

WHERE MORGAN COUNTY BUSINESS COMES FIRST

BUSINESS LEADER[®]

MORGAN COUNTY

May 2023

UNEARTHING A PREHISTORIC PASSION

Steve Bodi excavates, processes, and teaches about dinosaur fossils with Southern Indiana Paleontology Institute



Improving Leadership, Culture, and Employee Retention
LegacyBusinessConsultants.net

IN THIS ISSUE

Rooted in small business.....2

Legislative Matters:
Part 2.....3

The space to serve.....4

Are you ready for an allergy storm?.....5

Unearthing a prehistoric passion.....6

Wouldn't you like a \$1500 Indiana State Tax Credit?.....8

How you think matters.....9

A recharge for our nonprofit executive leadership teams.....10

Martinsville based Accord announces new members and expansion plans.....11

Are you pulled in 100 directions every day?.....12



Rooted in small business

One of the most exciting parts of spring is the beginning of the growing season: fresh tomatoes, green beans, onions, leafy greens and so much more. As the season changes, so does the produce. Nothing in the business world says "spring" better than the opening of a farmers market.

The Morgan County Farmers Market opened on the first full week of May. The Mooresville market at Monroe and Main Street takes place on Tuesdays from 3 to 6 p.m. The Martinsville market at Main and Indiana Street takes place on Saturdays from 9 a.m. to 1 p.m. While it is a bit early for fresh produce, customers can find plants to grow on their own as well as fresh baked goods, eggs, or meats as well as soaps, jewelry and more.

Farmers markets - just like craft and vendor fairs - are a great way to support locally owned, small businesses from startups to more established commercial operations. When food or other goods are produced and sold all within the same area, more money stays in our local economy with less of a cost and more funds going to the producer. These markets provide an opportunity for that to happen. The Purdue Extension reported that a study found nearly 80% of vendors reported that farmers markets provide the greatest opportunity to develop their business compared to other outlets. It also draws more people into the area, increasing the likelihood that surrounding businesses will have more traffic on market days.

Besides the direct economic impact, it also enhances our quality of life, something of importance to grow, improve and maintain our communities for the betterment of all.



JIM HESS
From the Publisher

It creates additional access to fresher and better tasting foods, more opportunities to get to know your neighbors and other community members and a chance for some weekly entertainment while out shopping in the fresh air. The items sold change with the season so there will always be something new to see. You can even meet and chat with the person who produced the food or other goods. Maybe they have a recipe or two to share.

According to the USDA, there are more than 8,000 markets listed in the National Farmers Markets Directory. The most recent data shows that the number of farmers markets continued to increase by nearly 7% every year from 1994 to 2019. We are fortunate to have one market with two easily accessible locations in our county. No matter where you shop for your produce this season, let's try to think small and shop local whenever possible. Maybe even use the markets and local shops to try something new this year!

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. 17, No. 12

Phone: (317) 418-7925
E-mail: jim@morgancountybusinessleader.com
Publisher Jim Hess
Copy Editor Sherry Smith
Writer Nicole Davis
Design/Production Zach Ross

The Morgan County Business Leader is published monthly and direct-mailed to Morgan County businesses free of charge. Subscribe at morgancountybusinessleader.com

Set your business on
a course for success with

**SBA
financing!**



When is an SBA loan a good choice for me?

Loan programs with the Small Business Administration may bring greater optionality than conventional financing and can offer great potential for starting or expanding your business.

How can an SBA loan help my business?

Financing options are available for purchasing, constructing, or expanding your business, as well as debt refinancing, equipment acquisitions, leasehold improvements, and working capital.

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

Call Wade today!

SINCE 1890
HomeBank^{SB}

There's no place like Home.

765.558.3822

wphelps@homebanksb.com

www.homebanksb.com



Legislative Matters: Part 2

Our publication deadline and sine die – the final adjournment of the legislative session – did not align well enough for a full post-session update this month. In other words, the 123rd session of the Indiana General Assembly is in its final days, or hours, at the time of our deadline. Further, the governor has seven days to veto a bill once it is sent to his desk. So, while we do not yet know the full picture of the 2023 session, we do know a few key measures that are well on the way to becoming law. As a reminder, this is a budget-writing session; every other year, the legislature writes and adopts a new, two-year state budget. That process is happening now and is in its final days; many key issues focused on funding various key matters, such as public health and education.

ELECTION SECURITY

Both chambers of the legislature agreed to increase security around mail-in ballots. The bill, which has passed both the Indiana House and Senate, would require the same photo identification process for mail-in ballot absentee voters as is required for in-person absentee ballot voters. The bill would require Indiana voters submitting a paper application for a mail ballot to include a photocopy of a government-issued identification card or at least two ID numbers, such as their 10-digit driver's license or the last four digits of their Social Security number. This is consistent with the early voting process when a voter votes absentee in person and requires photo identification. Republicans argued this would increase election security for mail-in voting, and Democrats argued it would decrease voter participation, especially among older voters. The matter heads to the governor.

