

Where Hendricks County Business Comes First

BUSINESS LEADER

HENDRICKS COUNTY

October 2020 | Issue 0182
hcbusinessleader.com

Economic driver

New economic development chief, Brian Bilger, ready to make things happen in Hendricks County

Page 8



Jeff Binkley

Will S&P 500 number predict next White House occupant?

PAGE 4



Tom Klein

Former Avon Town Manager takes position in Montgomery County

PAGE 7



Scott Flood

Is story telling something new?

PAGE 12



Now is the best time to refinance your mortgage

With historic low interest rates, now is the best time to refinance. By doing so, your monthly payment may be significantly lower – which in turn will free up some extra cash.* To learn more, call 765.483.6397 and ask for Gretchen, Michelle, or Vicki. They'll be happy to assist you and even help you through our online application.

* Loans subject to credit approval.



STATE BANK
OF LIZTON



StateBankofLizton.com

MEMBER
FDIC

OPINION

Chambers need to be included in next round of PPP

Abuses of the Paycheck Protection Program or PPP stimulus — designed to help small business pay employees — are so numerous that it's no wonder conservatives are skeptical of universal healthcare. Granted, the program was very hastily established, yet, the justice department recently made public some of the stories of enormous fraud.

Like the one about the Florida roofer who spent \$689,000 on a boat. Or the one of the Virginia business owner and his wife who formed shell companies to apply for more than \$6.6 million. They received \$1.4 million and tried to flee to Poland, the justice department alleges.

We will hear about not-so-small businesses that sucked up a majority of the available cash when it wasn't even clear that they qualified for the program.

Hopefully, the government will catch all of these abuses, but don't hold your breath. It's likely the fraud will be in the millions of dollars. Some will argue that it needed to be done in order to help the businesses who applied and received the money. By June, there was more than \$100 billion left in the second round of funds funneled into the program.

Yet, chambers of commerce could not apply or receive funds.

These are legitimate organizations which offer desperately needed programs to assist the very small businesses that the PPP was supposed to save.

As Congress and the administration prepare to approve another stimulus package, the Hendricks County Business Leader demands chambers be included.

Humor: Quack COVID cures complete me

By Gus Percy

Someone sent me an ad for a cure for COVID-19. All you had to do was eat a dozen cans of this particular cat food. I paused to search my memory of COVID diagnoses in cats. I came up blank, a recurring problem. I put down the syringe of Ajax and started searching for other claims of cures or vaccinations.

It seemed a worthwhile time suck.

In India, cow urine parties were all the rage. Unfortunately, the party was prohibited because of the large crowd. Besides, cow urine works better in brownies.

Venezuelan President Nicolas Maduro tweeted elderberry tea and lemongrass could

stave off the infection. It was removed because it interfered with the election, I think.

Amazingly, as of Sept. 25, the FDA has only had to send out 114 warning letters to sellers. I'm disappointed because these "cures" are fun to read. But it's early. Anything could happen and in 2020 it's likely.

The makers of Hennessy cognac were forced to warn Kenyans that it would not make them immune. No Kenyans cared.

Isn't the FDA cute? Trying to remind people that there are no cures or vaccines. And unlike pregnancy tests, there is no approved way to do your own lab work

from home. Of course, every government action must have a name. So the effort to squelch false claims and cures is called Operation Quack Hack.

So cute.

Of course, regular readers of this column are of elite intelligence and do not need to be reminded not to give out any personal information, don't click on links in texts from unknown senders, be on guard for friends who may have had their phone numbers spoofed for out-of-character texts.

Amazingly, as of Sept. 25, the FDA has only had to send out 114 warning letters to sellers. I'm disappointed because these "cures" are fun to read. But it's early. Anything could happen and in 2020 it's likely.

In the meantime, get a cow dung mud pack. It won't cure COVID, but you'll automatically be social distanced from everybody.



Gus Percy is a contributing columnist to the Hendricks County Business Leader. He may be reached at (317) 403-6485 or gus@icontimes.com

Tempting but wait

By Susan Rozzi

"Emotional Intelligence, more than any other factor, more than I.Q. or expertise, accounts for 85% to 90% of success as work"

— Warren G. Bennis

I have been seeing such a need for impulse control these days. Individual contributors needing to take the time to think before they speak. Leaders needing to slow down and truly listen to their direct reports. Friends needing to not post so quickly to social media.

Impulse Control is one of the key skills of emotional intelligence. It is the ability to control an urge, resist temptation, and to delay gratification. Here are a few questions to ask yourself about your impulsivity.

- Do you immediately respond to email, texts and phone calls?
- Is your Twitter account on fire?
- Do you get angry when confronted?

