

WHERE MORGAN COUNTY BUSINESS COMES FIRST

BUSINESS LEADER[®]

MORGAN COUNTY

October 2023

PRE-SORT
STANDARD
U.S. POSTAGE
PAID
INDIANAPOLIS, IN
PERMIT NO. 1122

CHALLENGING THE BUREAUCRACY

*State of Indiana Treasurer, Daniel Elliott,
focuses on streamlining government*



LEGACY
BUSINESS CONSULTANTS

Improving Leadership, Culture, and Employee Retention
LegacyBusinessConsultants.net

IN THIS ISSUE

Giving back lifts everyone.....2

Good news benefits all.... 3

Opportunity arises from preparation..... 4

The FED continues to be flummoxed ... Just like the rest of us..... 5

Franciscan Physician Network sports medicine specialists welcomes new physician 5

Challenging the bureaucracy6

RMM - One of the best resources in your IT partner's toolbox.....8

"America's Most Trusted Brand"9

Capacity grant will help Churches in Mission update their technology.....10

Bereavement support group offered by Franciscan Health Mooresville10

Providing experiences for our heroes.....11

There's power in applying for a job especially when you're not fully qualified12

Giving back lifts everyone

It's no secret that the richest business owners are known to donate significant portions of their income. Warren Buffett is on a quest to give away 99% of his fortune. Bill and Melinda Gates continue to co-chair the Bill & Melinda Gates Foundation, giving away billions annually. The list goes on. However, you don't have to be a billionaire or have money at all for that matter, to give back to your community. We see it every day and with every article we publish here in the Morgan County Business Leader. Local, small business owners find a way to contribute, be it by volunteering, donating, or advocating for a cause that means a lot to them.

Two-thirds of entrepreneurs volunteer two hours or more a month, contributing 50% or more than non-entrepreneurs, according to a study released by Fidelity Charitable. Along with bettering a community for all, there are also some benefits to businesses for contributing to a philanthropic cause from tax deductions to helping your business stand out.

Charitable giving or volunteer work can boost your business's image. Many studies, including one conducted by Score - score.org - have proven that customers respond better to businesses that give back to their community. In fact, 85% of consumers have a more positive impact impression of a company that gives to charity and 90% want to know how companies are supporting those causes.

It boosts morale as well. Employees enjoy knowing that their employers are interested in making a positive impact on the community. Philanthropy could be a reason an employee chooses to work for your business over



JIM HESS
From the Publisher

another.

It's simply fulfilling. With so many ways to give back, there is something out there for any business owner's interests. You can give monetary donations, sponsor a local program, host a fundraiser, or volunteer your time. In this month's edition, you'll read how Indiana State Treasurer Daniel Elliott began serving on local boards and got into politics as a way to give back to a community he loved. In addition to starting up a restaurant, Brian Mayo is an active volunteer with Grace Church in Mooresville, having previously served as an elder. Then there is Otis and Dee Pugh who started their own nonprofit, Heroes Wildlife Adventures, after retiring as a way to give back. In each of these articles, their efforts vary tremendously but they make a difference nonetheless.

There's a sense of pride in the community that philanthropic acts give. We look forward to sharing these experiences and learning more about the ways in which our local businesses get involved in our community each month.

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. 18, No. 5

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



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

CALL 317-271-5400
TO REQUEST AN APPOINTMENT



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!



Serving Morgan County and all of Central Indiana

Good news benefits all

Last month I wrote about the good news coming from Mooresville and how good news in one part of the county benefits all of us – a rising tide lifts all boats. I firmly believe this, and it excites me, for all of us in Morgan County, that there is ample and abundant good news around the county, so much so that I want to share more this month from other parts of the county. Just like last month, I want to thank Morgan County Economic Development Director Mike Dellinger for providing detailed updates for this article.

MONROVIA

Growth is coming to Monrovia, and readers may recall the Business Leader's July cover story, titled *Destined for Development*, with Philip Fowler, president of the Monrovia Town Council. In 2021, the town wisely adopted a comprehensive land use plan and has steadily worked to make progress on the plan. It is starting to produce fruit.

The Town of Monrovia is pursuing an annexation request by GDI Companies for 80 acres located in the southeast portion of State Road 39 and Keller Hill Road. GDI intends to use the site for light industrial facilities in response to the growth of manufacturing and logistics along the I-70 corridor. GDI Companies also has 160 acres on contract to purchase and develop just west of the town but not contiguous for annexation.

Monrovia is actively engaged in planning and preparing for sewer plant improvements as well as community water and stormwater needs. Earlier this year, the Town of Monrovia cut the ribbon on its new government center. These steps ensure continued service improvements for residents and future development for Monrovia.

MARTINSVILLE

Martinsville continues its effort to bring new retail options to the city's historic downtown. Martinsville's downtown has been Ground Zero as an example of transformative development success and the momentum continues with the addition of new restaurants and retail shopping.

On the east side of I-69, Hobson Chevrolet has purchased the former Taco Bell and KFC sites for an expansion of its automobile sales and services. Hobson also purchased the former Community Chrysler that closed due to I-69 construction.

Martinsville continues its aggressive push to encourage new housing construction in single-family residential development on the east side of the city along Artesian Way. Morgan County leaders are utilizing \$1,000,000 from Regional Economic Acceleration and Development Initiative (READI) funds to assist Martinsville with storm drainage improvements in the area. The city also continues to



**RYAN
GOODWIN**

find solutions for workforce housing in Morgan County and is seeking quality opportunities with developers.

