

WHERE MORGAN COUNTY BUSINESS COMES FIRST

BUSINESS MORGAN COUNTY LEADER

November 2023

RESTAURANTEUR DREAMS BECOME REALITY

Seth and Kateland Gillies open second restaurant in Morgan County

Photo by Meagan Burris Photography



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"But that's the way we've always done it"

Question everything. Understanding why we operate the way we do can be beneficial for business in so many ways.

Melanie Goldman, president of GMG Motors in Morgantown, made a good point in one of this month's feature articles. She said that if anyone in her business found themselves saying they did something because that's the way they always did it, then it was time to re-evaluate if that process was actually the most effective and efficient way to do it. Featured in this month's cover, Seth Gillies shared about something similar: when he bought Ralph & Ava's Kitchen & Bar in Mooresville, he took a look at what worked well for the established business and kept it, but replaced and updated some things he felt needed changed to maintain its success and continue to be a staple in the local community for the long term.

Typically, the more we do something and have seen success from it, the less likely we are to change how we do it. Any organization, regardless of its past success, should always remain open to new ideas. Maybe what you're doing really is the best way to operate - if so, why does it work? Questioning ways of doing business is vital for continuous improvement.

Maybe what has always worked successfully does work but isn't necessarily the best course of action anymore. Or maybe you'll come to the realization that an adjustment is long overdue. Besides conducting research online, we can look at modern trends, what our peers are doing or take feedback from employees or customers to see where our gaps may be.



JIM HESS
From the Publisher

It's natural, human nature, to be afraid of change. It does mean taking a risk, but also pursuing an opportunity. Change isn't usually the easy answer. In a world where things are always changing, analyzing business procedures can be crucial to success. To be a leader is not merely to guide others through change, or even to embrace change, but pursue it.

On the opposite end of the spectrum, there's a saying: "if it ain't broke, don't fix it." Also true in a way, but that doesn't mean the two can't go hand-in-hand. If you aren't evaluating operations as the years pass by, you may be missing out on opportunities which could lead to greater potential for your business. If you've asked yourself why and draw the conclusion that this is still the best solution, then of course, stay on that path. If you don't ask why something is the way it is, you'll never know the answer.

Albert Einstein said, "The measure of intelligence is the ability to change."

What do you do because that's the way it's always been done, but needs changed?

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

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In praise of parks

If you read this column with any regularity, you know I am bullish on Morgan County. And the reasons are numerous. We enjoy quieter, rural living while retaining close access to Indianapolis and Bloomington, even better connected today by I-69. We're a short drive from one of the best airports in the country. We're a county with a rich history. I could continue, but I – and others – have already made the case for how fortunate we are to call Morgan County home. But one area I am remiss in highlighting in past treatises on Morgan County's often unsung excellence is our parks.

President Franklin D. Roosevelt said "There is nothing so American as our national parks. The scenery and the wildlife are native. The fundamental idea behind the parks is native. It is, in brief, that the country belongs to the people, that it is in the process of making for the enrichment of the lives of all of us. The parks stand as the outward symbol of the great human principle." He's right, and in Morgan County, there is nothing more native and local than our land, preserved for public use in our parks.

The benefits of using our parks are numerous and well-documented. John Muir, legendary naturalist and often called the "Father of the National Parks," said, "Everybody needs beauty as well as bread, places to play in and pray in, where nature may heal and give strength to body and soul." Few activities are as cathartic as a walk on a trail: observing, listening, breathing, and just simply recharging. And the cost cannot be beaten either!

So where can we enjoy these stellar all-Morgan County parks?

OLD TOWN WAVERLY PARK & WHITE RIVER GREENWAY TRAIL

This is my favorite park in Morgan County, as it combines a unique "old town" area, featuring beautiful grounds, historic buildings, a log cabin, tinsmith and blacksmith shops, and other features used throughout the year, but most notably, for September's Old Town Waverly Festival. Adjoining the park is the White River Greenway Trail, featuring 2 miles of paved trail along the White River, complete with picnic benches,



**RYAN
GOODWIN**

fishing areas, sandbars, and just all-around terrific views. Bald Eagles are often spotted here, too.

BURKHART CREEK PARK

Situated in the southwestern part of Morgan County on more than 80 rural acres donated by the Indiana Department of Natural Resources, Burkhardt Creek Park is a natural beauty. Picnic tables and benches can be found here, but the main attraction is the land itself: lots of natural vegetation, and flat as well as steeper trails await at this peaceful, rural retreat. This is an excellent place to recharge.

You can learn more about these two parks at www.MorganCountyParks.org.

While space does not allow me to list all the municipally owned parks available to us in Morgan County, it is worth noting that both the Town of Mooresville and the City of Martinsville maintain full-time Park & Recreation staff to manage Pioneer Park and Jimmy Nash City Park, respectively. Both facilities provide tremendous opportunities to get out and enjoy life in Morgan County. And I'm so pleased to see that the Town of Monrovia, at the beginning of the year, created a park board to begin the process of building park facilities in Monrovia. This is great news for all of Morgan County.

Our local parks have so much to offer. Before winter sets in, and even after, be sure to get out and enjoy the sights, smells, sounds, and recharging that nature has to offer. Leaders across Morgan County have made it easy for you to do.