- Do you regret many of your decisions or words you speak?
- Do you love to buy things for the thrill of it?
- Do you feel agitated if you can't get all your work done?
- Do you make fast-paced decisions?
- Do you need all the facts when you have a strong gut or emotional reaction?

It's Ok if you said yes to these questions. Chances are, at times, these responses feel good and bring satisfaction. However, does your impulsivity ever lead to more difficult situations later or less productive outcomes? These are the times impulse control is most important.

Here are a few tips for developing more impulse control:

- Take a moment before you react. Deep

breath.

- Focus on the long-term gains versus the short-term satisfaction.
- Consider all the options and ask others if there is another option besides the one you are considering.
- Listen. Don't speak. Ask great questions.
- Delay your responses, especially when emotions are involved.
- Don't overpromise by asking when it is needed.



Susan Rozzi is the president of Rozzi and Associates, a leadership and organizational development company helping good leaders become great. Contact Susan at susan@rozziandassociates.com.

BUSINESS LEADER
HENDRICKS COUNTY

www.hcbusinessleader.com

Copyright 2020©
Grow Local Media, LLC
All rights reserved.

Hendricks County Business Leader

5252 E. Main St.,
Avon, IN 46123

PHONE: (317) 451-4088

EMAIL: rick@businessleader.bz

Founder & Editor/Publisher

Richard K. "Rick" Myers

Contributing Writer **Lindsay Doty**

Contributing Writer **Gus Percy**

Design/Production **Zach Ross**



The Hendricks County Business Leader is published by Grow Local Media LLC. Content published alongside this icon is sponsored by one of our valued advertisers. Sponsored content is produced or commissioned by advertisers working in tandem with Grow Local Media's sales representatives. Sponsored content may not reflect the views of The Hendricks County Business Leader publisher, editorial staff or graphic design team. The Hendricks County Business Leader is devoted to clearly differentiating between sponsored content and editorial content. Potential advertisers interested in sponsored content should call (317) 451-4088.

LET US BOOK YOUR 2020 EVENT OR WEDDING!



The 33,000 sq. ft. Hendricks County 4-H Fairgrounds and Conference Complex is designed to meet any of your social meeting needs: banquets, meetings, seminars or wedding events - we can do it all! Our friendly and knowledgeable staff are ready to make your event worry-free and memorable!

\$50 OFF

Rental of \$150

or more

Must present coupon at time
of order. Expires 12-21-20.



DANVILLE | 1900 East Main St.

317-718-6153

www.4HComplex.org



NOW LEASING

97 Dover St.



4,235Sq. Ft. Available
Large Reception Area
Office or Medical Uses
Immediate Occupancy

8102 Kingston St.



1948 Sq. Ft. Available
Buildout Allowance
Office or Medical Uses
Good Tenant Mix

7378 Business Center Dr.



3000 Sq. Ft. Available
Favorable Rents
Centrally Located
Immediate Occupancy

6319 E. US Hwy 36



200 Sq. Ft. and Up
Small Single Office
Conference Room Available
Immediate Occupancy

Looking to work local or grow your office space needs?

DRI MANAGEMENT GROUP, INC.
6319 E. US Hwy 36
Avon, IN 46123

TOM DOWNARD
O: 317.272.5161
C: 317.714.1470
IN #RB 14040838

MONEY MATTERS

Will S&P 500 number predict next White House occupant?

By Jeff Binkley

Ah, October. The kids are back to school (kind of). The temperatures have begun to cool. And we can look forward to all those political ads really ramping up now. Hooray!

One of the most perilous things a money manager can do is making his or her politics a matter of public record. Especially as political passions proportionally increase the closer we get to Election Day. He or she is certain to displease one or more of their clients. Another dangerous (and foolish) thing for a money manager to do is to make a prediction as to who is going to win a political contest. Now I have often proved myself for a fool. But for this piece, I will do neither. I will however point out a fascinating bit of market data that by the time this comes to press, if you are a market junkie like me, you probably have already heard from one of the financial talking heads on one of the plethora of market news outlets online or via cable or satellite:

Since 1948, the market has an outstanding history of predicting whether the president or his party gets to keep their jobs.

Sam Stovall, chief investment strategist for Standard & Poor's Equity Research Services, wrote this in an S&P newsletter:

"The S&P 500's price performance during the three calendar months leading up to the presidential election has been a good predictor of whether the president or his party would be re-elected or replaced. An S&P 500 price rise from July 31 through October 31 traditionally has predicted the reelection of the incumbent person or party, while a price decline during this period has pointed to a replacement. Since 1948, this election-prognostication technique did an excellent job, in our view, recording an 88% accuracy rate in predicting

the re-election of the party in power (it failed in 1968)." Mr. Stoval went on to say: "Either we have a tremendous situation of being fooled by randomness or we have an interesting stock market phenomenon."

