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BUSINESS MORGAN COUNTY LEADER

April 2023



A POWERFUL COLLABORATOR

James Tanneberger leads South Central Indiana REMC's fiber network project which brings high-speed internet to all its customers



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Going above expectations

“Change before you have to.” - Jack Welch

We all want a successful business, but once you reach that success - then what? In business and in life, it is easy to become stagnate. Things are going well and one day you realize that you are simply coasting.

There may be signs of stagnation already if the growth of your business is slowing down or has completely stopped. If that's not the case, or if you're enjoying stability without wanting to make any major changes, it's still beneficial to take some simple steps that could help maintain your business growth, maintain stability and prevent a slowdown.

Regularly check in with yourself: if you were to venture out and start this business today, would you be doing the same thing or approaching what you're doing in the same way? Reassess regularly. Ask your customers/clients for their thoughts on what they like, what they think could be improved upon. Sometimes keeping a customer happy does not actually mean changing, but maintaining the services that keep them coming back. Look at the data; what are some industry trends that you could utilize? And, as the quote goes above states, change before you have to. Change can be scary and sometimes risky, but a growing business often needs to continuously focus on making improvements, eliminating things that don't work and building upon those that do.

In Morgan County we have a large number of businesses who constantly model this way of forward way of thinking. In this month's edition, Parks Superintendent Stan Wilson and South Central Indiana REMC President



JIM HESS
From the Publisher

and CEO James Tanneberger are perfect examples of leadership thinking ahead and above what is expected of them in their roles.

Not wanting to simply maintain the great things that the parks department had to offer Martinsville residents and guests, Wilson has spearheaded a number of changes to make the department operate more efficiently and give back more to park-goers. Tanneberger's first large project was to build a broadband network to offer reliable high-speed internet for areas in his South Central Indiana Community which did not have it. He saw an opportunity to partner with other groups to not only achieve his goal, but to help the entire state receive the same service.

As business owners, we often wear many hats. It's not easy, or possible, to do it all ourselves or to constantly make changes but it is vital to give ourselves time to analyze what we're doing in the day-to-day that might be helping business or what could be done to continue to improve it.



“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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Legislative Matters: Part 1 of 2

As I write this, the Indiana General Assembly, colloquially called the “legislature,” is in session, with a deadline to finish business and adjourn by April 29, 2023.

This year’s session is referred to as a long session. In a short session, adjournment must be complete by mid-March. Long sessions are conducted in the odd years, short sessions even. The difference, you may wonder? In the long session, the legislature has a duty to pass and adopt a two-year state budget.

2023 is the 123rd legislative session for Indiana. Our Indiana General Assembly comprises 150 men and women – part-time citizen lawmakers from across the state – who convene in Indianapolis in the early months of each year. Every Hoosier is represented by one state representative and one state senator. There are 50 senators and 100 representatives. The House and Senate collectively comprise the Indiana General Assembly.

Let’s look at the process for enacting new state laws.

Each lawmaker can file bills – a proposed law – that the full body may or may not consider. Lawmakers write bills to address issues in existing state laws or propose new laws. Often, lawmakers draft bills to address issues they are aware of from their own professional or past experiences and issues their constituents make them aware of. Big social matters tend to take up a lot of media coverage, but most bills drafted address small but important technical matters or nuanced changes.

Once drafted, the bill goes through a procedural step called a first reading. In this step, the author files the bill in their respective chamber – the House or the Senate. If the chamber leadership – the President Pro Tempore of the Senate or the Speaker of the House in the House of Representatives – does not call the bill for a first reading, the bill “dies.” If called for a first reading, the bill is read by title in its respective chamber.

After the first reading, leadership assigns the bill to a committee. The House has 25 committees, and the Senate has 22. These committees focus around subject matter, such as education, public safety, or health. The committees are comprised of selected members of the respective chamber. If the bill is not assigned to a committee, it dies.