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.

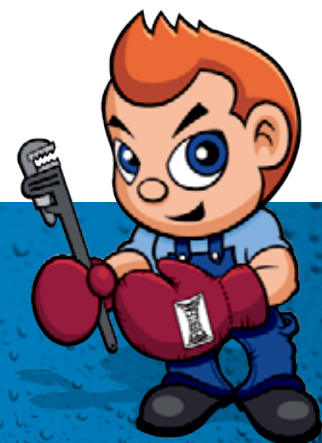
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Morgantown business earns statewide recognition

GMG MOTORS

President: Melanie Goldman
Address: 50 N. Marion St., Morgantown, IN 46160
Email: melanie@gmgmotors.com
Phone: (812) 597-5020
Web: gmgmotors.com
Social: facebook.com/GMGMOTORSINC

By Nicole Davis

Morgan County Business Leader

Education is a top priority for Melanie Goldman. Since taking ownership of GMG Motors in Morgantown, she has put forth a continuous effort to learn more and improve upon the business, from participating in peer groups where she can obtain advice from others in her industry to currently taking classes through Ivy Tech Bloomington in auto repair and maintenance.

Her efforts have not only proven successful in the day-to-day operations at the Buy Here, Pay Here car lot, but also earned her recognition as the IIADA's Joe Krier 2023 Quality Dealer of the Year.

SECOND GENERATION BUSINESS OWNER

Goldman's parents, Gerald "Jerry" and Brenda Gottlieb started GMG Motors in 1981. Goldman was 7 years old, growing up alongside the business. She worked for the business off and on during college and after graduating from Butler University but eventually left to start an electrical contracting business with her then-husband. She grew that company for 10 years but after a divorce, she found her way back to the family business in 2011. She took over GMG Motors in 2016.

"I don't know if I ever thought I'd someday be running the business," she said. "Our lives never go according to plan but that doesn't mean we don't find ourselves exactly where we need to be in the end. I'm thankful for that decade of experience I had starting my business from scratch. Being a union contractor taught me a lot even though it was a different field. I was able to bring that experience back to this business and I think that's been very valuable."

Since 2016, Goldman has brought a lot of change to GMG Motors, modernizing behind the scenes, and making sure everything is running as efficiently as possible.

"One of the pitfalls of being in business so long is you get stuck doing things the way you've always done them," she said. "That's a phrase that if we catch ourselves saying, 'we do this because we've always done it this way,' then we should ask 'does it really serve us to do it that way?' Not that you should throw the baby out with the bath water but some of your processes need to be looked at."

Most businesses rely on technology more than they ever did



Melanie Goldman

(Photo by Nicole Davis)

before and GMG Motors is no exception. When Goldman took over, employees were handwriting contracts, had a total of seven reviews on Google, and had a website with hardly anything on it. Soon, everything will be done virtually, going completely paperless in the span of a handful of years. Payments can be made online. They're actively posting on their website, social media, and Google reviews page. Inventory is posted online daily with detailed photographs.

"Customers don't tend to go dealership to dealership looking for cars anymore," Goldman said. "They look online. Often customers know my website better than I do so I know they've done their homework."

GEARING UP FOR GROWTH

GMG Motors opened a second location in 2020 in Columbus, IN. The business had previously maintained other locations which have since closed, and Goldman said she felt it was time for them to expand again. Opening during the COVID-19 pandemic came with its own set of challenges, but she said the new car lot has helped the business grow in more ways than expected.

"Whatever little cracks you have in your system will show whenever you open a second location," she said. "It's been challenging but it's made us better in the long run."

A third location wouldn't be out of the question, but Goldman said they're not there yet.

QUALITY CUSTOMER SERVICE, GUARANTEED

Through all the change, there is one important thing that has remained the same - the thing that Goldman said has been key to their longtime success: customer service. She said they strive to provide the best product they can, including resources like the free CARFAX report, a warranty, service contract, gap insurance, and things that would normally come at a new car dealership.

"We understand that life happens and there's ups and downs," Goldman said. "Our longevity has come with working with our customers, soaring with them during the ups and working with them during the downs. At this point, we've had multigenerational sales. We've had that reputation that we carry a good product and we work well with people."

Goldman takes pride in being different, setting her business apart by doing what's best for employees and customers and not

continuing to operate a certain way just because everyone else does it that way.

"My dad was a very driven person," she said. "I feel I'm that way, too. I feel I can always do a little bit better. I can make a process a little bit cleaner. I like to problem-solve. I naturally like to see the bigger picture, see all the pieces, and see how I can make it more efficient. This has been a part of my life since I was 7 years old. I've always said that this is not my business, I'm carrying on my parents' business, their legacy. It's important for me that I do that in a way that honors them. That's extremely gratifying for me."