PUBLIC HEALTH FUNDING

Local property taxes largely fund county public health departments, but that may change in legislation endorsed by the House and Senate. A key part of Governor Holcomb's legislative priorities for 2023 was increased resources for public health, specifically the public health services provided by county health departments. County health departments previously provided



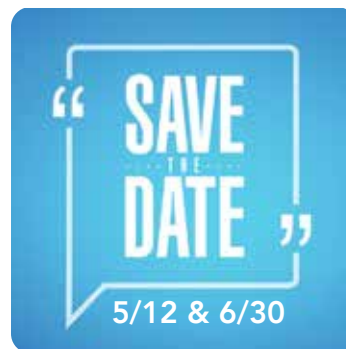
**RYAN
GOODWIN**

less headline-grabbing services such as vaccinations, emergency preparedness, restaurant, and sewage system inspections, communicable disease prevention, and smoking cessation programs. County health departments still provide those services, but with increased awareness in a post-COVID-19 world when county health officers and their agencies became central in the pandemic response. The bill would allow county health departments to receive significant state funding to expand or enhance services. County officials would have the ability to opt out of the additional funding to retain more local control.

EDUCATION FUNDING

Governor Holcomb proposed a 6% funding increase to Indiana's K-12 schools, the highest number in a decade. The governor also proposed eliminating textbook fees, an often-high additional cost to families. Broadly, the two chambers seemed at odds in priorities, with the Senate largely supporting the governor's request, with a funding increase of 4.6%, and supporting the textbook fee elimination. The House, however, focused on voucher expansion, proposing an increase in the family income limit on school vouchers from the current \$154,000 for a family of four to \$220,000 for a family of four. The Senate has already said it will not support the expansion. Like the Senate proposal, the House budget called for increased education spending and included support for textbook fee elimination. Since K-12 funding is more than half the state's budget, expect negotiations to continue until the session's final hours.

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.



Nonprofit Leadership Recharge Series

Join CFMC and Jim Hess, Legacy Business Consultants, for a two-part Nonprofit Leadership series and a morning away from your organization to refresh and recharge amongst other Morgan County nonprofits!



We recognize that during the pandemic, first responders, healthcare workers, and teachers were recognized for their hard work during unprecedented times. All the while, our Morgan County nonprofits served increased needs with fewer resources. We want to take the time to celebrate your hard work and encourage your leadership. While we are grateful to organizations who serve and fund nonprofits, this series is for executive leadership from our county's nonprofits who provide programming and services to residents of Morgan County.

Each session will cover different leadership material, so join us for either or both.



Session 1:

Date: Friday, May 12th, 9:30 am – Noon

Location: Mt. Gilead Church
6019 E SR 144, Mooresville

Nonprofit Leadership can RSVP to
Ashley True @ atrue@cfmconline.org
by Wednesday, May 3rd

Registration seating is limited to 40.



Session 2:

Date: Friday, June 30th, 9:30 am - Noon

Location: Hoosier Harvest
4085 Leonard Road, Martinsville

Nonprofit Leadership can RSVP to
Ashley True at atrue@cfmconline.org
by Wednesday, June 21st

Registration seating is limited to 40.

What to look forward to:

Produce personal growth

Help leaders with positive personal growth that produces not only a better life for them personally, but also helps them move their organization forward confidently.

Manage more effectively

Knowing yourself and growing yourself helps you to become more effective in managing your volunteers and team.

Raise personal self-awareness

Successful growth begins with self-knowledge. This course will help teach how your recognition of what your true gifts and weaknesses are then frees you to be the best leader you can be.

Improve teamwork

Teams are where things get done in the modern workplace. This instruction will help to improve communication and understanding between team members. Which includes leading problem solving.

Develop stronger connecting skills

Understanding and adapting to your donors & collaborators is essential for connecting on a human level and seeing each other "eye to eye."

Indiana's Largest Jean and Fashion Store



1 Moore St., Mooresville • 317-831-3773 • wardsapparel.com

The space to serve

CHURCHES IN MISSION

Executive Director: Susan Haynes
Address: 27 S. Indiana St., Mooresville, IN 46158
 (soon to be relocated)
Address: 60 W. Pike St., Martinsville, IN 46151
Phone: (317) 831-3987 (Mooresville)
Email: Admin@ChurchesInMission.org
Web: ChurchesInMission.org

By Nicole Davis

Morgan County Business Leader

Churches in Mission experienced their busiest year to date in 2022, offering 11,825 acts of assistance in the form of food orders, clothing, financial assistance and more. Its educational programming is ever-expanding but is hosted off-site because there is not enough space. That is about to change, as the board of directors recently announced that they have acquired a new building and are in the process of designing a space that can fit all existing needs in one location.

"I believe this new facility is going to help us provide stronger services to our local families," said Susan Haynes, executive director. "Part of our mission is to prepare those we serve to have healthy lives and promising futures. We believe this building is going to be an integral part of those promising futures. Our vision is that each person we serve will sustain a healthy home environment, draw strength from a spiritual foundation and perform meaningful roles in the community. Our vision for this facility is to enhance all of those goals. There is a lot of work ahead, but we're excited and inspired."

A groundbreaking is expected to take place this summer at 1125 N. Indiana St., Mooresville, the former location of the St. Thomas More Clinic. As the clinic wound down its operations, it formed an agreement in which Churches in Mission would pay off the existing mortgage and continue to help people in need, essentially keeping the legacy of that property alive.

"We owe an incredible debt of gratitude to the St. Thomas More Clinic," Haynes said. "They have always been a strong partner with helping those in need and we are truly appreciative of them working with us."

PLANNING FOR EXPANSION

Churches in Mission have two locations: in Martinsville and Mooresville. It will continue the current operations at the Martinsville location and sell the Mooresville building to help with funding.

