Cockrum said. "The No. 1 place where we take people is medical appointments. The second is to work."

### The history of Sycamore Services

Sycamore Services originated with a small group of parents on the west side of Indianapolis in 1958. They were the parents of children with disabilities who had no support beyond what they could do for themselves and each other. Their purpose centered on the belief that everyone should have a chance to work and live in the least restrictive environment possible.

By 1961 their group had grown in number and was incorporated under the name Hendricks County Association for Retarded Children (HCARC). By 1962 they had managed to convince school officials to add special classes and then, with the help of local businesses and community residents, to build a small school of their own called Opportunity Cottage in Danville, Indiana.

By the time Opportunity Cottage was opened and running, many of the children of the founding families had grown into adulthood. The curriculum was modified and in 1968, a work services program began finding jobs for older teens and adults, providing them with skills and income.

As the years passed by, other needs surfaced and were tackled by the group. A day service program was established and the population of adults outpaced the number of children so Adult Services was established and moved to a new location. Early Intervention continued in the original building.

In 1991, the organization became Sycamore Rehabilitation Services and built a headquarters in Danville including a large kitchen, rooms for vocational training and contract work, a loading dock and administrative offices.

Sycamore Services has expanded to offer programs into 23 counties across the state for

people of all ages with disabilities. Driven by a lack of services, families and organizations come to them directly. They have cooperative agreements with other agencies, school corporations and the state and federal government.

"Certainly we look at the needs of the communities we serve," Cockrum said. "If there are unmet needs, we try to figure out a way to meet the need. Sometimes we can't find a partner and do it on our own. That's the way most all of our programs have been created."

### The business community CONNECTION

Morgan County CONNECT and Sycamore Services benefits the local business community in several ways.

First, businesses and employers have the opportunity to work directly with Employment Services to match candidates and their skills with available jobs.

Second, businesses can also support job skill development by providing opportunities for workplace visits and job shadowing.

Third, employers can work directly with CONNECT or LINK regarding transportation for employees. Not only is reliable transportation a problem for workers and their employers, it can be an added perk for a job. CONNECT could be a creative, and low cost, addition to a benefits package for employees.

Fourth, some businesses, such as health-care providers, say CONNECT is a benefit to them because it ensures patients come back for follow-up appointments, and it is beneficial for patients because it is reliable and safe transportation for them.

Lastly, businesses looking for volunteer, fundraising, and advertising possibilities can find them with Sycamore Services and Morgan County CONNECT.

### Making Morgan County CONNECT work for everyone

Morgan County CONNECT itself employs about 15 people to operate the transportation service, with additional drivers positions currently open.

It is a mosaic of donations and funding from agencies, organizations, and government bodies that Cockrum pieces together to maintain and sustain the programs Sycamore Services offers. Being able to expand or improve any of them, including Morgan County CONNECT, is dependent on funding. So when a business or organization steps up to sponsor vehicle maintenance or tires or fuel costs for the program, it not only helps the community keep the service, it provides a benefit to them by being able to get employees or customers to and from the workplace.

"Everything is expandable," Cockrum said. "Getting help from businesses to do that benefits them and makes it possible to help more in the community. It has to make good business sense." Good business sense for everyone in the community.



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# A new year's resolution to live by

No, this is not about that yearly promise you and many employees make each January 1st to lose weight only to fall off your diet or exercise regimen two weeks later. The occasion, however, is a great opportunity to address your approach for the New Year from a wellness standpoint. Make the resolution to take long term care of your body now, fighting the tendency to put off check-ups, yearly appointments and those nagging and seemingly minor health issues.

