Where Hendricks County Business Comes First

May 2023 | Issue 213 hcbusinessleader.com

BEAR'S LAWN CARE & GARDEN CENTER: 23 YEARS

Locally Grown; Family Owned... How it started.

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COMMUNITY

Hendricks County Relay for Life Event raises money for cancer research

By Nichole Meloche

Nearly two decades after the first event in Danville, the annual Hendricks County Relay for Life event is approaching. This year's event will support those who have battled with cancer May 20 at Brownsburg East Middle School.

Sharon Hammer has volunteered on the event leadership team for 16 years. After attending her first Relay for Life event in 2007, her sister-in-law was diagnosed with cancer, which encouraged her family to get more involved in funding cancer research.

"Relay for Life has been a staple in Hendricks County for about 20 years with the first relay event in Danville, followed a few years later by Avon, Brownsburg and Plainfield," said Hammer. "Unfortunately, Brownsburg is the only community event that has withstood the test of time and is still going strong."

To include the entire county, this year members of the Brownsburg Relay for Life are rebranding the fundraiser as Relay for Life of Hendricks County, Hammer said. This broadens the base for volunteers, event participants, survivors and potential sponsors.

The event will feature a bounce house, Star Wars characters, live bands, international foods and Zumba classes. Cancer survivors and one caregiver are invited to receive a free dinner.

At 10 p.m. a luminaria ceremony will honor the memories of those participants have lost.

An online silent auction before the event will raise funds as participants bid on items such as gift cards, baskets and autographed items. Individuals and companies may donate to the auction until May 6.

"We would love to invite residents and businesses to support us by walking at our event to help fundraise and bring awareness to the need to find a cure," said Hammer. "We plan to honor cancer survivors and strongly encourage every survivor to register online and to participate in the survivor walk and dinner."

"We would love to invite residents and businesses to support us by walking at our event to help fundraise and bring awareness to the need to find a cure"

- Sharon Hammer



A luminary bag honored the memory of someone who lost a battle to cancer at a previous Relay for Life event.



Volunteers at Relay for Life sell concessions to raise money to fund cancer research. (**Photos provided by Sharon Hammer**)

RELAY FOR LIFE OF HENDRICKS COUNTY

- When: 2-11 p.m. May 20
- Where: Brownsburg East Middle School track, 1555 S. Odell St., Brownsburg.
- Email: shrnhmmr@sbcglobal.net or janet.wartman@cancer.org
- Dinner: 5 p.m. Cancer survivors and one caregiver may attend a free dinner.
- Luminaria ceremony: 10 p.m. honor those who lost their cancer battles.
- Online silent auction: May 11-20. Contacting Sharon Hammer to donate items, shrnhmmr@sbcglobal.net.
- Cost: Free to attend. Other activities vary.
- **Website:** Register, make online donations and purchase luminary bag purchases at secure.acsevents.org/site/STR?pg=entry&fr_id=104837.
- **Donations:** Checks made to the American Cancer Society can be dropped off at the event.

BUSINESS LEADER.

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Hendricks County Business Leader

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COVER STORY

BEAR'S LAWN CARE & GARDEN CENTER: 23 YEARS AND: GROWING

Locally Grown; Family Owned... How it started.

By Allyson Charles

When Jim Bear, a lifelong resident of Hendricks County, accepted the opportunity to start a lawn care/landscaping business in 2000, he envisioned a successful business, but knew that it wouldn't happen overnight. "Dream big, start small, and expect setbacks" was something Jim kept telling himself and quickly recognized as he worked to build his business from the ground up.

Today, 23 years later, he is proud of what Bear's Lawn Care, Inc. has become along with the expansion in spring 2017 of the garden center. His wife, Audra, manages the garden center while continuing with her trade compliance consulting firm that she co-founded nearly 20 years ago. Their three children have not only been around since the inception of the business, have been very involved over the years to contribute to its success. Today, Bear's staff, which includes more than 30 employees, bring a diverse knowledge to the lawncare/landscaping side as well as the garden center.

Bear's Lawn Care Inc.'s quality, creativity and experience has enabled them to become a premier landscape and lawn care company for residential and commercial customers not only Hendricks County, but in the Indianapolis area.

They take pride in being entrusted to maintain the grounds of many high-profile properties during all seasons of the year, while also welcoming new customers. Their services include ongoing landscaping maintenance and lawn care services, including lawn applications, as well as major installation projects for landscaping, hardscapes, outdoor lighting, and irrigation systems.

The current location of Bear's Lawn Care and Garden Center, 7824

N. SR 39, Lizton, Indiana, was purchased in 2016 for the lawn care business. Soon, Jim and Audra determined that the location would be perfect for a garden center, especially with much of the landscaping material being housed on that property. The Amish-built structure would soon be the main location for both the lawn care/landscaping division and a garden center with everything from live plant material including annuals, perennials, shrubs, trees, indoor plants, lawn and garden supplies, garden décor, mulch, decorative rock, among other items.

