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MORGAN COUNTY

July 2023

## DESTINED FOR DEVELOPMENT

*Monrovia Town Council President Philip Fowler discusses progress and projections for the town's future*



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Clarity is the best policy

Transparency refers to being open, accountable, and communicating clearly. This term is commonly used to describe the government’s willingness to be honest and clear in communicating the actions they take.

In the case of our cover story this month, the town of Monrovia is taking steps to be as transparent as possible as it makes some big changes to the community, from posting information on its new website and app to preparing to live stream its meetings so that anyone who cannot attend can still watch what is happening in real-time. They’ve taken public opinion into consideration, as a government should when making big decisions.

But what does it mean as it relates to business? There are some lessons from the example above that we as businesses could put into practice.

In today’s digital era, transparency plays a crucial role in attracting customers and building a strong brand reputation. With technology at our fingertips, customers can easily research and compare different brands and share their experiences online, which can significantly impact potential clients. As a result, businesses are expected to maintain high ethical standards and be transparent in their operations. By adopting a transparent and open approach, businesses can foster stronger relationships with their customers, build loyalty, and earn trust.

This month’s other featured business, Helmsman Studios, plays a part in helping businesses embrace the age of transparent communication. Making videos that can be shared with staff or on online platforms allows businesses to not only get their name out there and communicate a message but also to show more of themselves and be



JIM HESS  
From the Publisher

more straightforward, i.e., transparent.

To achieve a level of transparency, business leaders should start by defining what that means to them internally and externally and then communicate that with any employees. Are you making product changes? It may be good to announce that publicly. Are there fees that go along with your service? Don’t let that be a surprise. Did a mishap happen that impacted customers? Try and own up to it.

Internally, encourage sharing ideas, problems, and solutions. This doesn’t mean micromanaging but communicating well. Creating an open environment that encourages employees to look out for the company’s best interests leads to more trust in the long run.

Sometimes a lack of transparency in a business is due to businesses simply continuing to do things the way they have always done them. In other instances, business leaders believe that making certain information clear for everyone to see would make them vulnerable or have a negative impact on business.

In most cases, the benefits can outweigh the negatives. Better transparency can bring trust and stronger relationships, eliminate wasteful practices and promote collaboration. How do you put more transparent practices into your business?

BUSINESS LEADER

“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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E-mail: jim@morgancountybusinessleader.com  
Publisher Jim Hess  
Copy Editor Sherry Smith  
Writer Nicole Davis  
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# Justice center a harbinger of progress

In May, county leaders met to ceremonially break the ground on a new county justice center, marking the beginning of a two-part process that will involve the construction of a new building near the current administration building and a full renovation of the current administration building and, most notably, the historic courthouse.

This is an important step forward from a practical standpoint – the need is obvious to nearly anyone who works in these facilities or has recently been inside the county courthouse. The Morgan County Courthouse, for its stately yet reserved pre-Civil War beauty outside, is woefully inadequate on the inside. Its layout – choppy and difficult for citizens to navigate – and construction make it exceedingly difficult to maintain and improve, though that is precisely what it deserves. And adding to the consternation of county leaders in figuring out how to move forward with the property is the growing need for more space in other places, too.

After studying the alternatives, the two-step solution is to construct a new justice center near the current administration building, which will house the county's courts, the prosecutor's office, the county probation department, and other related offices, allowing the county to consolidate office space. In step two, the county will renovate the existing courthouse into a more manageable format for individual offices, alleviating office space pressure in the county administration building. This is wise, as preserving the exterior beauty of the county courthouse and maintaining it as a government building is essential. Still, its internal layout does not function well in its current state. More than 50 years have passed since the courthouse has seen significant renovations, and for years, county employees – and citizens accessing the building – have managed to do more and more with less and less. I'm glad to see these steps being taken.

These needed and important steps represent something significant in another way: county leaders' continued recognition that progress must continue.

After many years of business-as-usual, progress is in the air in Morgan County. I watched this first-hand in my own ten years in county government – six as a council member and four as a commissioner. By the time I had left county government, the county was well on its way to conducting business in a more thought-out and thoughtful manner – employing for the first time a county



**RYAN  
GOODWIN**

administrator to assist the county commissioners in day-to-day affairs and strategic thinking, and employing its first human resources director, to meet the growing and complex needs of nearly 500 employees. Can you imagine a business of 500 employees without a chief operating officer or human resources director? I cannot, but that is precisely where Morgan County was. No longer.

Morgan County is teeming with potential, with an enviable strategic position between Indianapolis and Bloomington, bookended by beautiful farmland and dotted with wonderful, historic downtowns and warmth among our residents that I find unparalleled.