An interesting expression that: "fooled by randomness." As a student of the markets for the last 30 years, I remain amazed at investors' capacity to succumb to the perceived power of that randomness. I also caution myself daily in hopes for me to avoid the same.

One of the most perilous things a money manager can do is making his or her politics a matter of public record. Especially as political passions proportionally increase the closer we get to Election Day. He or she is certain to displease one or more of their clients.

Just in case this piece of market phenomena happens to be an accurate predictor of the future... at least until it isn't, I'd

like to share with you a number. No, not the latest Rasmussen poll or the RCP Polling Average or even a fivethirtyeight. No, the number I want to share with you is 3271.12. That was the closing value of the S&P 500 on July 31, 2020.

If you choose, you can watch all the upcoming political coverage with abandon and glee. You can keep yourself updated on every new poll and be alternately frustrated or elated with the coverage your favored future leader is getting. All while sacrificing quality time you could be spending on your business or with your family, or simply reading a good book.

Or you can just wait until market close, Monday, Nov. 2, take a look at the S&P 500 and know with 88% accuracy what the morrow will hold. If it's higher than 3271.12, Trump has an 88% chance of returning to the White House. If it's lower, it may be Mr. Biden measuring new curtains for the oval office.



Jeff Binkley is the Founder and Managing Director of Binkley Wealth Management Group. He can be reached at Jeff@thebinkleygroup.com or (317) 697-1618.



SAVINGS & DISCOUNTS UP TO \$2,699

NOW FEATURING FALL PROMOTION

Utility Rebates up to\$1,000

Energy Savings up to\$900

10 Year Parts Warranty value up to.....\$799**

Total Savings & Discounts up to\$2,699

See details below. Offer expires October 31, 2020.

Not valid on prior installations. Restrictions apply. *with approved credit **On qualified systems.

**BEST REBATES
OF THE YEAR**

We can exchange your current model with a new American Standard Heating & Air Conditioning High Efficiency system. Now is the best time to exchange your out-of-date model for a new, super high efficiency system, and do it all with
36 months* financing.

THE BEST NEWS YET!

Your savings may pay for your new system. Our new American Standard High Efficiency systems are guaranteed to put the "green" back in your pocket with their super high efficiency energy savings functionality... and we'll guarantee that in writing! And if you prefer to make monthly payments we have low interest rate loans available through our bank.

WHAT NEXT?

Give Joy a call at 317-839-5877 and she will schedule an appointment at your convenience to give you exact figures on how much you can save. Many of our customers have thanked us for taking the time to review their utility savings options and they have turned their savings into more exciting purchases like vacations, computers, even shopping sprees...

ACT NOW BEFORE THESE REBATES AND INCENTIVES EXPIRE!

Visit our web site at **Bassettservices.com**
to see what over 10,000 customers like you say about our service!

Save th Date

Join us for a Hendricks County
Business Leader's Cover Party

Food

Thursday, November 12
4:30-6:30 pm

Fun

State Bank of Lizton

U.S. 36 and Satori Parkway in Avon

Networking

presented by



STATE BANK
OF LIZTON

BUSINESS
LEADER
HENDRICKS COUNTY

Join us while we honor our covers while celebrating them Grand Opening of State Bank of Lizton's
new retail banking center at U.S. 36 and Satori Parkway in Avon, in front of the YMCA.

RSVP to Catherine Myers at Cathy@icontimes.com
or call (317) 918-0334.

Former Avon Town Manager takes position in Montgomery County

By Gus Percy

Former Avon Town Manager Tom Klein has already started his new position as the Montgomery County administrator.

Full time county administrators are relatively rare in Indiana. Hendricks County has had an administrator for several years, but according to the National Association of Counties website, only three counties have administrators across the state.

Although the position was created only nine months ago, county commissioner Jim Fulwider said Klein will be the second person in the position.

“Over our first nine months of having (an administrator) we’d seen the benefits,” Fulwider said. “We just saw the benefit of having someone there to do the day-to-day stuff for the commissioners and the council.”

One of the benefits Fulwider said was improved communication between the elected officials and county department heads.

“Everybody was staying a lot more informed about what the others were doing,” he said.

Fulwider, who is the commission president, said Klein was a great candidate. Particularly, his 23 years as the town manager



Tom Klein

in Avon and his work in Indianapolis.

“When we were in the search for this,

it was just like a dream come true, a guy with this much experience.” Fulwider said. “People spoke so highly of Tom and his abilities. I just can’t tell you how much the guy has amazed me.”