South Central Indiana REMC purchased the former Rogers Block plant on Rogers Road in Martinsville. The City of Martinsville utilized Morgan County Economic Development Corporation appraisals of the property and disposed of the property to the utility company, and the company plans to continue to use the site for storage of cable and other materials while permitting MTEK, a home-grown ballistic helmet manufacturer, to utilize the facility for its operations. This transaction makes good use of the property in the hands of a stable, long-term owner while allowing a growing local company to continue to utilize its space.

WAVERLY

Local officials continue to work with Meyer Najem Construction Company in planning the development of Whetzel Trace, a 100-acre development site southwest of I-69 and State Road 144 in Waverly and Bargersville. The site straddles the Morgan-Johnson County line, and the developer is working with government entities to develop an innovation park that provides the capacity potential for life sciences, ag-tech, and other advanced manufacturing technologies.

The progress in Morgan County highlighted in these two articles only begins to cover the good news from all corners of the county. We'd need a lot of space to cover all areas of success for the county – in our schools, nonprofits, and businesses. It is encouraging to have so much to discuss. A rising tide does indeed lift all boats.

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.

**C2ITCONSULTING**
INCORPORATED

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



*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

Opportunity arises from preparation

HOOSIER QUE

Owner: Brian Mayo
Address: 1970 Maple Turn Road
Martinsville, IN 46151
Email: brian@hoosierque.com
Phone: (317) 892-9090
Web: hoosierque.com

By Nicole Davis

Morgan County Business Leader

Before anything gets placed on the menu at Hoosier Que, it goes through a meticulous taste-testing process to ensure the best flavors possible.

"I love hearing other people say, 'literally everything here is good,'" said Brian Mayo, owner of Hoosier Que. "When you have people that brag about your sides as much as the meat, I think that's awesome."

TECHNOLOGICALLY SPEAKING

Having spent much of his career in technology, Mayo's venture into the food industry was unforeseen. He attended Johnson Bible College in Knoxville, Tenn., before going to Cincinnati Bible College where he met his wife, Mindy. Both of their sons now work for Hoosier Que: Derek, a senior at Mooresville High School, and Blake, a senior in college.

After college, he went into the tech world, as an independent consultant for Sallie Mae and Simon Property Group, chief technology officer for a dotcom, and then digital director for F.C. Tucker. One month after leaving F.C. Tucker, he needed to have triple bypass surgery, necessitating six months of recovery time and leaving him wondering what he was going to do next. He had been doing some catering for people and enjoyed the process of smoking meats. For two years, he did a mixture of consulting and catering before deciding to take the leap and start a food truck.

FROM FOOD TRUCK TO RESTAURANT IN A YEAR

Hoosier Que launched its first food truck two years ago. After a year, he learned that Doug and Paula Molin had purchased Foxcliff Golf Club and were looking for a food partner. Shortly after sampling the menu, the Molins chose Hoosier Que as their partner.

"It's amazing how much it's grown this fast," Mayo said. "Once we had the food truck going, the idea was to get a brick-and-mortar. I would have never guessed we could get something this quick. Doug and Paula have been great partners and supportive of the business. He just wants to see the restaurant succeed."

Simultaneously, Doug asked if Mayo would be interested in running the bar. It's not something in which Mayo had any



Brian Mayo

(Photo by Nicole Davis)

experience, but he agreed and noted that if he was going to do it, he didn't want it to be just a local hangout - he wanted it to be a destination. He produced the idea of a bourbon bar.

"So much of what I did at Tucker was marketing and strategy," he said. "Because of that, I knew I wanted to have the most. I want to have the largest selection of bourbon. People talk. And people can say if you like bourbon, the largest selection is in the middle of nowhere in Martinsville at Foxcliff Golf Club."

A DESTINATION FOR MORE THAN BARBECUE

Mayo said the Bourbon Bar does have the largest selection in Central Indiana with more than 600 bottles of bourbon and whiskey available.

The restaurant opened during March Madness in 2022. Mayo ran the food truck and restaurant for a year but made a difficult decision to shut down the food truck this year. There wasn't a shortage of events for the truck but running both had divided his focus. He wanted to grow the restaurant. Before he would start the food truck back up, he would like to have a person who can run it on their own.

Initially, Mayo took the menu from the food truck and mimicked that in the restaurant. He came to realize that there are 700 homes within a three-minute drive and to entice those community members to become regulars, they would need to offer more than barbecue. In addition to sliced and chopped brisket, they began expanding their offerings to include things

like jumbo wings which are smoked, chilled, and flash fried to order which leaves them with the crispy skin that has made them so popular.

Hoosier Que also offers pizza, with pepperoni and sausage for now, and Mayo is looking to expand that with its growing popularity.

"We have a surprisingly good pizza for a non-pizza place," he said. "Our food distributor brought in a crust expert, cheese, and sauce expert. We taste-tested it and came up with an amazing pizza."

In fact, every single item goes through rigorous taste testing before it's ever offered to customers.

"A lot of times you go to a barbecue place and the sides are just throwaways," he said. "The focus is on the meat. We put just as much effort into the sides. We have smokehouse potato salad with smoked bacon in it. Our cole slaw is unique with jalapeño and tabasco in it - though I never heard anyone say it is spicy. Both of those are our most popular. We have baked beans, fried foods like cheese curds, fried pickles, onion petals, and french fries. All of these sides, we really put in time and tested them."

