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MORGAN COUNTY

February 2023



## MIND, BODY, AND SPIRIT

*Gentry Martial Arts owner Brandon Sieg offers a well-rounded approach to self defense*



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# What changes await us this year?

Let's start with some good news recently reported pertaining to the state of our economy: inflation rates fell from 7.1 percent in November to 6.5 percent in December, according to the consumer price index.

While there may be signs of inflation easing, we are not through it yet. That is why it is worthy to watch what our local state legislative body is doing. It may impact each of us personally, our businesses, or both. Celebrate the victories as they arrive, and plan for the changes that will come down the road.

The Indiana General Assembly officially began its four-month long, 123rd session on Jan. 16, and already there is looking like some promising progress being made which will surely impact local businesses. It is a budget year, so we will begin to get an idea of what our state will be planning in the next two years. On top of that, more than seven hundred bills have been released with just as many more still to come.

For example, Morgan County's own Indiana State Representative Peggy Mayfield, has filed a bill that would raise the exemption that determines which companies must pay the business personal property tax. This bill would exempt all companies that own machinery, equipment and other tangible goods that cost them less than \$250,000 in total. The current threshold is \$80,000. This is good for small business owners as it exempts those with nominal equipment needed to run their business from not only paying taxes but the time and expense of filing. Those with a different view to this idea believe that this bill could reduce local government



**JIM HESS**  
From the Publisher

revenues. The concept of reducing personal property tax for businesses is not a new one, but it is one example of a local piece of legislation in the works which has the potential to impact our business world.

Additional legislation proposed this year will include workforce attraction, tourism, healthcare, measures to promote entrepreneurship, enhance childcare access and quality, promoting graduation retention, and other issues vital to our business economy. Want to learn more? Check out this year's bills at [iga.in.gov/legislative/2023/bills](http://iga.in.gov/legislative/2023/bills).

You may also get an update locally. The Martinsville Chamber's February Luncheon will include its Third House Session, with government officials discussing details of what's happening at the State House this session. This takes place Feb. 17, 11:30 a.m. Find out more at [MartinsvilleChamber.com](http://MartinsvilleChamber.com).

No matter where you are on any issue, let us follow the legislature and what is passed this year, because in the end, it impacts all of us. Let's all hope for good things to come that will aid in our efforts to strengthen Morgan County businesses!

## 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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# What's love got to do with it?

It is February, and while this short month does not boast the temporarily life-altering holidays of its nearby month of December, of the fresh restart of its neighbor, January, February is home to a few events of varying significance: Groundhog Day, Super Bowl Sunday, and Valentine's Day. It is that last one, Valentine's Day, for which perhaps February is best known: love.

This is a business publication, so I will not seek to wax poetically about romantic love here. But guys, let this be your warning that Valentine's Day is fast approaching! The kind of love I will write about instead is perhaps just as important: love for 'what you do.' Said another way, loving your work and doing work you love. Now, I have written about this topic before, in two parts, in August and September of 2021. At the time, I was deep in an arduous transition from business and government – places I had found success but not fulfillment – to a place of passion: flying. I wrote with the typical optimism one has in the earlier days of a journey. My journey is now complete – at least that transformative part of it. Now fully living the professional life I set out to change, I continue to come back to this topic of loving what you do. Why have I become so passionate about this issue? In part, or perhaps in full, because I know how much more fulfilled I am doing work I love. And I know I am a better version of myself because of it. And I know you can have this too.

Dr. Wayne Dyer, a name nearly ubiquitously associated with personal development and self-help, said this: "Doing what you love is the cornerstone of having abundance in your life." Doing work you love immediately sets you up to be a better friend, a better leader, a better husband, wife, father, or mother. Oprah Winfrey said this: "Your job is not just to do what your parents say, what your teachers say, what society says, but to figure out what your heart calling is and be led by that." Society has a laundry list of things it thinks you should do or things you should pursue because you would look successful. But what is your heart leading you to do? If pulling at your heartstrings is