In committee, lawmakers hear testimony on the bill and discuss the bill. This is an incredible opportunity for almost any Hoosier to be involved. Citizens, businesses, and other stakeholders impacted by the proposed bill can be heard in public testimony. If the proposed bill is favorable to the committee members, then the bill will pass out of the committee or may be reassigned to another committee.



**RYAN
GOODWIN**

Next comes the second reading. Anyone in the chamber can offer an amendment to the original bill, which a simple majority of the chamber must approve.

A third reading is next on the journey to becoming law. Here, the bill’s overall merit is up for a full vote of the respective chamber it originated. If it passes this important step, the bill moves from its original chamber to the opposite chamber. Said another way, a bill drafted and introduced in the House must go through the same process listed above in the Senate, and vice versa. The same hurdles the bill faced in its original chamber must be overcome in the opposite chamber.

If the bill goes through the opposite chamber’s process all the way through the third reading, it is close to becoming law. If changes were made to the bill by the opposite chamber, either the bill’s author agrees with the changes made to his or her proposed bill and sends it to the governor for signature, no signature, or veto. If the author does not agree with the changes, the bill goes to a conference committee, where lawmakers work out the changes to arrive at acceptable language. Then, it is one to the governor.

While the governor is not a legislator, the governor can veto or override a bill. A veto is statistically rare out of hundreds of bills filed each session and the scores that become law. If the governor does veto the bill, there is a final process the legislature can work through to override the veto. This is even rarer still.

As you can see, the process for a bill to become law is arduous. Still, it is designed to provide ample opportunity for citizen input directly in testimony or by contacting your senator and representative.

Next month, we will look at the status of key bills in the legislature and any other bills of note that have already passed or have failed to make progress.

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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Springing into Parks & Rec.

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By Nicole Davis

Morgan County Business Leader

Good things are in store for the Martinsville parks this year. Parks Superintendent Stan Wilson and his team have been hard at work to not only implement internal, behind-the-scenes improvements, but also upgrades to the park and pool which should be quite noticeable to regular park-goers.

“Especially after the whole Covid situation, people were looking for inexpensive or free family things to do,” Wilson said. “You saw a lot of people get in the parks, walking, going to playgrounds, things like that. I think it’s important to offer more with our programs, where a family of four can go to something in the parks that won’t cost a ton, it’s local and easy to do to have some entertainment.”

Wilson’s career in parks and recreation started in 1999 at the recreation department for the University of Pennsylvania. He was drawn to the variety in the day-to-day that this career has, and still enjoys that today. Returning to his Morgan County roots, Wilson, a Monrovia native, and his wife moved to Mooresville. He worked with the Danville Parks & Recreation Department for 15 years until he said he felt he had built up enough experience to run his own department. He was hired as parks superintendent for Martinsville in April 2022, celebrating one year this month.

COMPREHENSIVE GROWTH

From day one, Wilson’s goal has been to build up the Martinsville Parks & Recreation Department. He said while the parks were well maintained, there was a lot more they could offer.

“We want to grow and be more comprehensive,” Wilson said. “It’s a really exciting year with lots of new programs and things.”

The largest project they’ve worked on is creating a website, martinsvilleparks.com. This will allow people to go online to register for programs, reserve rentals and check availability, purchase memberships and more. It also gives the department the ability to accept credit cards, keep better reports about the pool and to advertise upcoming events. The department went live with the site mid-March.

The department has already kicked off a couple of new events, such as the Halloween Fest which had 6-700 kids go through in



Stan Wilson

(Photo by Nicole Davis)

2022, and the Winter Wonderland Festival of Lights. For both events, business sponsors helped to decorate and participate. Still to come, they will host a Glow in the Dark Easter Egg Hunt for teenagers who don’t typically get to participate in egg hunts, a Nerf War, daddy-daughter dance, movies at the venue and more. While the park is hosting many of the new events this year, Wilson said they will search for more sponsors and volunteers next year.