Churches in Mission is currently located in a 7,500 square-foot space in downtown Mooresville, where it has been since it was founded in 1987. The building started at 3,000 square feet and grew, but now it is landlocked.

"We also owe an incredible debt of gratitude to our neighbors



Churches In Mission's board members, staff members, and building project ambassadors gather at the site to kick off the project. Front row from left: Kim Merideth, Mae Cooper, Vickie Kivett, Kathy Taylor, John Ehrhart, Tammy Parker, Sarah Shafer, Linda Hadley, Angela Majeski, and Susan Haynes. Back row: Randy Haymaker, Barbara Curtis, Dale DePoy, Lynn Eva, Pamala Dunscombe, Ron Overton, Dave Kollmeyer, Terry Brock, Brian Wiser, Dottie Antonson, and Dave Rogers.

because once the pandemic occurred, we went to drive-thru services and were taking up parking spots from our neighbors," Haynes said. "As we've grown to meet the needs, we've really outgrown the ability to have some of the big trucks coming in and out of the alley with our food."

With the pandemic and shutdowns, 2020 was the largest year Churches in Mission ever experienced in terms of need. That was surpassed in 2022. Last year, Churches in Mission impacted 2,016 households across Morgan County and provided food for 7,975 orders - that beat the number of food orders it had in 2020 by 10%. Demand tends to slow the first part of the year as it has this year, but Haynes said they have seen new clients due to storm damages and power outages the first part of the year.

The new facility will allow Churches in Mission to expand their services and have better warehousing. One of the biggest advantages, Haynes said, is going to be with the transformational services provided such as the Hope House programs and classes and partnership programs. Churches in Mission partners with Health Net which brings in a mobile unit to offer low-cost health services. It also partners with organizations such as Purdue Extension services, the YMCA of Morgan County, Morgan County Substance Abuse Council, Franciscan Health, IU Health, and Tobacco Free Morgan County for educational classes.

"All of those partnership programs and classes are contingent upon us using other space," Haynes said. "Now that we will have a space that is right next to our existing services. Families can attend a cooking class and learn how to make simple, low cost, nutritious meals and then turn around and go to the pantry to

get raw ingredients to make those meals."

UPCOMING CAPITAL CAMPAIGN

A building committee is currently working with an architect on how to renovate the 3,000 square-foot building to add space. The property at 1125 N. Indiana St. is three acres so there's ample room to expand. The architectural plan is expected in May and then the project will go to bid. This should allow for the groundbreaking to take place in the summer and the project to be completed sometime in 2024.

"We have a great board, and we have a wonderful group of ambassadors for this project," Haynes said. "They have been wonderful with their guidance and support."

Churches in Mission is nearing the kickoff of its project capital campaign and will use funds raised from various fundraisers for the new building. The first event is May 24 at The Links at Heartland Crossing in Camby.

"It's exciting and inspiring to be part of this project," Haynes said. "Churches in Mission began in 1987 with three ministers coming together to create a food and clothing pantry and to do better together more than what each of them could not do alone. Knowing that 36 years later we have dozens of churches and organizations across Morgan County who are collaborating to provide a variety of support services for families in need is amazing. Getting to this point is such a blessing. We know we may have some challenges as we work on everything, but we are blessed and we are excited."

For more information, visit ChurchesInMission.org

**FORGUITES,
WEIMER AND
HAYDEN, LLC**

ROBERT C. WEIMER
 CERTIFIED PUBLIC ACCOUNTANT

P O BOX 1533
 1040 ST RD 39 BYPASS S
 MARTINSVILLE, IN 46151

PHONE: 765-342-2596
 FAX: 765-342-2905

BOBWEIMER.FWH@OUTLOOK.COM

Our Best Service is Our Customer Service!

6078 E. SR 144 Mooresville
317-831-6142
jakesbs@msn.com

M

**MOVING MORGAN
COUNTY FORWARD**

Morgan County is your gateway to the eastern U.S.

morgancoed.com



Are you ready for an ALLERGY STORM???

Due to the mild winter, physicians are predicting a spring and summer with an alarming increase of the particles in the air that cause those with seasonal allergies to suffer. There is little that you can do if you venture outdoors, but did you know that you can eliminate as much as 99.98% of these particles from the air inside your home? If you or someone that you love suffer from



Jod Woods

seasonal allergies, PLEASE contact us to discuss the Trane Clean Effects air cleaning system. This air cleaner works with your furnace blower to safely remove particles such as dust, pollen, pet dander, dust mites, viruses, and smoke as well as pet and cooking odors. Don't wait until the sneezing starts! Contact Anita at 317-831-5279 to schedule a project manager to discuss your options and quote this amazing piece of equipment.

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.

Economy

HEATING - AIR COND - PLUMBING



Commemorate the magic of a lifetime with a unique and personalized funeral service.

Costin
Funeral Chapel, Inc.
Established 1923

East Washington Street • Martinsville, IN 46151
(765) 342-5775
www.CostinFuneralChapel.com



PARKS
Outdoor Maintenance
317-831-5555

GIVE US A CALL TODAY!
317-831-5555

Since 1991, Serving Commercial & Residential Customers

- Hardscapes
- Landscaping
- Lawn Treatments
- Grading, Seeding, Erosion Control & Drainage
- Irrigation
- Lawn Mowing

Get the Service You Deserve from a Company that Cares!