FROM STATEWIDE PEER RECOGNITION TO NATIONAL

While she enjoys doing things differently, she also likes to collaborate with other business owners and learn from her peers. GMG Motors is a member of the Indiana Independent Auto Dealers Association (IIADA) and the National Automobile Dealers Association. She has been a speaker at many of its functions and sits on a vendor advisory board for the IIADA. She participates in a peer group consisting of auto dealers across the nation who meet once or twice each year. Even with an active participation in IIADA, she had no idea she would be awarded Quality Dealer of the Year at this year's conference in August. A group of her peers cast the vote, based on certain criteria, and caught her by surprise with the announcement. By earning this award, she now moves on to participate in the National Quality Dealer of the Year award which will be announced in Las Vegas in June of 2024.

"I did not know I was even going to be nominated and I feel very humbled by it," Goldman said. "Even though it may say quality dealer, I view that as quality dealership. I could not be a quality dealer without my incredible staff and the hard work that they put in. I feel fortunate to work with my staff every day. They are proficient in their jobs, care about our customers, our vehicles, and are doing a good job."

Goldman intends to have a little fun with the upcoming competition and post more on social media about it.

"It's kind of like Miss America, now I have to compete for Nationals. I joke that now I have to work on my wave," she said. "Fingers crossed that I have the opportunity to be National Quality Dealer of the Year, from little Morgantown, Indiana."



MOVING MORGAN COUNTY FORWARD



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It's who you know more than what you know

In today's interconnected world, the power of your personal network cannot be overstated. Your network comprises the people you know, the relationships you've built, and the connections you've nurtured over time. It can be a valuable asset that will open doors, provide support, and propel you toward your personal and professional goals. Here are seven benefits to intentionally build your personal network so you can begin to realize its immense power and learn how it can be a game-changer in your life.

OPPORTUNITIES ABOUND:

One of the most significant advantages of a robust personal network is the abundance of opportunities it can bring into your life. Whether you're looking for a job, seeking investment for a startup, or exploring new ventures, your network can be a treasure trove of possibilities. People within your network can introduce you to potential employers, partners, investors, or mentors, greatly increasing your chances of success.

KNOWLEDGE SHARING:

Your personal network isn't just a source of opportunities; it's also a valuable wellspring of knowledge. Through your connections, you can tap into the expertise and experiences of others, learning from their successes and failures. Whether you're facing a challenging problem or seeking advice on a particular subject, your network can provide insights and guidance that can be invaluable in your personal and professional development.

EMOTIONAL SUPPORT:

Life is full of ups and downs, and your personal network can be a pillar of emotional support during challenging times.



JACK KLEMEYER

Friends, family, and close colleagues within your network can offer a listening ear, comforting words, and a sense of belonging when you need it most. Knowing that you have a supportive network to lean on can provide the strength and resilience necessary to overcome adversity.

BUILDING TRUST AND CREDIBILITY:

In today's highly competitive world, trust and credibility are essential assets. Building a strong personal network allows you to surround yourself with individuals who can vouch for your character and abilities. As your network grows, so does your reputation. People are more likely to trust and do business with individuals recommended by someone they know and respect.

COLLABORATION AND INNOVATION:

Collaboration is a cornerstone of success in almost every field, and your personal network can facilitate partnerships and collaborations that drive innovation and growth. By connecting with individuals who share your interests or complementary skills, you can embark on exciting projects and initiatives that may have been otherwise out of reach.

PERSONAL GROWTH:

Your personal network can serve as a source of inspiration and motivation for personal growth. Surrounding yourself with accomplished and ambitious individuals can push you to strive for greatness. Their achievements can serve as a reminder that your goals are attainable, and their stories can provide valuable insights into how to overcome challenges. Remember, if you're the smartest person in the room... you're in the wrong room!

PAYING IT FORWARD:

The power of your personal network extends beyond your own benefit. As you connect with and help others in your network, you contribute to a cycle of support and growth. Paying it forward not only strengthens your relationships but also enhances your own sense of fulfillment and purpose.

Your personal network can be a formidable force in your life, offering limitless benefits that will significantly impact your personal and professional journey. By nurturing and expanding your network, you are investing in your future success. Remember that building meaningful connections takes time and effort, but the rewards are well worth it. So, reach out, foster relationships, and harness the power of your personal network to achieve your dreams and aspirations. Your network is not just about who you know; it's about what you can achieve together.

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RESTAURANTEUR DREAM

Seth and Kateland Gillies open second restaurant in Morgan County

By Nicole Davis

Morgan County Business Leader

Employees first, guests second. Seth and Kateland (Kate) Gillies operate their restaurant businesses with the belief that the happier an employee is, the better service a guest is going to receive.

While Ralph & Ava's Kitchen & Bar in Mooresville and Bar Ziek in Martinsville differ greatly in what they have to offer the public, both ensure that employees have the resources and support to be successful at work and at home, from offering necessary tools to make the job easier to ensuring that employees make it home to their families for holidays.

"We treat everyone as family," Seth said. "I'm probably prouder of seeing employees grow and better themselves and knowing we have a part in that. What makes me most proud is when I see someone going from being that new server to seeing them months later on a Friday night, being the rockstar in the place."

Next to that, Seth said he loves seeing people eating and drinking in their restaurants with a smile. For him, this has been a dream since he was 8 years old.