An important but often under-discussed part of growth is providing essential government service with excellence – it is not enough for a community to want to grow responsibly; it must also deliver. The county's focus on building a justice center and adding value to existing buildings – with an eye toward future growth – are needed changes. Candidly, these changes were needed years ago, but progress was not yet in the air. Or to the extent it was, it was unwanted by leadership. No longer. The new justice center and plans for significant building renovations are not simply just needed; it is a welcome harbinger of 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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# Video is the future

## HELMSMAN STUDIOS

**Owner:** Luke Helmer  
**Email:** luke@helmsmanstudios.com  
**Website:** helmsmanstudios.com

**By Nicole Davis**

Morgan County Business Leader

Consumers are watching videos online now more than ever. Social media companies push for the use of video on their platforms. And businesses report increased revenue after utilizing video as a marketing tool. Yet, not all businesses have the time or expertise to create effective video marketing. That's where Luke Helmer comes in. Through Helmsman Studios, Helmer uses his experience in video marketing to help businesses and nonprofits share their message in an interesting and informative manner.

"Video very much is the future," Helmer said. "It is easier to make a good looking, high-quality video than it's ever been before. That is what people want. Pay attention to your social media feed next time you're on there and see how much of it is video. A picture is worth a thousand words and a video is 24 pictures a second. That is a lot of words real fast."

Originally from Fishers, Ind., Helmer has been making videos and movies for 20 years, earning an income from it for the past 15. He attended the University of North Carolina School of Arts. At that time, he spent his summers creating video at a nonprofit camp, Eagle Lake, in the mountains of Colorado - where he met his wife.

Fast forward to 2017 when Helmer moved to Plainfield to start a job at Home Bank. He worked in marketing for them for six years and said it really allowed him to get to know the Morgan County community, with the bank's headquarters in Martinsville and branches across the surrounding community.

## A BRAND NEW ADVENTURE

"Then the opportunity came up to strike out



(Photo by Nicole Davis)

on my own," Helmer said. He began working for himself full-time with Helmsman Studios in late 2022. "It is a brand-new adventure. So far, it's going well."

Helmer does a lot of work with Stability First in Martinsville, a nonprofit shelter for homeless women, and with an additional shelter for men in the planning stages. He is creating videos that have yet to be released, creating web content, and other general branding materials.

He also works with churches, often for their anniversaries, to create videos that walk through the history of the place and its people.

Helmer recently began working with the city of Martinsville to create social media content to better communicate what's happening there.

"There's a lot of change in Martinsville," he said. "It's undergoing a renaissance, which is the word I like to use anyway. There is a lot going on that I help promote - what streets

are under construction, what sidewalks, what buildings."

## DISCOVERING WHAT MAKES A BUSINESS SPECIAL

Whether he is working with a nonprofit or a business of any type, Helmer seeks to discover what makes them unique and build on that.

"That's the difference between generic video content and a video that's really special and helps a business advance," he said. "In a service business like banking, it's the people that make the difference. What are they like? If the business isn't service oriented and it is selling a product, what is it that makes that something special? That's the thing that matters, that is why you buy from one coffee shop over another coffee shop. They prepare it differently or they source it differently. Maybe it's the expertise and experience they bring. I like trying to understand from the people who run the business, what that special sauce is and then highlighting that."

Helmer's biggest piece of advice for businesses when considering video in their marketing strategies is to not overlook the importance of videos for internal use such as training videos or HR onboarding videos.

"You can make a video that highlights your corporate culture and that's not only useful for your social media but to show new hires, applicants or other businesses that you're trying to work with," he said.

## STRAIGHTFORWARD AND TRUE

In addition to Helmsman Studios, Helmer runs Film is Forever, a business in which he



Luke Helmer

will film elderly people for their families and turn that video into a documentary.

"It's a real honor to be trusted with something like that," he said. "Those are very intimate projects. You are in people's homes, hearing about the best and worst times in their life. You are sitting with them while they laugh, while they cry. You are looking at family photos. But it is really great to turn all of that into a movie."

When he films, for businesses or individuals, Helmer wants to portray what's true. He describes his filming style as straightforward.

"It's not fancy," he said. "That might sound like a bad thing, right? But people want what is real. They want what's true. A lot of the videos we see are hyperactive and glossy. The videos I make look good, but it's not MTV stuff. You need to be able to see what's happening, see the people who are making it happen and to see the product. Sometimes all of this extra stuff, to be obnoxious and quote Shakespeare, it's just sound and fury, signifying nothing. It's just a bunch of noise."

The biggest challenge to running his own business, Helmer said, has been the work-life balance with a growing family. He and his wife welcomed their fourth child at the end of January. It may be hectic at times, but he said he looks forward to experiencing what the future holds.

"Since the business is so new, at the moment I'm just so excited to have it off the ground," he said. "The last few weeks, I have been chatting with a friend about what comes next and how do you think about some of these longer-term plans. I have a lot of friends who do similar things with videos. It would be a fun, long-term goal, to see how we can work together with our powers combined."

