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HENDRICKS COUNTY

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SHERIFF BRETT CLARK RETIRES

PAGE 4



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OPINION

Humor: A simple and effective guide to gift giving

By Gus Pearcy

Christmas gifts bring joy to both the receiver and the giver. My parents were excellent gift-givers, even if I had been a bad boy. I never got a lump of coal, and trust me, there were years I deserved one. After getting my heating bill in November, I wish I had some coal.

Early on, Mom would deck the gifts with elaborate ribbons, bows and even artistic scenes. I remember one wrapped gift, she created a skating rink with a cadre of skaters and onlookers. I was too young to appreciate this marvel of paper craft and origami. I'm pretty sure I ripped into with no regard for the decorations.

I can't tell you what the gift was, but I remembered the package.

One year Santa brought me a slot car race track and was nice enough to assemble it around the tree.

These memories are a part of my Christmas. Each year, I

rely on these moments. Sadly, I did not follow my Mother's artistic packaging. The closest I came was pizza boxes. I would put my gifts in a pizza box to hide the fact that I was giving a book, CD, or movie.

The beauty of it was I could wrap a pizza box. I was a whiz at it. Nothing fancy, but my corners weren't like a 3M tape factory. The stackable nature of the packages made them super easy to carry too.

Many a counter employee would blankly stare at me when I asked for 15 pizza boxes. No, I don't want any pizza, but I do want the boxes. Some charged. Some gave them to me in a Spirit of Christmas kind of way.

I was a genius. I mean, I thought so. Once I gave my sister a dryer. I put the receipt in a pizza box. She was shocked that I would spend so much on her gift. That was a good feeling. Unfortunately, I'm not always that good.

My gift-giving leaves a lot to be desired. My wife, Mom, niece and sister are good at it. Throughout the year, they make mental notes. By October, they have a list of gifts I love. Me? I need help remembering where I parked my car.

My therapist will correctly point out my oversized ego. I agree. I'm working on it.

This is all to remind you not to be like me. That's not new. Try to give great gifts. Pay attention.

But when it comes to white elephant gifts, I'm a master.



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

Business Leaders: Build relationships intentionally

By Susan Rozzi

My son, being a good Hoosier, loves basketball. When he made the middle school basketball team, I was often the parent who picked up a lot of the boys from school and drove them home. Now, how does a mom intentionally build relationships with a bunch of middle school boys?

It began when my kiddos were in elementary school. When they got home from school I would ask them how their day was. If they answered with "fine," "great," or some other lame answer, I would stop them in their tracks. Then I would make them give me three sentences using five or more words.

[Note: I have since realized, "How was your day?" is a weak question! Consider starting with, "Would you be willing to tell me one good thing that happened today at school?" Then ask about an interesting fact they learned, or a funny thing that happened, or when they got embarrassed.]

This tactic quickly got implemented in the car when I picked up the boys from practice. They would jump in the car and I'd ask, "How was practice?" And, inevitably, someone would say "fine." Out of the corner of my eye, I'd watch my son panic because he knew what was coming.

My response would sound something like this, "It's great that practice was 'fine' but in this car, that's not a great response because I REALLY want to know how practice was. Give me three sentences using five or more words about practice."

**"A little
intentionality
can create
great results!"**

Of course, there were a few snickers from the other boys, but they answered. What happened almost every single time is that one of those three sentences would cause another boy to chime in. Soon, they would be talking about practice, school, and whatever else came up. No cell phones were out, and no ear buds were in.

After a while, I didn't even have to prompt them. They'd jump in the car, I'd make eye contact with one of them, and they'd start spilling it. All kinds of stuff. This extended into

high school. Can you imagine? 16-year-old, 6 foot plus boys getting in my car and volunteering information?

That's what intentionality can create.

Those boys took to calling me Mama Rozzi and asking me for advice and shared some pretty deep stuff. When I no longer drove them to and from practice, if they came over to the house, they'd often stop into the kitchen to share what was going on with them. It was the result of intentional relationship building. Not because we had much in common but because I made an intentional effort to talk with them.

