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November 2016



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It comes down to a wise investment of time

The pace of business and life these days is pretty incredible, isn't it? I know that the days buzz by and I hardly feel like I have blinked more than once and the to-do list seems to grow rather than get shorter.

No matter how quickly it passes, time is one of those keys to success we really have to give our attention. You have to accept that it takes time to find success. What might seem like an overnight success is usually the result of years of learning and preparation. You've heard actors say that their sudden fame was possible because of the many years they have invested in their craft.

The same is true for us in business. I was struck by Mike Dellinger's dedication to always seek opportunities in which he grows as an economic developer while helping communities and regions grow. The success of the economic development of Morgan County over the next several years is, in part, due to his accumulation of experience and knowledge over the last 30 years.

Likewise, the story about two young men in their mid-twenties may, at first glance, seem to be about two business beginners taking a leap, buying a 40-plus year-old business. But these two have taken the last five years to learn and



JIM HESS
From the Publisher

build another thriving business before jumping into a retail enterprise.

Time also plays a big part in the story of Forguites, Weimer and Hayden, LLC. Norman Forguites and wife Betty built a business over many decades and Norman is ensuring his clients are well-served through his long-term plan of succession with partners Bob Weimer and Dee Hayden.

All of these business people are using time wisely to build something that enriches their lives and makes Morgan County a great place to live, work and play. We are happy to bring you their stories to inspire you to invest time in yourself, your business and your community.

The bad news is time flies. The good news is you are the pilot.

“What might seem like an overnight success is usually the result of years of learning and preparation.”

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

ESTABLISHED 2006

Vol. 11, No. 6

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If our business bankers look a little out of their element, it's probably because they're much more comfortable on the go. After all, they prefer to spend their time hustling for their customers—not posing for pictures. Take a moment to speak with one of them, and you'll see exactly what we mean.



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Accounting for a perpetual business model

Forguites, Weimer and Hayden, LLC.

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By Elaine Whitesides

Morgan County Business Leader

The accounting needs of the small business owners in Martinsville and the surrounding area has been served by Norman Forguites since 1964. He and his wife, Betty, were both public accountants and worked side-by-side until her death in 2007. Together they built an accounting firm based on commitment to serve their clients like they were family.

The dedication to clients and clients' best interests is the underlying foundation for recent changes in the Forguites firm. The new name of Forguites, Weimer and Hayden, LLC, reflects the addition of Robert (Bob) Weimer and Delores (Dee) Hayden as partners. However, all the partners believe that every client can rest assured that they will receive the same kind and professional services they have always received.

Put the "success" in succession planning

A business succession plan for small businesses does not always mean one generation taking over for another. In fact, in this case the new partners are completely unrelated and believe the firm will continue as a perpetual business. They plan to maintain Norman's forward planning by adding the best people to the firm over time.

The new partners believe that Norman had his succession plan in mind for a long time. He wasn't of the mind to sell the firm to just anyone, he needed the right players.

One of those players was Robert Weimer, who joined the firm in 2011. Weimer is originally from Union City, Indiana and he came to Martinsville to serve the Trinity Church of the



Norman Forguites



Bob Weimer and Delores Hayden

Nazarene as a bi-vocational pastor. Accounting was his other profession, and he had served as vice president, controller, and CFO in a variety of companies, including more than 30 years with the Union City Body Co., a time with the Indiana Department of Revenue as well as time at Fiducial Business Centers.

In his last position, Weimer was tasked with acquiring independent accounting firms for his employer, which is how he came to meet Norman Forguites. "Norman wasn't

interested in selling to the company," Weimer said, "but he liked me. In 2009 I asked if he would consider selling to me and he said he would consider it."

In 2011 Norman said, "Let's talk," and an agreement was finally made between the two in 2014. But Weimer said he realized he couldn't do it alone. "I needed Dee to be a part of the process instead of buying the business by myself," he explained. "I needed her expertise in the continuity in order for this to be successful."

Delores (Dee) Hayden began as a receptionist for the firm in 1986 simply because she needed a job. "It wasn't that I planned to work here forever and I had never thought about go-

ing into accounting. But from being in such a fabulous and caring environment, enjoying the people I work with, and the clients, it really became something I liked doing."

Through the years with the encouragement and support of the Norman and Betty, Hayden pursued formal training to become an accredited business accountant, an accredited tax advisor and an enrolled agent for the Internal Revenue Service.

She's not the only person who has built a career at the firm. "Norm has always taken people with ability," said Hayden, "and trained them." The culture is like that of a family with the idea of helping each member develop and grow. Employees are not just workers. Everyone who works in the firm are called associates, and contribute their strengths to benefit the company and clients.

"A good organization is bigger than any one person," Weimer said. It's been a challenge recently with the deaths of three long-time associates. But by pulling together and taking on new associates, every client has been served to their high standards. Like family, the associates are missed, but not forgotten.

It begins and ends with the clients

Norman's succession plan is open-ended Weimer said. They expect he will be an integral part of the firm for a long time to come. "His goal is for us to take care of his clients in the way he intends and the service they receive is not interrupted at all."

There are many facets to "taking care of his clients in the way he intends."