PATIOS



LANDSCAPING



RETAINING WALLS + FIREPITS



www.parksoutdoor.com

UNEARTHING A PRE

Steve Bodi excavates, processes, and teaches about dinosaur fossils with Southern Indiana Paleontology Institute

By Nicole Davis

Morgan County Business Leader

Last summer, Steve Bodi was walking across a cattle ranch in Montana with just three days left to his trip. He was looking for a clue of buried treasure and as luck would have it, he noticed a small piece of bone sticking out through a rock.

As he scratched around in the dirt, he found it wasn't small, but instead a four-foot long leg bone. He continued to dig and hit another bone, then another. All in all, there were 10 pieces uncovered in those few days. He had to preserve his discovery in order to return home, so while he won't be able to verify it until this summer when he can make his return trip, he believes those bones belong to a triceratops. This wouldn't be the first dinosaur fossil that Bodi has dug up, but it could be his first triceratops.

BITTEN BY THE DINOSAUR BUG

Unlike most paleontologists, Bodi didn't find himself in love with dinosaurs from a young age. He was, however, fascinated with fossils, rocks or pieces that give someone a glimpse of the distant past. As an adult, he owned a business, Renaissance Rentals, as a real estate developer who built and managed rental properties in Bloomington.

It wasn't until 2010 that he discovered his passion for dinosaur fossils. His brother-in-law Mark Tarner shared how when he was on a business trip in Montana, a cattle rancher teased him about how there's dinosaur bones just poking out of the ground of his ranch. Tarner thought it was a joke, but he went to the ranch and sure enough, there were bones clearly sticking out of the ground. At long last, he convinced Bodi to join him on a trip to dig for fossils.

"I finally relented," Bodi said. "He knew that I was in trouble because that very first day, we were in South Dakota in May and it was spitting snow, 32 degrees, freezing cold. I was hunched on the ground picking up every little scrap. People were teaching me, that's a dinosaur bone, that's this or that, for hours and hours. At the 10th hour, people were ready to go and I'm still hunched over, not ready to go yet. I had been bitten by the dinosaur bug."

Bodi founded his nonprofit Southern Indiana Paleontology Institute in which he not only excavates and cleans up the fossils he's discovered, but also teaches and trains interns to do the same. The operation is entirely self-funded and he does not

SOUTHERN INDIANA PALEONTOLOGY INSTITUTE

Founder: Steve Bodi

Address: 320 E. Morgan St., Martinsville IN 46151

Phone: (812) 325-4765

Email: sbodi@sipinstitute.org

Web: sipinstitute.org

sell any of his finds. He has donated pieces to individuals and museums.

"Our purpose, our reason for being, is to enjoy the whole process of discovery and research," Bodi said. "To date, some people have talked to me about it or tried to donate, but right now I'm still doing it almost like a hobby but it's so outgrown a hobby."

FOSSILIZED EDUCATION

Bodi said he's in a bit of a niche because his institute isn't connected to a university or museum and isn't done for commercial purposes. He has met paleontologists who work at The Children's Museum of Indianapolis who he said have been quite generous in helping him along his journey into the world of dinosaur fossils. In the beginning, he would take specimens that he found in to the lab at the museum and they would give their critique and advice. They've gone on digs together and continue to share pieces of education about current findings.

In 2015, Bodi started taking in high school and college interns, unpaid, who keep to a routine schedule and work to learn the techniques of how to prepare and clean fossilized bones. His collection of fossils had grown too large for him to keep up with himself. The interns start with smaller pieces and work their way up to more prized dinosaur specimens. Some of those interns go on trips as well to experience the discovery and excavation side of the field.

Bodi sold his rental company in 2018. He still owns properties, but he no longer runs the management side of the rentals. This has allowed him more time to focus on his passion for paleontology.

Last year, he began teaching a course on paleontology at Franklin college, where students get to start with something in a plaster field jacket, something resembling a finished piece one would find at a museum. A field jacket is the manner in which paleontologists preserve pieces for transport by covering them in a plaster and burlap material.

THE EXCAVATION

He takes trips every summer to states like Montana,



North and South Dakota, Wyoming and sometimes western Nebraska.

Summers are relatively short in those geographic terrains. In May or September there's always a chance of snow which limits when those trips can be taken. Bodi typically travels in July and August, returning home in time to be with his wife, Elizabeth, for their wedding anniversary on Aug. 16.

While in the field, Bodi said he has a small trailer and they camp in tents near the dig site. He's usually in a small group of four or five friends or acquaintances. The ranch he's worked on for the last several years consists of 35 square miles of hilly, rocky high-plains desert. The key common element for every fossil is it gets buried quickly through things like flooding, landslides or even volcanic activity. This high plains terrain is the perfect landscape to uncover these long-buried pieces.

"We're in absolute solitude," he said. "It feels like you're in a national park but it's somebody's cattle ranch. There is nobody

Economy

HEATING - AIR COND - PLUMBING

HISTORIC PASSION



Steve Bodi

there. No one. There's no roads, no telephone poles, no fences, no parking lots, no cars, no people. It can be a little spooky when you're out there, especially when you're by yourself. This expanse, I can feel quite small. But I enjoy being by myself for a small time, then I am glad to have people there, enjoying each other's company and working on a dig."