"The reality looks a little different from the dream, but essentially this is where I was headed forever and a day," he said "I used to think I'd be a big, fancy chef in New York City someday. I don't think I would want that now. I really like the small town, community aspect of it. I love being able to employ 40 people or more and know we're giving them a great opportunity and a livable wage."

LIVING THE DREAM

Seth grew up in the restaurant industry in southwest Michigan. His father was a chef and his mother ran a bar and restaurant. He started his career working in restaurants - as a cook, server, bartender, and manager. While working with Main Street Pub in Kalamazoo, Mich., he and Kate met. Together, they moved to South Bend, Ind. to take over a restaurant there for three years before going back to Michigan. By the time they were expecting their second child, Seth was putting in 80 hours a week at work. They

RALPH & AVA'S KITCHEN & BAR

Address: 6 W. Main St.,
Mooresville, IN 46158
Phone: (317) 961-4135
Web: ralphandavas.com

BAR ZIEK

Address: 72 E. Morgan St.,
Martinsville, IN 46151
Web: barziek.com
Owners: Kate and Seth Gillies

decided to move closer to Kate's Monrovia hometown to have additional family support. Seth obtained a job as a food sales rep for Cisco Foods, where Ralph & Ava's Kitchen & Bar in Mooresville was one of his accounts. As his friendship grew with the owners, Paul Ford, Toni McNalley, and Brian Wiser, Kate began to work bartending at the restaurant as well.

The COVID-19 pandemic happened which forced restaurants to close and Ralph & Ava's to repurpose the dining area into a grocery store with takeout service. A year later, a tornado struck the Ralph & Ava's building in April 2021, leading to its closure.

"I was hanging out with the owners on their back porch, having a beer in the summertime when they hit me with the news that they weren't going to re-open," Seth said. "I said, 'let's table this conversation.' After a lot of praying, we then made an offer and became the owners of Ralph & Ava's."

FIRST THINGS FIRST: RALPH & AVA'S

That was June of 2021. It took them until October to complete the remodel, celebrating the reopening on Nov. 1, 2021. Seth and Kate kept popular menu staples such as the fish and chips and the crab rangoon dip but otherwise switched up the menu. They tore down walls, the bathroom, and the bar before constructing a new, larger bar, two bathrooms where the old bar used to be, painted, updated the kitchen setup and more.

"They had such a loyal following, that's why we didn't change the name," Seth said. "We wanted to keep that presence and build on that. We're very fortunate to be able to do what we do in that small space and continue to grow it year by year. That's a testament to our team. The new kitchen manager makes



Kateland and Seth Gillies

sure quality is where it's supposed to be, the front of the front-of-the-house management makes sure people are taken care of. They're really holding down the fort to allow me the time to get our new sister

company running and up to

Seth said none of it would have been possible without the help of Ford and McNalley to answer questions, offering

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o speed.”
ld have been possible with-
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support.

Micromanaging is not their thing - quite the opposite. Seth said they rely heavily on their team, which is also a large part of the business's success.

“We’ve been blessed with a very good team,” he said. “They run the place. They are the ones working hard and doing the job every day. We like them to have a sense of pride and ownership. As a business owner, I have a few things that are near and dear to me that I’m particular about, but I tell my team it doesn’t matter how the bucket of water gets up the hill, we just have to make sure we get the bucket of water up the hill. Just because I’m the owner and I do things a certain way, doesn’t mean you have to do it that way too. We rely on the people who work for us. That has helped us build a culture where we actually don’t struggle for help like a lot of places do in today’s climate.”

They also make sure they take care of the people that work for them.

“We’re very family first,” he said. “For example, Halloween. It doesn’t matter what day it’s on, we close at 4 o’clock. Anyone who has children or a niece or nephew, we want them to go and enjoy that with their family. There are no amount of sales we could have where we’d choose that instead of family time for our team.”

OPENING BAR ZIEK

Seth didn’t plan on stopping with just one restaurant. Ideally, he’d like to have four or five - one for each of his four children. The Gillies opened Bar Ziek in Martinsville in September of this year, named after their four-year-old son. Bar Ziek is designed as an American restaurant with a from-scratch kitchen and craft cocktails. It pays homage to Seth’s experience in the industry. He’s tipping his hat, he said, to the different restaurants he worked at throughout the years. Menu items such as the pub nachos and flatbreads baked in-house daily are inspired by other places where he’s worked - though he puts his own twist on each.

“I’m trying to take a lot of what I’ve learned over the years, recipes and techniques that have stuck with me,” he said. “It’s a thank you to those different managers, and co-owners, though they may never know we’re here. It’s my journey.”

Bar Ziek is similar in size to Ralph & Ava’s but otherwise the restaurants are completely different from one another. While Ralph & Ava’s is a family restaurant, Bar Ziek is 21 and older, a more traditional bar for which Seth said he felt Martinsville had a need. The building space already had the range hood

necessary for the restaurant. The Gillies and their team built the bar, cleaned and personalized the design of the space. They brought their kitchen and bar manager to Bar Ziek from the Mooresville restaurant, allowing them to promote employees in Mooresville as well.