"We have modest offices here," Weimer said. "That's by design." He explained that other firms may have big offices, but they know the clients pay for that. Weimer adds that Norman believes that modest offices result in lower fees and a place where all his clients, from farmers to doctors, can be comfortable.

Many small businesses cannot afford to hire an experienced controller in their business. Weimer says that is the role this firm can and does play for business owners. "They apply their expertise in their field, we apply ours and together we create a working plan," Weimer said. "We deal with anything that touches a business in a financial way."

The firm's services include keeping books, processing payroll, reconciling monthly statements and advising on any business matter, as well as tax reporting and filing. "We do things all year long to minimize taxes," Weimer said, "and if clients come to us before making decisions, we can help them limit the tax implications."

They are dedicated to taking care of the clients in the way Norman intends. It's pretty well summed up in a statement written by Hayden on the firm's website:

Our clients become friends very quickly so our responsibility is to serve our friends to the very best of our ability and with tender loving care.

Our Best Service is Our Customer Service!



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Are you aware of the culture you are creating?

This past year my family has been dealing with a bullying issue at my son's school. You might be asking, "What does this have to do with culture in a business?" Although the environment may be different, the concept – and consequences – are the same.

Bullying happens in some homes, some schools, and in some workplaces more than any of us are aware. It does not take much for constant taunting, be it physical or emotional, to become a bullying issue. Many who are bullied are afraid to come forward to a person in an authority position to report the bullying incident. There is the potential, and belief, that little or nothing comes from reporting except for more bullying.

My son mentioned that he was being bullied and we listened to him and encouraged him to tell the proper authorities of the incidents. He is a "rule follower." In DiSC behavioral styles he is a C (conscientious or analytical), which includes a predilection to be bothered when the rules aren't followed because "It's a rule!"

As the bullying bothered him more and more it led to a dangerous personal level where he was desperate for it to stop. We got more involved. As we talked to the authorities at the



**JACK
KLEMEYER**
Business Coach

school and mentioned one of John's classmate's names as an instigator in the bullying, the reply from the contact at the school was, "Oh yes, he is a repeat offender."

We were shocked about that. Here was a "repeat offender" in a system with a stated zero tolerance for bullying. That's where the culture most certainly grows from. Behavior not wanted yet tolerated becomes embedded in the culture. Tragically, it doesn't take long for humans to understand what they can get away with on a continuous basis.

This can happen in your workplace, too. It does not have to be something as devastating as bullying. It could be documentation of activity, enforcing policies, or arriving late for work. Behavior tolerated over time becomes accepted.

If there is a zero tolerance on something, it should mean zero tolerance. Be careful what

you set out there as a zero tolerance behavior because you will have to enforce the violations or else be subjected to the change in the culture in that environment, be it work or home.

Take an inventory of the behaviors or patterns that matter in your workplace and notice what is being tolerated. What is talked about as not being welcome yet is welcomed none the less.

The thing about culture, once it is established, it cannot be fixed overnight or in a few days. It takes concentrated and consistent effort day in and day out to change culture. So be careful what you tolerate because it will become accepted as the norm, regardless of what you say you want. Tangible changes to improve your results.

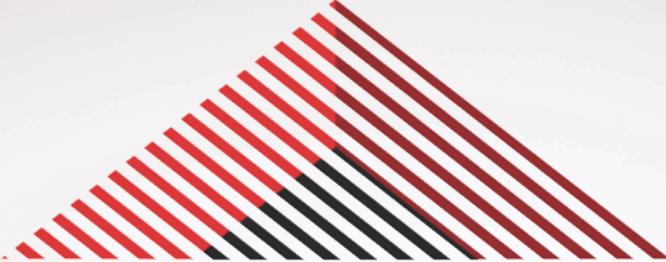
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West Point lessons for business leaders

The US Military Academy at West Point is designed to create leaders. Many know that West Point has produced some of the finest military leaders in U.S. history but it might surprise you to know that many of the world's most successful business leaders graduated from West Point.

In addition to the likes of Ulysses Grant, Dwight Eisenhower, and Buzz Aldrin, West Point graduated the CEO's of companies such as DuPont, Sears, Holiday Inn, Coca-Cola, AOL, the NY Stock Exchange, Office Max, Goodrich, 7-Eleven, and Proctor and Gamble (where I had my first job).

West Point is consistently ranked as a top college, including its business school. U.S. News & World Report's 2016 edition of Best Colleges ranked West Point the No. 2 Top Public College and in 2014 USA Today named West Point's business school the #1 college for highest paid business school graduates.

As a graduate of West Point and business leader, I rely on the leadership lessons I learned there more than all the other education and training I've received since. Here are 3 experiences that I carry with me, that inform the leadership philosophies and practices of West Point-graduated business leaders, and that cause their organizations to be so successful.

1 From day 1, Reception Day, or R-Day, and throughout the plebe year, you report to upperclassmen. Three other classes of recruits are testing out their leadership skills on you. During this "leadership crucible" you learn what causes you to be motivated and demotivated and from that, you determine how you will lead, and how you WON'T lead, when you get the chance. Then you get 3 years to practice it on new plebes.