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# Criticism or Feedback ... they are not the same

When in the workplace, the concepts of feedback and criticism often overlap, creating a blur that can many times lead to confusion or miscommunication. Both play significant roles in shaping an individual's performance and growth. However, understanding the differences and characteristics of each can totally change the communication dynamics, foster positivity, and foster professional development.

Feedback is an essential element in any work ecosystem. It is a must have process designed to provide teammates with information about their performance, highlighting strengths, and identifying areas for improvement. Effective feedback is constructive, specific, and balanced, addressing both positive achievements and areas requiring enhancement. For feedback to reach is optimum impact it must also be timely.

Feedback is one of two essential elements that create performance. It is an action-oriented process, offering practical steps that an individual can take to improve their performance. Feedback is also typically forward-looking, concentrating on how the recipient can enhance their future performance. This proactive aspect of feedback makes it an invaluable tool for promoting growth and improvement.

On the other hand, criticism is often perceived as highlighting what's wrong or negative. While it can be constructive, offering valuable insights for improvement, it almost always has a destructive effect if poorly executed. Criticism doesn't start off as negative but when it focuses on the person rather than the behavior or outcome, and often lacks actionable solutions, it can be devastating to moral and performance.

Whereas feedback is an interactive process, criticism can



**JACK KLEMEYER**  
Business Coach

sometimes be a one-way street. Feedback encourages dialogue, prompting the recipient to reflect on their performance, engage in self-assessment, and contribute to the development of improvement strategies. A simple, "How do you think you did?" starts the feedback conversation. Criticism, however, especially when delivered without the intent of constructive dialogue, can feel like an attack, leading to defensiveness rather than openness to change.

One of the key differences between feedback and criticism lies in the emotional impact. Feedback, when delivered effectively, is usually received positively as it aims to motivate, educate, and promote growth. It is based on observations and factual information, making it easier for the recipient to accept and implement the suggestions. Conversely, criticism can often trigger negative emotions like frustration, resentment, or decreased self-esteem, particularly if it is not balanced with positive

observations or fails to provide a clear path to improvement.

The manner of delivery also sets feedback and criticism apart. Feedback is often more comprehensive, taking into account the overall performance of an individual and addressing both strengths and weaknesses. It recognizes effort and accomplishment while suggesting ways to improve. Criticism, in contrast, might focus solely on weaknesses or mistakes, without acknowledging the positive aspects of performance.

In summary, the key to effective communication and growth in the workplace lies in understanding the nuanced differences between feedback and criticism. Effective feedback, characterized by its constructive, balanced, and forward-looking nature, will facilitate performance enhancement, personal growth, and improved workplace dynamics. That's exactly what you should want to have happen too.

On the other hand, criticism, particularly if negative and non-constructive, can lead to strained relationships, reduced morale, and diminished productivity.

In the end, it's all about fostering a culture of open communication, empathy, and respect. By distinguishing between feedback and criticism and applying the principles of effective feedback, your business can enhance performance, productivity, and overall workplace satisfaction.

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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# DESTINED FOR

## Monrovia Town Council President Philip Fowler discusses progress and projections for the town's future

By Nicole Davis

Morgan County Business Leader

Benjamin Franklin once said, "If you fail to plan, you are planning to fail."

Philip Fowler was one of the first residents of Homestead, a residential community in Monrovia, when he moved to the town in 2006. The development of Homestead kickstarted significant growth in the town's population, growth which is not forecasted to slow due to projected new housing developments and warehouse development in the nearby area.

Fowler's goal as town council president is to ensure there is a solid development plan that will lead to a better community for all residents. The council passed a comprehensive plan in 2021 and has been working its way down a list of outlined initiatives.

"People say there's too much change coming," Fowler said. "Well, change is going to come no matter what you do. You can let it wash over you or you can drive it. That's what we try to do. We try to drive the change so that it's in the best interest of everyone."

### GROWTH IS COMING

When Fowler first moved to Monrovia, the town consisted of six hundred people. According to the most recent census in 2020, there are now 1,648 residents. Fowler estimates it's now closer to 1,900. From 2022 to 2027, 742 additional homes are scheduled to be constructed in the town, more than doubling Monrovia's population.

In addition to housing developments that will bring people to the town, just across Monrovia town lines, large warehouses are developing north of the county line in Hendricks County and to the west of Monrovia in Morgan County. Another will be built to the east on Keller Hill Road.

Monrovia's comprehensive plan stipulates where industrial, commercial, agricultural, and residential areas are permitted. The town also passed a unified development ordinance that governs land use and development throughout the town. Should anyone wish to make changes, it must go in front of the board of zoning appeals for a variance.