GRILLING UP GROWTH

Occasionally, Hoosier Que will cook Smash Burgers which are one of the most popular menu items when they're offered. However, the restaurant currently only has a pizza hood which is not made to cook things like burgers indoors. They use a closed frier with a catalytic converter for fried foods to safely manage the fumes. Mayo said they use a Blackstone griddle outside for the burgers which takes more time to set up and requires an additional staff member. He aims to eventually change out the hood to allow for this to become a permanent menu item.

The original vision of the bar side as a destination was to encourage patrons to try a larger variety, the bar offers half-ounce pours, something Mayo said not many places do. We want people to try a wide variety of stuff. I want to see that bourbon side grow."

The bar has had tastings and guests such as Dixon Dedman, one of the most prolific American whiskey blenders, host a signing. Mayo said he intends to expand on the tastings, host educational classes and have more guests to bring people into the bar. Many of these things will pick up this winter.

The possibilities for growth are continuous, and Mayo said he's excited about the future of the business and all it can offer.



**MOVING MORGAN
COUNTY FORWARD**



Morgan County puts you in the
middle of 1.2 million workers
morgancoed.com

Our Best Service is Our Customer Service!



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

The FED continues to be flummoxed ... Just like the rest of us

Just before press time, the August 2023 consumer inflation report (released September 14th) showed an increase of 3.7% from a year earlier, bumping yet higher from the 3.2% July CPI report according to the Labor Department. That's the second straight increase after 12 consecutive monthly declines. This is likely to further increase anxiety on the street about the upcoming CPI report for September (to be released October 12th).

What's to blame for the increase for the July and August reports? For one thing, gas prices. The average price for a gallon of regular unleaded rose from \$3.46 the first week of July to \$3.86 six weeks later (August 16th). That's an increase of over 11½% for a fundamental component of our economy. Rising gas prices effectively act as a direct tax on consumers, borne by all of us who get behind the wheel every day to go to work, order something delivered, or buy anything that travels by planes, trains, and automobiles (trucks), from manufacturer to distributor to retailer to consumer. But it wasn't only gas prices that were rising. Food prices were up .2%, motor vehicle insurance was up 2.4% (+19.1% since August last year) and medical care costs were up .2% for the month as well. Note that health care makes up about 18% of total U.S. GDP. Rising costs in health care have a substantial impact on the economy as a whole. But a rise in those pesky gas prices is pretty painful and easily evident to all of us.

What will the FED do now? Will the recent 18 month



**JEFF
BINKLEY**
Finance

high in unemployment and tempering wage growth, both signs of a softening labor market, cause the FED to continue its very recent dovish stance on rate hikes? It remains hard to say what they will do next. Here in mid-September, the market seems to think the next FOMC meeting, scheduled for November 1, will end with the dovish stance continuing. But as stated above, a September CPI report (releasing October, 12th) showing another CPI increase may cause the FED hawk to return come November.

In any case, be prepared for crystal balls to remain cloudy and volatility likely to continue

Jeff Binkley is the Founder and Managing Director of Binkley Wealth Management Group LLC located in Advon. His firm is an Independent Fee-Only Indiana Registered Investment Adviser that has adhered to the fiduciary rule since its founding in 2010.



Franciscan Physician Network sports medicine specialists welcomes new physician

Sports medicine physician Andrew Hills, DO, has joined the team of specialists at Franciscan Physician Network Sports Medicine Specialists in Mooresville and Plainfield.



Hills

Dr. Hills received his training at Lake Erie College of Osteopathic Medicine in Erie, Pa. He completed his residency in physical medicine and rehabilitation at HonorHealth Rehabilitation Hospital in Scottsdale, Ariz., and his fellowship in sports medicine at University of Arizona College of Medicine in Phoenix, Ariz.

Dr. Hills specializes in diagnosing and treating a number of non-surgical musculoskeletal injuries. He also offers neuromusculoskeletal ultrasound, electrodiagnostic testing, fluoroscopic guided procedures and orthobiologics, such as PRP (platelet-rich plasma).

Conditions he treats include acute and chronic joint pain, fractures, overuse injuries, chronic exertional compartment syndrome, non-surgical osteoarthritis management, carpal tunnel syndrome and other neuropathies, meniscal/articular cartilage injuries, tendon/ligament/muscle injuries, concussion management, frozen shoulder and aging athletes.

Franciscan Physician Network Sports Medicine Specialists is located at 1199 Hadley Road in Mooresville and 315 Dan Jones Road, Suite 120, in Plainfield. For more information, or to make an appointment, call (317) 781-1133



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

CHALLENGING TH

State of Indiana Treasurer, Daniel Elliott, focuses on streamlining government

By Nicole Davis

Morgan County Business Leader

Aggressive is a word that's been used to describe the office of Indiana State Treasurer, Daniel Elliott. It's an accurate description, reflecting on Elliott's intentional effort to do his job efficiently.

"In my downtown office, I have a Millennium Falcon on my desk," he said, referring to the "Star Wars" spaceship. "I told my team on the first day, 'welcome to the Rebel Alliance. Our job is to blow up Death Stars.' By Death Stars, what I mean is red tape and bureaucracy. As a small business owner, these hurdles have been a constant source of frustration. What we really need to look at is how do we get the task accomplished. It doesn't have to take forever. It doesn't need 300 committees. If this is something that needs to be done and it's in our purview, then let's go get it done. We've worked really hard at trying to get things accomplished in a short period of time."