2 For most of us, our daily jobs can bring out the best and the worst in us but these extremes are rarely as extreme as what you're put through, and what



ROGER ENGELAU
Business Coach

you'll put your troops through, at West Point. Because you've experienced the two extremes, you know how bad things can get and how good they can get and you know you can deal with both and survive. You come to know that everyone is made up of both good and bad. Accepting that your team members are both allows you to forego the drama, solve the problem, and move forward.

3 You learn to make decisions and take personal responsibility for their outcomes. In these days of matrix management, team decision-making, and committees—all good structures that can help to involve and engage your team members—there are still times when the leader has to step up, review the possible scenarios, and make a decision without fear of taking ownership of the results, whatever they turn out to be.

The lessons from these experiences are as applicable in business leadership as they are in military leadership. They're lessons that West Pointers have used to find unprecedented success running small, medium, and large companies including some of the most successful companies of all time.

Head Business Coach and Owner of Inspire Results Business Advising, based in Mooresville, Roger Englau applies his significant business expertise to help business owners improve their business, income, and lifestyle and his clients enjoy record profits. Book a complimentary exploratory meeting <http://bit.ly/timewithRoger>, call 317-908-5809, or email Roger@InspireResults.com



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Recognizing employee performance

I welcome fall and the beauty of the changing leaves. November is here. How can that be? You have probably heard the saying...the days are long, but the years are short. 2016 is flying by. We are entering the holiday season and quickly approaching the New Year.

Many employers use this time of year to acknowledge staff for a job well done, or finishing the year strong. While other businesses do it periodically throughout the year. No matter the process, it's good to make our staff feel appreciated for their work, support, and dedication. Employee morale is closely tied to feeling appreciated and needed. Retaining seasoned employees is important not only to your bottom line, but to building brand loyalty. Our employees are our living brand.

Four Tips for Effective Employee Recognition

1. **Include Everyone.** All employees should be eligible for the recognition.
2. **Be Specific.** The recognition must supply the employer and employee with specific information about what behavior



LARRY BAILEY
Wellness

or actions are being rewarded and recognized.

3. **Be Quick.** The recognition should occur as close to performance as possible, so the recognition reinforces behavior the employer wants to encourage
4. **Eliminate Favoritism.** Don't design a process based on arbitrary selection.

(Tips from Salesforce.com)

How do you know if your employee recognition program is working?

In short, do a survey. Include open-ended

questions so your employees can voice their ideas and opinions. Communication is a building block for your employee recognition program. It's essential to understand what the employee desires to make a program work.

What are employees looking for in a great place to work?

The top categories ranked on Indeed.com include: work-life balance, pay & benefits, job security and advancements, management, and culture. A successful employee recognition program can positively affect each of these categories.

How do you start an employee recognition program?

A program can begin with top director representation from CEO/Owner, Human Resources, and Accounting to name a few. If your business is larger you may also want a committee comprised of a staff member from each department to represent their area. The committee should function under goals or objectives put in place. Your business is unique and each employee is unique. Discover what works best for the business and leaves your employees

feeling appreciated.

IU Health puts strong emphasis on our employee satisfaction. We understand the value of taking care of our caregivers. Each year we survey the more than 30,000 employees of IU Health and gauge their satisfaction with leadership, the direction of the organization, pay, and more. Each work unit develops an action plan for improvement which is evaluated throughout the year. I am proud to say that the team members at IU Health Morgan score very well in terms of their level of satisfaction and engagement which then translates to better care for our community.

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.

"To add value to others, one must first value others."

— John Maxwell

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MORGAN COUNTY IS OPEN FOR B

As the new Executive Director of MCEDC, Mike Dellinger is eager to lead ec

By Elaine Whitesides

Morgan County Business Leader

According to Mike Dellinger, the new Executive Director of the Morgan County Economic Development Corporation since May 2, 2016, Morgan County is on the cusp of something big. “Morgan County has a great story to tell and a great future ahead of it,” Dellinger said.

You might think that a rather bold statement from someone who came from Iowa and has only been in the County for six months, but for Dellinger, returning to Central Indiana was a homecoming. The new executive director grew up in Noblesville. His father was a government teacher at Noblesville High School and an elected representative in the Indiana House of Representatives.

Dellinger says that he grew up knowing he wanted to be involved in public service. What really set the hook in him happened after he graduated from Ball State and was an employee of the City of Noblesville. It was 1988 and he was assigned the task of working on a TIF (Tax Increment Funding) project. During that time, he discovered how economic development and tax programs can work together to benefit commerce and the community.

He said TIF can transform a swampy piece of ground with no value and develop the land so that it can become an area with a retail development center. “We could lure a developer to an area that otherwise wouldn’t have been developed,” Dellinger said. “That’s what hooked me.”

One of the most common applications of TIF, Dellinger said, is to apply the funds to public infrastructure that would service the site; improvements like roads, storm sewers, and sidewalks. The term of a TIF is typically 20 years, but that is not always the case he said, because some are retired early or refinanced.

The real purpose of economic development

Dellinger has been active in economic development ever since that first assignment in Noblesville. As Director of Development in Fishers, he was a part of the initiative to open up SE Hamilton County “for rapid growth of wealth and education” in the early ‘90s. In 1992 the population was about 4,500 and it grew to 18,500 during his time there. Now it is at about 88,500.