Fowler retired in 1995 after 21 years in the Marine Corps. He is the father of seven, and married his wife, Kay, last year. He now works for Elevance Health, writing code. When he first moved to Homestead, the first thing he noticed was that

### TOWN OF MONROVIA

**Council President:** Philip Fowler

**Address:** 60 S. Church St., Monrovia, IN 46157

**Phone:** (317) 996-6112

**Web:** monrovia.in.gov

there weren't any parks, or any places which helped to connect this new community to its longtime residents. He also noticed that Homestead only had one entrance and worried that in the case of an emergency, residents may not be able to evacuate. He began attending town council meetings to address his concerns and in 2018, he was selected for the planning commission. He ran for town council in 2010 but lost by four votes. He was later selected for a town council seat after his previous opponent moved out of the town. He has won the council seat unopposed since. In 2021, he was named president of the council.

"One thing I push for is everything I'm doing is to make the quality of life for the people of Monrovia better," he said. "Ten years, 20 years from now, no one will care who was council president. They will care if things got done, if the people here make it a better place to live."

### RECENT IMPROVEMENTS

Recent improvements to the town include the development of a website, monrovia.in.gov. The website includes a plethora of information including meeting agendas, minutes, budgets, town events, and more. They also created an app, Monrovia Connect, with the same information plus contacts for all elected town officials and employees. The more residents are informed, the more input the council gets and the more everyone in the community can guide the town's growth, Fowler said. Transparency is key so in addition to making all of this information accessible for everyone, the town council will soon begin to live stream its meetings.

The police department went from two part-time officers to a full-time marshal with six officers working with him - two part-time and four reserve officers.

In December, Monrovia earned a Community Crossings grant for repairing and resurfacing of local roads. This work will take place in the older Latta edition.

The council appointed Danny Chenault as town manager on May 6. While this role is new, Chenault most recently served as clerk-treasurer.

"Having a town manager makes running a municipality so much easier," Fowler said. "You can have the best people you



Philip Fowler

want on the council, the best intentions of everything you want to carry out, but unless you have the correct staff, you can forget about it. It's like I have this great car but without the engine, it's not going to run."

Since 2022, the town also created a Town Public Works Committee, Town Utility Committee, Town Redevelopment Commission and Design & Review Committee. With Monrovia being just one mile squared, Fowler said it's not always easy to find people for positions within the town but the people who live here genuinely care and want to see beneficial progress being made in their hometown.

The new government building, Monrovia Government Center, opened on May 13. For the past 25 years, the town

# Economy

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# DEVELOPMENT



permanent town hall. We have a website. We have plans for how this town is going to develop in the next 10, 20 30 years.”

## FUTURE DEVELOPMENTS

Included in the 742 planned additional homes is a housing edition alongside State Road 39. Ryan Homes will soon break ground for three hundred of those homes. The comprehensive plan denotes that commercial businesses will be developed along the State Road 39 corridor. Fowler envisions restaurants and a variety of businesses to bring people together.

“This town has so much promise,” he said. “We’re the fastest-growing town in Morgan County and one of the fastest in Indiana. People want to live in this town. We want to bring a tax base with this as well by increasing business if we can. We have to be as vigilant as possible for new business. It’s paramount. If you don’t have businesses here, people have no reason to be here. Also know, no matter how fast growth comes, it will still take a while before a Walmart ever gets to Monrovia. We’re prepared for almost everything.”

Fowler noted that the town already has some established businesses which are tremendous assets to the community, including his favorites: Farm House Brew next to the government center and Fraberg’s Foods which he boasts has the best hot chicken around.

The town needs another east-west thoroughfare as well. State Road 39 tees at State Road 42 and causes large traffic

congestion. The town is currently working with INDOT to conduct a study on options to resolve this issue. Solutions could be to straighten the road or create a roundabout.

While the town has existed for approximately two hundred years, it was incorporated in 1995 with the development of its wastewater treatment plant. When the plant was first built, it was considered top of the line, the best anyone could get at the time. With age and new methods of wastewater treatment that have come along, it’s now in need of an update. The town is looking at how to obtain the funds for a wastewater treatment expansion.

The town recently put together a park board and are taking donations for a planned park. Engineers have drafted up a design for a 4.11-acre park at 270 W. Pray St which will include greenspace and some wetland with walking trails, a pavilion and more. The town of Zionsville is replacing some of its gently used playground equipment and donating that equipment to Monrovia. From there, the council is looking at how to spend the funds on different aspects of the park.

## PLANNING WITH FORESIGHT

From the development of new businesses to the creation of a new park and public amenities, the town council has prioritized public input. While Fowler said it’s never possible to make everyone happy, they are doing the best they can while keeping all residents in mind.

So much progress has been made since he came to the town 17 years ago. With great promise for what the future holds, Fowler said he’s excited to see the continued growth and improvements bringing a better quality of life to the small town of Monrovia.

“I’m thrilled,” Fowler said. “The thing I’m most upset about is I won’t be here to see what this place looks like in 50 years. I’d love to see how the things we do now in 2023 benefit people living here in 2073. That’s what we think about when we are developing something here. If you don’t have foresight, if you don’t have a plan for the future, you are going to fail and you’re not doing justice to all of the people counting on you. I get no greater pride than when I hear Monrovia, Indiana. I’ve been involved in trying to make this place a better place since I came here.”

government was located in a rented building. The council learned that the historic church building at 60 S. Church St. was for sale and made arrangements to purchase it. The church had to close the parish due to a dwindling congregation which made it no longer sustainable to remain open.