FROM A LEADER IN TECHNOLOGY TO POLITICS

Elliott grew up in Southern Indiana, a rural town much like his Green Township hometown of today. He was the first in his family to go to college, but first spent two years as a missionary in South America where he met his wife, Laura. While he attended Utah Valley University, he discovered that people would pay him money to build things on "this thing called the internet." He got a job as a software engineer and started working for large corporations such as Liberty Mutual and ACS. While he enjoyed the work, he only got to see his kids in their beds at night. He and Laura finally decided it was for the good of their family to take the risk into small business ownership. He started a software business, Intelli-Leap, doing software consulting, cyber security application development and the occasional website. Laura and their daughter Jessica took the business over when Elliott took office as treasurer.

He still has a hand in his other business, The Source, a co-working space which he and Laura purchased a few years back. They are taking the historic building located at 75 W. Washington St., Martinsville, and repairing and renovating it to be a functional office and community space while maintaining as much of its history as possible. This venture is a work in progress. When it's finished, they aim to also have artists do shows

INDIANA TREASURER OF STATE

Treasurer: Daniel Elliott

Address: 200 W. Washington Street, Suite 242,
Indianapolis, IN 46204

Address: 75 W. Washington St., Martinsville, IN 46151

Phone: (317) 232-3072

Email: tosstaff@tos.in.gov

Web: in.gov/tos, danielelliott.org

on the weekends and other events to bring people to downtown Martinsville and encourage them to stay, dine, and shop.

Over the years, Elliott began to get more involved in his community and was encouraged to get involved in local politics. He was on the Martinsville Common Council and served as president of the Redevelopment Commission and as Republican chairman for almost a decade. He sat on numerous boards including Rediscover Martinsville, Wellspring, and more.

"Because of my involvement in our local government, I found that I had some skills in economic development and building infrastructure," he said. "It isn't something that makes the 5 o'clock news, but being able to build a road, being able to build a wastewater treatment plant, it has a huge impact."

This experience led him on the path to run for state treasurer. He discovered the treasurer's office has many responsibilities of which most people aren't aware, such as running with the Indiana Bond Bank, a tool to help local governments finance projects, and running the statewide 9-1-1 board.

A YEAR OF PROGRESS

Elliott was elected in November 2022, taking office this past January. He credits his predecessors for doing an excellent job on the state's investments and putting together a strong team, the majority of which are still on his own staff.

"Inheriting a state that already had great reserves and solid investments meant that those pieces didn't have to change," he said. "Things like our 529 plan and our 9-1-1 network, talk about a well-oiled machine. I inherited really good people and good processes. We are the smallest office when it comes to people in the state of Indiana. But think how perfect it was putting a small business owner in charge of a small office. Because we are small, that means we're nimble. I always give the analogy that a lot of state government offices are like these big ships. We're a little speedboat. We can zip in, go after a problem, take care of it and zip out."

He and his team haven't wasted any time making progress on their goals.



Daniel Elliott

"The first day, there were some administrative rules that were keeping families from getting their ESA (Education Scholarship Account) funding," he said. "When I asked about it, legally are they eligible? Yes, but they didn't do the process just perfectly. But they're eligible. Are there funds? Yes. Did they do everything they needed to do? Yes. Then let's get this family their money and this funding for their children."

He also noticed the Indiana Bond Bank would only bond out for 10 years. In modern finance, 20 to 25 years is typically needed when building large projects. Elliott and his team presented the idea to extend the state's ability to bond to 20 to 25 years, giving local governments the ability to access funding

Economy

HEATING - AIR COND - PLUMBING

E BUREAUCRACY



much money can I get on my return? Fortunately, the legislature was in agreement with me on this. We passed House Bill 1008 this last session. I came out and advocated for the bill, which I guess is rare, but I didn't know and I just did what I thought was right. So now we're not allowed to use those ESG principles of investing and we simply look at returns."

ONGOING INITIATIVES

There are three things Elliott is passionate about which he hopes to continue to make progress on throughout his time as treasurer: the Educational Scholarship Account program, the Indiana Career Scholarship Account (CSA) program and cyber security.

ADVOCATING FOR SCHOOL CHOICE

The treasurer's office was put in charge of administering the CSA program this year. This program offers eligible 10th-12th grade students \$5,000 for learning opportunities outside the classroom. Students must be enrolled in an Indiana Commission for Higher Education-approved apprenticeship, applied-learning, or work-based learning program.

The ESA program provides students with disabilities access to the educational environment that best meets their learning needs. Parents of eligible students, or emancipated eligible students, can spend dedicated scholarship money on approved educational programs, therapies, services, tuition and fees, and other expenses related to education. The treasurer's office was put in charge of administering this program two years ago.

"It's this really neat school choice program that, frankly, I believe will be a big part of our education fabric in our future," he said. "I'm so passionate about these school choice programs. Long before I got into politics, my wife was a teacher and decided she wanted to stay home and homeschool our children. When they got older, we gave them a choice. One graduated from homeschool, one went to a charter school, another wanted to play sports, so he went to a public school and our 11-year-old is yet to decide. So, you put a school choice dad in charge of the state's newest school choice programs. How perfect is that?"

While Elliott said he believes this is a wonderful asset for parents and students across the state, he aims to grow it. He'd ideally like there to be an "a la carte" for education. Currently, parents have a choice to homeschool, go to a charter school, public school or pay for a private school. Elliott said he would like to see the ESA program expand and allow all parents to guide their child's education - homeschool but send their child to a public or private school for one class like chemistry or a Spanish class, take music lessons, or whatever they need to

enhance their education.