Who do you need to be more intentional with to create an environment that spurs communication? HINT: It may be your direct reports!

How can you ask great questions to draw them out?

How can you create an environment that makes conversation more comfortable?

A little intentionality can create great results!



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.

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COVER STORY

SHERIFF BRETT CLARK RETIRES

By Peg McRoy Glover

Sheriff Brett Clark retires at the end of this year after serving over 33 years as a law enforcement officer. He calls his retirement bittersweet because he loves what he does and would like to continue, but Indiana is a two-term limited State and he has served two four-year terms.

He has accomplished a great deal in those eight years and has much to be proud of. The one legacy that he considers his standout is the building of the new Hendricks County Jail.

"The whole idea was tying this building to the community. To me, Danville has always been a place to come home to. It is the seat of the county, and it has a lot of historical buildings," said Clark. "I think this new jail is keeping with those concepts. I hope when people see the new jail, they will get that same kind of feeling."

The entry into the building is a nod to the county courthouse that was completed in 1914. While the entry can't compare to the courthouse rotunda, there is a ten-foot skylight that shines over a terrazzo tile Hendricks County Sheriff's five-pointed star emblem laid into the floor.

In the conference room hangs a Grand Army of the Republic (GAR) lamp fixture that was original to the courthouse.

"We found that lamp fixture in the basement of the courthouse that had probably been stored there for 80 years," said Clark. "At first it was thought that it had something to do with the sheriff's department because it has five-point stars on it. It was designed for the GAR which was a Civil War Veteran's group. They also used a five-pointed star in their emblem. Some inmates refurbished and rewired it and now it hangs in the new jail conference room."

Clark's experience, keen eye for safety, and the anticipated growth in Hendricks County served central to the design of the new jail.

It houses administration, the detectives, the fleet, and of course the jail. The operational center has receiving, cooking, laundry, processing, and a garage.

There are two jail pods, meaning that a central observation area for guards is surrounded by a group of pods that are inmate living areas. The officers' observation posts have state-of-the-art observation and safety technology.

"When we built this facility, we also looked at estimates of crime based on population growth," said Clark. "Hendricks County is one of the fastest growing counties."

While Clark is first to say that the ideal situation is that there won't ever be a need to add onto the building, there is room on the land for a third pod.

Last March a group from the National Association of Women in Construction (NAWIC) toured the facility.

Debra Roland, NAWIC member, past president, and director of the board was in that tour group.

"I toured the new Hendricks County Jail during WIC Week (Women in Construction)," said Roland. "The administrative offices and one of the two pods were completed. I was amazed at the technology and thought process that went into designing the new jail. It kept in mind not only the comfort of the prisoners but also the safety and security of the guards. Sheriff Clark was a wonderful host, very accom-



The Clark family on the night he won sheriff in 2014. L-R Chance, Karie, Jack, and Sheriff Clark. (Photo provided by Karie Clark)



The ribbon cutting for the new jail was on Nov. 18. L-R David Cox, Larry Hesson, Dennis Dawes, Phyllis Palmer, David Wyeth, Brad Whicker, and Sheriff Brett Clark. (Photo by Karie Clark)

modating, and answered all of our questions. It was a thrill to see this new building in progress."

Clark plans to go into consulting. He will bring to the table a sheriff's perspective when it comes to designing correction facilities. He also brings a wealth of knowledge from the boards he has served on such as the National Sheriffs' Institute and National Sheriffs' Association.

"In looking back on these eight years, I think my main focus was probably around the issues related to mental health in jails and how we could improve our efforts there," said Clark.

He won the 2022 Gloria Goeglein award for his work related to mental illness and law enforcement from the National Alliance on Mental Illness.

He and his wife Karie have two grown sons, Chance and Jack. They look forward to traveling, riding that Indian motorcycle, and attending more concerts.

"Karie has been there with me through all of this," said

Clark. "She really is a great partner."