As the pool opens, guests will notice renovated pool house floors, repainted slides, a new diving board and new umbrellas. In Jimmy Nash City Park, a new bathroom will be constructed near the pickleball courts later in the summer and the existing bathroom at the top of the hill has been renovated as well.

“I rarely look forward to the pool because it’s so much work for such a short period of time, but I am looking forward to the pool opening this year and people seeing the new improvements there,” Wilson said. “I see a lot of what we do on the inside, on



the backend, that people don’t know. I get really excited about that but these are things people will be able to be excited about too and they’ll notice.”

The biggest request Wilson said the park gets is for a skate park. There is a committee working on that now, and moving on it fairly quickly, he said.

Some less noticeable improvements include new door locks on the indoor shelters which will allow renters to receive a code to get inside instead of needing to pick up a key, as well as taking credit cards for rentals.

FAMILY & TEAMWORK

Outside of work, Wilson enjoys spending his time with his wife and three sons. While he used to coach baseball more often, he still coaches his son’s seventh grade baseball team in Mooresville.

“I am a big family guy,” he said. “I like doing things with my kids and supporting them. At work, we just hired somebody new to fill one of the spots. One of our big things was being a team and being a family. You spend as much time with your work family as you do your home family. Family is important to me and it’s the same at work.”

Wilson has a full time staff of four people, one part time and two seasonal in addition to 30-40 youth who work seasonally at the pool.

“I think the people that work here really care about the park, about what’s happening and how they affect the people that come here,” Wilson said. “We had one day this year where we got snow and the kids were sledding. Two of the guys were out plowing and shoveling snow all day. At the end of the day, they came out, they watched the kids sled for a little bit. It goes to show they understand why they do what they do. Most of the people that work here, they get it. They work here because they know how important it is. To me, that’s certainly where we may stand apart from some.”

MORE TO COME

Having already introduced numerous changes in his first year, Wilson said he’s always coming up with new ideas.

“I’d like to see us eventually grow the parks out, gaining more parks,” he said. “Jimmy Nash, there is only so much more we can add and grow. We have three other parks - Doris Daily, Mulberry and Victory - where it’s the same thing. They have what they can have now, but if we gain more land and space we can grow to give people more options. I would like to do that, too.”

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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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A POWERFUL C

James Tanneberger leads South Central Indiana REMC's fiber network project which brings high-speed internet to all its customers

By Nicole Davis

Morgan County Business Leader

One month after James Tanneberger became CEO of the South Central Indiana Rural Electric Membership Cooperative (REMC) in December 2017, the board approved moving forward with a project which would bring high-speed fiber internet to all of its membership who didn't yet have access to high speed internet. Already a large undertaking, this project has since turned into something better and bigger than Tanneberger could have imagined at that time.

"We believe we are doing some things that are outside of the box and will enhance the lives of our members over the next 10-20 years," Tanneberger said.

ENERGY RUNS IN THE FAMILY

Tanneberger is a third-generation public power provider, having grown up exposed to the career field. His grandfather wired houses in Texas. His father worked for the local electric company in Texas for 37 years. Tanneberger earned a bachelor's degree in electrical and electronics engineering from Texas A&M University and has worked in the electric power business ever since. Once he felt he had enough experience to be a CEO, he started interviewing and discovered South Central Indiana REMC, where they were about to build this large fiber project.

"I felt there was a lot I could do to help with that," he said. "It's a big reason I got this job and I have really loved being in Indiana, serving rural Hoosiers. It's been a great opportunity to help improve things, to improve reliability on the electrical system and bring high speed internet to the local community. I've worked for electric power companies in numerous places but have done



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something slightly different at all of them. This is the job where all of those learned skills culminated into being able to lead a company and improve the lives of our members. I really feel it's the destination at the end of a long journey and everything I could want to do professionally."