All of the digging is done by hand - there's no backhoe in sight. Using large machinery could risk damaging a fossil.

"It's hot, 100, 105 degrees, and we're on our hands and knees digging in this hard rock and dirt," Bodi said. "Everything is up and downhill. It is almost never flat. When we're digging up stuff, it's been exposed but it's partly back on a hillside. So if the hillside is up, all that has to go, by hand with shovels and pick-axes. It's hard. You have to be into it."

Then, there are times when he and his group could search for days a not find a single thing.

"You think 'I've lost it, maybe I can't do this anymore,'" Bodi

said. "Then you stumble across something and it turns out to be a whole dinosaur."

His favorite find so far is a tyrannosaurus rex tooth which is on display in his Martinsville workshop.

"When I found it, I didn't touch it," he said. "It was sitting right on top of the ground. I stopped and walked all around it. A T-Rex, this famous thing with big teeth, sharp claws, all the kids know it. Pretty amazing. I was looking to see if part of a skeleton was there. I searched longer than I should have, maybe three hours, and found nothing. The interesting thing about dinosaurs is that they are like sharks, they shed teeth naturally from eating. So finding a tooth may have nothing to do with where it was."

BRINGING IT ALL BACK

Back home Bodi occasionally will look for fossils like crinoids, small marine mammals, which can be found in Indiana. But most of his time is spent processing pieces from the

previous dig. He enjoys his workspace and often gives tours to members of the community. In addition to displays of fossils, his workshop is decorated in a lighthearted theme keeping true to the paleontology form, with dinosaur knick-knacks and toys throughout - gifts from friends and relatives who love to support his passion. He can be found working with his music on, fixating on the science.

"There's a second discovery," he said. "Some bones are all wrapped up in the plaster, so we cut that open and start investigating. The other thing I do to keep my enthusiasm up is to work on several different things. If I get bored working on this dinosaur vertebrae, I'll turn to this turtle. The worst thing is to get bored doing this because that's when mistakes happen."

Over the years, Bodi had dug up a couple of hadrosaurs, or duckbill dinosaurs. One named Juliet, discovered by him and Turner, is going to the Indiana Dinosaur Museum, a new museum in South Bend, Ind., started by Turner. If enough bones are found, usually 35 percent, it can be given a name. The hadrosaur he finished last year, named Clarence, had more than 100 bones of the slightly more than 200 bones it would have had. Unfortunately, he did not find the head. The skulls consist of thin bones which often come apart and erode away so it's rarer to find one.

FINDING PREHISTORIC TREASURE

It was after wrapping up his recent dig project, that Bodi and his friends began prospecting again, looking for anything they could come across. That is when he discovered the potential triceratops.

Since he wasn't able to finish digging for additional bones, he needed to put a winter cast on top - a blend of plaster and burlap material like the field jacket - to preserve the fossils he did find without removing them, then cover it back up with the dirt so that the cows that roam the fields don't accidentally step on the them. When they return this year, they'll remove that dirt, map everything that was found and start using intuition to find anything else that may be buried. The thrill of the hunt and anticipation of what's to come keeps Bodi excited for each new year.

"I am literally finding buried treasure," he said. "I'm the first person to have ever seen this, ever. The geologic formation that I've been digging in is 66, 67 million years old. You have to think about that for a minute. It's wild. You are coming across this fossil that no one has ever seen. It has been hidden all this time. It is just a very rewarding feeling. Then at the end of the day, the sun is setting, we've stayed out in the field too late, it's going to be dark and we haven't been back to the camp to eat or clean up. You get to sit on the back of the camp with a cold drink and watch the sunset."

317-831-5279

www.EconomyHeatingAndAir.com



IT Support • Websites • Mobile Apps • Custom Software

Prominent Morgan County Businesses
Choose C2IT As Their Technology Partner



Call Us Today For a Free Discovery Session

(317) 721-2248 • c2itconsulting.net

21 ELECTRIC
BUILDING FOR A BRIGHTER FUTURE



21 Electric is a family-owned and operated business with over 100 years of combined experience in the electrical industry. We are a full-service electrical contractor, specializing in both commercial and residential electrical services.

317.449.0021 • info@21electric.net
https://www.21electric.net



Wouldn't you like a \$1500 Indiana State Tax Credit?

It's graduation time. Congratulations graduates! Now if you've got a young person heading off to university in the fall, please pay attention so as not to leave \$1500.00 of free money lying on the table.

But first, let's address an issue for those of you whose kids aren't yet ready to graduate. I love high school sports so please, please, please don't take what I'm about to say wrong. If your plan to pay for college is to have your kid get a full ride scholarship based on their tremendous athletic ability, please consider a few other options in case plan A doesn't work out.

Every day I pass a "sports academy" on my way to work. The parking lot is often crowded. I think it's great for parents to help their kids become as good at their sport as they can be. But if their plan is to spend money on sports training rather than fund a 529 or pay for academic help for their kid if they need it, theirs' is not a great plan. There will be about 3.75 million high school seniors graduating in the next few weeks. Hundreds of thousands of those graduates will be athletes competing for athletic scholarships. The odds aren't in their favor for getting one. Here are some numbers compiled from www.Statista.com.