Sheriff Clark will only sit in the new sheriff's office about 30 days before he retires. As he looks over his shoulder as he exits that new office, he can rest assured that in his 33 years of service to this community he has given it his best.

ON THE COVER: Sheriff Brett Clark can be very proud of the many good works he has done for the community, but his greatest pride is in the new Hendricks County Jail. (Photo by Karie Clark)

- 1. What do you enjoy doing in your spare time?** In the past couple of summers, I took up bee keeping, and we do honey. I also like to motorcycle. I have a really nice Indian motorcycle that we like to ride. I like live music too and am a large fan of the Grateful Dead. I practice Yoga three to four times a week and have for the last five years. Every June 21, on the summer solstice, I do about an hour and half of sun salutations (a sequence of 12 flowing yoga postures).
- 2. What do you like to read?** Most of the books you will find in my library are on leadership. I like to read spiritual books too such as "The Great Divorce" by C.S. Lewis. And, of course, books on yoga.
- 3. What kind of movies do you like to see?** I like comedies such as the ones with Jim Carey in them.

BUSINESS BRIEFS

Lisa Arnold earns 2022 Indiana Bankers Association Women of the Year award



(Submitted photo)

Lisa Arnold, president and CEO of Home Bank, Martinsville, has been honored with the 2022 Indiana Bankers Association Woman of the Year award, sponsored by Krieg DeVault LLP, Indianapolis. She was presented with the award on Nov. 2, during the IBA Banking on Women Conference. Arnold joined Home Bank in 1985 and has served in positions including branch

manager, vice president of retail banking, chief operations officer, and now president and CEO. She is a past president of the Indiana Bankers Association Future Leadership Division and a current member of the IBA Board of Directors. Home Bank SB serves South Central Indiana with offices in Morgan, Hendricks and Johnson Counties

Hendricks County experiences quieter real estate market last month

In October, Hendricks County experienced a quieter residential real estate market. According to F.C. Tucker Company, the average home sale price in Danville increased 34.8% to \$293,915; the average home sale price in Plainfield increased 34.4% to \$353,474; the average home sale price in Brownsburg increased 18.5% to \$337,099; and the average home sale price in Avon increased

12.5% to \$363,199, compared to October 2021. Hendricks County homes also spent more time on the market than this time last year. Plainfield homes remained on the market 32 days longer; Brownsburg homes remained on the market 14 days longer; Avon homes remained on the market 12 days longer; and Danville homes remained on the market one day longer.

Dollar General opens new market in Danville

The new Dollar General Market at 176 S State Road 75 in Danville is now open. The new store format features an expanded selection of fresh meats, fruits and vegetables, as well as the same categories, brands and products customers trust Dollar General to carry. To help commemorate the opening of DG's new Danville location, Dollar General plans to donate 100 new books to a nearby elementary school to benefit students ranging from kinder-

garten to fifth grade. In partnership with the Kellogg Company, the donation will be part of a planned donation of more than 60,000 books in fiscal 2022 across the country to celebrate new DG store openings. Dollar General plans to create new jobs in the Danville community as the store is expected to employ approximately 15-17 people, depending on the individual needs of the store. For more information, visit dollargeneral.com.



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MONEY MATTERS

Of Bitcoin and bulbs

By Jeff Binkley

I guess I'm just too old-fashioned. Bitcoin reminds me of tulip bulbs.

Any time one of my friends asks me about bitcoin, I give a standard answer that I know little about it but consider it a speculative investment, meaning if they buy some, they should be prepared to lose their entire principal. Ironically, if you read some of the latest headlines about a recently bankrupted bitcoin trading company, the problem wasn't principal so much as the former CEO's lack of principles.... He got greedy.

To attempt an understanding of bitcoin, one must first understand the concept of a fiat currency. A fiat currency is not based on the value of a sexy, little, Italian sports car. No, fiat money is typically a government-issued currency that is not backed by any physical commodity like a pile of gold or silver. It's backed instead by the full faith and credit of the government that issues it. The British pound, Euro, Chinese yuan, and yes, the US dollar are all fiat currencies. Most modern paper currencies are.