Your job, lifestyle and family history all play an important role in how you can approach the New Year. If are an office worker who sits eight hours a day, perhaps you have that nagging shoulder pain. Don't wait until symptoms get worse causing you to miss work. Make a resolution to tackle the issue. Maybe the solution is as easy as exercises, stretches or breaks from your desk. It is a far better diagnosis than waiting down the road when more severe pain results in a worse scenario just because you ignored symptoms. Make the resolution that the joint stiffness you are tolerating from an old sport injury is looked at by a provider so you have options before wear and tear leaves no choice but surgery. You certainly don't want that slightly sprained ankle to alter the way you walk for so long that you cause far more serious back issues. And that nagging cough for weeks that you attribute to that bug going around? Better to deal with it now than it developing into possible bronchitis, laying you up for several days. Like eating those extra servings and goodies over the holidays, we know better but we want to put off thinking about the consequences. It rarely works out well.



**LARRY BAILEY**  
Wellness

Follow the health clues of your family and relatives. If there is a history of cancer, whether it be breast, colon or prostate, ask and follow your physician's suggestions when and how often you should be checked. Recommendations can vary greatly depending on family history as well as standard guidelines. Your health provider knows the statistics, diagnosis and to make the best preventative and treatment plans. This new year, do not ignore symptoms like fatigue, depression, high blood pressure or memory loss. The root cause may not be what you expect. Would your first guess with any of the previous symptoms be a diagnosis of sleep apnea?

It is within your control this New Year to make the commitment for a healthier you. That's a resolution we can all get behind.

Larry Bailey has been a member of Indiana University Health's staff since 1992 and currently serves as President of both IU Health Morgan and IU Health Paoli Hospital. He holds a Bachelor of Science degree in Business from Indiana University and completed his MBA through Morehead State University. He is a member of the American Institute of Certified Public Accountants and the American College of Healthcare Executives.

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# Dry skin, nose and throat? Furniture and cabinet damage? Excessive dust?

Doesn't all this sound fun? This is what many will suffer with this winter. All of these symptoms can be a result of low humidity levels in our homes. During the winter, the air in the average Indiana home will drop below desert levels of moisture. If you suffer from this, a whole house humidifier may be the answer. A humidifier will also change how warm the house feels. Remember back in July when the outdoor humidity levels were high? It feels hotter than it really is because of this excess moisture in the air. Bring back



**Jod Woods**

some of the warmth, breath easier, have healthier skin, less dust and protect your woodwork and furniture with a properly installed whole house humidifier. Please contact us today at 317-831-5279 to discuss your options.

Please let me know if there are any topics that you would enjoy being discussed. I can be reached at 317-831-5279 or JodWoods@EconomyHVAC.com.



# Morgan County taxpayers save money through workplace wellness

Every employer knows healthy employees equal a healthy bottom line. Employers can look for numerous ways to reduce health insurance claims. Some work well, while others have mediocre results. But right here in Morgan County, our government leaders are seeing tangible results from promoting a healthy workplace.

Morgan County government is partially self-insured to provide health insurance for county's more than 300 employees. Health insurance claims and other related costs total approximately \$2.4 to \$3 million annually for the approximately 180 employees and dependents on the County's health insurance plan.

Recently, the Ready Set Quit Tobacco coalition invited Morgan County Commissioner Ryan Goodwin to discuss the success of the Morgan County Government's Employee Wellness Program.

Commissioner Goodwin said one way to help lower health care costs is to educate employees about healthcare consumption and preventative efforts including tobacco cessation. He said employees who smoke cost their employer approximately \$5,800 per year in increased health care costs and lowered productivity. This fact contributes to increased health care costs, especially where group employee health care coverage is concerned.

To reduce costs, and the financial burden to taxpayers, the County began an Employee Wellness Program in 2015. Incentives offered to all County employees include:

- Tobacco cessation counseling with a Quit Coach,
- A free FitBit device and a program to encourage more walking,
- Education about healthier lifestyle choices, and
- Using employee portal to track healthy eating and exercise habits.

Employees utilizing these wellness services can see their employee share of their health insurance premium reduced by as much as \$1,800 per year.

But the big picture is even more impressive.