Klein said he wanted to continue in municipal administration, but was afraid he was going to have to move out of state.

“I had become a finalist for a community in Georgia, Kentucky, Illinois and Wisconsin,” Klein said. “Then this opportunity popped up and Lexi (Klein’s wife) and I talked about it and we need to be open to all possibilities.”

After interviews with the commissioners and a couple of county council members, Klein saw support for the position and it was a “good fit.”

Klein said Montgomery County officials want to increase jobs and single-family housing.

Klein started work in Montgomery County Sept. 21. He and his family have already purchased a home and will be moving there soon.

“I really feel that if you’re going to be a professional local government manager, you should live in the community where you work,” Klein said. “I think I owe that to

the people that I work for.”

Montgomery County has been growing. The 2010 Census counted 38,000 residents which is sure to increase significantly. There are ten incorporated towns and Crawfordsville, the only city and the county seat. The county government oversees about 800 road miles.

Major employers include RR Donnelley and Nucor Steel.



This is Relentless Dedication.

At Hendricks Regional Health, we’ve been working since 1962 to protect the health of our community — and this year, that has never been more important. To some, it may seem like our physicians and associates have gone above and beyond in the fight against this pandemic. But we are simply fulfilling our commitment to being the indispensable healthcare partner for our friends and neighbors in West Central Indiana — no matter what.

With two hospitals, six medical centers and 44 physician offices, we have a front door in every corner of our community. Make your same-day in-person or virtual appointment today at **ThisIsHendricks.org**.

Edwin Jackson, Jr., DO, FACP, FCCP
Hendricks Pulmonary, Critical Care & Sleep Medicine



Economic driver

New economic development chief, Brian Bilger, ready to make things happen in Hendricks County

By Stephanie Dolan

It seems that money rules the world. It keeps the pistons pumping, the wheels greased and everyone's head above water. But there are people behind the flow of cash that keep our society moving forward. People like Brian Bilger, who just took over the executive director position for the Hendricks County Economic Development Partnership.

According to the organization's website, the partnership is "a successful non-profit public-private partnership that involves major employers, local governments, chambers of commerce, and other organizations throughout Hendricks County. Our success has been driven by a collaborative approach and the recognition that our entire county benefits when any community becomes stronger."

"We are the economic development entity for the whole county, and we help companies looking to relocate to or expand in Hendricks County," Bilger said. "We look to attract new capital development and retain business we currently have."

Bilger, 47, is replacing Jeff Pipkin, who is now with Hoosier Energy in Bloomington.

"My first job out of undergrad was as a subprime mortgage underwriter," he said. "I went back to grad school to get my MBA. I got a job right after grad school, so I kind of fell into what I'm doing now by

accident."

Originally from Perrysburg, OH, Bilger attended the University of Toledo, majoring in general management before enrolling at Heidelberg University to attain a master's degree in general management with a concentration in finance.

Bilger has 18 years of economic development experience, and he believes that, while communities might be different, economic development is pretty much the same everywhere. He has held economic development positions in Toledo as well as in Michigan, and most recently served as business development manager at the Wayne County Economic Development Corporation in Michigan.

He has also held positions with the Detroit Regional Chamber and the Regional Growth Partnership in Toledo before signing on as the economic development manager of Lucas County, also in Toledo.

"Brian had the type of experience and strategic thinking that aligned the most with what the board was looking for and where we want to try and get to in the future," Greg Ternet, board chair and CEO of Hendricks Power, said.

"I was involved in the interview process, and he did a really nice job," Jeff Banning, of Banning Engineering, said. "His experience was really intriguing, and I'm looking forward to working with him. I think Hendricks County has been a warehousing and logistics sort of community. I see him having other ties to other business types that I believe will expand on the business base that's in the county."

Bilger has now been with the Hendricks County Economic Development Partnership since Aug. 24. He's not only acclimating to a new job, but also to a new building as the partnership

recently relocated from Avon to the downtown Danville square.

"I like it – Danville square," he said. "It reminds me of Perrysburg and other small communities I've worked with. The Bread Basket is incredible. Between that and the Beehive for coffee every morning it's awesome. I like our new office and how it has a sense of purpose. In the next week or two we'll have some signage out front as well."

"Hendricks County receives economic development project proposals every week and it can be difficult to site these projects in the area best suited to make both the project and the community successful," Ternet said. "Though Brian's main job will be to bring economic development to Hendricks

County as a whole, he will work to place the project in an area where it will be the most successful."

Bilger, who just dropped his son, Jacob, off at Ohio State for his freshman year, will also soon be living in Danville.