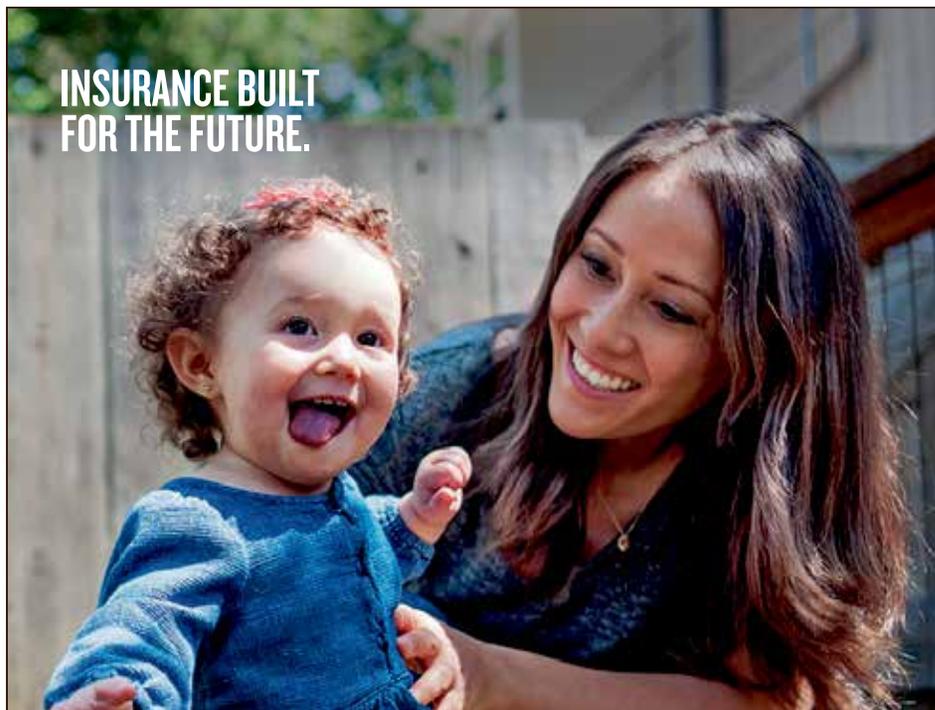


**RYAN  
GOODWIN**

insufficient, consider this viewpoint from Steve Jobs, legendary CEO of Apple: "Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do." We spend so much time working. For most, it goes well beyond the typical 40-hour work week – the calls, e-mails, and demands – all swell to fill every inch of space you are willing to provide. Getting away from a demanding schedule may be difficult or impossible, even with a change. I can relate in my new role as an airline pilot (work I love!): I have more days off, but when I am at work, I am truly gone – overnight for multiple days at a time. And I often do not get the schedule I want or need, but for the time I spend working, I am truly happy and fulfilled, doing work I love. That said, straightforwardly, is a game-changer.

This February – this month of love – make sure to put your spouse, your significant other, and your family first in showing love. I write this as a reminder to myself, too! But, with that complete, take time to ask yourself: I am truly doing work I love? If the answer is yes, I celebrate with you! If the answer is no, I urge you – both for yourself and those you love – to start the process – the journey – to finding the work you love. We all stand to benefit.

Ryan Goodwin is a former Morgan County Commissioner and current board member of the Indianapolis Airport Authority. He holds an MBA from Purdue University and writes on business and government.



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### By Nicole Davis

Morgan County Business Leader

Often people don't think anything will happen to their property until it's too late. Michael McKowen aims to help individuals, businesses and organizations find the protection and security they need before they need it. Through Domino Security Technologies, he offers an individualized approach home protection.

"The majority of the (competing) businesses are large companies and they're so large they don't have the personal connection with the people," McKowen said. "You don't know the technicians who will be coming to your house if you're the customer. I give out my cell phone number to my customers so they do not have to go through a voice message thing. It's a personal touch that sets me apart. I treat all my customers like family."

McKowen's background in electronics started in 1984 when he joined the U.S. Air Force. He specialized in the field and earned an associate degree in technologies from University of Maryland during his time in the service. After the military, he owned a hardwood lumber company for a few years. He moved to the Indianapolis area to try and get back into the electronics industry. He worked for a large home alarm company, managing the service department, for five years before going out on his own and starting Domino Security Technologies in 1998.

## THE FUTURE IS ELECTRONIC

"Everything was going to the future of electronics," McKowen said. "It just caught my interest. So much is changing and it's always a



Michael McKowen

(Photo by Nicole Davis)

challenge. There is always something to learn."

McKowen offers burglary, fire, alarms, access systems, intercom systems, camera systems and some networking.

"The biggest need is protecting their assets and having the peace of mind of having their system monitored," McKowen said. "It's like having somebody there watching your place for you at all times. It is a peace of mind that your assets are being protected when you're not there. With modern technology, with cameras the way they are now, they can put an eye on their property even when they are not there. They can be on vacation and have remote access to their camera, be on their property and it's very convenient. A lot of times, they don't think it's going to be a need or necessity until it happens to them, until it's close to them. Everyone is vulnerable. It is always good to be proactive."

He also does large commercial and national

account service and install as a subcontractor for all other major alarm companies.

"I like the hands-on service work, that's what one of my strengths are," he said. "As a subcontractor, they usually use me on things that they've exhausted their technicians, that they haven't been able to fix it, then they'll call me in to fix something that somebody else couldn't take care of."

## SECURITY CUSTOMIZATION

McKowen said that he tries to customize his service due to his customers actual needs.

"First, I would find out what they're concerns are," he said. "Are they wanting fire protection, burglary protection, do they want cameras? I have a certain line of products that I install. A lot of times a customer will buy something online or whatever but it might not be the best quality product or it might be all right quality but it might be obsolete and not serviceable later. That's something you have to think about on the backside, something that will be around and the longevity of things."

He typically uses Honeywell products, a reputable name brand which he said stands behind its product.

With this technology ever-changing, McKowen said that he takes continued education courses and is always checking on new trends, new technologies and what is coming.