Number of college sport scholarships available in the United States in 2020/21, by sport and gender:

- Men's Football 27,304
- Men's Baseball 8,189
- Men's Basketball 9,510
- Women's Basketball 10,222
- Men's Soccer 6,368
- Women's Soccer 9,870
- Men's Wrestling 1,926
- Women's Volleyball 8,176

Yes, there are thousands of collegiate athletic scholarships available and maybe your kid will be fortunate enough to receive one. But there are hundreds of thousands of athletes competing against them. And hundreds of thousands of great athletes will not receive an athletic full ride. All while hundreds of millions of dollars in merit-based, academic scholarships go unclaimed. Reality suggests you and your athlete



JEFF BINKLEY
Finance

consider a plan B of achieving academic excellence and paying for college with their brain rather than brawn.

Now for those of you sending kids off to campus in the fall, never, ever, ever write a check payable to the university... at least not for the first \$7,500.00 in college tuition and expenses each year. If you do, I'm sorry to say, you're a fool. Indiana has just raised the Indiana state income tax credit for 529 contributions to \$1,500.00. It's still 20% of contributions but with the new max credit, the state now gives a credit on the first \$7,500.00 in contributions made, raising it from \$5,000.00 previously. Isn't it too late to start saving for college? Well, yes. But it's not too late to qualify for the tax credit. That's why I said never; ever; ever pay the first \$7,500.00 to the university directly. Contribute to the 529 first, and then pay the university out of those funds. It's a relatively easy and painless setup via www.collegechoicedirect.com. Trust me, the pain comes next spring when you realize how much you spent on college expenses and didn't take advantage of the 529 account tax credit. I mean, if you saw \$1,500.00 lying in the street, wouldn't you pick it up? If you're paying \$7,500.00 or more to a university and not funding it through a 529 account, you're leaving that \$1,500.00 in the street. Clear enough?

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.

Quality is never an accident: It is always the result of high intention, sincere effort, intelligent direction and skillful execution. It represents the wise choice of many alternatives.

— William A. Foster

How you think matters

Attitude plays a significant role in achieving success and success isn't just about what you do; it's also about how you approach it. Having the right attitude can motivate you to take action, help you overcome obstacles, and allow you to persevere in the face of challenges. Without a positive attitude, achieving success can be challenging, if not impossible. Let's look at why attitude is critical to success and what you can do to cultivate a winning mindset.

1. Attitude affects your beliefs about what's possible. If you have a negative attitude, you're more likely to believe that success is out of reach or too difficult to achieve. Conversely, if you have a positive attitude, you're more likely to believe that success is within your grasp. Your attitude shapes your perception of reality, so it's important to cultivate a mindset that supports your goals. When you believe that success is possible, you're more likely to take the necessary steps to achieve it.
2. Attitude affects your motivation to take action. When you have a positive attitude, you're more likely to be motivated to take action towards your goals. You're less likely to be deterred by the setbacks or obstacles you will most certainly face along the way. That's all in the power of



**JACK
KLEMEYER**
Business Coach

believing that you can overcome them.

A positive attitude will help you stay focused and motivated, even when the going gets tough, and it probably will. On the other hand, a negative attitude can sap your motivation and leave you feeling defeated before you even start.

3. Attitude affects your resilience in the face of challenges. No matter how well you plan, setbacks and challenges are inevitable. When you have a positive attitude, you're more likely to bounce back from setbacks and learn from your mistakes. You're more likely to see challenges as opportunities for growth and development rather than insurmountable obstacles. A negative attitude, on the other hand, can lead to giving up easily or feeling discouraged by setbacks.
4. Attitude affects your relationships with

others. Success is rarely achieved alone; it often requires collaboration and cooperation with others. When you have a positive attitude, you're more likely to build strong relationships with others. You're more likely to be supportive and encouraging towards others, and this can help you build a network of people who can support you in achieving your goals. A negative attitude, on the other hand, can lead to strained relationships and a lack of support from others.

So, what can you do to cultivate a winning attitude? Here are some tips:

1. Focus on the positive: Try to focus on the positive aspects of your situation, rather than the negative. When faced with a setback, try to find the silver lining and focus on what you can learn from the experience.
2. Practice gratitude: Gratitude is a powerful tool for cultivating a positive attitude. Try to make a habit of focusing on the things you're grateful for each day, no matter how small.
3. Visualize success: Visualization is a powerful tool for achieving your goals. Try to visualize yourself succeeding in your goals, and focus on the positive feelings

that come with that success.

4. Surround yourself with positive people: Surrounding yourself with positive, supportive people can help reinforce a positive attitude. Seek out people who inspire and motivate you, and avoid those who bring you down.
5. Stay focused on your goals: Keeping your goals in mind can help you stay motivated and focused. When you encounter obstacles, remind yourself of why you're working towards your goals and the benefits that success will bring.

In conclusion, attitude is critical to achieving success. A positive attitude can help you believe in what's possible, to stay motivated, to bounce back from setbacks, and to build strong relationships with others. Cultivating a winning attitude takes time and effort, but the rewards are well worth it. Give it a try, begin focusing on the positive, practicing gratitude, visualizing success, surrounding yourself with positive people, and staying focused on your goals.

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.

Economy
HEATING - AIR COND - PLUMBING

317-831-5279
ECONOMYHEATINGANDAIR.COM

ROMANS 12:10-11

ARE YOU SUFFERING FROM EXCESSIVE INDOOR HUMIDITY?
CALL ECONOMY HEATING – AIR CONDITIONING – PLUMBING FOR HUMIDITY CONTROL AND HIGH-QUALITY COMFORT SOLUTIONS.