After leaving Fishers, Dellinger went on to hold economic development leadership positions with Tipton County and Shelby County. It was in Shelby County where he engaged in extensive foreign travel to Japan and Europe, calling on companies, building relationships and securing direct foreign investment.

Then Dellinger was called to Sioux City, Iowa to run an economic development media group there. The organization was a clearinghouse of information for growing companies seeking to relocate. By 2006, he joined the Indy Partnership, returning back to the Indianapolis area as one of three business attraction leaders working on a global scale to benefit the Indianapolis region.

Next he was off to Yankton, South Dakota for five years to service a multi-county area in business retention and expansion. That experience ushered him into leading a start-up called Advance Southwest Iowa Corporation in Council Bluffs, Iowa. It was a group covering three counties to partner with the Omaha Metro region for business attraction.

Dellinger had a goal. He said, “Whenever I took a new opportunity, it was an opportunity, too, for them to change something they had identified and for me to be successful as an economic developer.” From his experiences, Dellinger said, “There is always a growth premise. I have learned from my own perspective that it is ‘growth of wealth and knowledge.’”

Everyone can understand the premise of growth of wealth. However, the growth of knowledge is less clear.

With today’s economy, the idea in business is for fewer people to get more work done, says Dellinger. His definition of the growth of knowledge is demonstrated in this: It used to be one worker welding one product at a time on the line in a manufacturing plant. Now that worker is managing five robots and producing more products faster. He is no longer just a welder, but a computer and robotics expert, too. That worker has to have an expanded knowledge base to do the job. That’s the growth of knowledge.

A thriving community will see growth in wealth and knowledge, but there are other factors to consider when it comes to economic development of an area.

Worker proximity and community

Dellinger says that employers in Morgan County are stressed. A substantial number of workers are from outside the county and it’s clear that (employers) want them to live closer to their work and create more community; more people working and living here.

According to Dellinger, Morgan County has a workforce of about 42,000 workers. Each day, 17,000 leave the county to go to work, and of that 17,000, 14,000 go into Indianapolis. He says they are leaving the County for higher wages and positions with greater skill opportunities. “We want to have employers here that offer those wages and opportunities,” said Dellinger, “so our talented residents don’t have to commute.”

Dellinger says that his primary responsibility is to grow primary jobs. A primary job results in a good or product developed here and sent out of the local economy and then money comes back into the county from the sale.

Dellinger says that retail growth follows rooftops, which ties into the need for growing primary jobs of greater value. “If we can stimulate on that level, retailers will be stimulated with the need for more goods and services.”

In his experience, he says, a sense of community is very important. Employers, especially foreign business owners, want their workers to be happy at work; close and convenient to home. They want to locate in places with shopping, amenities and housing

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Clustering people and
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“We aren’t doing this fo
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Morgan County.”

“I believe that the leadership of the Morgan County Economic Development Corporation is that placemaking, developing a brand or image that results in change within the community.”

Economy

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economic development

Morgan County Economic Development Corporation

Mike Dellinger, Executive Director
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Moorestown, IN 46158
Phone: 317-831-9544
Email: MDellinger@MorganCoED.com
Web: MorganCoED.com

to build happy families and communities. That, according to Dellinger, is the goal of economic development. "We're not just generating more market rate housing in the county, we're creating density with housing on water and sewer instead of just on land. In Dellinger's opinion, people, especially the Millennials, want to live close together, and it's easier to provide amenities when the population is dense. For example, downtowns that are attractive, busy, and thriving. Dellinger says this kind of change drives greater wealth and economic growth."

to see why this is so important. "When we aren't making those economic prospects are speaking to us with their feet and wallets. They want to live, work and play."

Morgan County has to be in the growth of the tax base through related new commercial and industrial capital investment," Dellinger says. "Economic development starts are critical. Just as we want to attract new business, we want to create jobs."

Making in Morgan County

to do it by itself," Dellinger said. He explains that in the greater area recognizes what Morgan County is or offers by itself. But as a suburb of Indianapolis, there is a point of reference. "We need to offer an alternative to living in the city. The ownership of the Morgan County Economic Development Corporation is making, developing a brand or image that results in change. It's moving Morgan County from yes-land to a place of density and clustering, Morgan County becomes a suburb of Indianapolis. A great place to live, a safe place to raise your kids and is a place where you want to live."

Economic development is to be proactive and get the word out through various channels such as the internet and personal connections. The goal is to get people to consider Morgan County a place where they want to invest their money and time. "We want to get the word out through various channels such as the internet and personal connections. The goal is to get people to consider Morgan County a place where they want to invest their money and time."

change of mindset toward growth," Dellinger said. "County leaders need to have a mindset that my past experience speaks to that. I think that's why they want to lead MCEDC."

for ourselves, we are doing it for the people behind us that will benefit from it. I think the next 10 years is going to be awesome for Morgan County."

Corporation understand that area, is attractive."