"Each child will be different," he said. "I have four kids. They are nothing alike; they all have different needs. Who is the best one to make that decision but the parents? Right now the ESA only deals with children with special needs, but the potential is amazing."

CYBER SECURITY

Cyber security is no small feat. It will require cooperation with all areas of local, state, and federal government. State governments are increasingly acknowledging the importance of cyber security awareness and the need to secure state infrastructure and protect its digital assets, assets such as water supply. With 25 years of experience in technology, Elliott has been appointed to the Indiana Executive Council on Cybersecurity. Once the problems are addressed, the hard part will be to tackle funding, Elliott said. Cybersecurity is a concept, making it harder to explain to taxpayers than initiatives such as road funding. But it's a necessary thing for the safety and security of everyone.

"I truly believe Indiana can be an example," Elliott said. "We're not the biggest state nor are we the smallest state which means anything we can do can be replicated by other states whether they be smaller or bigger. I'm really excited about the chance to show the rest of the country what Indiana can do on the cyber security front."

BACK TO HIS ROOTS

From the day Elliott and his wife moved to Morgan County 20 years ago, the community has welcomed them and made them feel at home. That's why Elliott said every decision he makes as treasurer, he thinks about how it will affect the people here in Martinsville, in Morgan County.

As a thanks to his community and to show off his part of the state, Elliott will host the first annual Elliott Family Hog Roast on Oct. 14 from 4 to 7 p.m. at Waverly Park. There will be political candidates from across the state speaking, music, food, and other family-friendly activities. The public is welcome to attend, meet Elliott, and enjoy the evening at a location that means a lot to him and his family.

"I cannot stress enough the impact the people, my neighbors, and my friends have had on me to make sure I do a good job," he said. "When I'm going other places when I'm sitting here in the state house, I still think of myself as the guy from Green Township. I have this wonderful opportunity to serve my state for a short window of time. When I'm done, I'll still be Daniel from Green Township. I think that perspective helps me be a better state treasurer."

when they need it.

"I thought this would take a long time to convince legislature but when we shared our plan, they gave it to us right away," he said.

Another goal of his coming into office was the Environmental, Social, and Governance (ESG) program, a set of aspects considered when investing in companies, that recommends taking environmental issues, social issues, and corporate governance issues into account. Elliott said the problem was that it wasn't being done transparently.

"They're trying to use political agendas to make decisions on investing," he said. "I think investing should be simple - how

317-831-5279

www.EconomyHeatingAndAir.com

RMM - One of the best resources in your IT partner's toolbox

One of the most powerful tools in the hands of your IT partner is RMM. RMM stands for Remote Management and Monitoring. In short, when you partner with an IT Managed Services Provider like C2IT, one of the first steps we will take in the onboarding process will be to install RMM software on your company's systems. Hiring an IT partner and giving them Remote access may be one of the most meaningful technology decisions you can make for your business. Here are a few reasons why RMM software is the best thing since

sliced bread:

RMM GIVES YOUR IT PARTNER THE BIG PICTURE

How many computers are on your company's systems? How old are they? What Operating System are they using? Are all your network access points and switches working correctly? Do you have any computers that are outdated, unsupported, or that need to be restarted? RMM can paint a clear picture for your IT provider as they come alongside you.



CHET CROMER
Technology

RMM IS LIKE A HEALTH SCAN FOR YOUR COMPANY'S TECH

RMM provides your IT partner with a load of valuable information that can help them assess the health of your company's systems. Just like a doctor running a batch of tests to determine your overall health and uncover any issues, RMM can help your IT partner evaluate your current technology and uncover any vulnerabilities.

RMM CAN GIVE CLEAR NEXT STEPS

The information provided by trusting an IT partner with RMM capabilities for your business can provide you with clear next steps to streamline and optimize your company's tech. With a view of your company's full array of tech, your IT partner can help you make


decisions about what computers need to be upgraded or retired, which systems might be nearing storage capacity, which computers need to be restarted or updated for security purposes, and even help create a plan for the future so you can budget for your technology needs.

RMM CAN HELP YOU SLEEP MORE SOUNDLY

Ultimately, an IT partner with RMM capabilities can provide peace of mind so you can focus on growing your business. RMM allows your IT partner to keep things running smoothly, maintain your anti-virus and anti-malware, ensure your computers are backing up, and even alert you when a problem arises.

Remote Management and Monitoring is just one of the tools in your IT partner's toolbox, but it's one that allows them to serve you and other clients effectively and affordably. Technology no longer needs to simply work until it doesn't; you can use tools like this to efficiently care for the preventative maintenance that will keep your systems running smoothly.

Chet Cromer is the president of C2IT Consulting, Inc., a Plainfield-based technology business that provides websites, mobile apps, and IT consulting/support to businesses across central Indiana. He can be reached at chetcromer@c2itconsulting.net or (317) 721-2248.



the **YMCA**


FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

BE A PART OF SOMETHING BIGGER

Corporate Memberships

YMCA of Morgan County
2039 E Morgan Street,
Martinsville
www.ymcaofmorgancounty.org
Give.Join.Volunteer.

Health and Fitness benefit the employer with reduced health care costs, increased productivity, and decreased absenteeism. Additionally, employees who are parents appreciate the YMCA childcare programs where children are safe and learning during the work day.