INTERNET ACCESS FOR ALL

While REMCs were originally created to deliver power to the harder-to-reach rural areas, they gradually grew to provide long-distance telephone services as well. Companies that provide cable or digital Internet service have typically bypassed customers in an REMC service area, concentrating their efforts on more highly populated, urban areas. Now, REMCs are taking the initiative to provide Internet access to customers, an additional service for the betterment of their communities.

Construction started on the fiber project in July of 2018, with a plan that approximately 3,754 homes would receive access to this service. Nearly five years later, it's almost complete. Residents and businesses can sign up for SCI Fiber at sciremc.com.

"We've been able to change lives because folks who had almost no internet access at home, now have best-in-class broadband service," Tanneberger said. "Before, these people might not have even been able to get internet at home or if they did it was very low quality, low bandwidth at a high cost. We are bringing broadband to them that you would normally have to be at a large urban area to get. It's allowing people to live in beautiful parts of central and southern Indiana and be able to telecommunication, work

from home, where there's no way they could have done that four to five years ago."

COLLABORATION BENEFITTING THE ENTIRE STATE

At the same time, Tanneberger has led a collaboration with other electric cooperatives and telephone companies across the state of Indiana to connect their networks together and build a statewide middle mile network. A middle mile network is the physical fiber optic infrastructure needed to enable internet connectivity. This group is its own entity, a telecommunications collaborative called Accord and is made up of 21 entities between electric cooperatives, telephone cooperatives and independent broadband providers.

"It's the first time I know of that those three entities have ever come together to create something like this," Tanneberger said. "The telephone companies and the electric companies have traditionally not worked together in business. We're one of the first to successfully pull off that relationship together, and it all started in Martinsville. We got together with four other companies who were electric cooperatives and telephone cooperatives to found Accord. Now a year later, we have 21 companies and we're still growing. Our experiences have allowed us all to be better cooperatives and providers for our local communities as well."

Accord started in March of 2022, with the goal of sending data from one end of the state to the other at a reasonable price and on a single network. The goal to make Indiana the most connected state in the United States. This collaboration makes Accord one of the largest, contiguous fiber-based networks in Indiana. Its website, accordtelcom.com, states that Accord's members own 20,000 miles of fiber optic infrastructure, serving more than 300,000 homes and businesses in Indiana with fiber-based services and electricity.

"I think a lot of people locally are excited to hear we're doing something like this and are really interested when they find out it started right here in our community," Tanneberger said. "At the state level, we have received great support from the governor's office for what we've done. Because many of us have received state funding through grants to help us fund these fiber networks, now the state is seeing how we've taken this a bit farther to help the entire state beyond what they expected us to do."

One year in, Tanneberger said they're now looking at how to generate another revenue stream for Accord which could put money back into the cooperative, ultimately bettering its services.

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A CHALLENGING ROLE

With all of these large-scale projects, Tanneberger said it's a 24/7 role, but he loves what he does. He spends his days discussing the electric business, the needs members might have and how to move the business forward. In addition to that, he'll address needs and updates with the construction project. He spends nights and weekends working on Accord, taking the investment his members have made and finding ways to earn more have a greater return on the investment that South Central Indiana REMC has made in fiber.

He said it takes the strong support of his family: his wife, Laurel and four children. When he does have time off, they enjoy visiting parks and spending time exploring the outdoors.

Within the REMC, Tanneberger said he also has a strong, supportive team.

"We have to deal with outages from storms and times when our members may be in a difficult position because their power went out," he said. "We try to get things restored as fast as they can and try to do it safely for our folks and for our members. Sometimes even when you do the best you can, there are going to be things that happen that inconvenience your members, and that's when the job can be pretty challenging.

That work is motivational, Tanneberger said, and he wanted to recognize how the team at South Central Indiana REMC truly do care for its members and are driven to help.