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Young partners sustain a Martinsville mainstay

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By Elaine Whitesides

Morgan County Business Leader

Their newest business is almost twice as old as both Jordan or Quinton Terrell. The brothers took over ownership of Super Sports on the square in Martinsville in January, 2016, where it had been for almost 45 years. Although new to the square, the brothers, both in their mid-twenties, are not new to owning and operating a growing business.

In fact, this pair grew up surrounded by family members who were entrepreneurs. You could say it was bred into them. They said that they have always worked together as partners in businesses like lawn mowing and landscaping. "We always had our hands in something," Jordan said.

Together with their mother, Holli Terrell, they started FC Connection in their garage when they were teenagers. The business was designing and personalizing t-shirts in both screen printing and embroidery. They expanded to also take on engraving trophies, plaques and medallions and making signs, banners and decals. They were able to supply much of the apparel and signage any team or small business would need for team members, events and volunteers.

Business was booming and they were outgrowing the garage. So in 2014 they relocated into a shop in Bargersville, which was centrally located to their client base. Jordan, who had attended Mid-America College of Funeral Services and was working in a mortuary at the time, made the decision to leave his job and work at FC Connection full-time. There was a significant reason. "I wasn't able to grow," Jordan said about having a job. "I was just an employee. I've always known that I wanted to own a small business. That was a priority. This is ours and we can make it into our life's work."

Quinton continued to attend Franklin College, pursuing a business degree, and worked part-time in the shop. The business steadily grew through repeat customers and referrals both locally and nationally. They have clients as close as Franklin and Center Grove and as far away as Texas, California and the Carolinas.

Both men had been athletic growing up. Jordan played baseball, basketball and was in track. Quinton participated in basketball, football and track and even went on to college level sports at Franklin in football and track. But their time on the playing fields was left behind. "FC Connection kept us in-



Jordan and Quinton Terrell

involved," Jordan said, "We were doing well with the business and we really liked going to the games and seeing our designs and printing on the field."

An opportunity arises

When they learned that the owner of Super Sports had died, they had an idea. "We had already been running a business and enjoyed what we were doing," Jordan said. "We had both run around in here getting equipment as kids. We felt it was something we could come in and improve and make careers out of it."

They decided to make a phone call – and struck a deal with the family. The Terrell brothers became the new co-owners of a Martinsville mainstay and independent business owners on their own. Quinton is just a few credits shy of graduating from Franklin College, but has put that on hold while they get established in this new business.

It's been hard work. The first step was remodeling the store. The next was bringing in new products and learned that depended on the current sports season and what people want. The next step was to computerize the operation. "It's gone quick," said Jordan. "We've loved doing it and it's grown already. We are hoping we can keep it up and grow some more."

"There were already two long-time employees," said Quinton, "and we have added four more. We have learned that communication and organization is critical."

"In the past, we always kept things in our heads," Jordan said, "but we have learned to put things on spreadsheets and paper. We try to keep the employees involved and get their input as much as possible. We know that everybody has a different outlook. They have a wealth of knowledge and we appreciate that."

Building on a relationship and a dream

The brothers have a very calm demeanor and definitely make business ownership look easy. There seems to be a symbiotic relationship between them. Every sentence from each of them begins with "we" and is punctuated with a nod from the other. "We have a plan," Jordan said. "It takes hard work, dedication and sticking to it. We both dream big and want to grow."

Although taking on this new venture was a big decision, it appears to have been a relatively easy one. Probably because they had developed a determined mindset long before during their other entrepreneurial endeavors. "We told ourselves we would just work harder and dig ourselves out of any hole we got into," Quinton said.

Both agree that as their businesses grow, they grow along with it. They feel they need to have their hands on every part of the business because they say you never know what will happen tomorrow. If someone is sick and cannot come to work, the machines still need to run so the work can get done. Likewise, they know that opportunity presents itself unexpectedly as well and they want to be open and prepared to add it to the collection of goods and services they offer.

The importance of home and having a storefront is not lost on these new retailers. "This is a small town and a lot of people want to keep business local," Quinton said. "Being here helps us know what's going on in the community. We talk to schools, small business people, and other new people every day."

"We are happy and satisfied with what we have and accomplished here so far," said Jordan. "We have good help and good people around us."

"We are doing the work," Quinton said, "and satisfying customers. This is our life's work."

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Extraordinary nurse recognized at Indiana University Health Morgan

DAISY award given for the first time

September 28, 2016 (Martinsville, IN) – Nurses at IU Health Morgan are being honored with The DAISY Award for Extraordinary Nurses. The award is part of the DAISY Foundation's program to recognize the super-human efforts nurses perform every day.

The first award recipient is Carol Goss from the Emergency Department. Goss graduated from nursing school in 1986 and started her career at Morgan in 1998. Goss was selected by the IU Health Morgan nurse council committee. The nomination form sighted Goss's friendly demeanor and caring attitude as attributes that made her stand out. Goss remembers her patients and treats everyone as a dear friend.

The not-for-profit DAISY Foundation is based in Glen Ellen, CA, and was established by family members in memory of J. Patrick Barnes. Patrick died at the age of 33 in late 1999 from complications of Idiopathic Thrombocytopenic Purpura (ITP), a little known but not uncommon auto-immune disease. The care Patrick and his family received from nurses while he was ill inspired this unique means of thanking nurses for making a profound difference in the lives of their patients and patient families.