To learn more about the benefits of Corporate Memberships call Malena Dell or Dave Nash at 765-342-6688

Set your business on
a course for success with

**SBA
financing!**



HomeBank^{SB}

SINCE 1890

There's no place like Home.

765.558.3822

wphelps@homebanksb.com

www.homebanksb.com



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!

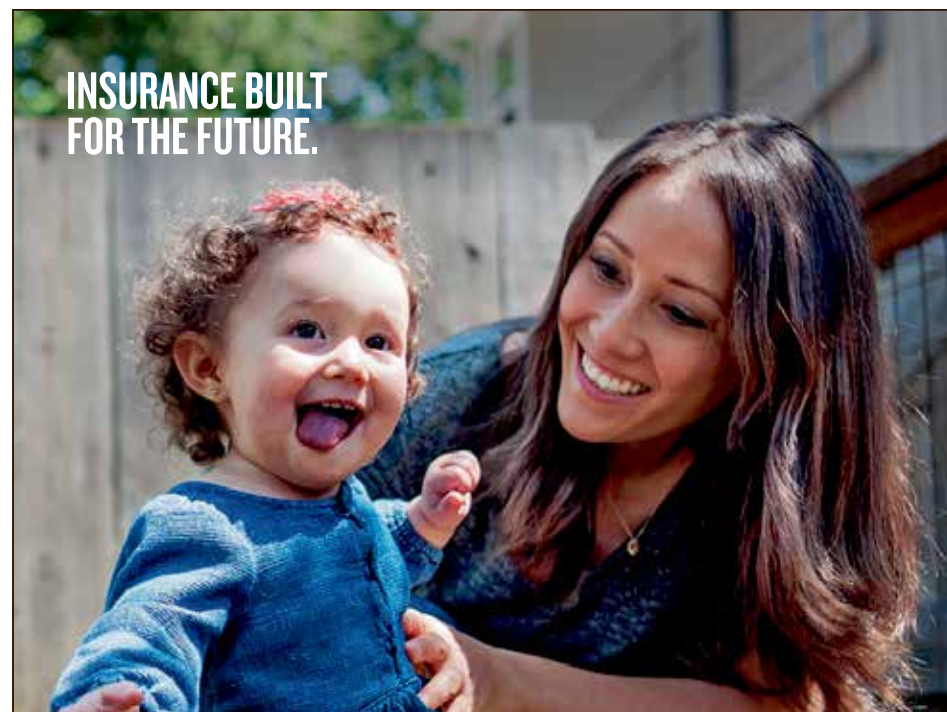
All Fore K9s!

Golf FUNdraiser

Wednesday, Oct. 4, 2023
Foxcliff Golf Club
1970 Maple Turn Road, Martinsville
Shotgun Start 1 PM



Team of 4 Golfers \$500
Individual Golfer \$125
Scan for details and to register

Whether it's a new minivan that fits your growing family or a downtown condo that matches your cosmopolitan dreams, I'm here with advice and resources to help you in your journey.

Let's talk about your plans,
and how I can help you protect them.



Melissa Greenwell, Agent

mgreenwe@amfam.com

(765) 342-7549

389 E Morgan St Ste 3

Martinsville, IN 46151

melissagreenwellagency.com



American Family Mutual Insurance Company, S.I. & Its Operating Companies,
American Family Insurance Company, 6000 American Parkway, Madison, WI 53783
©2016 011780 - Rev. 4/20 - 17726684



"America's Most Trusted Brand"

I typically use this platform to advise, educate or instruct. This month, I'm going to do something different because the opportunity is too big not to share.

Trane, named "America's Most Trusted Brand" of heating and cooling equipment eight years in a row, typically has a fall sales promotion. The previous promotions have had a rebate offer OR financing options. Due to our relationship with Trane, we have negotiated the ability to offer BOTH!! This means that until November 15, 2023, you can get up to \$650.00 instant rebate AND..... 0% financing options when you replace your existing furnace and air equipment with a new Trane Comfort System.

This is unheard of!!!



Jod Woods

We will never offer you "FREE" equipment or phony BOGO offers, because we all know that there is no such thing. This is an honest offer! There are huge changes coming in the heating and air world. These changes are going to result in huge price jumps as manufactures are forced to redesign and rebrand their equipment. Beat that increase by addressing your needs now. Schedule a no obligation appointment with a project manager to discuss your needs and design a plan to resolve them.

Call us today at 317-831-5279.

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@EconomyHVACP.com.

INFLATION PAINS?

Instant Rebates Up To **\$650.00** + **0%** Financing Options

Ends 11/15

Capacity grant will help Churches in Mission update their technology

Churches in Mission (CIM) has been a cornerstone for Morgan County residents in-need for more than 36 years. They serve our communities as a food pantry and distributor of clothing, household goods, Christmas gifts, meals, and financial assistance.

The Community Foundation of Morgan County's Capacity Grant will help Churches in Mission (CIM) update their technology. In 2022, clients received 7,975 food orders, a 10% increase over the 2020 record-breaking pandemic food distribution. In 2022, after adding clothing distribution, Christmas, and other assistance, Churches in Mission provided 11,825 acts of assistance. It's important to CIM to aid as quickly and reliably as possible and create accurate records in planning what food items are needed to prepare food orders, number of Christmas gifts needed for 4-year-old girls vs. 13-year-old boys, and more.