“My excitement in coming to Martinsville is it’s new for us,” he said. “When you live in the town next to it and you bring your wife and children here on the weekends to do things, that speaks volumes. We like coming here. Our mission is we want to be a local, neighborhood bar with exceptional food. Overall, everyone in the town that’s been here so far has been super kind. We’re happy to be here and our promise to the town in Martinsville is we are going to do our best to get a little better every day.”

FUTURE FULL OF POSSIBILITIES

Back to their employee-first business model, at Bar Ziek, employees have handheld devices where they can log orders at the table. The menu is simplistic, and designed to make the servers’ job easier. The restaurants are “closed to be with family,” as the websites state, on Sundays.

“If we take care of our people, their life will be easier, their job will be easier and they can take care of our guests so much better,” Seth said. “That’s the goal. It works at Ralph & Ava’s and it will work here. As long as we do it with a smile and genuinely care about the guest’s experience, good or bad, we’ll get there.”

While he’s not sure where or when, Seth said their next venture will be a breakfast and lunch place. Whatever their next restaurant may be, he said he would like them to all be different and named after each of their children.

“When a restaurant is supposed to be the same then you get, ‘oh, I hate the one in Greenwood. It’s not the same as the one in Castleton,’” he said. “You’re comparing yourself to yourself.”

Last November, they also started Indiana Street Catering Company, which caters to events such as weddings, rehearsal dinners, or company holiday parties in the Morgan County and Indianapolis area. As that business grows, they plan to relocate that into its own space.

The goal is to add a new restaurant every two or three years. At the moment, the Gillies are focused on continuing to offer great food and service to the Morgan County communities they serve.

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Conflict resolution training: Why it's important for companies



When you hear the phrase, “conflict resolution” ones mind might envision two co-workers in a heated exchange with tempers flaring. But that’s not usually the case. In the workplace, conflict could mean two people are in disagreement over the way a situation should be handled. Tempers aren’t flaring, but there is definitely very strong opinions. How do you navigate that?

In today’s fast-paced business environment, conflicts are bound to arise between colleagues, managers, and even customers. These conflicts can often cause stress, tension, and frustration, leading to a decrease in productivity and morale. That’s why it’s important for companies to invest in conflict resolution training.

Here are some reasons why Legacy Business Consultants conflict resolution training is crucial for companies:

1. IMPROVED COMMUNICATION SKILLS

Our conflict resolution training teaches employees how to communicate effectively in challenging situations. By improving communication



skills, employees can avoid misunderstandings and prevent conflicts from escalating.

2. REDUCED STRESS AND TENSION

Conflict can be stressful and emotionally draining. Our conflict resolution training can help employees learn techniques to manage their emotions and stay calm during challenging situations. By reducing stress and tension,

employees are better equipped to handle conflicts in a productive manner.

3. INCREASED COLLABORATION

Our conflict resolution training helps foster a culture of collaboration and teamwork. When employees feel confident in their conflict resolution skills, they are more likely to approach difficult situations with a positive mindset and

work together to find a solution that benefits everyone.

4. ENHANCED PROBLEM-SOLVING ABILITIES

Our conflict resolution training teaches employees how to approach problems with a problem-solving mindset. By learning how to identify the root cause of a conflict and brainstorm creative solutions, employees can resolve conflicts more efficiently and effectively.

5. IMPROVED EMPLOYEE RETENTION

By investing in conflict resolution training, companies show their employees that they care about their personal and professional growth. Employees who feel valued and supported are more likely to stay with the company long-term, leading to increased employee retention and reduced turnover costs.

Conflict resolution training is an essential investment for any company looking to foster a positive work environment and improve their bottom line. By teaching employees how to communicate effectively, manage their emotions, and collaborate with their colleagues, this training can help companies build a strong and cohesive team.

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Presidential Predictor?

There will be a lot of ink spilt and many electrons sent over the next 12 months regarding the 2024 presidential election. Polls will come and polls will go. And if the accuracy of those polls in the last several election cycles is any indicator, none of us should pay any attention to them. There is one poll though that is deserving of paying close attention to. Alas, this poll won't be out until just before Election Day 2024, but it's highly accurate.... to the tune of 83% or better for the last twenty-four elections.

In a nutshell, history shows that if the S&P 500 declines in the three months prior to an election, the incumbent presidential party typically loses. And the reverse holds true as well, gains in the S&P 500 prior to an election tend to indicate a win for the incumbent party.

Now no predictor can be perfect, and the stock market is far from perfect. (Insert punch line here...) But the last time this indicator failed was in 1980. I take that back. It failed (barely) in 2020 as well. From August 2020 to November 2020, the S&P rose just under one half of one percent (+.4%). And we know how 2020 turned out, the incumbent president (Trump) lost. It strikes me though as highly ironic that the Honorable President Joe Biden won the 2020 election by less than what the market made in that prediction period. President Biden won the 2020 election with the slimmest of margins. Winning by less than .3% in Georgia, less than .3% in Arizona, and just under .5% in Wisconsin, with those states



**JEFF
BINKLEY**
Finance

giving him his electoral college victory. The market almost got it right again.