Why would governments want to issue a currency that has no tangible value? It's all about control. And no, I don't mean black helicopters flying around where the "government is out to get you!" control. It's about massaging, managing and influencing national economies. Govern-

ments attempt this by controlling how much money is printed. Too little money, and economies may go into a recession or even depression, too much and economies can experience hyper-inflation.

So where does bitcoin and its brethren fit in? They are all fiat currencies. There have no tangible assets underlying them to give them value. They only have value because people believe that they have value. When that belief is shaken, they can suffer significant declines in value. As they have recently.

Where do tulip bulbs come in? A few years back, 1634 actually, the Dutch Republic was one of the world's leading economic and financial powers. (Remember the "Dutch East India Trading Company" from history class?) One significant Dutch trading commodity was tulip bulbs. Back in 1634, a meteoric rise in tulip bulb prices began. By 1637, single tulip bulbs were being sold for 10 times the annual income of a skilled workman. Imagine that. A single tulip bulb being sold today for \$500,000 to \$750,000.00. Trading receipts show that a single bulb traded for 12 acres of land. (FYI last October a single bitcoin reached a value in excess of \$61,000.) In February, 1637, the bottom fell out. Bulb prices collapsed dramatically and trading bulbs eventually just stopped. Investors, speculators, businesses

were ruined. (Since October of 2021, bitcoin has fallen to around \$16,000.00 as of press time.)

What is bitcoin? Simple really. A bitcoin is a number. Yep, just a number. It is an electronic fiat currency. It has no physical existence. How valuable is it? It depends on how much value people think it has. Think about that. The more people who believe it has value, the more scarce, speculative, tradable, and valuable it can become. How to best understand it? Try this: Take a dollar bill out of your purse or wallet. What is it? It's a piece of paper - with a number on it. Bitcoin is an electronic piece of paper with a number on it. And just like the history of paper currency in our country and so many others, until enough people accept it, believe in it and use it for commerce (if they ever do), its value will rise and fall in dramatic fashion.



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.

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HENDRICKS COUNTY

Guest Speaker: Lindsey Frazier

Hendricks County offers opportunities for women in business to network, support each other, be inspired and learn new skills. Quarterly the HC BusinessLeader offer a women's luncheon with seventy five to a hundred women in attendance, who are all there to grow their business and empower others. Amazing to be in a room full of women who all believe in lifting each other up.

Next womens luncheon, **December 8, 11:30-1** at
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Lindsey Frazier is an author, a poet, and an advocate. She has spent that last decade of her life advocating for those on the margins, from her work in a day center for the homeless, to becoming a certified Court Appointed Special Advocate (CASA), and a Victims' of Violent Crime Assistant in the local prosecutors office. Her conviction to embrace others through an active love is what keeps her awake at night. Lindsey lives in Indianapolis, Indiana with her husband and their three children.

2023 Women's Luncheons

- March 9 • June 8
- September 14 • December 7

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cathy@icontimes.com or call/text (317) 918-0334

Mary Beth Carmichael retires after 35 years



Mary Beth Carmichael worked at the YMCA for over 35 years. Photo provided by the Hendricks Regional Health YMCA.

By Nichole Meloche

Mary Beth Carmichael, of Avon, is retiring after working at the YMCA for 35 years.

Mary Beth started her career with the YMCA at their Ransburg location as the Wellness and Aquatic Director. She was promoted to Executive Director and then became the District Vice President. For the second half of her career, she oversaw the Hendricks Regional Health YMCA and the OrthoIndy foundation.

"I love the impact the YMCA has on our community," said Carmichael. "I love all the people that work there and I got to know so many YMCA members."

Throughout her career at the YMCA, Mary Beth enjoyed organizing fundraisers for the community. She volunteered at the annual Gobble Gallop and the annual golf outing. For their scholarship programs, donors had the chance to put a pie in Mary Beth's face.