In addition to helping the community through offering

access to this service, which is necessary in modern society, South Central Indiana REMC also gives back to the community through its philanthropic initiatives. Members may choose to round up their power bill each month for Operation Roundup, then decide how to disperse those funds collected. This typically benefits nonprofits and entities in the community which are trying to improve quality of life in the community in different ways.

THINKING AHEAD FOR TOMORROW

His own biggest challenge, he said, has been entering an electric cooperative which has served quality electric services to the community for 80 years, and navigating it through a cultural shift in order to also run a fiber high speed internet company.

They have successfully taken the steps to construct this fiber network, while simultaneously sustaining other businesses around it. They've worked to educate residents about how this fiber network will benefit members by improving reliability. Looking back on the past five years, those efforts have paid off.

"I work for a company that exists to benefit its members," Tanneberger said. "We have a very simple motto and that is we are here to improve the lives of our members. So I get to strategize to figure out all the ways we can improve the lives of our members, five years from now, 10 years from now, 20 years from now, and try to think ahead so we can do things today for a stronger tomorrow."



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Are there ramifications of the Silicon Valley Bank bailout?

I am very uncomfortable with the recent failures and subsequent bailouts of Silicon Valley Bank (SVB) and Signature Bank. There, I've said it. I have no idea what these failures bode for the near term behavior of the markets but I am increasingly uncomfortable with what the subsequent government bailouts (using taxpayer money, yours and mine) bode for effective and prudent financial firm management practices in the future. I believe it will become more reckless and less accountable.

Fifteen years ago when the 2008 financial crisis occurred, a term was bandied about as one of the underlying reasons for the crisis: moral hazard. As defined by Investopedia, "A moral hazard exists when a person or entity engages in risk-taking behavior based on a set of expected outcomes where another person or entity bears the costs in the event of an unfavorable outcome." In my opinion, SVB wasn't necessarily participating in morally hazardous behavior in managing their customer's assets. No, they were just really, really bad at managing other peoples' money. More on that in a moment.

It's not that hard to understand what happened at FSB. They were attempting to do what any money manager should be attempting to do; maximizing return for their clients while taking into account their client's financial and emotional risk tolerance. But in trying to get greater yield, they failed to manage their liquidity risk and overextended their investments in higher-rate, longer term bonds. When interest rates went up, longer term bond prices came down. When as required, SVB reported the change in their financial position that the decline in bond values had caused, their depositors got spooked and started pulling funds out. This ultimately led to the FDIC taking over the bank. That's part of managing money. Sometimes you make good choices, sometimes you don't. And you pay the consequences.

Normally, bank deposits are FDIC insured up to \$250,000.00 if your bank fails, your funds balance is backed by the government up to \$250,000.00. If you deposit more than that, well, you should either diversify cash amongst multiple banks, or recognize and accept the risk. With SVB's failure, that's not what happened. The government has stepped in and said



JEFF BINKLEY
Finance

they will back all the deposits of SVB customers not only the \$250,000.00 FDIC protected limit.

Now, I'm not going to use this column and step into the progressive politics of SVB and how their politics impacted the poor decisions they made with their customers' money. Let me just say that I think SVB should have been subject to more consequence than what they faced.

Moral hazard comes into play due to the Fed's response to SVB's crap management.

SVB screwed up. They failed to account for liquidity risk and the liquidity needs of their clients. They stink at money management. Normally they'd pay the price, like Lehman did when they overextended themselves 15 years ago with subprime mortgages, CDO's and credit default swaps. Lehman went under. It ceased to exist. Their executives lost millions. Their shareholders lost billions.

But now, with the bailout of SVB, any bank executive knows, at least implicitly, they can take many risks they likely shouldn't take and if those risks turn out to be bad choices, the feds will just bail them out.

That, by definition is moral hazard and does not portend the stability or safety of our banking system in the future.

What can you or I do to help minimize the likelihood of this situation happening again? Call, write or email your member of Congress and let them know of your concerns with how your money is being spent.