"New camera systems have come a long way since I started," he said. "Even cell phones, the cameras on them, they're a good demonstration of how far its come."

Business has continued to be steady, even through the COVID-19 pandemic, he said.

"The workload kind of changed during that time, but we've always been busy," he said. "I have other technicians and part-time help that I've thankfully been able to keep busy."

## FAMILY-OWNED AND OPERATED

McKowen's wife Christina and three daughters - Alyssa, Jessica, and Christina - work with him in the business as well.

"It's a small, family-owned business," he said. "They are doing the Web design, social media, and all of that. I'm trying to build our company, our customer base so they can take over and manage the business for me some day."

McKowen said he enjoys the freedom that this business gives him, to make his own decisions and to the extent at which he can help people in his community. Having lived in Martinsville for 23 years, McKowen said he often donates some of his time or offers discounts to the local Desert Rose, Eagles, and some of the churches. He himself is a member of the Eagles in Mooresville, American Legion in Martinsville and he and his wife Catherine attend Christ the King Lutheran Church in Mooresville. An aspect of the job that he enjoys, he said is getting out in the community.

"I look forward to anybody that's interesting, to meeting them," he said. "No commitments or anything. If they have an interest in (my business), I'm more than happy to share my knowledge with anybody looking to secure their place, business or residential. I'm a quiet guy. I'm happy being in the background. but I want to be part of the community and anytime I'm needed, I'm there."

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# SCI REMC credits MCEDC for vision that's driving positive changes in Morgan County

**By James Tanneberger**  
President & CEO SCI REMC

SCI REMC has enjoyed a great partnership with Morgan County Economic Development Corporation (EDC). Together, we've been able to identify the economic development needs of our community and focus on the key elements needed to bring Morgan County forward.

The EDC has been an organization that has provided our cooperative an opportunity to share information with our fellow community leaders, learn about needs and initiatives, and enhance our community involvement. Our fellow participants have been great supporters of our particular vision and helped us focus our efforts to place Morgan County front and center as residents and businesses seek places to land, live, and be fruitful. The EDC identified and communicated a plan for jump-starting economic growth in Morgan County, a county that had suffered a significant slow-down since the 2008 recession. The EDC identified the need to start with families, making Morgan County a place where people want to live first. Then by providing a quality workforce, we could attract the kinds of businesses that would make a positive impact on the trajectory of our county.

In 2017, Morgan County EDC was instrumental in helping SCI identify and address infrastructure needs, particularly in rural Morgan County. Through the EDC's efforts, SCI REMC recognized the importance of improved infrastructure to economic development in the area. As a result, SCI REMC embarked on a five-year initiative to keep electric rates stable, improve electric reliability, and bring next-level services like fiber broadband to much of the rural area.

During the last four years, SCI REMC has used low-interest federal loans and leveraged support from Morgan County EDC and the other EDCs in its territory to acquire approximately \$7 million in grant funding to help make these initiatives a reality. As SCI REMC nears the end of the five-year plan, we are seeing significant improvements in our electric reliability metrics, and we have achieved our goal to increase the availability of services such as best-in-class fiber-optic internet.



Thankfully, we have succeeded in these areas while also keeping electric rates stable in a world where most other costs have increased significantly. This is just the start. A new set of initiatives are kicking off in 2024 with greater improvements with an emphasis on leveraging our fiber infrastructure to further improve reliability and access to the services that are essential to improve the lives of our members and our community.

As a result of these initiatives and the focused efforts of our local EDC, SCI REMC has started to see a marked increase in net electric meter installations for the first time since 2008. In 2022, SCI REMC recognized a 50% increase in net meter growth over 2021. That means more people are coming to our territory than leaving. The table below shows the net increase numbers since 2017. A growing number of families are choosing to call Morgan and surrounding counties home while a greater number of existing residents are choosing to stay rather than pursue their future elsewhere.

Year	Total Electric Meters	Net Increase
Dec-17	33,656	
Dec-18	33,810	154
Dec-19	33,963	153
Dec-20	34,257	294
Dec-21	34,527	270
Dec-22	34,945	418

Despite an overall slowdown in the US economy, we expect this positive trend to continue as Morgan County has several new housing developments in progress. With the help of our EDC and the subsequent focused actions of our community leaders, we believe Morgan County's best days are ahead.

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# MIN D, BODY,

*Gentry Martial Arts owner Brandon Sieg offers a well-rounded approach to self defense*

**By Nicole Davis**

*Morgan County Business Leader*

In the 25 years since Brandon Sieg started Gentry Martial Arts in Martinsville, he estimates that they have held 30,000 classes. That is a considerable number, made possible by the large variety of classes the business has to offer. Even so, Sieg said he does not tire of teaching, practicing, and learning all there is to know about martial arts.

“I get to do my passion every day,” Sieg said. “The old adage of picking something you love to do and you don’t work applies. On weekends, I go train martial arts. The books I read are, not exclusively, but often on martial arts. I will watch movies on martial arts. It’s what I love to do. It’s still my hobby and I get to share it with other people.”