Mary Beth was a mentor for the YMCA's District Vice president Jessica Ledford. She helped Jessica develop her leadership skills as she moved through her roles with the YMCA.

"I am so thankful for Mary Beth blazing the trail as a woman in leadership," said Ledford. "I am thankful for her relentless dedication to bringing a YMCA facility to the westside and positively impacting westside families for 35 years. I am thankful to Mary Beth for the growth, support, friendship and passing the baton and I wish her the best in this next chapter."

Mary Beth's colleagues, Gregg Hiland and Kelly Meissner shared their thoughts on Mary Beth's YMCA legacy.

"I've watched Mary Beth nurture relationships that helped our organization build a beautiful YMCA," said Gregg Hiland, President and CEO of the YMCA of Greater Indianapolis.



Mary Beth and her YMCA coworkers at her retirement party. Photo provided by Mary Beth Carmichael.

olis. "I've seen our organization become stronger by the volunteers and donors that she has brought into our family. We are so thankful for Mary Beth's thoughtful planning during this transition and for the indelible impact that she has made on this organization. Mary Beth is an incredible leader and remarkable community builder."

"Mary Beth has been the cornerstone of our Hendricks Regional Health YMCA family," said Kelly Meissner, the Early Learning Director. "Since my first day, her passion and leadership have been inspiring. She has helped to create a welcoming center which has become a second home for many of

our westside families. Working with her the past nine years has been both a privilege and an adventure."

"I plan to continue on with the legacy that she has worked so hard to build," said Meissner. "We will continue to grow and engage with our amazing community as she has envisioned. She will be greatly missed. We wish her well in this next chapter."

During retirement, Mary Beth is looking forward to relaxing, volunteering for her community, taking vacations and getting back into playing her favorite game of golf.

"I love the impact the YMCA has on our community," said Carmichael. "I love all the people that work there and I got to know so many YMCA members."

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BIZLEADER

Can round pegs fit in square holes?

By Karl Zimmer

The obvious answer is, "No," but what if there was a different message in the question that could be useful to you as leader? How do you know if someone is a "round peg" working in a "square hole" job?

At the beginning of the process, when people come to interview for a specific job, we look at their credentials, their work history, and we may perform some suitability tests or personality assessments. Many of these tests or assessments are helpful and some are quite predictable and reliable. What happens

when the person is already in a position, and you suspect they are out of place? Sometimes it is easy to tell when someone is not suited for a particular job, which might make your next decision rather simple. What steps will you take to remedy what could be harmful for your organization if not addressed?

Usually, people excel at things they enjoy, and they enjoy what they do well. Some people are good at working with details, numbers, and coding, and other people are best working with other people, either in sales, customer service, or other jobs involving face-to-face time with customers, vendors, other team members, or others in the community. It is important to make sure you are allowing people to fill roles they want, jobs they do well, and jobs they enjoy. Ongoing, regular reviews to evaluate performance and assess enjoyment levels are critical to understanding whether people are happy and doing well in their jobs.

We all know that feedback and reviews are important, but do we also assess and implement change based on how much joy people have at work?

When I first started working, we weren't expected or even allowed to enjoy our work, after all, it was, "Work." We were expected to just do our work and keep quiet. That is no longer the case,

We all know that feedback and reviews are important, but do we also assess and implement change based on how much joy people have at work?

at least not in the most highly functioning organizations, but few organizations look at "joy in work," and even fewer actually strive to place everyone in positions

they would enjoy most. With all the tools we have available to aid in the hiring, placement, and retention processes, it is a failure to ever have a person unhappy at work because they are in a job they don't enjoy. When you love what you do, you don't have to work a day in your life. That goes for others in your organization as well.

This column is dedicated to sharing experiences, research, and ideas about great leaders, for great leaders. We welcome your comments, questions, and suggestions. What would you like to know more about? What gems would you like to share?