What I'm trying to convey here is that dependent upon our political leanings we can all be super excited with each new positive poll that comes out showing our candidate in the lead or get our panties in a bunch if they're losing. But none of those polls will truly tell us anything. The one poll that actually has a great record (+83%) won't start predicting until August of 2024. Until then I'll be tempering my poll watching excitement. Only then will I start to watch and get excited or discouraged about who may be the returning or new resident of 1600 Pennsylvania. Its track record isn't perfect, but in 20 out of the past 24 elections, the stock market has been right on the money. And come August, watch it I will.

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 Health Mooresville now offering state-of-the-art PET/CT imaging for cancer patients

Advanced imaging using positron emission tomography (PET) with computer tomography (CT) is arriving at Franciscan Health Mooresville. The addition of PET/CT at the hospital brings the Morgan County community easier access to the latest in advanced imaging.

Franciscan Health Mooresville offers the only permanent PET/CT imaging technology in the area as part of its comprehensive cancer program. A PET/CT scan provides critical information to oncologists aiding in diagnosis, staging, treatment planning, and assessing response to cancer therapies.

"The addition of PET/CT technology at Franciscan Health Mooresville means that patients will no longer have to go to the Indianapolis campus for advanced imaging for cancer. More convenience and less travel will improve the patient experience," said Michael Eaton, MD, radiation oncologist and medical director for the Franciscan Health Cancer



Center in Indianapolis, Mooresville and Carmel.

"Mooresville continues to heavily invest in its cancer program. We offer comprehensive cancer care with medical oncology, radiation oncology, surgeons specialized in breast and colorectal surgery, clinical trials and now the most advanced imaging technology. This is all available to patients in their community close to home, hopefully making their cancer journey less daunting," Dr. Eaton said.

Franciscan Health Cancer Center is located at 1201 Hadley Road, Suite 105 in Mooresville. As a comprehensive cancer center, patients have access to medical oncology, radiation oncology, imaging services, clinical trials and survivorship resources. To learn more or to schedule an appointment, call (317) 834-5900.

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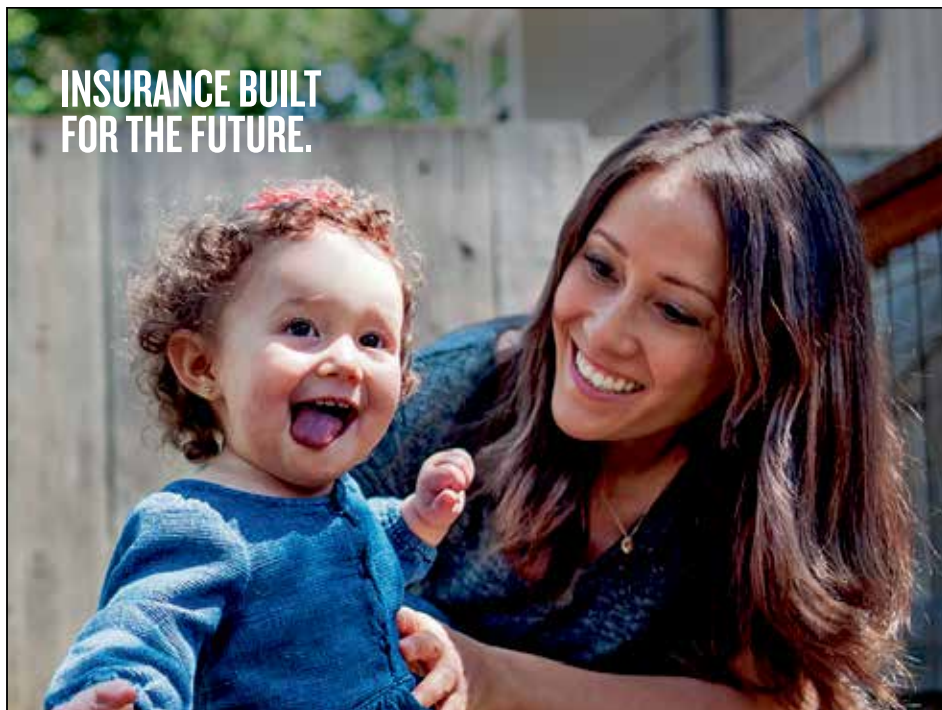
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Cybersecurity – a comprehensive approach

The word “cybersecurity” has solidified itself in the mainstream of late, with October being highlighted as Cybersecurity Awareness Month. Unfortunately, the rise in familiarity with this phrase directly correlates to the rise in cyber-attacks. Some statistics suggest that there are 2,200 cyber-attacks per day, costing businesses in the US \$8 trillion annually.

The goal of this article, however, is less about doom and gloom, and more about solutions and a comprehensive approach to cybersecurity. Though there is no 100% effective cybersecurity solution, a robust solution has to take a multi-faceted approach.

Indulge me with the following illustration. Let's say you had a large sum of money, and you wanted to keep it as safe as possible. My guess is that you would take a comprehensive approach to safeguarding your money. You wouldn't install a lock on your front door and leave the back door open. You'd have locks on all your doors, and perhaps even a safe in your home. To increase security, you might employ a guard and an alarm system. And eventually, you'd probably invest that money in secure third parties such as bank accounts or investment portfolios. This multi-faceted approach would make the theft of your money less likely.