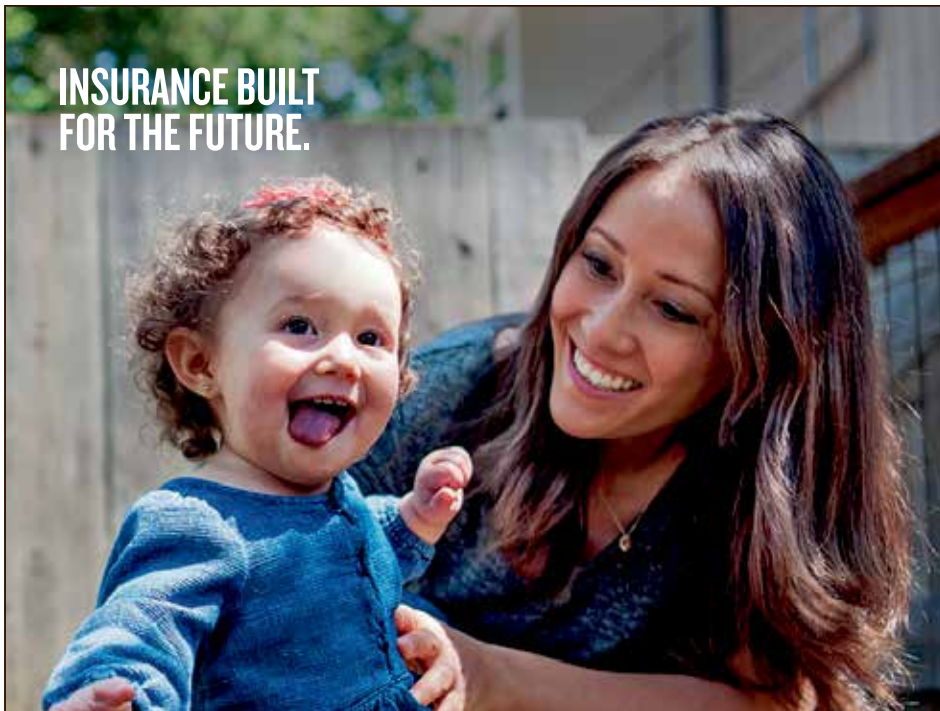
“So, we kept a building that is part of Monrovia’s history in use and now it serves the people in a different way,” Fowler said. “It brought people together to serve God before. Now it brings people together so we can serve them. That’s what a town government does. It’s to provide people with services and assistance, maintaining the quality of life for everyone. Danny said it best the other day: We’re starting a chapter in the history of this town that is going to be unequalled. We have our own

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# Watch out for hidden costs when investing in precious metals

I'm not a physical precious metal investor. I'm sure some of my clients are but I have never invested in physical gold or silver myself. That being said, I think some of the main tenets I and my clients follow when making investments of any kind apply to the buying and selling of precious metals as well. Here are a few things to be cognizant of when trading or investing in them:



**JEFF  
BINKLEY**  
Finance

## KNOW THE SPREAD

Like stocks traded on the exchanges, there are two prices for gold, the price you pay to buy it (the asking price or "ask"), and the price you receive when you sell it (the bid price or "bid"). In the case of stock exchanges dealing with billions of shares trading hands every day, the difference between the bid and ask is typically very small, a few cents or even fractions of a cent for highly active equities. It is pretty easy to find the bid / ask "spread" for stocks. Not so with trading precious metals. I went to numerous gold trading sites and could find the price they're willing to sell gold to you very easily. It was very challenging, in my experience, to find what price they were willing to buy gold from you. The bid I found at the limited sites showing it had a bid anywhere from 2% to 10% less than the offer price. If you're going to trade precious metals, it makes all kinds of sense (and cents) to use a firm that is transparent about the spread between their bid and ask.

## BE AWARE OF COMMISSION COSTS

Several sites I looked at disclosed that they have a "purchase premium" included in the price you pay for gold or silver purchased thru them. I'm unclear whether that is a "commission" or just markup they charge in the "ask". Many of the sites I looked at did disclose a commission percentage on the sale of customer's gold or silver held in their vaults. Which leads me to...

## KNOW YOUR STORAGE COSTS

Most of the sites I researched also gave buyers the option of them holding your precious metals in their vaults rather than shipping it to you. The cost of this option typically started at .50% annually declining as the amount held with them increased. Many of the firms also charged an annual fee as well as a handling fee if you chose to have them send the metals to you.