**JENNIFER WALKER**

Morgan County is reaping the rewards in savings of approximately \$120,193 per year to the taxpayers, or approximately \$10,000 per month, for a total of \$363,795, in the three years since the program began in 2015. This is **net** cost savings, after expenses for the FitBits, wellness coaching, and reduced health insurance premiums for participating employees.

This program has resulted in an increase of the number of employees who quit tobacco use, as well as a decrease in other important health markers. Employees have improved their cholesterol levels, reduced blood pressure and diabetic risk – all related, in part, to tobacco use. Ryan said smoke free workplace programs have been a huge part of improving these health outcomes. He asserted it has taken a lot of hard work and a large initial outlay of funds, but it is working as this program has resulted in a change of direction. This change will result in improved long-term health outcomes.

He encouraged us to implement strategies to manage health care costs in order to reduce costs to employers, and to encourage health care users to be better and more informed consumers. He said it will not happen overnight because it is a slow process. Ryan also said that wellness programs are a great recruiting tool to use to attract good talent to our workforce.

For more information, please visit our website at [www.readytoquit.org](http://www.readytoquit.org) or email Jennifer Walker at [jennifer@readytoquit.org](mailto:jennifer@readytoquit.org). The Kendrick Foundation and Community Foundation of Morgan County are proud supporters and funders of Ready Set Quit Tobacco. To find more information on the Kendrick Foundation or CFMC visit [cfmconline.org](http://cfmconline.org).

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**QUOTE**

*“Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired, and success achieved.”*

– Helen Keller

# 10 ways to reduce holiday business travel stress

One of the most challenging, stressful and most expensive times for business travel is between Thanksgiving and New Year's Day, especially the few days before and after Christmas. Due to the sheer volume of travelers and tourists during this time of year, it is easy to get stressed out. Here are 10 suggestions to make this year's holiday's travel smoother.

**Look for alternate routes.** During this time of the year, the most efficient route may not be the best route to take since the volume of travelers taking these routes dramatically increase. Consider flying to city nearby and then renting a car to your final destination.

**Look for alternate transportation.** Look at taking something other than a plane or driving to your destination. Taking a train could be a great option to beat the crowds. Amtrak usually adds more trains and more schedules during the holidays.

**Use your Loyalty Program.** Seats and hotel rooms are going to be in high demand during the holidays and you may not be able to travel like you normally do. However, by using your loyalty points you have accumulated all year from a loyalty program can help you make sure you get the rooms and seats you would normally get.

**Use Technology.** There are so many travel related mobile apps out today that really make your life easier and can help lessen the stress of travel, especially during the holiday season. One of our favorite travel apps is TripCase.

**Take a power supply.** You never know when you are going to be delayed or stuck in an airport so be prepared to have plenty of power back-up. As a business traveler, the last thing you want to happen is to have your mobile phone battery die or



**WILL GOTT**  
Business Travel

your laptop run out of juice because there is no power supply available, or taken by several other people. We suggest always taking a power strip with you to share with others and purchase a phone battery backup device.

**Check in online.** When available, skip the lines by checking in online.

**Ship some of your stuff.** There is no need to take everything you need during business travel. Instead, have your brochures, sales samples or other materials shipped ahead or behind you. In the event of delays or cancellations, your stuff is still moving towards your final destination. Most hotels have regular FedEx and UPS pickups.

**Carry Cash.** Be prepared for the possibilities of credit card systems or other financial systems going down during the holiday season. If you have ever traveled during the holiday season, this happens frequently. The best way to deal with this is a bit of green.

**Purchase Travel Protection.** Most Travel Protection products will reimburse you or your company for flight delays, missed connections, lost baggage or hotel stays and food because

of flight delays and cancellation. While it's always a great idea to purchase Travel Protection on any trip, the probability of using the benefits of Travel Protection is higher during the holiday season.