Sieg began his journey into martial arts with taekwondo at the age of 10.

“It was a very formative experience,” he said. “It was one of the most important decisions I ever made in my life. It helped me become the person that I am in many ways, in terms of discipline, focus, control, work ethic, standard of excellence, all those things. I attribute my success in a lot of areas to those attributes. Ultimately, I wanted to share that with other people.”

He now holds a 6th degree and 5th degree black belt in TKD (Chung Do Kwan and Kukkiwon) is a graduate of the Kukkiwon International Masters course (3rd class), a black belt in Brazilian Jiu Jitsu and 6th black belts in Hapkido (KHF and USHF).

## PRETTY MUCH PROVIDENCE

In college, Sieg’s interest in the different types of martial arts expanded, though he originally attended Indiana University with the goal of becoming a doctor.

“I was admitted to medical school,” he said. “I was doing biology research in what I thought I really wanted to with my life, during the summer. I was basically racing through my research so I could read the ‘Journal of Asian Martial Arts.’ Ultimately, I said nope, medicine is a fine profession and everything, but I wanted to be more impactful with people’s lives before they were broke, before they were sick. Mind, body, and spirit instead of just the body.”

While still in school, he taught at IU as martial arts

## GENTRY MARTIAL ARTS

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coordinator and he formerly held the same role at DePauw University. He ceased his teaching at DePauw soon after the COVID-19 pandemic started but he still instructs martial arts and self-defense classes at IU. Concurrently, shortly after he graduated, he was asked to teach classes part-time at Martinsville Academy.

“Originally that wasn’t part of my plan at all,” he said. “I always said I didn’t want to work with children. I still fashion myself a martial arts academic as well. I wanted to teach on a higher level. It was a friend of mine, a student/friend of mine, who always said he wanted to teach. I said I’d help him get started. Life got in the way, he (left) but I was kind of already involved and I couldn’t bring myself to shut the program down and leave the kids hanging. So, I ended up taking over. I’ve been blessed to have a couple great partners along the way. That’s how we ended up here. It was always pretty much providence. It wasn’t the plan but I’m grateful that’s how it’s worked out. Loyalty is a big part of the martial arts and I think that’s a two-way street. I still like teaching the academic classes too at the university but at the same time, being able to get them at more of the formative years, I probably didn’t appreciate it at the time. That is a rewarding thing to do as well.”

While teaching, he attended graduate school and earned a master’s degree in kinesiology.

Sieg celebrates the business’ anniversary from the time he started promoting his own students at DePauw in 1997/98. He had chosen the name, Gentry, for his martial arts business with a specific meaning.

“I joke that my name is not Mr. Gentry,” he said. “I get called that a lot. Gentry refers to the classic warrior, model man, skilled in the arts of peace and war, that type of ideal. It goes back to what we’re trying to create in our students. The Asian translation or western correlation of that would be the gentry class. I didn’t know anybody then with the surname of Gentry so I didn’t realize it would cause confusion. That’s where it comes from.”



## WELL-ROUNDED APPROACH TO SELF DEFENSE

Sieg and his team grew the program at Martinsville Academy until they outgrew being able to share the same building.

*Economy*

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# AND SPIRIT



Brandon Sieg

and we keep them distinct because they meet different needs, goals, interest for different people. Some honestly are more lucrative than others but we keep them out of conviction, to know that's an important thing we can offer people."

Gentry Martial Arts offers its Lil Dragons group for the pre-school age, taekwondo for all ages, Brazilian jiu jitsu, hapkido, stick fighting (Filipino martial arts), tai chi and more.

"Our mission is taking people where they are and helping them get to where they want to be through the best martial arts training possible," Sieg said. "Instead of a cookie cutter program, we are trying to match them to a program which will meet their goals. You find the one that you like, you're going to stay with it longer. You will get more out of it in the long run as well."

To offer a well-rounded approach to self-defense, they also offer FAST Defense classes which is not martial arts related. It uses realistic scenario training to deal with the shock and adrenaline of being verbally and physically assaulted.

"We have a program for just about anybody," Sieg said. "There are people that really could use their voice and find their voice in self-defense and need a FAST class. There's plenty of kids that need the benefits of martial arts, kids that come in and need focus, self-control, but also leadership, being a service leader, supporting the community."

They also offer workshops and seminars on a variety of topics such as Filipino martial arts or German Longsword.

"We've brought in guest instructors from all over the world, experts in their field, bestselling authors, an Olympic gold medalist in taekwondo, grand masters from Korea, world champions in jiu jitsu and people who travel the world teaching," he said. "I do take pride in that we are bringing these people to Martinsville, kind of putting Martinsville on the map."

## THANKS TO THE TEAM

There have certainly been challenging times within the business, but he attributes the skills that martial arts teaches to how they have made it through.

"Martial arts are about adapt and overcome," he said. "It's perseverance. There was never a question that we weren't going to be here. We are going to keep doing what we do and find a way. That is the martial arts mentality and I applied it to the business."

Another secret to his business success and 25-year longevity, Sieg said, is teamwork.