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

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Leaning into Leadership

Each month, the Business Leader focuses on how Leadership Hendricks County equips professionals with the tools and techniques to lead and strengthen our communities.

2022 LHC Team Capstone Projects: Big Ideas. Impactful Work.

Capstone projects are a key element of each Leadership Hendricks County class. Groups of participants identify a community need, then develop and implement strategies to create sustainable solutions. This is the fourth of five projects advanced by LHC's Class of 2022.



2022 LHC CAPSTONE PROJECT: YOUTH MENTAL HEALTH

There's broad community awareness that today's teens are grappling with mental health issues to a degree not seen before. Despite the explosion of information driven by social media, local teens aren't always aware of the resources available to them. How can Hendricks County bridge the gap between young people and

the help they need?

This Capstone group researched resources focused on suicide prevention. "We looked for existing text message-based services because we believe adolescents in need may be more willing to use them instead of traditional hotline or speaking to someone in person," explained the group's Brandon Smith. "Our search brought us to Crisis Text Line, a not-for-profit

organization that provides free mental health texting services and confidential crisis intervention."

The group then identified existing marketing materials to support the texting service, and worked with local school districts and employers to place posters where teens would see them, so they'd know where to turn for help.

LEADERSHIP HENDRICKS COUNTY 2022 CAPSTONE PROJECT TEAM



From left: **Joel Wesley**, Enviro-Master Services of Indiana; **Brandon Smith**, Hendricks Regional Health; **Jenny Deno**, North Salem State Bank; **Kelly DiBenedetto**, Danville Chamber of Commerce; **Jon Mayo**, Indiana Dental Association Insurance Trust.

Leadership Hendricks County, Inc. is a 501c(3) not-for-profit organization serving the people and corporate citizens of Hendricks County and west central Indiana by offering top-notch leadership and engagement programs for current and emerging leaders who then apply those skills to strengthen their community. Learn more at www.leadershiphendrickscounty.org.



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THE PERSONAL TOUCH

Things you say without realizing it

By Scott Flood

Businesses put a lot of effort (and money) into trying to send messages to their customers. Unfortunately, many of the things they do end up sending other messages. Those unintended messages may be inadvertent, but they're also dangerous.

Take the time I brought rolls of change to the bank to exchange for paper. The teller frowned and said, "If any of those are short, we'll deduct it from your account."

They weren't confident I was bright enough to count to 50. Nor did they seem to appreciate my having taken the time to count out and roll the whopping \$14 worth of change, rather than simply dumping a big bag on her counter. Their message? My bank doesn't trust me.

Suppose she had cheerfully accepted those paper rolls? If something came up short, she could call me and say, "We noticed that your roll of dimes was short one. I hope you don't mind, but we'll have to debit your checking account."

Those little hand-lettered signs we see in so many businesses are another example. Take a hamburger joint I used to frequent. They make a great cheeseburger, but every time I approach the carry-out

window, I'm confronted with "We don't accept expired coupons, so check them BEFORE you come in!!!" And "EVERYTHING includes catsup, mustard, onion, mayo and tomato, so if you order EVERYTHING, THAT'S what you're going to get!!!"

Clearly an employee weary of being confronted with expired coupons and onion complaints crafted these signs, putting words in ALL CAPS and using multiple exclamation points so we'd know they were really serious!!!

Those signs set the tone for the service. The last time I stopped by, the counter was dead, and I'm sure the owner was struggling to understand why.

Some say little things really don't matter. But they matter very much, because they all send unintended messages. They may even undo everything you try to accomplish through marketing.