As I said at the start of this writing, I'm not



a physical precious metals investor. I have no hands on experience of buying or selling physical gold or silver so if I've missed something or misrepresented something here, please let me know via my email below. I have purchased precious metal exchange traded funds (ETFs) for myself and clients. Using precious metal ETFs is easy, transparent and very cost effective if you want to add precious metals to your portfolio. You avoid the added expense of commissions, storage and or shipping & handling fees, but you don't get the pleasure of holding your investment in your hands and watching it sparkle in the light. And based on the ubiquitous and overwhelming number of gold ads I hear every day, that sparkle is apparently very popular. As with any investment, focus on the things you can control, education, emotion and expenses and you should do better than the precious metal investor who doesn't.

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.



# Looking to condition a bonus room or work shop?

I hear from people on a regular basis asking how to efficiently heat and/or cool a bonus room, workshop, sunroom, basement or any



Jod Woods

other area that is not well conditioned with a traditional furnace or air conditioning system. The answer to these problem areas can be a ductless heat pump system. These small systems are ideal for any areas that struggle to maintain comfort or are

not used as a regularly occupied space. Because a ductless mini-split system is incredibly efficient and virtually silent in its operation, even media rooms can be a perfect application. A ductless mini-split heat pump system consists of a small outdoor unit, one or more small indoor units that can mount on the wall or in the ceiling and a wireless thermostat remote. With multiple indoor units, the temperature can be controlled independently in each area in which



the indoor units are installed. Does this sound like something that will help with your problem areas? Please contact us at 317-831-5279 to discuss a solution to your comfort needs.

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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# Free Fridays

We all know the benefits of time off: personal rejuvenation and time with family and friends, just to name a couple. As business owners, we're often the worst at truly taking time away from our businesses as we foster the "if it is to be, it's up to me" mantra of the small business CEO.

The culture of our small business is one of flexibility when it comes to the work schedule, whether it's working from home when needed or taking time off for vacations and personal rejuvenation. This flexibility, though, occasionally has an unintended side effect of people (myself included) NOT taking time off because they know when they need it, it's there. A few months ago, two members of my leadership team brought a new idea to the table - one Friday off, every month, for each and every employee. We'd stagger them so we had the backup we needed and were able to care for our clients, but these days, now dubbed "Free Fridays," would be scheduled as any other all-day event for the entire year.

I'm a fan of personal time off, except when it comes to myself, it appears. When my first Free

Friday rolled around, I forgot about it until Thursday afternoon and promptly left loose ends dangling and had to rush through my afternoon to finish things up for the week. The following month was better prepaid for, but I had no idea what to do with my day, and if you know me at all, you can guess what I did: found some other thing to work on at home.

This month's Free Friday was the first one I've fully engaged with, and it brought everything this day was intended to me. I took my wife and my 10 month old rottweiler out for the day, ran some errands, socialized the dogs in several stores, tried a new pet-friendly



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restaurant, and didn't even glance at my email. It was the freedom I needed as a person, and it came via an initiative born and bred from our culture at the office, championed by others on the team, and now enjoyed by everyone.

We all need breaks; that much is obvious. The Free Fridays we now hold at our office create an extra two weeks of "vacation time" for each member of our team each yet, but the refreshed perspective, appreciation of a perk, and extra time to spend on things that matter outside of work has reaped far more than it is "costing" us in lost time at the office.

How does your business encourage (and even mandate) time away from work? Would a new routine benefit your team that offers scheduled rest, relaxation, and refreshment? I'd love to hear about how you develop this in your own culture, and encourage you to see what ideas others on your team may have. I wasn't a big fan of Free Fridays when we started them, but they're now something I wouldn't trade for much of anything.

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](mailto:chetcromer@c2itconsulting.net) or (317) 721-2248.

*It was the freedom I needed as a person,  
and it came via an initiative born and bred from  
our culture at the office, championed by others  
on the team, and now enjoyed by everyone.*

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From left, Julie Lavender, ICU nursing manager, Tara Wilson, clinical coordinator for respiratory therapy, Lori Warner, director of patient care services, Daniel Gay, DO, hospitalist with Franciscan Physician Network IMPACT Center, Eric Wise, vice president, Central Indiana Tonn and Blank Construction, Trish Weber, CEO of Franciscan Health Mooresville and Carmel, and Fr. James Barrand.

# Monument dedication at Franciscan Health Mooresville honors group effort to care for patients during COVID-19 pandemic

Stories of a hospital pulling together during a once-in-a-lifetime pandemic punctuated the blessing and dedication Tuesday of a Tau monument at Franciscan Health Mooresville, honoring the physicians, nurses and countless other staff for their bravery, innovation, and compassion.

Trish Weber, CEO of the Mooresville campus, noted that since Franciscan Health Mooresville saw its first COVID-positive patient in the emergency room on March 16, 2020, staff had cared for 4,618 COVID-positive patients in the ER and inpatient settings.

"You all just kept coming back when you could have said, 'I'm done, I'm checking out.' And you didn't. You came back day after day after day and cared for the patients that needed us most and cared for each other," Weber said.