Nurses may be nominated by patients, families, and colleagues and they are chosen by a committee of nurses at IU Health Morgan to receive The DAISY Award. Awards are given throughout the year at presentations given in front of the nurse's colleagues, physicians, patients, and visitors. Each Honoree will receive a certificate commending her or him for being an "Extraordinary Nurse." The certificate reads: "In deep appreciation of all you do, who you are, and the incredibly meaningful difference you make in the lives of so many people." The Honoree will also be given



a beautiful and meaningful sculpture called A Healer's Touch, hand-carved by artists of the Shona Tribe in Africa.

One day while Pat was in the hospital, he asked his family to bring him a Cinnabon® cinnamon roll plus enough for all the nurses in his unit. With the help of Cinnabon's franchise partners, The DAISY Foundation carries on this tradition by serving Cinnabons to all the nurses in the Award recipient's unit in thanks for everything they do for their patients and families.

"When Patrick was critically ill, our family experienced firsthand the remarkable skill and care nurses provide patients every day and night. Yet these unsung heroes are seldom recognized for the super-human work they do. The kind of work the nurses

at IU Health Morgan are called on to do every day epitomizes the purpose of The DAISY Award." said Bonnie Barnes, FAAN, President and Co-Founder of The DAISY Foundation. "We are proud to be among the healthcare organizations participating in the DAISY Award program. Nurses are heroes every day. It's important that our nurses know their work is highly valued, and The DAISY Foundation provides a way for us to do that." said Jason King, Chief Nursing Officer.

For a complete listing of healthcare organizations currently running the program, please go to DAISYfoundation.org

The DAISY award is one initiative of The DAISY Foundation in service to the nursing profession. Additionally, DAISY offers J. Patrick Barnes Grants for Nursing Research and Evidence-Based Practice Projects, The DAISY Faculty Award to honor inspiring faculty members in schools and colleges of nursing, and The DAISY in Training Award for nursing students. More information is available at <http://DAISYfoundation.org>

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Thanks-Giving

This time of year the “attitude of gratitude” is on most people’s mind! We hear many speak about for what they are thankful. I am so thankful for the many blessings God has given me. The Thanksgiving spirit encourages more than simply being thankful for all our blessings. The word “Thanksgiving” alone requires more. Just as history books tell the story of Pilgrims sharing their harvest with the Native Americans on the first Thanksgiving, we should share our harvest with those around us. Everyone has been gifted different things. Some are blessed with talent, others may have money, some may have extra time. Everyone has something which they can give to others. I encourage you this Thanks-Giving season to find ways to GIVE to others. I can guarantee you will receive more of a blessing when you give to others part of what has been given to you.



Jod Woods

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.

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Stress free business travel

So you have decided to take a business trip, to either get that new contract signed or attend a conference. However, combining work stress with the hassle of traveling can make business trips particularly tiring and potentially could cause a lot of stress. Recent research from the CWT Travel Solutions Group, gathered data from over 6,000 business travelers and found that an employee traveling for work can lose up to 6.9 hours on a trip due to stress. The research also found that flying economy on medium or long-haul flights, and getting to the airport or train station, were the most stressful aspects of business trips.

However, business travel doesn't have to be something you come to dread or fear. If you travel for work, being prepared in advance can go a long way in making the experience more enjoyable. Here are six ways to minimize your stress and to help make your next business trip more productive.

- 1. Wifi Access.** Make sure there will be wifi access in your hotel or conference area before you leave, and if there won't be, plan accordingly. If needed, come prepared with a company data plan you can use on your iPad, or a USB-powered portable router.
- 2. Pack Light.** Save yourself long waits at the check-in and baggage claims by packing light and efficiently. For maximum packing space without exceeding size limits, try bringing two mid-sized bags, one shoulder bag and one compact rolling suitcase.
- 3. Equip your phone.** Make sure your cellphone has helpful travel apps installed as well bring a backup phone battery or charger so that you never have to experience the dread of only having 10% battery left without a charger. Use travel apps such as iFly, TripCase or TripIt to make travel more seamless and can help you stay on top of delays, food selection and ground transportation options. There are many apps today to make your business travel a positive experience.
- 4. Don't waste your time.** It can be easy to waste time waiting for flights or in



WILL GOTT
Business
Travel

the air, but these can actually be your most productive periods. Make the use of your time an opportunity to prepare for presentations, meetings, catch up on email, take care of any unfinished business, or catch up on some reading. There are several great business books you can download on your phone or tablet, or go old school and take along an actual book. This could also be a great time to read some of your favorite trade publications and magazines.

- 5. Pay attention to your health.** Be mindful of your health while you travel for business. Drink lots of water, get proper rest, make time for mild exercise and eat healthy while you travel. Try to keep a similar night time routine as you do when home and don't stay up late doing work. All of these will help you get back into the flow faster when you return from your travels.
- 6. Be Smart about your expenses.** Staying on top of your expenses is one of the most important ways to keep business stress in check. Keep all your receipts in a safe place, and file your expense report as soon as you return to the office for timely reimbursement or book-keeping. Download some apps to help with this, such as shoebox and concur.