"I've been the constant, but I've been blessed to have a great team the whole time," he said. "Some people have come and

gone. David Yoshida and wife Mandy Yoshida (instructors) have been here from the very beginning. Todd Miller was my longtime partner. He stepped away a few years ago but was here from the get-go as well. We've had numerous blackbelt teenagers who stepped up and have been great teammates, great role models, help out in classes and things like that as well. One of the benefits of having a mature school is if something comes up, if I need to, I can leave and train in Philadelphia or whatever, I can take a few days off and go do that. We have a great bench to be able to pick up the slack and not miss a beat here when I'm gone. That's a luxury. I couldn't do it without all the help and all these guys that basically buy into what we do here."

Sieg said he could not have made it this long without the support of his family either. He and his wife, Jennifer, reside in Martinsville as well. They have two children, Haley who is a senior at Miami University and Donovan, who is a sophomore at Martinsville High School.

## COMING FULL CIRCLE

With life, students and instructors may come and go but often Sieg said he is now seeing it come full circle. He is seeing children of former assistant instructors now taking the class that their dad used to teach.

"We've had so many of those people," he said. After all, he said, there is often a bond created in the classes that leads to longtime friendship and a lifelong love for martial arts. "In martial arts, you are literally putting your wellbeing in your training partner's hands. You are trusting them. It's hard not to develop pretty strong friendships in that type of environment. You see that with all ages, all classes. After jiu jitsu, I will clean the school and walk out ready to leave after a half an hour, 45 minutes, and a bunch of them will be out in the parking lot talking about fitness, their career, whatever. They have that bond."

Sieg said they've "hit a groove" as far as how the business operates so he foresees good things to come in the future. He takes his students on a trip to Korea every 5 to 6 years, what he calls a life-changing experience for the kids. They are beginning to plan for another trip in 2024.

"We want to keep helping people be better people, more of an asset to the community, keep helping improve people's lives," he said. "After 25 years, we kind of know what we do, and I think we are pretty good at it. We want to keep sharing, keep doing it. Historically martial arts schools are one of the most frequently closed businesses every year. To stay around 25 years, I am pretty proud of that."

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# Without this... your team can't function to its full potential

There is one element, where when it is absent, any team cannot reach its full potential. This element is the foundation of all highly functional and high performing teams. What is this element? It's Trust.

Trust is essential for any team to function effectively. Without trust, it is impossible for teams to work together and achieve their goals. When trust is lacking, team members are less likely to communicate openly and honestly, and conflicts can arise. As author Patrick Lencioni explains in his best-selling book, *The Five Dysfunctions of a Team*, Trust is the foundation and must be present for team members to fully commit to an initiative.

The trust we're talking about here is vulnerability trust. Something that is difficult for insecure members of the team and especially an insecure leader. When others can see the leader as vulnerable, it is seen as the leader is "one of us."

The reason trust is so critical is that it allows individuals on the team to fully discuss their views and opinions, something Lencioni calls "conflict." I believe that the word conflict carries baggage because it can be a trigger word. Many think of conflict as actual fighting or



**JACK  
KLEMEYER**  
Business Coach

a negative thing. In the context of the Five Behaviors, conflict means being able to and feeling safe enough to express your real view and opinion. When a point of view or opinion is debated as a decision is being made, there should be no personal attacks.

Creating a gameplan without trust can almost certainly lead to a lack of cooperation, poor decision-making, and a general lack of motivation. Additionally, without trust, teams are unable to take risks and innovate, which can prevent them from achieving their objectives.

Only after trust has been established and the conflict occurs... everyone's point of view and opinion have been expressed, and only then can commitment occur. So when the team leaves

the meeting everyone is on the same page. I'm sure you've experienced a situation that after a decision has been made and the implementation runs into trouble, a member of the team says, "I knew it wouldn't work." I am sure you'll agree when that happens it is extremely frustrating.

The process is: establish trust, have the conflict, make the commitment and then the next step of the Five Behaviors can happen which is accountably and then finally results. When all five of these behaviors are in place and working properly, they become the Five Behaviors of a Highly Cohesive Team. Isn't that what we all want? A cohesive team? A performing team?

How can you make sure that trust is actually obtained with your team? You'll be able to tell when the team members play full out and have a vigorous discussion (conflict) about the subject at hand. Time spent developing trust with and among your team is an investment with performance being the end result.

Grow Your Business™ Coaching founder Jack Klemeyer is recognized as a preeminent resource for business professionals. Jack can be reached at [Jack@GYBCoaching.com](mailto:Jack@GYBCoaching.com) or at 317-755-6963. Learn more at [GYBCoaching.com](http://GYBCoaching.com).

## QUOTE

*"One of the chief reasons for success in life is the ability to maintain a daily interest in one's work, to have a chronic enthusiasm; to regard each day as important."*

- William Lyon Phelps

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**Wade Phelps, Manager of SBA Lending at Home Bank, has over 30 years of experience in loans with the Small Business Administration.**

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# 'Economic Scientists have predicted 7 of the last 5 recessions'

I consider it an honor and a privilege to share my thoughts with you every month. I value education very much. And I especially value promoting a better understanding of the soft science that is economics. Yes, economics is a soft science i.e. a science whose anticipated results may at worst be very inaccurate and at best, often unreliable.