Standing outside of the ER entrance, the monument includes a bronze, double-sided sculpture of the distinct Tau, the symbol St. Francis of Assisi shared as he ministered to the sick. Local artist Ryan Feeney, known for his bronze sculpture of quarterback Peyton Manning outside Lucas Oil Stadium in Indianapolis, created the Tau monument.

# Kendrick Foundation announces 2023 scholars

For the 20th consecutive year, the Kendrick Foundation is proud to award academic scholarships to Morgan County residents pursuing careers in health and healthcare. The Kendrick Foundation awarded each of the 27 most accomplished applicants with \$15,000 scholarships for the 2023-24 academic year.

"We were so pleased to celebrate and recognize our 2023 scholars and community leaders last week at the South Central Indiana REMC Community Room in Martinsville," said Amanda Walter, MD, Kendrick Foundation Board President. "The Kendrick Foundation is committed to supporting the next generation of health and healthcare professionals and community leaders. Each student gives back to our community by volunteering their time and talent, fostering habits which will actively build and connect our future health and healthcare community and contribute to a better quality of life for Morgan County residents."

The 2023 Kendrick Foundation scholars are:

- Jacob Allen, Doctor of Pharmacy at Butler University
- Lindsay Atwell, Doctor of Dental Surgery at Indiana University-Purdue University Indianapolis
- Anna Bowlen, Doctor of Chiropractic at Logan University
- Makenna Brady, Master of Arts in Mental Health Counseling at University of Indianapolis
- Hannah Britt, Master of Public Health at University of Indianapolis
- Loran Carlton, Doctor of Medicine at Indiana University
- Lexi Curry, Bachelor of Science in Exercise Science at Marian University
- Carson Dougherty, Doctor of Medicine at Indiana University
- Laura England, Master of Science in Nursing at Indiana Wesleyan University
- Mattison Fields, Doctor of Physical Therapy at Indiana University-Purdue University Indianapolis
- Jessica Harris, Master of Science in Nursing at Indiana University-Purdue

- University Indianapolis
- Kariden Jones, Bachelor of Science in Exercise Science at University of Indianapolis
- Lainey Jones, Doctor of Pharmacy at Purdue University
- Emmah Keller, Master of Physician Assistant Studies at Indiana University-Purdue University
- Indianapolis
- Kathryn Kendall, Master of Science in Clinical Mental Health Counseling at Lynn University
- Erin Kresse, Master of Public Health at University of Iowa
- Lauren Lenk, Doctor of Occupational Therapy at Indiana University
- Kaytlin Mendenhall, Bachelor of Science in Nursing at Indiana University
- Emily Neese, Associate of Applied Science in Diagnostic Medical Sonography at Ascension St.
- Vincent College of Health Professions
- Matthew Overton, Doctor of Physical Therapy at University of Indianapolis
- Grace Patterson, Master of Arts in Clinical Mental Health Counseling at Indiana Wesleyan University
- Savannah Phipps, Doctor of Medicine at Indiana University
- Rachel Pitcock, Bachelor of Science in Nursing at University of Indianapolis
- Hannah Raney, Bachelor of Science in Nursing at Purdue University
- Logan Ratts, Doctor of Medical Science at Butler University
- Chelsea Stephey, Master of Science in Marriage and Family Therapy at Capella University
- Elise Turner, Doctor of Pharmacy at Purdue University

Kendrick Foundation scholars are selected through a competitive process based on academic achievement, extra-curricular involvement, and community service.

Scholars are required to complete 20 hours of volunteer service during the academic year.

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# CFMC finishes 2023 scholarship season

Each year CFMC awards scholarships to our Morgan County high school seniors. Seniors apply when these applications open in the fall of 2022 and are evaluated after the deadline in January.

We are honored to say that CFMC awarded over \$ 131,000 in scholarships this year. 86 scholarships will be sent directly to these students' universities for their incoming fall semester. Almost half of our scholarships are for trade career-pursuing students, which proves that a student does not need to have model grades or excel in athletics. Our scholarships range from \$ 500 to \$ 5,000 each. Scholarships are free monies that students will not need to pay back and significantly reduces their financial burden. CFMC is honored to be just a small part in giving hard-working graduates a hand up in their future career and educational endeavors.