In addition, and perhaps one of their favorite aspects of their retail business, is that they support several other local businesses by carrying their handmade products. You will find a plentiful stock of loose teas (by Our SpecialTea, Danville, IN), fresh honey (by RJ Honey, Crawfordsville, IN), goat-milk soaps (by Four-Suds, Lizton, IN), hand-carved wood creations (by Allen Berg Woodcarvings, Lizton, IN), pure olive oils and balsamics (by Zionsville Olive Oil, Zionsville, IN), and soy candles (by The Rustic House, Chattanooga, TN).

Over the last couple of years, Bear's utilized their two on-site greenhouses to begin growing its own product, starting with vegetable plants and perennials, to add to the plant inventory. Bear's strives on carrying only the best quality product, many grown at greenhouses in the Indianapolis area, with the majority of them being family-owned business that have been around for decades. "While it's easy to purchase material from various parts of the country, the ability to hand-select the product for the customers is very rewarding, not only for the outstanding quality, but knowing we are supporting another small business".

The garden center is open from April to December and is staffed with knowledgeable personnel to assist. They also offer a service to assist the customer with potting arrangements either within an existing pot the customer brings or one they purchase at the garden center. If you're lucky, you'll be greeted by a Tri-West High School student who is spending time at the garden center learning not only about plants, but about customer service and



Bear's Lawn Care & Garden Center (Submitted photo)

the overall business aspect. The special partnership between Bear's and the high school began a few years ago and has proven to be a positive experience for both the students and the staff. Jim and Audra have always felt strongly about the support of the community, whether they are on the giving end or the receiving end. "Our success wouldn't be possible without the support of our family, friends, and customers. This community has always been very welcoming and supportive."

Bear's main goals for both the lawn care/landscaping division and the garden center is to provide the highest quality of services, sell the best selection of plant material, and always provide the most exceptional service.

Questions for Audra Bear

What is the best advice you have received?

"Start with small ideas and efforts while staying focused on the big picture and key areas."

For someone with a not so green thumb what plant do you recommend starting with?

"Snake plants (botanical name: Sansevieria) The snake plant in low maintenance, purifies air, visually appealing, and easy to propagate!"

What is the most difficult plant?

"I would have to say the Orchid is the most challenging. Orchids are very sensitive to light, soil, and water but, rest assured...the majestic beauty of them is worth the challenge."

BUSINESS BRIEFS

Indiana Members Credit Union announces Cancer Awareness beneficiary

Indiana Members Credit Union (IMCU) announced Project 44 as the new membernominated beneficiary for its Cancer Awareness Debit Card. The IMCU Cancer Awareness Debit Card provides members an opportunity to support a different cancer-related organization each year. A portion of each signature transaction made with this card March 1, 2023 through Feb. 29, 2024, up to \$10,000, will be donated to Project 44. The card is available for issue to members at IMCU's 32 Indiana locations. Project 44 was created in honor of the late Andrew Smith. Wearing the #44, Andrew was a beloved, standout member of Butler's two-time NCAA Finals basketball team. Having been a personal recipient of a bone marrow transplant in November of 2015, Andrew and his wife Samantha were blessed with an additional three months together to make and share memories that would last well beyond Andrew's final days on earth. On Jan. 12, 2016, at the age of 25, Andrew passed away following a two-year battle with cancer. For more information, visit imcu.com.

Two Visit Hendricks County staffers celebrate 15 years

Two Hendricks County tourism professionals celebrated their 15th year with Visit

Hendricks County. Vice President/Chief Marketing Officer Sarah Ferguson and Senior Manager of Partnerships Tracy Whetstone joined the organization within weeks of each other back in 2008 and have made a difference locally in developing the destination and in helping position Hendricks County as a state leader in tourism. Ferguson joined Visit Hendricks County as its marketing coordinator and has risen through the ranks to become second in command while heading up Visit Hendricks County's





marketing and sales team. Through many of her efforts including developing and implementing the organization's marketing initiatives and building the company's digital presence, the organization has grown to more than \$3 million in innkeeper's tax collections. Whetstone joined Visit Hendricks County as its community events manager and has primarily focused on promoting the destination through group tours and community outreach during her tenure. In many ways, she has become the face of the organization to visitors and locals alike. In her role at VHC, she partners with local organizations like the YMCA, the local Chambers of Commerce and National FFA to ensure Visit Hendricks County continues to develop communities where people want to visit and live and ultimately share its mission and vision throughout the county. For more information, visit VisitHendricksCounty.com.

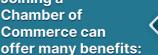
Duke Energy, Indiana Economic Development Association announce grant program

The Duke Energy Foundation and the Indiana Economic Development Association (IEDA) Foundation recently announced the release of a request for proposal (RFP) for a newly launched child care innovation grants program. More than \$100,000 in funding will be made available to support organizations and projects focused on assessing and addressing child care gaps in Indiana communities. In recent years, the cost of child care has skyrocketed, and the number of licensed child care providers has shrunk. These challenges have put a strain on working parents and their employers. State and local government entities, local and regional economic development agencies, and public and private nonprofit organizations are eligible to apply for grants of up to \$40,000. Applicants must submit an intent to propose by April 17, 2023, and submit their grant proposal by May 8, 2023, in order to be considered. Awards will be announced this spring. For more information, visit ieda.org/foundation.