It's Hard To Stop A Trane.®





Business owners... are your credit cards optimized?

WE ARE OFFERING:

B2B Level 2/3

Quickbooks Integration

Next Day Funding

E-Commerce

Reoccurring Billing



VISA CARDS	Level 3	Level 2	Card Present	Card not present	Level 1 / Standard
VISA COMMERCIAL FREEFUND	N/A	N/A	2.15% + \$0.10	2.65% + \$0.10	2.95% + \$0.10
VISA CORPORATE/PURCHASING CARD	1.90% + \$0.10	2.05% + \$0.10	2.50% + \$0.10	2.70% + \$0.10	2.95% + \$0.10
VISA BUSINESS TIER 1 CARD	N/A	2.05% + \$0.10	2.20% + \$0.10	2.25% + \$0.10	2.95% + \$0.10
VISA BUSINESS TIER 2 CARD	N/A	2.05% + \$0.10	2.30% + \$0.10	2.45% + \$0.10	2.95% + \$0.10
VISA BUSINESS TIER 3 CARD	N/A	2.05% + \$0.10	2.40% + \$0.10	2.60% + \$0.10	2.95% + \$0.10
VISA BUSINESS TIER 4 CARD	N/A	2.20% + \$0.10	2.50% + \$0.10	2.70% + \$0.10	2.95% + \$0.10



Kellie Joseph
1-317-372-2742
Kjoseph@paynation.us

A recharge for our nonprofit executive leadership teams

It's common as nonprofit leaders that we pour more from our cups than what we refill. The constant vigilance and awareness to comprehend our communities' needs, planning and executing strategic plans to properly serve and deliver services, and managing a team can be overwhelming. After all, there are only so many hours in a day and days in a week.

When I assumed the role as President, I had experience in leadership, but nowhere close to what I wanted to be. When I come into the office, I want our team to feel supported, set up for success, and given the tools they need to serve our precious community. As part of my commitment to our organization, I began using my staff development budget to get leadership coaching. I met with my coach once a quarter and we discussed the various ways to manage my stress levels, leading team members with respect, and creating more of an impact in the community by creating internal and external core values.

We recognize that during the pandemic, first responders, healthcare workers, and teachers were recognized for their hard work during unprecedented times. All the while, our Morgan County nonprofits served increased needs with



BRITTANI BENTLEY

fewer resources. Leaders of these nonprofits worked tirelessly to serve those in need during the pandemic and still as we battle an economic setback. We want to give the leaders of our nonprofits the tools they need to succeed. The Community Foundation of Morgan County is giving nonprofit executive leadership an opportunity for a leadership recharge series to refill their cups, so they can continue serving those who need them most. For more information, please visit <https://cfmconline.org/2023/03/save-the-date-nonprofit-leadership-recharge-series/>.



YOUR MARTINSVILLE INSURANCE EXPERTS

Call for a bundle quote today!



Melissa Greenwell, Agent

mgreenwe@amfam.com
(765) 342-7549
389 E Morgan St Ste 3
Martinsville, IN 46151

Visit My Website



HOME | AUTO | LIFE | BUSINESS | FARM & RANCH

American Family Mutual Insurance Company S.I. & its Operating Companies. Life Insurance underwritten by American Family Life Insurance Company, 6000 American Parkway, Madison, WI 53783 ©2022 21178 - 8/22 - 17727103

Martinsville based Accord announces new members and expansion plans

New members support expanded vision for Accord Telecommunications Collaborative

Accord Telecommunications Collaborative, LLC, a middle-mile provider in the Midwest, now welcomes four new member-owners and announces plans for future expansion.

The most recent additions include Berry Communications, LLC, Mainstream Fiber Networks, LLC, Rochester Telephone Company, and Surf Internet.

Accord plans to leverage member assets in Ohio, Illinois, Michigan, and Indiana, and is actively pursuing relationships with potential partners in other states as well.

“The middle-mile landscape is changing quickly. There are many new players in the fiber broadband space, and folks are starting to realize that as a collective, we can be quite large. We need each other if we are going to build something great and secure the future of rural America. We are more alike than we are different, and that’s the key realization. These new players are opening previously unserved areas, and Accord is poised to help both existing and new players recognize and realize the benefits of joining a large, diverse, middle-mile network,” said James Tanneberger, Accord Vice President, Business Development and President and CEO of South Central Indiana REMC (SCI REMC).

Accord also has plans to expand its fiber-based transport network to several other regional hubs with ensuing phases. In 2022, Accord first announced its unique collaboration to create the largest contiguous, fiber-based network in Indiana.

“That was the first step. We knew our large footprint and combination of experience would allow us to bring new, reliable data services to the businesses of Indiana, especially those in and around rural communities. Now, we are

finding other partners with differing backgrounds and in different locations who are willing to take a non-conventional approach to build on similar ideas. We are joining forces to take these benefits to other parts of the country, and we are all about finding the win-win scenarios,” said Tanneberger.

From its Martinsville base in central Indiana, Accord is bringing a new level of collaboration to the state and the nation, representing a willing mix of partners working together to provide reliable telecom services through unique routes. Accord now has independent broadband providers, traditional telephone companies, and broadband providing electric cooperatives in its membership.