A hard science fact is known and reliable. Always. The boiling point of water at sea level is 100 degrees Celsius or 212 Degrees Fahrenheit. Always. That's a hard science fact.

But economic "facts," please pardon the pun, are fluid.

For example; an economic "fact" is that an inverted yield curve always predicts a recession. Well, maybe it does.... An inverted yield curve occurs when the rate on the 2 year Treasury bond is higher than the rate on the 10 year Treasury bond. This implies that people think longer term interest rates will decline which is typically associated with a recessionary period.

According to economic science and financial history, a negative yield or inverted yield curve has predicted every recession from 1955 to 2018 with the negative yield curve occurring 6-24 months before the recession it "predicted" occurred. I put predicted in quotes for a reason. When you have a "fact" (inverted yield curve) that "predicts" a result (recession) occurring 6-24 months later, how can you say that fact predicted anything? Especially when the result, in the case of recessionary periods, often aren't even recognized till they are over and done.

So why am I writing about inverted yield curves and recession predictors etc....? Because at my core, I believe my job as an investment professional is to educate. I try very hard to



**JEFF  
BINKLEY**  
Finance

make market and economic concepts and ideas easier to understand by non-economic and non-market people. The financial media continues to squawk that we are headed toward a recession and that the inverted yield curve and that the down market is a solid indication of that. And we could very well be headed toward a deeper recession. But using the inverted yield curve as the indicator is maybe not as accurate as they would have you believe. Heck, the curve has been inverted since July 2022, and we had 2 quarters of negative GDP growth in the second half of 2022 which qualified as a recession already. Maybe it already worked fine as an indicator and now we're headed for growth again. That's the trouble with soft science. It's like Monday morning quarterbacking, the right thing to do is so much clearer after everything else that's gonna happen, happened.

As for my thoughts, the right thing to do is stay invested, stay informed but don't stay convinced that the market talking heads know any more than you or any of us about the future of the economy or the market.

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.

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# Why do you need an IT partner?

"I'm just not sure we need to worry about our IT until we grow."

"We've got a person on our team who is techy, they handle our IT stuff."

We hear these excuses a lot in the IT world, and often, these excuses arise out of a lack of understanding about the role an IT partner can play in helping your business achieve maximum performance. Here are five reasons why you NEED an IT partner this year.

## AN IT PARTNER PROMISES MAXIMUM UPTIME

No business wants to deal with a major network outage. While an IT partner can't keep your Internet Service Provider running flawlessly, they can ensure that your network is set up correctly, optimized, and ready for you to work every single day. What would it cost you to lose an entire day with a network outage? Your IT partner works hard to ensure you experience maximum uptime so you can work most efficiently.

## AN IT PARTNER PREVENTS PROBLEMS BEFORE THEY ARISE

We understand the importance of preventative maintenance. We visit the doctor for a



**CHET CROMER**  
Technology

checkup and change the oil in our cars. An IT partner can help prevent major issues before they arise. For example, we recently informed a client that their hard drive was nearing capacity and provided a storage solution before they had any idea. Your IT partner can help keep you running and avoid outages and preventable trouble.

## AN IT PARTNER PRODUCES CUSTOM SOLUTIONS

One of our core values at C2IT Consulting is "Attentive Discovery." In short, this means that we listen to our clients to provide the solutions they need, not the solutions we want to sell them. No matter the project, every

customer is unique. An IT partner can bring their experience and expertise to the table and produce custom solutions that fit the needs of their clients. As the relationship grows, the solutions become even more potent.

## AN IT PARTNER FREES UP YOUR TEAM TO DO WHAT THEY DO BEST

You and your team most likely love what you do – that's why you got into business in the first place. Your IT partner comes alongside you to handle the technological weeds so you can focus on what you do best - running your business. Enlisting an IT partner can provide the freedom you need to grow your business and achieve your goals.

## AN IT PARTNER PROVIDES PEACE OF MIND

Did you know that 2 in 3 mid-sized organizations have suffered a cyber attack in the last 18 months, and most of those targeted small businesses. Cyber attacks are scary,

and when coupled with other IT issues like outages, downtime, and employee onboarding, it's the stuff of nightmares. Your IT partner can ensure your network is up-to-date, secure, and even provide recommendations to limit your vulnerability.

In short, an IT partner is your ally, your confidant, your mechanic, your security monitor, your custom builder, and your silent guardian. We couldn't be more excited to partner with you - it's what we do!

Chet Cromer is the president of C2IT Consulting, Inc., a Plainfield-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 or (317) 721-2248.