Cybersecurity must take a similar multi-faceted approach. Here are some of the most effective and fundamental approaches to consider as you look at your own cybersecurity needs:

DEFENSIVE SOFTWARE TOOLS

Most people are familiar with anti-virus and anti-malware software as well as password managers. Utilizing these tools in conjunction with the built-in tools provided by most operating systems is at least a minimal step toward security. Beyond this, most IT partners utilize remote management tools to track when the operating system needs to be updated, when hard drives are full, and when systems probably need to be retired. More advanced tools like Endpoint Detection and Response (EDR) can also provide helpful defense against malicious threats.



**KEITH
PARKER**

ROBUST, UP-TO-DATE HARDWARE

Network technology is ever evolving, so making sure your infrastructure is up-to-date and secure is an important step in the battle to protect your data. A server with important data is a priority target for those who want to do harm, so making sure your server is still being supported and your firewall is up-to-date are crucial to a secure network.

EFFECTIVE TRAINING

The most common method used to infiltrate systems and ransom data is still phishing. Someone within your organization makes a quick decision to click on a link in an email that looks legitimate, and suddenly, your company's data is on the line, being ransomed, or shared publicly, bringing shame and a loss of reputation. A comprehensive cybersecurity approach will work to inform and educate the human element to lessen the potential for a breach.

CYBER INSURANCE AND RESPONSE PLANS

Since no foolproof cybersecurity plan exists to guarantee your data won't be breached, it's important to have a plan for IF a cyber incident occurs. Cyber insurance is an important measure to ensure your company can withstand a potential attack. In addition, having a WISP (Written Information Security Plan) in place will help guide your company through a cyber incident.

Ultimately, protecting your data, your reputation, and your clients' personal information should be a priority. What next step do you need to take to add another layer of protection for the sake of your company, your clients, and your peace of mind?

Keith Parker is the Relationship Builder for C2IT Consulting, a Plainfield-based IT Consulting firm that builds websites, e-commerce sites, provides IT support and management, and builds custom software and mobile apps. Keith can be reached at keithparker@c2itconsulting.net or at 317-721-2248.

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Gratitude makes optimism sustainable

Life certainly has its highs and lows! Some days seem like everything is going our way, and others seem like the entire world



Jod Woods

is against us. I was recently speaking with a friend of mine that happens to be a business owner. He asked what I say to people when they ask, "How's business?" Any business owner knows.... actually, everyone knows,

some days are just NOT good. Maybe, entire seasons are not good. My answer was this.... I always say, "I am blessed beyond measure!" Why do I say this? Because I am! I am truly BLESSED beyond measure!

Here is what we need to remember. Regardless if we find ourselves on the high, in the low, or somewhere in-between; there is someone wishing they had what we have. Perhaps it is our health, our family, our finances, our freedom.... I can go on and on.... Which is my point!



Is life easy? NO WAY!!! So, how can we stay positive in an uncertain and inhospitable world? We just need to remember that GRATITUDE makes OPTIMISM SUSTAINABLE!

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.

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Franciscan Health Mooresville introduces new option for disposing of unused prescription medication

Franciscan Health Mooresville is partnering with Sharps Compliance, Inc. to combat the growing epidemic of prescription drug misuse by providing solutions to safely dispose of expired, unwanted and unused medications, including opioid painkillers.

A MedSafe® drug collection and disposal receptacle is now located at the main hospital entrance of Franciscan Health Mooresville for the safe and anonymous disposal of unused or expired medicines and controlled substances.

Most Americans recognize that prescription drug misuse is a growing problem and one that flourishes in all communities.

"We often receive questions from patients and visitors asking how they can safely get rid of their unused medications," said Trish Weber, chief operating officer for Franciscan Health Mooresville and Carmel. "We're happy to provide a safe and convenient solution at Franciscan Health in which to dispose of unused medications, thus removing them from one's home and harm's way."

Visitors can bring their unused medications to the MedSafe receptacle, which is located directly inside the main hospital entrance, next to the gift shop. The MedSafe is available 24-hours a day, seven days a week and is

a specially designed receptacle for a safe, cost-effective, and convenient way to dispose of potentially dangerous drugs.

Medications accepted are: prescription medications, over-the-counter medications, and liquid medication bottles less than 4 oz. in a Ziplock bag. The MedSafe cannot accept: illegal drugs, needles/syringes, medical devices or batteries, aerosol cans or inhalers, chemicals, mercury-containing devices, radiopharmaceuticals, or liquid chemotherapy and cytotoxic drugs.

"Safe disposal of prescription medication is a vital strategy for preventing prescription drug misuse and keeping the water supply safe," said David P. Tusa, president and chief executive officer Sharps Compliance, Inc. "We are thrilled to partner with pharmacies and healthcare organizations to provide a convenient method to dispose of unwanted medications."

The MedSafe receptacles are securely installed and can only be accessed and emptied by two employees as required by the DEA guidelines. MedSafe receptacles are located in retail pharmacies, long-term care facilities, hospitals and clinics with on-site pharmacies, law enforcement, government agencies, and narcotic treatment facilities.

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Networking tips that work!