"We believe the partnership is poised for growth in both membership and new capital investment coming to Hendricks County. We are looking forward to seeing our organization grow under Brian's leadership and see our county continuing to be successful in both new economic development project and business retention."

"I've been looking at different apartments," he said.

Bilger said that he was scared to death his first week at his new job.

"The more I talk to people in the community and the longer I'm here the better I feel," he said. "I like the relationships we have with our economic development partners.

The number of projects we're seeing in the community is very solid. We have strong board participation made up of private and public sector. I'm also superstitious, so I hope I didn't jinx myself. I really like this community. Everyone is down to earth and very practical."

Bilger said he has some plans in mind for future projects, but he doesn't want to discuss them yet and get ahead of the board.

"We're still waiting for board

approval," he said.

"We believe the partnership is poised for growth in both membership and new capital investment coming to Hendricks County," Ternet said. "We are looking forward to seeing our organization grow under Brian's leadership and see our county continuing to be successful in both new economic development project and business retention."

"Ideally, our job, when a company is looking to expand, is to lower their total landing costs and make project as economically feasible as possible," Bilger said. "We have a tremendous team here," Bilger said. "They're very solid. My job is just to guide the ship."

Bilger's team includes program implementation director Lora Steele and business development director Victoria Ross-Frost.

"I enjoy the team we have here and our partners and the community," he said. "It's a team sport. It's not done individually."

For more information on the Hendricks County Economic Development Partnership, visit their website at hcedp.org.

Meet Brian Bilger

What is your favorite TV Show? Seinfeld

What is your favorite movie? Man on Fire

Do you have any travel plans? I'll be going on a cruise with my family for a week starting Dec. 6

Who or what inspires you? I'm a big fan of Winston Churchill.

What do you enjoy reading? I read everything. I'm different. Most recently was *The Accidental Superpower* by Peter Zeihan.



Need space for those special team-building meetings?



Give us a call!

2230 Stafford Rd, #101
Plainfield, IN
317.837.1717
Chicagospizza.com



Like us on Facebook!

The Hendricks County ICON's 2nd annual

Holiday Craft Show

November 14, 2020, 9AM-4PM
1900 E. MAIN STREET - Danville, IN.

presented by:



2020 HOLIDAY CRAFT SHOW REGISTRATION FORM

Name _____

Phone # _____ Date ____ / ____ / ____

Address _____

City, State & Zip _____

Car Make _____ License Plate # _____

Website URL _____

Previous Vendor ☐ Yes ☐ No

All fees are non-refundable unless cancelled due to COVID-19 Pandemic.

Registration fee includes booth space and advertising in several media outlets. Set-up time is Friday, Nov. 13 from 4pm -7pm or Saturday, Nov. 14 at 6 am. Set-up doors will close at 8:30 am and final set-up to be completed by 9 am.

Please provide a brief description of items in booth:

***EVENT ORGANIZERS DO NOT GUARANTEE EXCLUSIVITY OF PRODUCTS.**

BOOTH FEES

_____ \$75.00 - Full booth paid by October 1
- After October 1 payment of \$100 (10' wide x 10' deep)
_____ Electric \$20 (subject to availability) ____ Yes ____ No
_____ \$40.00—additional booth (maximum of 1 booth)
_____ \$5.00—8' table (\$15 day of show) ____ \$2.00—Chair (\$5 day of show)
_____ TOTAL PAID (must include booth fee, any rentals & electric)

*By signing up for the Craft Show, you are agreeing to abide by guidelines given to you
***YOU CANNOT RENT A TABLE WITHOUT RENTING A BOOTH**

This years Annual Holiday Craft Show is presented by Hendricks County ICON and Hendricks County 4-H Fairgrounds. Please call the HC 4-H if you have any questions at 317-718-6153 or email director@4hcomplex.org

Mail this application, with payment to:
**Hendricks County
4-H Fairgrounds**
PO Box 7, Danville, IN 46122

OFFICE USE ONLY

Account _____
Booth _____
Ad _____

You can also register online at www.4hcomplex.org

THERE'S SERVICE... THEN THERE'S **RAY'S TRASH SERVICE**



CALL A RAY'S WASTE REMOVAL EXPERT TO LEARN MORE

317-539-2024

WWW.RAYSTRASH.COM

THE PERSONAL TOUCH

Is story telling something new?

By Scott Flood

At a recent networking event, a business owner mentioned it seemed that more companies were using storytelling as a way to connect with their customers. He wondered whether I had observed the same trend.

I had to suppress a chuckle. I've seen many similar claims from other marketers and even some copywriters who should know better. Yes, storytelling appears to be on the upswing, but it's nothing new. It's a time-honored tactic that patiently awaited its opportunity to re-emerge.