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.

"But now, with the bailout of SVB, any bank executive knows, at least implicitly, they can take many risks they likely shouldn't take and if those risks turn out to be bad choices, the feds will just bail them out."

~ Jeff Binkley

Why the timing of your IT infrastructure design is critical

We recently met with a business that wanted us to help them prepare a new facility to which they were moving. Dan was so excited as he showed us around. He had big dreams for all the great things that would happen in this new space. As we toured the building, I noticed the metal studs had been framed and the electrical conduit had been run. But what I didn't see was any low-voltage or networking infrastructure in place. They planned to have Wi-Fi, conference rooms, points of sale, and other networked elements, but they had failed to plan their network in the early phases of the project.

We started a conversation that day about designing and installing the IT infrastructure. Unfortunately, the next time we walked through the building, the drywall had been completed, paint was finished and everything was buttoned up, meaning the cost, effort, and complexity would all be vastly increased for the installation of their Wi-Fi network.

Allow me to share, from an IT perspective, why planning your network in the early stages of construction is a crucial step.

EVERYONE WANTS NETWORKING

One of the first things my kids do when they walk into a new building is trying to find the Wi-Fi network. Whether you're building an office, a store, a warehouse, or a church, you will want a network. Just like you would plan your bathroom locations, hallway flows, entrances and exits, and fire suppression, you should plan your network to fully cover your facility.

WI-FI IS NOT WIRELESS

Wireless networking is a bit of a false promise, which I think contributes to networking being an afterthought. While the access points DO provide a wireless network, they require a networking cable to power them and send the proper SSID to your employees and visitors. Furthermore, some networked items like printers, VOIP phones, and IP Cameras work best when hard-wired. Connection speed for



CHET CROMER
Technology

computers is faster when wired as well. Running those cables through conduit at the beginning stages of the process is far easier than doing it after the drywall is finished and the paint is dry.

COMPLETE COVERAGE AND CUSTOM DESIGN

Designing a robust network requires forethought. You wouldn't install a fire suppression system that missed large portions of your building. Likewise, your network needs to be designed in such a way as to completely cover the entirety of your facility. An IT partner can help by learning about your facility and designing the network to best serve your needs. For instance, a warehouse space with metal racks may need more access points for complete coverage. You can also plan for future expansion, office space you want wired for later, and more. Planning ahead is a great way to ensure complete coverage.

Your new facility deserves the absolute best network, and there are ways to retrofit an existing facility as well. Planning ahead and working with an IT partner to design your network is the absolute best way to ensure your costs and energies are spent wisely.

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.

"Planning ahead and working with an IT partner to design your network is the absolute best way to ensure your costs and energies are spent wisely."

~ Chet Cromer

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Seeing eye-to-eye for agreement

How many times have you been in a situation where two sides are searching for a way to work together or who want to resolve conflict? It might have been you and another person or perhaps two workgroups.. none the less, the search for a common agreement is what both parties were trying to get to.

I remember a simple exercise from my days of learning neuro-linguistic programming (NLP) called "Finding an Agreement Frame." That when used properly the result is almost magical how quickly and efficiently this simple process works. With this strategy, you can offer them some new and better ways of interacting.

Let's say Bill's team and Mary's team are having a disagreement and you've been asked to assist them find a common solution. Now the Bill and Mary here could be the sales team and the customer service team, or really any two or more teams looking for agreement on an outcome.

It's important to use a whiteboard or flipchart to write the problem or challenge clearly in front of all parties. This is important because now the parties, in our example, Bill and Mary are on the same side looking at the situation together. You could say they are aligned in searching for a solution. That's why putting the challenge out in front of all parties is so important.

The next step is to ask them a question, and ask them in these words: "Mary, what is it that you want?" Then write down what Mary says she wants toward the bottom of the page or whiteboard. Ask Bill what he wants and write it down too, also toward the bottom of the page or whiteboard. Be sure to write the exact words they both use. Those words have specific meaning to them. In this exercise we don't necessarily need to know what



JACK KLEMEYER
Business Coach

the meaning is, just use the words they each use.