The concept of networking often unsettles or confuses many individuals, and it's not hard to understand why. When people contemplate networking, it can appear insincere at best and selfish at worst. This perception starkly contrasts with the actual essence of networking, which should ideally be characterized by friendliness, usefulness, and authenticity.

It's relatively easy for most of us to be friendly and helpful with people we already know. However, because networking is typically seen as a "business activity," there's a tendency to believe that we must behave differently in this context. Unfortunately, many networking strategies come across as pushy, needy, or self-serving, even though the individuals employing them rarely exhibit such behavior in their everyday lives.

But there's no need to worry; there are authentic ways to promote oneself. In the spirit of aiding everyone in becoming more proficient networkers, I present 24 networking tips that, based on my experience, have proven to be effective.

1. The primary objective of networking should be to assist others. While it's certainly nice if they reciprocate, networking is a two-way street, and your side of the street should focus on helping others rather than asking for help. Requesting favors should only come into play after you've learned more about the person and provided some value to them.
2. Understanding their needs should take precedence over sharing your own. Your personal goals should not be at the forefront of your mind. Building a relationship with someone means being attentive to their needs and perspectives. Your task is to comprehend the people within your network, their perspectives, and what matters to them.
3. It's not about knowing the most people but knowing the right people. There's no need to distribute your business cards indiscriminately or inundate everyone with emails. Instead, focus on identifying individuals who are pertinent to your objectives. Over time, you can decide if the common interests you share with someone are worth pursuing further. It's better to have five people willing to support you than 500 who merely recognize your name.
4. Avoid having expectations. Making contact with someone doesn't place them in your debt. No one is obligated to "owe you one." Rather than approaching

networking with the aim of accumulating favors, approach it with curiosity. Engage with interesting and relevant people and see what transpires. Some will respond, while others won't. Concentrate on those who follow up. Discover what makes them intriguing and how you can be of assistance, all without expecting anything in return.

5. Don't leave networking to chance. Take the time to define what you seek in your network. While you may occasionally stumble upon remarkable individuals by accident, it's much simpler to find the right people when you know what you're looking for from the start. Be proactive and compile a list of individuals you intend to connect with intentionally.

6. Venture beyond your industry. Establish connections with people from various fields and levels. By expanding your network beyond the usual confines, you become more valuable to those in your immediate industry. After all, the people you work with possess diverse interests and personalities, don't they? With a broad network, you can be the bridge that connects people across different industries.
7. Refrain from dismissing anyone as irrelevant. You might think that a local blogger isn't a valuable contact because you work in a medical practice. However, when you're opening a new branch and want to spread the word, you'll be grateful you reached out to someone with an existing audience.

Taylor announces retirement

At a meeting of the board of Mooresville Consolidated School Corporation Tuesday evening, Superintendent Randy Taylor announced he will retire at the end of 2023.

"I am thankful for my time serving Mooresville Schools," said Taylor. "I can truly say that I look forward to coming to work every day. My focus has always been to keep the students at the forefront of every decision. I am proud to say that with the strong team we have at Mooresville, we've been able to do just that."

Taylor has served as superintendent since July of 2017 and he is currently the Indiana District IV Superintendent of the Year. Previously, he served as assistant superintendent at Mooresville for three and a half years. He was named 2011 School Business Official of the Year by the Indiana Association of School Business Officials and has also received the Indiana Association of Public School Superintendents' Ten-Year Award for Distinguished Service.

"We are thankful to have had Randy Taylor, a respected school leader in Indiana, lead the Mooresville team the past several years," said School Board President Dr. Bill Roberson. "His experience and expertise have led this district to many achievements and improvements while honoring our Board of Trustees' commitment to keep the tax rate level. We wish him all the best in his well-deserved retirement."

During Taylor's time with the district, several key projects and improvements have taken place. Academic improvements during Taylor's tenure include the addition of community preschool programming, the expansion of Project Lead the Way STEM programming to all elementary schools,

increased Agri-Science programming, the expansion of college credit Advanced Placement courses, and the expansion of one-to-one devices across all grade levels. District-wide building improvements include technology and safety upgrades to all schools, a new Transportation Center, the addition of the Pioneer Pavilion and Pioneer Practice Facility, the creation of the new Career Center with Ivy Tech, major parking/drainage upgrades to the MHS campus, and the addition of turf fields for football, soccer, baseball, and softball fields. At the same time, students transferring into Mooresville Schools have more than doubled.

"I'm grateful for the opportunity I've had to serve as Superintendent," said Taylor. "When I first joined Mooresville, I was embraced by the school family as well as the community and have enjoyed this positive atmosphere ever since. Great things are happening in Mooresville for our students and our school community, from improved schools and campuses to increased educational opportunities for students. I'm honored to have been part of the Mooresville Schools' legacy."

Before joining Mooresville Schools, Taylor has served as assistant superintendent for business at the MSD of Martinsville for 12 years. He began his career as a teacher and coach in Monrovia. He then moved on to teaching and coaching at Martinsville High School and then rose to become the school's assistant principal and as principal of West Middle School. He served as Martinsville's assistant superintendent in 2002 and became Mooresville's assistant superintendent in January 2014. Taylor received his Master's Degree and Ed.S. in School Administration from Indiana University.



Taylor



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