What we call "storytelling" today is what was referred to as "copywriting" a generation or two ago. The recent discovery that "authenticity" improves the connection with prospects and customers is exactly what advertising pros recognized and employed decades ago.

As humans, we're evolutionarily wired to pay attention to stories. When a co-worker says, "I gotta tell you what happened to me this weekend," they have our complete attention.

So when a company or an organization starts to tell us a story, they also capture

our full attention. We're drawn in and we do our best to block out other messages.

Those stories take different forms. Sometimes they're the tale of how a new product came to be. Sometimes they're a case study in which we learn how the company helped someone do something important, thereby demonstrating what they might be able to do for us. And sometimes they're just an explanation of how something works.

Sharing stories about your company, organization, products, or services is a particularly effective way to connect with the audiences that are important to you. And authenticity beats hype every time. If those appear to be new ideas, it's only because professional marketers are often distracted from proven solutions by shiny new objects.



Scott Flood creates effective copy for companies and other organizations. You'll find more articles at sfwriting.com. ©2019 Scott Flood All rights reserved.

BIZ LEADERSHIP

What should you celebrate?

By Karl Zimmer

As you well know, it is important to celebrate successes and accomplishments within your organization. These might include specific accomplishments of members of your staff as well as company successes. What else might be worthwhile and helpful to celebrate?

In my old company, we celebrated birthdays and anniversaries of all our staff and workers as well as corporate accomplishments, which could include safety, productivity, quality, and delivery related successes, among others. I thought it was also important to acknowledge individual accomplishments, yet that was difficult in the environment we had, with two of our three production facilities being unionized. The union executives and many of the union members were against singling out any individuals who went, "above and beyond," merely because they feared it would make other members, "look bad." Without breaking any rules, we found ways to congratulate workers who were exceptional, because we felt it was important.

Perhaps it is also important to acknowledge, if not celebrate, whatever is learned

from negative outcomes. In our personal lives, we are taught to learn from mistakes and that there is no such thing as failure, there is only feedback. Is that not also true in business? Do we not learn from mistakes, from decisions that result in unintended outcomes? Might it be helpful, then, to celebrate those as well? I don't mean to suggest that in celebration, we are saying we want more of the same mistakes, yet is it not true that the most successful people and organizations are those that have learned the most from having made mistakes? The only ones who make no mistakes are those who do nothing.

The difference between a master and a novice is that the master has failed more times than the novice has even attempted. It is through the failed attempts that the master has learned what to no longer do.



Karl is the author of, "The Boy Who Grew Up to RULE* the World..." a speaker, Board Certified Hypnotist, and successful CEO. Karl can be contacted at karl@z-success.com. RULE* is a Registered Mark of Karl R. Zimmer III

KEMPER
CPA GROUP_{LLP}
Certified Public Accountants and Consultants

SEASONS CHANGE.

SO DO YOUR ACCOUNTING NEEDS.

**WE ARE HERE TO HELP YOU
THROUGH THESE CHANGING TIMES.**

Call today to schedule your consultation

317.839.9136

625 S. Dan Jones Road - Avon, IN 46123

www.kempercpa.com



Looks at Local Leaders

Each month, the Business Leader focuses on how Leadership Hendricks County delivers the skills local residents need to provide leadership in our communities.

Why Servant Leadership is a Game Changer



"If your actions inspire people to dream more, learn more, do more, and become more, you are a leader." - John Quincy Adams

We have all heard of the term "Servant Leadership". In fact, many of us have had the privilege to work for or with a servant leader and well...many of us have experienced the opposite. Servant leadership is defined as, "a **leader-ship** philosophy in which the main goal of the **leader** is to serve. This is different from traditional **leader-ship** where the **leader's** main focus is the thriving of their company or organizations."

This is different! It is different because it flips the business culture pyramid on its head. A servant leader prioritizes the team's growth and well-being, letting their own needs and ambition take a backseat!

The mark of a true servant leader is someone who is known for serving instead of commanding, demonstrates humility instead of brandishing authority, and is always looking for ways to engage and develop their staff members.

The end result of servant leadership? "Performance goes through the roof," says Art Barter, founder and CEO of the Servant Leadership Institute and CEO of Datron

World Communications, Inc. The success is often found when the servant leader moves beyond the transactional aspects of management and actively seeks to develop an employee's sense of purpose within the company mission. This in turn creates empowered staff who will perform at a high, innovative level. Employees feel more engaged and purpose-driven, which in turn increases the organization's retention and lowers turnover costs.