**Keep a positive attitude.** Traveling during the holidays could cause you to have a negative attitude; however, it doesn't have to be that way. During the holidays, there's a kind of excitement in the air that you might find uplifting. Remember that it is a short period of time and will be over soon. Enjoy the season and festivities wherever you are at or traveling to.

Will Gott is the owner of Magnified Vacations CruiseOne, a locally owned and operated full service Cruise and Leisure Travel Agency. Will, and his wife Nikki, specialize in helping families and couples reconnect by helping create memorable vacations. Email Will at [wgott@cruiseone.com](mailto:wgott@cruiseone.com), or call (317) 451-4232 or via [www.magnifiedvacations.com](http://www.magnifiedvacations.com)

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“The reason there is a new sanctuary here,” Faull said is because there are 44,000 un-churched people in Morgan County and we wanted to make room for them here.” There had been three services each Sunday to make room for everyone previously, but now, with the new facility, there will be two services and room for more people to attend, and the opportunity to return to three if growth warrants it.

Widening the circle, the idea of making room for more is a basic tenet at Mt Gilead. For instance, in 2012 there was the desire expressed by members to have an outreach center in Mooresville proper. Several members contributed to bring the Community Center on Indianapolis Road into reality. It has been used by community groups and for events such as the annual Bundle Up program. The last event served breakfast to more than 800 people, gave away more than 700 new coats along with hats and mittens, and signed people and families up for Christmas assistance. Businesses were also available at tables to take applications for jobs.

Mt Gilead is one of the churches in partnership through Churches in Mission. Faull said, “I still think the ultimate and deepest need is spiritual, but people can’t hear the message of Christ when we aren’t meeting the physical needs they have. If all we do is give people food, we are not meeting their deepest need, but if all we do is meet their deepest needs, we don’t have a platform to speak into their lives.



Mt. Gilead Community Center

At the end of the day, you meet people’s physical and spiritual needs. That’s what Jesus did.”

Building on the Jethro Principal and pushing it out into the community, Mt Gilead leaders and members also pursue partnerships with other organizations, groups, and businesses for the betterment of the county. They partner with the Chamber of Commerce on Community Impact Day by sending people to clean up and undertake other community service projects. The Boys and Girls Club of Morgan County is housed in the Community Center on Indianapolis Road. This year they will partner with

Family Services and Mooresville Schools to include shoes in the annual Back Pack drive in the fall.

**Great people with values make for great businesses**

Faull does not generally like to draw comparisons between the way Mt Gilead operates and how businesses operate. But leadership is leadership, whether in a church, a community, or a business. He paraphrased Peter Drucker, saying that no institution on earth can survive if it takes a genius to run it. Ordinary people must be able to do that. Faull also said, “Some-

times I feel I am swimming in water over my head. But God gets his work done through normal, even weak, people and we are living examples of that.” He adds, “I am an old-fashioned preacher that somehow God has used.”

“I have seen that Jesus principles of leadership, not only make for successful churches,” Faull said, “but make for successful businesses, too.” Integrating personal values into the way a business is run, just like widening the circle for families, makes a difference for employers and employees. Faull says when business men and women are a part of an organization where the idea of putting people first, treating others the way you would want to be treated; where the ideas of fairness and justice are taught, and modeled, business thrives.

“I have been fortunate to be here for 30 years and see that come together time and again,” Faull said. “I have seen business leaders take that approach with employees and then the company becomes all that more successful. I have also seen business owners step up with hearts made more sensitive and help with projects and missions.”

“Morgan County is a unique and generous county,” Faull said. “People have great ideas that are acted on and that is an intangible value here. We have raised three children in Morgan County and have seen amazing people accomplish great things. I am incredibly thankful for the experience and the opportunity to be a part of a multi-generational church that is meeting people’s needs and do our best.”