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# Announcing CFMC's Impact and Thrive Grant recipients

Morgan County, Ind. – Thanks to generous donors, CFMC awards 100% of donations to the community through grants. Every dollar donated stays within Morgan County. Impact grants fund innovative projects and initiatives that bring transformative solutions to our county's most pressing needs. Thrive grants are in response to our 2019 Community Needs Assessment and are intended to come alongside our smaller communities to address their most pressing needs. CFMC is honored to partner with our non-profits in Morgan County and nonprofits who serve Morgan County. Please join us in congratulating the following 2022 CFMC Grant Recipients.

Impact Grant Recipients:

## YOUTH FIRST, INC. \$10,000 AWARDED TOWARDS K-12 MENTAL HEALTH

Partnering with Youth First, Inc. means embedding masters-level social workers in our schools to be on the front lines of our youth's mental health needs. Youth First addresses mental health's role as young people transition into adulthood by placing master's-level social workers in schools to provide specialized support to students, teachers, and parents. Embedded in school buildings, Youth First Social Workers create trusted connections with young people—freely and easily, without the barrier of insurance billing—and are supported in that work with nationally recognized prevention programs, highly connected supervision practices, cloud-based data collection technology, and actively engaged Morgan County key stakeholders.

## PACK AWAY HUNGER \$10,000 AWARDED TOWARDS YOUTH NUTRITION EDUCATION, VOLUNTEERISM, AND PROVIDING LOCAL MEALS TO OUR NEIGHBORS

A PAH Nutrition & Hunger Educator will facilitate a hands-on service-learning opportunity paired with 45 minutes of nutrition and hunger education during the Spring 2023 semester at Wooden Middle School. Programming includes activities that discuss hunger, poverty, and food access. Participants will then package 40,000 meals for distribution to Morgan County residents through Churches in Mission (CIM) and Wooden/Bell Family Food Pantry (the school's food pantry). At least 150 students at John R. Wooden Middle School receive hunger education and hands-on service opportunity driving up students' interest in volunteering and choosing healthier food options.

## COMMUNITY FOUNDATION OF MORGAN COUNTY

This program inspires students to advocate and care for the hungry in their neighborhoods and around the world while raising community awareness of hunger and having a lasting impact on Morgan County.

## FIREFLY CHILDREN & FAMILY ALLIANCE \$5,000 AWARDED TOWARDS K-12 MENTAL HEALTH

Morgan County is just one of a handful that require legal representation to file for guardianship, even if it is uncontested. It is also common for the court system to recommend using a Guardian ad Litem or Court-Appointed Special Advocate for families experiencing divorce. The minimum fee for these services is as much as \$1,000. Unfortunately, this expense is often insurmountable for vulnerable individuals needing representation. This grant provides legal aid to as many as ten families in need in Morgan County. Without guardianship, a child can not be registered for schools or receive medical services. This program provides our youth with the family dynamic they need.

## MSD OF MARTINSVILLE \$5,000 AWARDED TOWARDS K-12 MENTAL HEALTH

Students who are selected to be members of HYPE (Helping Your Personal Environment) are challenged to have an 80% attendance rate to be eligible to participate. Students are also expected to have zero out-of-school suspensions and no more than two discipline infractions in the 9-week grading period to continue with HYPE the following grading period. Students who succeed at fulfilling these expectations earn membership privileges including, but not limited to, field trips to Bradford Woods (every other Wednesday), time with HYPE mentors (Martinsville High School students who have been trained in building positive peer relationships), community building activities led by counselors, and bi-monthly convocations with guest speakers chosen explicitly because they have relevant personal experiences which they have overcome through the life skills that HYPE students are currently engaged in learning. The

critical element of HYPE is to provide an engaging, supportive environment for students who lack that foundation in their personal lives. In this way, HYPE is teaching students how to "Help Your Personal Environment."

## MARTINSVILLE SKATE PARK PROJECT \$6,000 TOWARDS DESIGN PHASE OF COUNTY'S FIRST-EVER SKATE PARK

This park will provide a safe location for skaters contributing to the physical, mental, and emotional health of those using the park. The park will be open to skaters throughout the area, serving as a place for skaters to come together to hone their skills and share their love of the sport.

## ONE BOOK ONE TOWN \$4,300 TOWARDS MONROVIA COMMUNITY ENGAGEMENT AND YOUTH DEVELOPMENT

"One Town, One Book" will address educational access and quality as well as social and community context social determinants of health in Morgan County by inviting the community to participate in our book-inspired events and activities. The collaboration of our high school and public library will provide outreach opportunities to the community. Students will see teachers, community members, and other students reading the novel that they will also have the chance to read. Community members can participate with students and the school in leading the book-inspired activities at different locations around Monrovia. Every "One Town, One Book" reader will have an immediate common point of discussion and will be able to continue discussing the literary elements associated with the novel for years to come. More information on grant recipients and their outcomes will be featured on the CFMC's website at CFMCOnline.org and the Facebook page at Facebook.com/CFofMorganCounty.

Interested individuals may also learn more or donate by calling 765-813-0003.

CFMC's mission is to connect donors and their charitable giving with our evolving community needs to enhance the quality of life for current and future generations through impact grantmaking.