There are 5 general qualities that a servant leader possess:

- 1) Listening- Listening is at the core of servant leadership. It's a simple way to make your team feel valued so they know you care.
- 2) Empathy- A lot goes into empathy, but it basically comes down to getting to know your team. Find out what makes them tick, and learn their strengths and weaknesses. That way you can let your team members shine and maybe even help them turn their weaknesses into strengths.
- 3) Self-awareness- Take inventory of your own strengths and weaknesses, and figure out how you fit into the overall team. Then use yourself in ways that benefit the team and the company.

4) Stewardship- Stewardship is simply leading by example. It's your job to set the tone for your team, so don't ask people to do things you wouldn't do yourself.

5) Building community- Teams who trust each other work together to get more done. That's why it's important to cultivate relationships among your team.

Servant leaders know there's always more to learn—and we can help you out with that. There are several resources that we would recommend to help you as you seek to grow as a servant leader, including: the Robert K. Greenleaf Center for Servant Leadership (Greenleaf.org), The Journey to the East by Hermann Hesse, and Leaders Eat Last: Why Some Teams Pull Together and Others Don't by Simon Sinek. Leadership Hendricks County graduates bring the community sharper leadership skills, energies focused on solving specific problems, and a network of associates with the talents and abilities to create a blueprint for Hendricks County's future. To learn more about Leadership Hendricks County, our community and our offerings visit <https://www.leadershiphendrickscounty.org/> or follow us on Facebook.



A big part of leadership (and life) is simply showing up. In the midst of a pandemic, the LHC Class of 2020 continues to show up, ready to learn, contribute, and serve, either in person or through virtual options.



In order to serve, we must first listen. In August, LHC 2020 classmates Tania Burke and Cory Stewart practice active listening skills.



Leaders serve as a member of a team. Here LHC 2020 classmates Victoria Ross-Frost, Jessica Ledford, and Virgil Underwood III work together on a problem-solving activity.

Leadership Hendricks County is a not-for-profit organization whose mission is to seek, prepare, involve and sustain leaders from diverse backgrounds to address community and countywide changes. Since 1993, Leadership Hendricks County has given citizens the background and inside information they need to take on effective leadership roles in the Hendricks County community. To learn more about Leadership Hendricks County or leadership training for your organization, email admin@leadershiphendrickscounty.org or visit our website at www.LeadershipHendricksCounty.org.



MAKE HALLOWEEN A LOCAL TREAT



www.avonchamber.org | 317.272.4333

info@avonchamber.org

SHOP. EAT. ENJOY. LOCAL

SHOP LOCAL NO TRICKS, JUST TREATS



Planner of Note

14 - Danville Chamber of Commerce (members' meeting): Wed., Oct. 14, 11 a.m., at HC 4-H Fairgrounds, 1900 E. Main St., Danville. For more information, call (317) 745-0670

20 - Plainfield Chamber of Commerce (members' meeting): Tue., Oct. 20., 11:30 a.m., Plainfield Rec and Aquatic Center, 651 Vestal Rd., Plainfield. For more information, call (317) 839-3800

21 - Brownsburg Chamber of Commerce (members' meeting): Wed., Oct. 21, 11 a.m., at the Brownsburg Fire Territory, 470 E. Northfield Dr. Brownsburg. For more information call (317) 852-7885

27 - Avon Chamber of Commerce (members' meeting): Tue., Oct. 27, 11 a.m., Avon American Legion, 4812 E. Main St., (Old US 36) Avon. For more information, call (317) 272-4333

Newly Incorporated Businesses

Compiled by Connie Sieferman
New Business Filings (8/21/2020 – 9/21/2020)

GRANTEE: Kickstand Bar & Grill

DESCRIPTION: bar/restaurant
GRANTOR: Scott Lindley
DATE: 8/24/2020

GRANTEE: Cake Scraps and More

DESCRIPTION: bakery and party planning
GRANTOR: Angela Sherer
GRANTOR: Ketina R. Kennedy
DATE: 8/24/2020

GRANTEE: Optimal Roofing & Restoration

DESCRIPTION: roofing/restoration
GRANTOR: Jacob Creel
DATE: 8/28/2020

GRANTEE: R D Racing Enterprises

DESCRIPTION: race car services
GRANTOR: Ronald W. Dawes
DATE: 8/28/2020

GRANTEE: Hott Pressure Washing

DESCRIPTION: pressure washing/cleaning
GRANTOR: Donald L. Hott
DATE: 8/28/2020

GRANTEE: Weekend MTB

DESCRIPTION: mountain bike gear retail
GRANTOR: Jesse O. Avila

DATE: 8/31/2020

GRANTEE: Clicks by Angie

DESCRIPTION: photography
GRANTOR: Angie Garrett
GRANTOR: Angela Garrett
DATE: 9/02/2020