Last year, more than 2,126 households were helped with necessities, all tracked through our online Charity Tracker system. In addition, Churches in Mission licenses and provides access to Charity Tracker for dozens of churches and non-profit agencies throughout the county which provide cross-agency collaboration,



BRITTANI BENTLEY

communication with referrals, a bulletin board system, and real-time information about client services.

The check-in computers used for daily data entry at each location are 8 to 12 years old. The computers' ages and not-as-reliable internet connectivity create issues as they assist clients in a timely fashion. Completing 11,825 acts of assistance means that 45 aid acts took place each weekday. Having the technology to complete data tracking quickly and accurately is of the utmost importance.

The office also uses a 10-year-old printer to print client forms, copy fliers with client information, and so many other administrative tasks. Unfortunately, slow print speed and printer jams cause a slowdown in getting the

information for client check-in and client use.

The CFMC Capacity Grant funds three new computers for check-in and a new printer. Our site directors and key volunteers will utilize these for data entry.

This technology upgrade will allow CIM to help clients faster due to higher processor speeds and newer operating software. The benefit not only be for their front desk volunteers, who will have fewer technology issues (which has included internet connectivity and slow response time) but also to all families served through Churches in Mission with expedited assistance.

Measurements of success will include decreasing assistance waits for our clients, increased usage of the newest Charity Tracker features (data mapping and reporting), and better utilization of technology as Churches in Mission helps clients during offsite events. The carts will help maintain the intake as well as the distribution of these items, which will also decrease assistance time.

The staff, volunteers, and clients of Churches in Mission are thankful for the Community Foundation's Capacity Grant program and for the soon-to-be daily improvements when clients are assisted.



Bereavement support group offered by Franciscan Health Mooresville

Franciscan Health Mooresville is offering free bereavement support group sessions to anyone seeking support with the loss of a loved one.

The six-week support group runs from 6:30 p.m. to 8 p.m. Wednesday evenings from Oct. 4 through Nov. 8 in the Assisi Conference Room at Franciscan Health Mooresville, 1201 Hadley Road.

Facilitators Chaplain Jill Vandermarks and Chaplain Ed Isakson will lead the group session, which are for adults who have experienced the death of a loved one. The death does not have to be recent for participation.

There is no cost, but registration is required. Call (317) 528-3560 to register.

MAXIMUM RELIABILITY, EFFICIENCY AND COMFORT.

Economy
HEATING - AIR COND - PLUMBING

317-831-5279
ECONOMYHEATINGANDAIR.COM

ROMANS 12:10-11



TRANE®

It's Hard To Stop A Trane.®



Providing experiences for our heroes

HEROES WILDLIFE ADVENTURES

Founders: Otis and Dee Pugh
Location: Mooresville, IN
Email: heroeswildlifeadventures@yahoo.com
Phone: (317) 294-6230
Facebook: Heroes Wildlife Adventures

By Nicole Davis

Morgan County Business Leader

As Otis and Dee Pugh's black German Shepherd, Draven, puts on his army green service vest, he stands ready for duty. Draven will turn two years old on Veterans Day. He not only serves to help his owner but also as a leading example of what Heroes Wildlife Adventures is working toward empowering veterans and first responders through unique hunting and fishing opportunities, outdoor education, and help in purchasing trained service dogs.

Otis retired from the Army after 28 years. Their son served as well, surviving an injury in Afghanistan. Otis and Dee said they were inspired to do something to give back, to pay it forward, after witnessing the help their family received. They started offering fishing and hunting trips for veterans, going through other organizations such as the American Legion and VFW. Those organizations encouraged them to do their own thing and once Dee retired as well, they decided it was time. Heroes Wildlife Adventures was formed and received its nonprofit status this year.

DOG TRAINING

Heroes Wildlife Adventures has helped seven people receive American Kennel Club-certified service dogs and training this year, with a goal of five to seven per year. A veteran or first responder needs to get a letter from a hospital stating a need in order to receive a dog. Puppies are temperament tested between day 49 and 51 which has proven to lead to a 95% accurate reliability that they will be a good service dog. Then the Pughs recommend that the individual lets the dogs pick them to form a quicker bond.

In addition to breeding German Shepherds, Heroes Wildlife Adventures has formed a partnership with the Morgan County Humane Society. If any of the dogs meet the temperament criteria to become a service dog, those will be trained as well. Currently, the organization has two dogs from the shelter undergoing training.

"Unlike a lot of other service dog places, typically you get on



Otis and Dee Pugh

(Photo by Nicole Davis)

a list and you're on it forever," Otis said. "Once you're approved, they train a dog for two years. You have to fly out to another state somewhere. You meet the dog, get a 10-day crash course with a dog you've never met before and then you fly home with them. What we try to do is introduce them at week five if they're puppies. Then we're not only training the dog but the veteran with the dog. So, if your dog starts barking while you're at Rural King, you know how to fix the situation. You're training together."

Recipients take the dogs home and meet weekly or more often for training, either in person or via Zoom. Most of the recipients have been local to Morgan and surrounding counties. Erica Carney with Pawsitively Purpose conducts the training.

All dogs receive advanced obedience training and certifications, costing the organization \$2,500 per year. They do not specialize in medical training but can refer to organizations that do.

WILDLIFE ADVENTURES

There's a strong connection between mental health and time spent connecting with nature. As their organization's name implies, Otis and Dee host regular hunting trips, fishing expeditions, and other outdoor experiences. They said they've received personal testimonies as to how these trips have saved lives, provided friendships they expect will last a lifetime, and simply

made participants happier.