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

Newly Incorporated Businesses

10/22/22 - 11/21/22

GRANTEE: HVAC Bismillah

Description: HVAC

GRANTOR: Danial Abid

GRANTOR: Mohammad Abid

Date: 10/27/22

GRANTEE: 142 Speed Shop

Description: Automotive parts

GRANTOR: Sara Matthias

Date: 10/31/22

GRANTEE: Luna Bee Consulting

Description: Consulting

GRANTOR: Barbara Luna

Date: 11/02/22

GRANTEE: Roark Warehouse Solutions

Description: Warehouse preparation

GRANTOR: Cameron Roark

Date: 11/16/22

GRANTEE: Sonic Response

Description: Business consulting

GRANTOR: Robert E. Gramly

GRANTOR: Gayle D. Gramly

Date: 11/17/22

GRANTEE: Acoustix

Description: Construction

GRANTOR: Shane Seal

Date: 11/18/22

Who we buy from now will decide who's standing later.

Let's make sure all the small businesses we love are on that list.

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EMPLOYER HEALTH & WELLNESS

Tips for supporting healthy eating habits during the holidays

By Christine Arvin, RDN, LD

As we approach the holiday season, it is important to remember that this time of year can be packed with both positive and negative emotions. Whether you love them or dread them, the holidays often bring higher than normal stress levels. The mental toll of the season combined with holiday treats and celebrations can lead many people to put a pause on their wellness goals. As we prepare for this special time, these healthy eating tips can help you support your employees' wellness efforts.

- **Work Environment:** Providing snacks in the workplace is a terrific way to support your staff during the workday. Opt for healthy options that are convenient and ready to eat. Snacks such as pre-cut fruit and vegetables, nuts, popcorn, and tortilla chips with humus or salsa will support employees' healthy eating goals while energizing them! Resist the temptation to provide treats that are loaded with sugar and fat. Not only can they derail healthy goals, but they can also result in an energy crash.
- **Gatherings:** When planning work gatherings that include food, offer healthy options in addition to seasonal favorites. Fruit and vegetables make great low-calorie and healthy sides. Water and unsweetened tea are fantastic low-calorie drink

options. Be sure to make all staff members feel welcome by accommodating food allergies and preferences in celebrations.

- **Gifts:** If you are thinking of providing gifts to your employees, consider non-food items. An increase in seasonal stress often results in emotional eating. To combat this, try giving gifts that promote mental well-being. Gratitude journals, candles with calming scents like lavender or rosemary, and calming activities such as adult coloring books, are wonderful gifts that can help diminish stress. If providing a food gift is part of your office tradition, consider a grocery gift card. This gives your staff the freedom to choose the foods that they want.

However you celebrate this season, we hope you make choices that support the health and well-being of your co-workers, your family and yourself. Happy holidays!



Christine Arvin, RDN, LD, is an outpatient dietitian with the Hendricks Regional Health Lifestyle Medicine department.

Planner of Note

14 – Danville Chamber of Commerce (members' meeting): Wednesday, December 14 at 11:00 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) Thursday, December 20, 11:30 a.m. at Richard A. Carlucci Recreation & Aquatic Center. 651 Vestal Rd. Plainfield. For more information, call (317) 839-3800

21 – Brownsburg Chamber of Commerce (members' meeting): Wednesday, December 21 at 11:00 a.m. at Westchase Golf Course Pavilion, 4 Holloway Blvd., Brownsburg. For more information call (317) 852-7885

No December meeting – Avon Chamber of Commerce (members' meeting): No regular December meeting. For more information, call (317) 272-4333



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BUSINESS BRIEF

Avon Chamber of Commerce receives W.P. Woods Fellowship Award



From left, Tom Iles, Tom Downward and Lisa Dulcich-Suyeyasu. (Submitted photo)

On Nov. 7, Plainfield Lions Club President Tom Iles presented the W.P. Woods Fellowship award to the Avon Chamber of Commerce in recognition of supporting the Plainfield Lions Club mission of charitable service. The W.P. Woods Fellowship is the highest award to be presented by the State of Indiana Lions. Dr. W.P. Woods, of Evansville, was elected the first president of the Lions International Association. Accepting the award on behalf of the Avon Chamber of Commerce are Tom Downward, executive director and Lisa Dulcich-Suyeyasu, executive assistant.



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AT WORK

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