GRANTEE: All-Stars Academy Daycare

DESCRIPTION: daycare
GRANTOR: Shayla Brookshire
DATE: 9/08/2020

GRANTEE: Nvest

DESCRIPTION: apparel brand
GRANTOR: Courtney Brown
DATE: 9/09/2020

GRANTEE: Top Notch Interior Finishing

DESCRIPTION: construction
GRANTOR: Michael Murphy
DATE: 9/11/2020

GRANTEE: Flat Out Design

DESCRIPTION: vinyl design
GRANTOR: Amber Gardner
DATE: 9/11/2020

GRANTEE: Rowe Paving

DESCRIPTION: asphalt drives
GRANTOR: Michael L. Rowe
DATE: 9/11/2020

Planner of Note

Avon Chamber New Members

ABSTRACT & TITLE GUARANTY CO.

287 Shiloh Crossing Dr.
Avon, IN 46123
(317) 271-0088

MY TECH GUY, LLC

7663 Monterey Cir.
Avon, IN 46123
(317) 268-8120

Brownsburg Chamber New Members

VICTORY TITLE, INC.

7230 Arbuckle Cmns., Ste.
257
Brownsburg, IN 46112
(317) 537-7406

ESCAPE HAIR STUDIO

435 E. Main St.
Brownsburg, IN 46113
(317) 750-6696

EMBER STUDIOS LLC

2680 E. Main St., Ste. 100
Plainfield, IN 46168
(463) 204-8830

ALL STAR DENTAL

600 W. Northfield Dr., Ste.
2020

Brownsburg, IN 46112

(317) 563-8090

Danville Chamber New

Members

DANVILLE DIPS

101 S. Washington St.
Danville, IN 46122
(317) 714-4427

LEKSE FARMS/RUE DE

FLEURS

423 S.CR 525 W.
Danville, In 46122
(317) 370-4376

MALLORY DRONE

PHOTOGRAPHY

9310 E. CR 300 N.
Brownsburg, IN 46112
(317) 383-9438

WOLF TREE

2098 W. CR 200 N.
Danville, IN 46122
(317) 718-7175

Plainfield Chamber New Members

COURTYARD BY MARRIOTT

450 Market Place Mile
Plainfield, IN 46168
(317) 507-1117

GRACE TRUCK

9560 E.600 S.
Zionsville, IN 46077
(317) 516-9260

MK VIRTUAL SOLUTIONS

5116 W. CR 450 S.
Coatesville, IN 46121
(317) 539-1014

SOMERSET
CPAs AND ADVISORS



HOW IS COVID-19 AFFECTING YOU AND YOUR BUSINESS?

Let us help you navigate these uncertain times.

Stay up to date on the latest information regarding the coronavirus' impact on you and your business by visiting the COVID-19 Resources page on our website. The challenges are changing each day, and Somerset is committed to keeping you informed. Contact us today to connect with a Somerset advisor.



800.469.7206
somersecpas.com



Kathy Spencer-Ellis
VP/Commercial Lender



With over 20 years of experience in commercial banking, Kathy Spencer-Ellis is committed to helping your business move to the next level.

Offering a solutions-oriented approach and unmatched personal service, she will bring professional solutions that work for you and your business.

Stop by or call Kathy today!

317-754-2896

kspencer-ellis@homebanksb.com
www.homebanksb.com

Visit our new
Plainfield location
990 W. Main St.





YOUR VOTE ON NOV. 3 HELPS PROTECT THE FUTURE OF INDIANA'S ELECTRIC COOPERATIVES

As a consumer of an Indiana electric cooperative, you are among 1.3 million Hoosiers who can claim ownership in a not-for-profit, consumer-controlled utility that provides electricity at cost.

Absentee ballot applications are available at IndianaVoters.com. Applications are due Oct. 22.

VISIT ACTION.INDIANAEC.ORG



5-step

TREE PLANTING PLAN



Before you dig, call 811, the underground utility locator service, to mark the location of underground utilities so accidental contact, damage and injuries can be avoided.

Choose trees that will grow no higher than 25 feet when planting near power lines. Plant larger trees more than 40-60 feet away from power lines.

Do not plant near underground utility services. Tree roots can grow and interfere with underground pipes, cables and wires. Future repairs to these facilities also could damage the health and beauty of nearby plants and trees.

Pick the right spot. Don't plant trees, shrubs, plants or other vegetation where they can damage electrical equipment or interfere with your co-op's ability to access essential equipment.

Ask Hendricks Power to come trim your tree if it begins growing near power lines; don't risk your safety doing it yourself.