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# Community Foundation of Morgan County awards \$37,700 in Impact Grants to local nonprofits

The basic necessities such as nutritious food and housing are resources the staff and board of the Community Foundation of Morgan County have seen an increased need for in recent years. In its fall grant cycle, the CFMC is partnering with nonprofits that seek to provide these critical resources. The foundation awarded five Impact Grants to Morgan County nonprofits totaling \$37,700.

“We feel strongly that we need to help nonprofits provide funds that have an impact in our community,” said CFMC President Ed Kominowski. “Impact can be accomplished in many ways, but in the end, we must be able to tell our community ‘what difference do we make.’ That comes with funding dynamic programs that help people, but also move the needle in the lives of those they serve. We live in a county with many giving individuals, but also a county with many needs. CFMC is partnering with our community to make the lives of everyone better – in particular, those we may not know.”

While statistics vary, Kominowski says it is compelling that 15 to 18 percent of children in Morgan County live in poverty. And one grantee noted that the MSD of Martinsville reported as many as 450 homeless youth in their school system last year.

That grantee is WellSpring, Morgan County’s family shelter, which sees the needs of homeless

Bob Goodrum, executive director of WellSpring, hopes to assist the schools with their Pathways to Prosperity Program, which provides education assistance to homeless youth and families. The program will offer supplies for homework, a Homework Club, nutritious snacks and education in exercise and nutrition, financial literacy, ecology and civics. Older students will receive help with college and trade school visits and applications, scholarship applications, and SAT/ACT prep and testing.

Fresh Way Farm is a first-time grant recipient focusing on education to help combat the important issue of food and water shortage. By using less than 10 percent of water required for conventional growing methods, aquaponics pairs the growing of fish with the growing of plants in a symbiotic relationship. Fish waste circulates through filters and provides nutrient-rich water for plants, which then help purify the water before it returns to the fish.

The \$15,700 grant will allow students and staff to build an aquaponics lab at Mooresville High School; Green Township Elementary School; and on the Morgantown campus of the Indiana Agricul-



ture and Technology School, an online and hands-on public school for 7th to 12th grade students dedicated to agriculture and technology.

Churches in Mission and Martinsville Youth Development Center are receiving grants for the second year in a row.

Churches in Mission will use its \$5,000 grant to provide individuals and families financial assistance for utility and rent. In the first 9 months of 2018, the mission has already provided a total of \$52,000 to more than 300 households.

The Martinsville Youth Development Center received a \$6,500 grant and will continue its Become a Better You program, working in conjunction with Bradford Woods, IU Health Morgan, the Strength School and MSD of Martinsville. The program will focus on self-esteem, communication, teamwork, nutrition, exercise and conflict resolution for at-risk students at Bell Intermediate and John R. Wooden Middle schools in Martinsville.

Gleaners Food Bank received a grant for the third year in a row to stock the Bulldog Blessings Pantry at Monrovia High School. The \$8,000 grant will provide food for residents in Monrovia. Last year, the pantry served an average of 398 individuals monthly, including 200 youth.

Impact Grant funds are provided by private individuals and local businesses through charitable donations to the Community Foundation of Morgan County. The foundation matched each donation dollar-for-dollar. Although the grant cycle is over, the foundation is still accepting donations through the end of the year, or until their \$40,000 goal is met.

“It’s not too late to donate,” Kominowski said. “Next year we will reintroduce our capacity grants, and any donations we receive through year-end will be matched and ear-marked for these monthly grant requests. Some grants may help with youth programming, emergency relief for families or to foster new efforts to have a larger impact on our community. CFMC wants to lead a new conversation on how to create impact in our community through philanthropy and community leadership. We want all our donors to feel they have received a social return on their investment with us.”

More information on grant recipients and their outcomes will be featured on the CFMC’s website at CFMCOnline.org and on the Facebook page at Facebook.com/CFofMorganCounty. Interested individuals may also learn more or donate by calling 765-813-0003.

## C2IT Consulting, Inc. opens new office to make room for growing team

C2IT Consulting, Inc., a full-service technology firm specializing in strategic IT management, mobile apps, and web development, announced that they are establishing a new office in Plainfield.