“Our granular reach and local presence are what make this network special. We are Rural America. We are the core service providers in our individual communities. Accord isn’t just a long-haul provider. Through our member-owners, we also represent the local providers in the communities we serve. It’s the access to our local member networks that sets us apart. Today, our member-owners have over 25,000 miles of fiber that runs right up to the front door of rural America, and we are growing. Through access to critical infrastructure and services, we are changing the game and opening some of the most beautiful parts of our country as not only great places to visit, but now also great places to live and do business,” said Tanneberger.

About Accord Telecommunications Collaborative, LLC

Accord is owned by 22 service providers that serve critical and life-enhancing services to their communities. Accord represents over 25,000 miles of Accord-owned and member-owned fiber, ready to provide access to telecom providers and robust services to business customers. To learn more, visit www.accordtel.com, email jerryh@accordtel.com, or call (765) 343-3910.

SAVE THE DATE
YMCA of Morgan County's
Annual Golf Tournament
Aug 23 at 12 PM



- Fitness Classes in Martinsville & Mooresville
- Morgan in Motion Monthly Family 5K Run/Walk
- Sports Leagues (Adult & Youth)
- Swimming Lessons
- Camps, Before & After School Programming, Preschool



YMCA OF MORGAN COUNTY
 2039 E Morgan St, Martinsville 765-342-6688



Encourage better health among your employees with corporate memberships at the Y!
 Contact Emily West for more info.
ymcamorgancounty.org

2023-24 COMPETITIVE GRANT CYCLE IS OPEN!



County Health Rankings & Roadmaps
 Building a Culture of Health, County by County

Aligning Efforts with County Health Rankings & Roadmaps

Visit kendrickfoundation.org/grants/ for more information



LEGACY

BUSINESS CONSULTANTS



Guiding business owners and management teams to achieve their goals and fulfill their God-given purpose

If you are not successfully running your business or organization – but rather being run “BY” it, we need to have a conversation.

LegacyBusinessConsultants.net

Hate the hassle? Head to Hobson!



HOBSON
 CHEVROLET • BUICK • GMC
HOBSONGM.COM

655 West Southview Drive
 (Hwy. 37, next to Taco Bell)
 Martinsville • 765-342-3385

#hatethehassle

Are you pulled in 100 directions every day?

- Are people coming to you constantly throughout the day?
- No time to work ON the business instead of IN it?
- Are you the hardest working person in your company?

When you're the only leader, everyone who has a question has to go to you, and they probably have to get in line. When people are waiting to talk to you, those minutes add up to hours and that's dollars going out the window.

You may be a well-liked manager, but you also want to be sure you're not a clogged cog in a convoluted wheel of people trying to get answers about their daily work. That can make for employees who are frustrated, demoralized, and fighting among their leaderless selves. Not to mention the slowed work and missed deadlines.

It's not uncommon for everyone to report to the owner in a small business... but it sure can cause a lot of problems as the company grows. Building a leadership team can alleviate those problems. We advise most every small business owner we coach to build a leadership team, no matter how small the company.

WHY DO YOU NEED TO BUILD A LEADERSHIP TEAM?

Because you're the owner doesn't mean you have to do all the leading. There's no way you as one person can provide better leadership than a small group of hand-selected, committed, smart, and inspiring managers whose skills and knowledge compliment your's!

You may view a leadership team as one of those corporate-sounding activities that isn't really necessary in a small business. But a leadership team frees you to do the deep thinking that's so necessary to the success of your business. The owner of a company should be focused on the organization as it will be in the future. If you're not looking at your business' future, you can be sure no one else is. And the only way you can be free to do this is if you



ROGER AND SUSIE ENGELAU
Business Coach

have a team of leaders, even if it's just you and one other person.

When we say 'build your leadership team,' we mean for you to select and put in place a team of 2-6 strong leaders (depending on the size of your company) who function as decision-makers for a portion of your business.

WORRIED THAT BUILDING A LEADERSHIP TEAM WILL COST YOU BIG BUCKS?

If you worry you can't afford the salaries of senior leaders, know that when you appoint someone into a leadership role, compensation doesn't need to change. Initially, all you're doing is calling people out to be the leader. These can be people at their current salaries who are already acting like leaders and are enjoying it. In fact, you wouldn't want someone who only took the role to get a raise. You can always create a bonus program based on gross profit or net income; then you're paying them more as the business earns more. Later, you can adjust salaries when the company is producing enough profit.

Do you have potential leaders in your company who could help you run the day-to-day operations? Building a leadership team is something you can do today for the long term health of your company, your employees, and YOU.

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 a no-strings discussion, call 317-908-5809, or email Roger@InspireResults.com.



Hoosier Tent & Party Rentals

Tents & Accessories
Tables & Chairs * Linens
Flooring & Staging
Food Preparation
Inflatables & Games

(317) 272-9746
www.hoosiertent.com

FITE^{LLC}

PLUMBING

FITEPLUMBING.COM
2908 EAST MAIN STREET
PLAINFIELD, IN 46168
LICENSE# CO19400024



At Fite Plumbing, we take pride in our work and strive to provide the best service for Central Indiana businesses and homes. A family-owned industry leader for 30+ years... we offer full and emergency-response services!

CALL 317-271-5400
TO REQUEST AN APPOINTMENT



**Serving Morgan County
and all of Central Indiana**