The vision of CFMC is to be the philanthropic leader and a catalyst in order to maximize available resources in our community.



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# How business coaching works

Simon was ready to walk away from his business. He'd grown it from 3 people to 18 and it had gotten complicated. Everyday brought several problems: someone was upset, a deadline got missed, equipment broke down, or one-too-many errors had caused a big customer to leave. His company was profitable yet he had cash flow problems.

When he started the company 15 years ago he enjoyed the work and now his days had turned into fire-fighting. Simon was arguing with his brother who worked in the business, working 60 hours, and hadn't taken a vacation in 5 years. A friend and fellow business owner mentioned that she liked her business coach so, as a last-ditch effort, he hired a business coach.

Within 2 weeks, Simon had a way forward. He solved his immediate cash flow problem and had identified 3 tasks he could delegate, freeing up 5 hours a week. He and his coach used those 5 hours to create a future-focused organization chart and a 90-day action plan. He began to feel confident, even hopeful. By the end of the 1st month Simon had applied more time mastery techniques and was going home for dinner with his family most nights. He and his coach identified 2 employees who exhibited leadership skills and promoted them to supervisors. Simon and his 2 supervisors became the leadership team and they adopted a meeting rhythm. They shifted the company's focus from fire-fighting to proactive planning and building profitability. With the help of his business coach, Simon had heart-to-hearts with two team members who hadn't been carrying their weight. The result: they each became more accountable and engaged.

Three years later, the company's doubled in size and almost



**ROGER AND  
SUSIE ENGELAU**  
Business Coach

tripled in profit. Simon's load is reduced, he enjoys the work, his family life is better, and he has a strong leadership team largely operating his 35-person business.

## HOW BUSINESS COACHING WORKS

Unlike consultants, business coaching is a partnership between the business owner and the coach. The business owner brings the industry expertise and the coach brings the general

*While addressing short term problems, the owner and coach also look to the future, identifying both business and personal goals, and drawing up a plan to insure that in five or ten years and beyond, those goals are accomplished.*

business expertise. The business owner is in the driver's seat and decides how fast to progress. Meeting frequency with the coach could be 2 ½-hour coaching sessions each month or 2 1-hour sessions, or more if the owner chooses.

Each time they meet, the owner and coach identify the current hot buttons, the highest priority problems, and agree on solutions and how to implement them. Sometimes the owner takes homework to do between sessions and sometimes the coach takes homework. For example, the coach might create a budget, interview a job candidate, or do a comparative analysis of vendors. In between sessions, the owner can pick up the phone for pop-up problems or just to get a 2nd opinion.

While addressing short term problems, the owner and coach also look to the future, identifying both business and personal goals, and drawing up a plan to insure that in five or ten years and beyond, those goals are accomplished.

More popular in other countries, business coaching is beginning to gain traction in the US. While the world becomes more sophisticated, it also becomes more complex, so it's no wonder that coaching in general—sports coaches, life coaches, spiritual coaches—is growing. It's not surprising, then, that businesses, too, look to coaching as a way to build capacity and stay competitive.

Award-Winning Business Coach and Owner of Inspire Results Business Coaching, U.S. Military Academy at West Point graduate, Roger Engelau, his wife Susie, and their team of business coaches apply their business expertise to help business owners improve their business, income, and lifestyle. To schedule an exploratory discussion, go here <http://bit.ly/timewithRoger>, call 317-908-5809, or email [Roger@InspireResults.com](mailto:Roger@InspireResults.com).

## How Long Should a Water Heater Last?

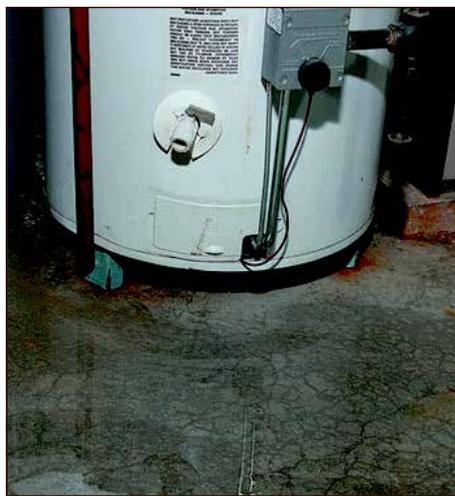
A water heater is potentially the most ignored appliance in our homes. We prepare to take a shower, and assume we will have



**Jod Woods**

warm water. Did you know that the average water heater should be replaced within ten years? A water softener will only add a couple years to a water heater's life expectancy. Why should you consider replacement prior to failure? Water leaking from a

ruptured heater tank is the most common failure. This type of leak may create severe water damage if not caught early. In addition to damage from a leak, old water heaters consume much more energy and produce less hot water



than a new heater. May I recommend that you replace that water heater before you end up with no hot water, high energy bills or water damage? Please call Alicia today at 317-831-5279 to schedule the replacement of your old water heater. You will save money and gain peace of mind with a new high-efficiency Bradford-White water heater.

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](mailto:JodWoods@EconomyHVAC.com).

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