C2IT makes this move during a continued period of strong growth as they build their team, expand their services, and establish a strong presence in Central Indiana.

On the company’s recent growth, Chet Cromer, President and CEO, said, “It was just over a year ago that we opened our first office. For over a decade we worked out of clients’ offices or our homes, and we knew it was time to get our own place. Our new office gave us a place to call home, but we quickly outgrew the space as our team grew from 3 to 7 in just 13 months. Our new office provides C2IT’s growing team space for both private and shared work areas and a dedicated meeting space for client and internal meetings.”

C2IT has provided customized IT services for clients across North America for over 14 years and has added both technical talent and experienced project management professionals to their team

in the last year. This expanding team offers the business additional opportunities to become a trusted partner for the web, IT, and mobile-app services it provides.

C2IT’s new office offers the team of seven space to continue to grow to over a dozen employees and better facilitate client meetings and internal planning.

C2IT is planning a ribbon cutting ceremony at their new office located at 3717 Clarks Creek Road on November 29 at 9:00 AM, and will hold an open house that same afternoon from 3:00 to 5:30 PM. Clients, friends, and the public are all invited. Both events will be catered by local Plainfield businesses.

About C2IT Consulting, Inc.: C2IT creates and implements technology solutions for small scale organizations and associations with an economy of scale that typically only larger companies can afford. This is accomplished through strategic partnerships with innovative first clients and a future-focused product life-cycle that consistently produces new lines of business and propels the company into new niches, markets, and industries.

## Networking opportunities

**Rotary Club:** Martinsville meets every Tuesday at noon at the First Presbyterian Church, 240 East Washington Street, Martinsville.

**Business Networking International:** Morgan County Connections meets every Wednesday Morning at the Mooresville Public Library, 220 West Harrison Street, from 8:00am to 9:30am. For more information call Angela Kath at 317-445-9827.

**Mooresville Chamber of Commerce:** The regular monthly meeting on the third Thursday from 11:30 AM to 1:00 PM. The meeting location is Mooresville Eagles Lodge, 451 Samuel Moore Pkwy. Lunch is free. For more information call the Chamber office at 317/831-6509 or visit its website: www.MooresvilleChamber.com.

**Business & Professionals Exchange:** This Hendricks County meeting takes place each Tuesday from 8:15-9:45 a.m. at Trine University, 7508 Beechwood Centre, Avon. More information at www.b-p-e.org.

**Martinsville Chamber of Commerce:** The regular monthly meeting on the third Friday at 11:30 AM at the Morgan County Administration Building, 180 South Main Street. For more info, please contact the Chamber office at (765) 342-8110 or visit its website: www.MartinsvilleChamber.com

**Rediscover Martinsville:** An Indiana Main Street U.S.A. Association. For information: PO Box 1123, Martinsville, IN 46151. 765-343-6303 or e-mail: rediscovermartinsville@gmail.com. Follow us on Facebook.

**Morgantown Merchants Association:** The Morgantown Merchants Association meets at the Fire Station on dates to be announced. For more information call Sharon Zimmerman at the Stitchery Mill at 812-597-5997 or on www.MorgantownIndiana.com.

**Networking Business Women of Morgan County:** NBW of MC meets on the second Thursday at 11:30 AM at the Mooresville School Administration Building next to the Post Office on Carlisle Street. Bring your own lunch. For more information, call Patti Wilson at 317-856-9801.

**Mooresville Chamber of Commerce Networking Breakfast:** Event the 4th Thursday of each month at Bran & Shorts Coffee House at 8:00am, located at 15 W Main Street in Mooresville. Please RSVP to mindy@mooresvillechamber.com, public welcome, do not need to be a Chamber member to attend.

**Morgan County Toastmasters Club:** Meets every Thursday at 6:30 p.m. at the Ivy Tech Mooresville Education Center.

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