Now it's time to start to get to the resolution of the conflict. Ask each, Bill and Mary, pointing to what they each stated they wanted... "What will that do for you?" sounds like a strange question, and trust me... it works. Write their answers above what it was they stated they wanted.

Going back and forth between Bill and Mary keep asking about the previous answer: "What will that do for you?" Keep writing the answers they give above each of the previous answers moving up the page. Keep going for more answers to "What will that do for you" until you get to an answer you can see the body language in the other agreeing to, and vise-versa.

Find a common outcome so that when you restate it, both Bill and Mary agree and state it this way: "So what you both

want is..." or if that can't be reached, look for a linked outcome that Bill can congruently agree to what Mary wants. Stated this way: "So if Mary got this (outcome) and Bill was satisfied that (his outcome) would occur you would both agree to that?"

It's important that you as the moderator take charge of the interaction and interrupt whenever the back-and-forth is going nowhere useful. Put your body physically between them, turn their chairs facing the desired outcomes you've written on the whiteboard or flipchart and not each other. Keep an eye on both parties for body language of agreement. Heads nodding, smiles, are a couple to keep on the lookout for in the interaction.

If the participants keep arguing or you determine that there may be some "hidden agendas" you can question the premise that the two parties agreed to have you help negotiate their differences. "Perhaps your differences are too great." And then notice how they react to that take-away. If they say something like: "No... we want to resolve this..." or something along those lines, that is a good sign that they do indeed want to reach a common resolution.

Give this strategy a try the next time you're in the middle of a conflict and want to resolve it quickly and efficiently. I think you will be amazed how it works. I know I have been every time I've used it.

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

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Insider's look: How CFMC funds grants

Ever wondered how community foundations fund grants? Or why CFMC only funds non-profits or civic organizations rather than people in need? How does CFMC know who or what to fund? You asked, we listened. Join us, as we give you an insider's look on grantmaking in Morgan County and at your Community Foundation of Morgan County.



BRITTANI BENTLEY

LET'S START FROM THE BEGINNING. WHAT IS GRANTMAKING AND HOW DOES IT WORK?

Grantmaking in a nutshell is distributing philanthropic funds from donations or funds established at CFMC and are awarded to nonprofits or civic organizations who serve Morgan County. Residents create legacy gifts to either support an organization or a field of interest through grantmaking.

General donations, no matter the size, are deposited into our Impact fund. These pooled donations fund CFMC's three grant cycles. All these efforts, whether by an individual's fund, or someone's donation, stay right here in Morgan County.

Organizations applying for a CFMC grant apply through an all-encompassing application process and include information such as a project narrative with data, a sustainable plan with financials to show the organization is in good standing, and the project's expected outcomes.

WHY IS GRANTMAKING ONLY FOR NONPROFITS OR CIVIC ORGANIZATIONS AND NOT FOR INDIVIDUAL PEOPLE?

Community Foundations operate under the strict guidelines of 501c IRS standards, and therefore, grantmaking is restricted to nonprofits and civic organizations in good standing with the IRS and Secretary of State in Indiana.

The truth is public foundations like community foundations are not permitted to award individual people. By doing so, this creates taxable income from the client needing services per IRS standards. Therefore, we support the organizations who serve Morgan County residents in need. Luckily, there are several options for

residents in need of financial assistance. We encourage you to call 2-1-1 for those connections.

HOW DOES CFMC KNOW WHO OR WHAT TO FUND?

This is a great question! And we love sharing the magic of collaboration and effective communication amongst our county partners. CFMC offers three kinds of grants: Impact, Thrive, and Capacity (read more here: <https://cfmconline.org/grant-opportunities/>). We announce through various communication channels that grant applications are soon to open or close. You can look for these announcements on our website at cfmconline.org, on Facebook, through Martinsville and Mooresville Chamber of Commerce announcements, and in various community collaboration meetings.