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. The Gotts have extensive proficiency in the travel industry as well as business experience. You can email Will at wgott@cruiseone.com, or call (317) 451-4232 or via www.magnifiedvacations.com

If you travel for work, being prepared in advance can go a long way in making the experience more enjoyable.

Visit Morgan County launches new website



Visit Morgan County, the area convention and visitors bureau, has just launched a brand-new website to assist in the promotion of the entire Morgan County area to potential and returning visitors. The website is the culmination of several months of work collecting content and photographs highlighting things to do throughout the county.

Currently, the site features several fall-related themes, but Visit Morgan County staff will be able to change content to fit each season. The site is very visual, featuring large photos of each attraction and event, to better enable potential visitors unfamiliar with the area to visualize their trip.

Executive Director at Visit Morgan County, Tosha Daugherty, says "This launch is only the beginning. We now have a tremendous amount of control over the content featured on our website. We'll be able to continually add new content as we go forward and discover new things that visitors want to know about. The new website and the database system that powers it will also allow us to compile a list of individuals interested in visiting the area and eventually use that list to send out email communications to let them know about upcoming events that might be of interest, creating po-

tential return visits."

The website will serve as the primary tool to promote the area to all visitors. All other promotional pieces or advertisements will direct people back to visitmorgancountyin.com for additional information about the area. In addition, the new system will allow Visit Morgan County to create interest-specific landing pages or microsites that will help visitors find more information on certain topics.

The site will also be valuable to those who live nearby, says Daugherty. "We hope Visit Morgan County can serve as the information hub for area events for both visitors and locals. It's important to us that residents also know about all the wonderful things to see and do in Morgan County – plus, one of the most trusted ways to find out about new destinations is from friends and family who live there!"

Visit Morgan County worked with a company based in Tucson, Arizona to develop the site. The company, called Simpleview, is a world-wide leader in developing website and database solutions specifically for destination marketing organizations.

For more information, please contact Visit Morgan County at 765-346-5611 or orinfo@visitmorgancountyin.com.



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CFMC awards \$100,063 in Impact Grants to area non-profits

On Monday, the Community Foundation of Morgan County Board of Directors announced the awarding of \$100,063 in impact grants to area non-profit organizations. In previous years approximately \$30,000 was distributed through grants to support programs within Morgan County.

Patty Wood, Chairperson for the CFMC Grants Committee noted, "This year the CFMC had significantly more funds available to use towards grants that will impact our community thanks to the generosity of our donors and the Lilly Endowment GIFT VI Program. 22 local non-profits submitted outstanding grant proposals totaling more than \$300,000. We granted \$100,063 in grants to ten of these organizations, which will allow these organizations to offer innovative programming that will greatly impact our community."

The CFMC Impact Grants application period began on August 15th, and applications were due September 15th, 2016. The grant cycle runs from October 15, 2016 through July 15, 2017, during which time the organizations implement their projects.

Funds for grants come from a portion of the foundation's Common Wealth Endowment Fund. To help the foundation award

more grants in years to come, individuals can donate by writing a check to the CFMC with "Common Wealth Fund" in the memo, or by donating online via the PayPal link at the top of each page.

The mission of the Community Foundation of Morgan County is to connect donors and their charitable giving with our evolving community needs in order to enhance the quality of life for current and future generations through impact grant making. This mission has expanded exponentially with the \$1 million matching grant from the Lilly Endowment. Funds received from this grant benefited 53 individual funds representing programming and scholarships in Morgan County, as well as allowing the CFMC to further enrich the lives of our community in the years to come.

More information on the Community Foundation of Morgan County, as well as its grants cycle is available online at CFMConline.org. Interested individuals may also call the foundation office toll-free at (855) 280-3095 or by emailing Hannah Sitz, CFMC Program Officer at hsitz@CFMConline.org.

The following grants were awarded on October 10, 2016:

2016 CFMC Impact Grants:

Organization Project Award	Amount
Crossing School of Business & Entrepreneurship Stirrup Success	\$ 6,000
Link Observatory Space Science Institute Public Engagement and STEM Education	\$ 15,000
Centerstone of Indiana Morgan County Parents On Board Pilot Program	\$ 10,000
Martinsville Arts Council Sheltering the Arts	\$ 10,000
Churches in Mission Financial Stability for Martinsville Families	\$ 10,000
Gleaners Food Bank of Indiana, Inc. Monrovia School-Based Pantry	\$ 7,000
The Haven Youth Center Friday Fitness: Aerobics and Aquatics	\$ 6,290
Indiana University (Bradford Woods) N.O.A.H. Network	\$ 24,373
SAWs SAWs/Ellie's Hope 2017	\$ 5,000
Charles L. Smith Elementary, MSD of Martinsville Transitioning to a Fine Arts Academy	\$ 6,400
Total:	\$100,063

Philanthropy award honorees announced by CFMC

The Community Foundation of Morgan County is pleased to announce the winners of the 2016 Philanthropy Awards.