Here are the 2023 scholarship recipients:

## Eminence High School

Eminence Alumni Association Scholarship	\$ 1,000	Eliza Brancheau, Evan Keeton
Meredith Knieper Scholarship	\$ 2,500	Grace Kemp
Meaghan Buis Memorial Scholarship	\$ 1,500	Nevaya Dickinson
Newburn-Asher Scholarship	\$ 2,000	Eliza Brancheau
Stierwalt Scholarship	\$ 1,000	Nevaya Dickinson, Evan Keeton

## Monrovia High School

Cheryl Owens Scholarship	\$ 1,000	Nolan Hendricks
Dorothy Asher Scholarship	\$ 3,000	Brynli Moore, Bailee Smith, Whitney Willett
Mary Kindler Memorial Scholarship	\$ 1,500	Jillian Kriech
Meredith Knieper Memorial Scholarship	\$ 2,500	Allie Swafford
Newburn Asher Scholarship	\$ 2,000	Annabelle Hadley, Maddie Newlin
Porch Time Scholarship	\$ 1,000	Nolan Hendricks
Sergeant Dan Starnes Memorial Scholarship	\$ 1,000	Dorothy Dimmack
Ted and Berta Romine/Monrovia Masonic Lodge #654 Scholarship	\$ 1,000	Liz Coffman

## Martinsville High School

Ann Haworth Memorial Scholarship	\$ 1,850	Marissa Boler, Mackenzie Maxwell, Cassie Smith
Barry Schroeder Scholarship	\$ 1,000	Jack Wolff
Bob Staggs Memorial Scholarship	\$ 500	Bri Payne
	\$ 1,000	Brody Staggs
Bob Williamson Scholarship	\$ 500	Molly Stout, Shane Woodard
		Elisia Fellow,
Dorothy Asher Scholarship	\$ 3,000	Taylor Gee, Kelsey Moore, Rileigh Pierson



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Eric Pierce Memorial Scholarship	\$ 1,000	Isabelle Johnson
Freeman Goss Scholarship	\$ 1,000	Molly Stout, Jack Wolff
John E. Koontz Memorial Scholarship	\$ 500	Will Bastin
John R. Wooden Scholastic Scholarship	\$ 1,000	Ryan Pilat, Molly Urban
Judge James E. Harris Scholarship	\$ 600	Marissa Boler
Judy Tedesco Memorial Scholarship and In Tribute to Anna Bowlen	\$ 1,100	Maggie Watkins
Maggie Grounds Scholarship	\$ 900	Jack Wolff
Martinsville Memorial Scholarship	\$ 750	Reese Davis, Libby LaFary
Martinsville Rotary Scholarship	\$ 1,300	Maddie MacPhee
Mem. Scholarship in Memory of Dr. Julia Foster & In Tribute to Jeff Hunsucker	\$ 2,000	Maci Dorsett
Meredith Knieper Memorial Scholarship	\$ 2,500	Maci Dorsett
		Fallon Jones, Autumn Onken, Bri Payne, Molly Stout, Maria Stremming, Selah Wolff
Newburn-Asher Scholarship	\$ 2,000	
Robert D. St. Clair Memorial Scholarship	\$ 500	Jack Wolff
SGT. Dan Starnes Memorial Scholarship	\$ 1,500	Alyssa Etter
The Koshel Memorial Scholarship	\$ 600	Maci Dorsett, Jessica Golay, Hailey Huser, Logan Jones, Maddie MacPhee, Colin Sears
When G. Hochstetler Scholarship	\$ 500	Cole Snyder, Shane Woodard

## Mooreville High School

Benjamin Elo Memorial Scholarship	\$ 5,000	Kenny Curry
Charles F. & Olive B. Flater Scholarship	\$ 1,000	Pierce Allen
Dorothy Asher Scholarship	\$ 3,000	Matt Danielson
Emily Downey Memorial Scholarship	\$ 1,500	Pierce Allen
Gordon Leigh Speer Memorial Scholarship	\$ 2,000	Breanna Mendenhall

Jennifer Tipmore Memorial Scholarship	\$ 500	Pierce Allen
Joe Beikman Scholarship	\$ 1,000	Jacob Fleehearty
Meredith Knieper Memorial Scholarship	\$ 2,500	Kenny Curry
Mooreville H.S. Alumni Scholarship	\$ 2,500	Matt Danielson
Mooreville Kiwanis Curry Overton Memorial Scholarship	\$ 1,000	Maddie Gainey, Timmy Viles, Juliana Wood
Newburn-Asher Scholarship	\$ 2,000	Josi Hair, Kendall Lowry, Addy Stahley
Owen L. Prescott & Dorothea I. Prescott Scholarship	\$ 1,500	Cora Walker
Porch Time Scholarship	\$ 1,000	Kat Thomas
Sara Ryan Memorial Scholarship for Elementary Education	\$ 500	Matt Danielson
Steven Lee Robert Terrell Memorial Scholarship	\$ 1,000	Pierce Allen
TOA USA Scholarship	\$ 1,500	Breanna Mendenhall, Cora Walker
Velma M. Hackelman-Mendenhall Memorial Scholarship	\$ 1,500	Anna Overholser

If you are interested in establishing a scholarship for Morgan County students, please reach out to CFMC at 765-813-0003 or via email at [bbentley@cfmconline.org](mailto:bbentley@cfmconline.org).

You can also make an impact by donating here: <https://cfmconline.org/cfmc-make-an-impact/>. Every dollar donated stays local within Morgan County.

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