We pride ourselves on coming alongside our communities and nonprofits. 22 years of relationships, community needs assessments, members of community coalitions and site-visits with our grantees have allowed us the privilege to have a solid pulse on our communities' greatest needs. We know they are ever-evolving and we know our non-profits always rise to the occasion.

CFMC funds only the most impactful, sustainable projects within the county. CFMC conducts site visits for funded projects and asks for an interim and final report to ensure the funded project is successful, and if not, we work with the grantee to elevate the project.

In Morgan County, it's all about teamwork, collaboration, and community first. Every dollar donated to CFMC funds our county's most pressing needs, and we hope this insider's look gives you some understanding into how grantmaking is done at CFMC so you too can be a hero in your community.

Make an impact and help us grow our grants at <https://cfmconline.org/make-an-impact/>.

"The truth is that our finest moments are most likely to occur when we are feeling deeply uncomfortable, unhappy, or unfulfilled. For it is only in such moments, propelled by our discomfort, that we are likely to step out of our ruts and start searching for different ways or truer answers."

- M. Scott Peck

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John Barrett joins Legacy Business Consultants

Legacy Business Consultants is pleased to announce that John Barrett, a nationally renowned leadership speaker, coach, and consultant, has joined our team. With over 20 years of experience, John has helped countless individuals and organizations achieve their goals through his innovative and practical leadership strategies.

Prior to joining Legacy Business Consultants, John founded and led his own successful leadership consultancy, John Barrett Leadership, where he worked with Fortune 500

companies, entrepreneurs, non-profits, and individuals across a wide range of industries.

At Legacy Business Consultants, John will bring his expertise in leadership development, strategic planning, and organizational transformation to help our current and future clients achieve sustainable growth and success.

"We are delighted to welcome John to our team," said Legacy Business Consultants co-founder, Jod Woods. "His extensive knowledge and experience in leadership and strategy will be an incredible asset to our current and future clients as Legacy continues to grow. We look forward to working with him to help organizations thrive and grow."

We are excited to work with John and leverage his expertise to help our clients achieve their goals and drive lasting results.



Barrett

Franciscan Alliance top executive tapped to lead Central Indiana hospitals

Lori Price, RN, MSA, BS, FACHE, has been appointed president and CEO for Franciscan Health Central Indiana.



Price

She succeeds James Callaghan, MD, who was named senior vice president and chief operating officer for Franciscan Alliance earlier this year. Price now leads a workforce of nearly 4,200 healthcare workers and support staff at

Franciscan Health Indianapolis, Franciscan Health Mooresville, Franciscan Health Orthopedic Hospital Carmel and Franciscan Health Carmel.

Price had served as Franciscan's vice president of quality and patient safety since 2021. In that role, she oversaw the hospitals' overall clinical quality effectiveness, efficiency in use of resources and patient safety.

Before joining Franciscan's healthcare ministry, she was chief operating office for Metro Health-University of Michigan. She assumed



that role after serving seven years as president of Gottlieb Memorial Hospital, which is part of the Loyola University Health System and Trinity Health. In addition to the role as president she also served as the regional CNO and regional leader for Quality, Risk and Support Services for Loyola University Health System.

Price's career has included a depth of experience in clinical care as a nurse and a variety of executive leadership roles. She created and implemented services in cancer, cardiology, orthopedic and interventional radiology, and expansion of physician services. She also has been highly successful in her ability to create teams and partnerships with physicians and coworkers.

She received her undergraduate degree in nursing from Memorial School of Nursing (South Bend) and bachelor's of science in health from the College of Saint Francis (Joliet, Ill.). Price earned her master's in administration from the University of Notre Dame. She is a Fellow in the American College of Healthcare Executives.

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