- Ruth Rusie Legacy Award – **Kenny Hale**, Waverly Park
- Founders Award – **Polly Amy**, Raymond Blunk, and James Johnson
- Corporate Citizen of the Year – **Steve Langley**, Mt. Olive Manufacturing
- Non-Profit of the Year – **Morgan County Schools of Religious Education, Inc.**
- Non-Profit Board Member of the Year – **Brent Worth**, Artesian Little League
- Non-Profit Staff Member of the Year – **Diana Roy**, United Way of Central Indiana
- Service Club of the Year – **Martinsville Noon Lions Club**
- Volunteer of the Year – **David Reddick**, Morgan County Bicentennial Celebration Committee
- Youth Volunteer of the Year – **Kate Plunkett & Alexa Shrake**, Morgan County Relay for Life & IU Health Morgan Cancer Center

The Founders Award recognizes the dedication and efforts of those who have worked to sustain and preserve the Community Foundation of Morgan County, which formed from the merging of the Mooresville Community Foundation and the Morgan County Community Foundation on January 5, 2000.

The Legacy Award and Founders Award winners are selected by the CFMC Board of Directors for special recognition. All other award winners have been nominated by the general public during the month of September, with final selections by the CFMC Board of Directors.

The Community Foundation of Morgan County Board of Directors is as follows:

- President: Patty Wood
- Vice President: Tim Currens
- Treasurer: Steve Sonnega
- Secretary: Frank Rowe

- Past President: Chris Branson
- Bill Blaschke
- Craig Fenneman
- Susan Haynes
- Keith Lindauer
- Judy Williams

The 2016 Philanthropy Awards Dinner will be held on Thursday, November 3rd at the South Central Indiana – REMC Community Room in Martinsville. This event will celebrate the spirit of giving and the accomplishments of leaders in the local non-profit community.

Dinner will begin at 6pm, followed by keynote speaker Ruth Rusie, an awards ceremony will directly follow recognizing 2016 Philanthropy Award honorees, CFMC Impact Grant recipients, and Lilly Endowment Community Scholarship Finalists.

Tickets are \$35 each, or \$185 for a table of six, and can be purchased at either CFMC office or online at CFMConline.org. For more information or if you would like to buy tickets, please contact Danie Becknell toll-free at (855) 280-3095 or via email at dbecknell@cfmconline.org.

About the Community Foundation of Morgan County

The Community Foundation of Morgan County, Inc. was founded on January 5, 2000, with the merging of the Mooresville Community Foundation and the Morgan County Community Foundation. Each year the CFMC distributes thousands of dollars in grants and scholarships. The CFMC also collaborates with other non-profit organizations in the community on major initiatives which can improve our community. The first CFMC office was in the Academy Building in Mooresville, on the campus of Newby Memorial Elementary School. In 2011, the CFMC relocated their main office to the square in Martinsville, while maintaining the Academy Building as a satellite office. Last fall, the Community Foundation and Kendrick Foundation moved their Mooresville office downtown to 11 West Main Street.

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—June Doty

Pictured with June Doty is daughter Belinda Doty

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Office 365... is it time to Migrate

Last month I wrote about cloud services, so I thought this month I would dive deeper into Office 365. This is Microsoft's cloud based office suite. Depending on the plan that you choose, you could have the option of cloud based, or installed on your local machine. Some of the perks to using Office 365 include you always have the latest version of the office suite. Exchange is included, and you can think of Exchange as your mail server where all of your devices are looking at the same database for all of their information. One of the areas where Exchange shines is if you send an email from any device, it will show up in your sent items on all of your devices. No more going back and forth looking for that sent email. Another area is the address book. I use the address book in outlook, and all of my contacts drop into my phone automatically. If you lose your phone, you are no longer lost without all of your contacts. Just get a new phone, and sync your phone to your office account and all of your contacts drop back in automatically. Other great features of O365 include One Drive for Business giving you 1 TB of personal space. You have SharePoint which is



JAY ALLEN
Technology

a shared workplace and storage that can store up to 1TB of space for your business to share as a whole. All of this and you can install the software on up to 5 computers, 5 tablets, and 5 phones per account. I have recommended Office 365 to most of our clients, especially if they are upgrading hardware in their organization. If you are planning on doing any upgrading in your business, maybe it's time that you give Office 365 a look before you upgrade.

Jay Allen is the owner of Techno Advantage, an IT consulting company specializing in the needs of small and medium sized businesses. Jay can be reached at jalLEN@technotc.com or by phone at 317-857-0150.

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Networking Opportunities

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

Rotary Clubs: Martinsville meets every Tuesday at noon at the First Presbyterian Church, 240 East Washington Street, Martinsville. Mooresville Decatur meets every Wednesday at 7:30 AM at Jones Crossing Banquet Center, S.R. 67 and Allison Road, Camby.

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 Jones Crossing Banquet Center at the corner of S.R. 67 and Allison Road. Lunch (\$7 members, \$10 non-members) For more information call the Chamber office at 317/831-6509 or visit its website: www.MooresvilleChamber.com.

Morgan County Toastmasters Club: Weekly meeting every Thursday evening at 6pm at Franciscan St. Francis Hospital

1st floor Conference Room.

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.

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.Morgantown-Indiana.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 rmindy@mooresvillechamber.com, public welcome, do not need to be a Chamber member to attend.

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