They organize a hunting trip in Wyoming that is designated for veterans with a 50% service-connected disability. Veterans must apply and Wyoming must approve the application in order for them to go. Last year, Heroes Wildlife Adventures sent nine veterans on that trip.

They also host local hunting and fishing expeditions. They often go on hunts at Camp Atterbury or other local lands.

OUTDOOR EDUCATION

Dee is a Morgan County Master Gardener. She uses her knowledge in the organization to teach about gardening, how to create food plots, to host beekeeping and other educational classes.

"We found that being able to help do things like this - the service dogs, the hunting trips, mother nature, the food plots, gardening - each of those tasks that we do helps our heroes in different ways," Dee said. "The service dog is a 10 - 15 year commitment and it helps them on a daily basis. The gardening, the fishing, they get to bond and talk to each other who have similar issues or experiences. We teach them how to do gardening then they get to go home and do it for themselves. It's a satisfaction where they get to see the seed planted, they get to nurture it and see the results."

HOW TO HELP

Everything so far has been through word of mouth as Otis and Dee are working on their website and social media. They are currently looking for people to volunteer their time, people to donate or give permission to hunt or fish on their land and for donations/funding.

Heroes Wildlife Adventures will host its inaugural Putting 4 Paws golf scramble on Nov. 1. All proceeds will go to helping purchase service dogs, training and hunting and fishing adventures. The event takes place at Foxcliff Golf Club in Martinsville with a 1 p.m. shotgun start. There are hole sponsorship opportunities available. The cost to play is \$75 per person or \$300 per team. Registration is requested by Oct. 18. For information, contact heroeswildlifeadventures@gmail.com.

"Every penny that we make goes back into what it is that we're doing," Dee said. "If it costs a veteran \$500 in gas, the hotel, and their food for a week, we want to raise that \$500, and all of it goes to them. The biggest need is funding so we can continue to do what we're doing. We just want to keep the organization small and help veterans, at least the first couple of years so we can work out the kinks and see what works and what doesn't. Then we can grow it."

Indiana's Largest Jean and Fashion Store



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

Hate the hassle? Head to Hobson!



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

#hatethehassle

There's power in applying for a job especially when you're not fully qualified

In the world of job hunting, there's a common misconception that you should only apply for a position if you meet every single requirement listed in the job posting. While it's essential to have the necessary qualifications for a role, the idea that you must be 100% qualified can be limiting and discouraging. Here are six compelling reasons why you should go ahead and apply for a job, even when you're not fully qualified.

LEARNING OPPORTUNITIES

One of the most significant benefits of applying for a job you're not fully qualified for is the opportunity for growth and learning. Many employers value a candidate's potential to grow within the company. When you're willing to step out of your comfort zone and apply for a position that stretches your current skill set, you open the door to gaining new skills and experiences. The process of applying itself can prompt you to research and learn more about the role and industry, helping you become better prepared for future opportunities.

CONFIDENCE BUILDING

Taking a chance and applying for a job that

you feel is slightly out of your reach can be a confidence booster. It demonstrates your willingness to push boundaries and believe in your abilities. Even if you don't land the job, the experience of applying and interviewing can help you develop stronger interview skills and a greater sense of self-assuredness for future endeavors.

NETWORKING OPPORTUNITIES

Job applications can lead to valuable networking opportunities. Even if you're not selected for the position, you may impress the hiring manager with your enthusiasm and potential. They might remember you for future openings or refer you to other companies where you could be a better fit. Additionally, the act of applying for jobs often requires you to reach out to professionals in your field, expanding your network and potentially uncovering hidden job opportunities.

TRANSFERABLE SKILLS

While you may not possess every skill listed



**JACK
KLEMEYER**

in a job description, you likely have transferable skills that can make you a valuable asset to an organization. Soft skills like communication, problem-solving, adaptability, and a strong work ethic are highly sought after by employers. Highlighting these skills in your application can help compensate for any gaps in your qualifications.

POTENTIAL FOR MENTORSHIP

Applying for a job where you're not fully qualified can lead to mentorship opportunities. If you are open about your willingness to learn and grow, some employers may see your potential and be more inclined to provide guidance and support. Mentorship can accelerate your professional development and help you bridge the gap between your current skill set and the requirements of the job.

CHALLENGING THE STATUS QUO

This one really speaks to me... By applying for a job when you're not fully qualified, you challenge the status quo and break free from self-imposed limitations. When you refuse to be confined by the boundaries of your comfort zone, which is often where true personal and professional growth occurs. Embracing the idea that it's okay to aim higher than your current qualifications can lead to surprising and rewarding outcomes.

Applying for a job when you're not fully qualified can be a courageous and strategic move. It offers a multitude of benefits, including the chance to learn and grow, build confidence, expand your network, and tap into your transferable skills. Remember that no one is ever fully prepared for every job they undertake; it's the willingness to learn and adapt that often leads to success. So, the next time you come across a job posting that piques your interest but seems slightly out of reach, don't hesitate to apply. You might just find yourself on a path to unexpected opportunities and personal development and they might even make a position just for you.

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.

At South Central Indiana REMC #CommunityFirst means



84 years of innovation



29,000 members



\$4 million to local charities



7 Cooperative Principles to live by



sciremc.com
800-264-7362



Hoosier Tent & Party Rentals

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

(317) 272-9746

www.hoosiertent.com

What you get by achieving your goals is not as important as what you become by achieving your goals.

— Henry David Thoreau