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----- THE PERSONAL TOUCH

Points to help you stay on the same page

By Scott Flood

Most business leaders understand the importance of branding and ensuring their brands are presented in a consistent manner. That's why so many companies have brand guidelines and graphic standards. Walk into a Starbucks in El Paso, and it will be just like the one you visited in suburban Boston.

Consistent messaging is every bit as important as consistent branding. When everyone in an organization uses the same language, important messages are strengthened and supported. Talking points are a short list of statements summarizing your stand on a particular issue, or an explanation of an important matter. They can save your company hours of confusion and marketing missteps.

Let's say your company was forced to implement a twopercent price increase. If you simply announce the price increase, you'll have little control over how customers and employees react to it. Now suppose you send that priceincrease announcement to your employees with a list of five simple talking points:

- Our raw-material costs have increased by 27 percent in the last three years.
- · This is our only price increase in that time.
- We've absorbed most of the increases by becoming leaner.

- Our quality remains much better than that of our competitors.
- · We have no plans for additional increases.

Because you shared that information, employees are ready to respond to customers with meaningful insight. Just as important, if that customer talks to three different people within your company, they'll hear a consistent message.

If you're developing talking points, don't try to say everything. Distill the most important issues into short statements. Don't make your talking points long, either. The fewer you have and the shorter each is, the more powerful they'll be. You can go into greater detail in places like your website, or in response to specific customer questions.

Talking points are a great way to get audiences to talk about you, and they'll make sure everyone is saying the right things.



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

BUSINESS BRIEF ----

Sherri Reagin elected as delegate for Indiana on the ICBA Federal Delegate Board

Sherri L. Reagin, Chief Operating Officer (COO), The North Salem State Bank (NSSB), has been elect-

ed to serve as delegate for Indiana on the ICBA Federal Delegate Board and assumed her three-year term as of March 16, 2023. As a federal delegate, Reagin will represent both the opportunities and challenges alike faced by community bankers in the state. She will also participate in the process of recommending policy positions to



Regan

the ICBA board of directors and be a crucial voice in communicating the message of the ICBA to important policy makers. Beginning her banking career in 2011, Reagin was a natural fit for community banking with her financial expertise and her heart for service. In addition to her impressive business leadership, she is very active in her community, serving on the Hendricks Regional Health Foundation Board and active in service to families through a variety of community groups in Hendricks County.



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CELEBRATING MOTHERS EVERYWHERE!

Happy Mothers Day!

It doesn't matter if you're a mom holding employment away from home or one that is in the home, working for a paycheck or love, we all face challenges. We all should do our best to lift each-other up. Above all-remember family comes first. In honor of Mother's Day, these women offer up some helpful advice. Grace seems to be key.

Robin Pickett

I'm way past that phase but I have 3 suggestions:

- 1) You can't do it all. Something has to give, don't let it be your personal/self care. Take a hot bath, nap, or something to care for yourself.
- 2) Accept help from others. When someone asks "can I help you with something", always say "yes". There's something you can delegate. If no one asks, then ask others. Don't wait until you're overwhelmed and blow up.
- 3) If you can afford it, hire a house cleaner at least monthly. If you think you can't afford it, dig deep and look at how you can cut out some wasteful spending and make it happen. Then, if you still can't afford it, ask your mom or bff to come help you clean.

Stacey Gann

Your baby more than likely will not follow the schedule you have at home at daycare. It isn't from lack of trying. It is a different environment, new people, more babies etc. Also communicate with your child's teachers. They want to work with you for what's best for your child. Also remember they have many other babies to take care of and have to make sure each child's needs are met.

Stephanie Fortune

It gets easier, I promise. Cliche, I know, but the transition is harder on you than baby. Get into a good nighttime routine that can also be used for bonding time. Definitely prep the night before as it'll make the mornings much less stressful.

Nikki Ford

Don't stress the clean house for visitors. I literally had a basket that all things went into and I threw it into the oven. Also, journal. So many cute things you will forget. And being a mother without a mother, I would have loved to be able to read my mom's journal.

Stephanie Robbins

No matter what you feel like or what someone says to you, YOU ARE DOING GREAT.

Jessica Pruneda

Grace upon grace upon grace. Heaps of it. Apply that ish to everything. Know that whatever feelings you experience are valid and okay.

Kathleen Jones

You HAVE to get a family calendar. Having deadlines, appointments, games, school activities all in your head doesn't end well. Sundays are the best days for cleaning up, laundry, preparing for the week sitting down writing out your calendar and making it a self care day! You will lose yourself, there is no doubt about that...so try to find something you enjoy, even if it's just reading, and set boundaries to make time for it. I do early bed time on Sundays. So I have extra "me" time to get ready for the following week and start it on the right foot!

Kerry Tuttle

Allow yourself some grace! You are the only person who expects you to be perfect at everything.

Megan Brown

Give yourself plenty of grace. It's hard to try to do it all, and your "best effort" will look different every day.

I agree with prepping as much as you can the night before. If you have a spouse or partner, ask them to assist in the preparations so that they can support this new phase. Make a checklist if needed. Also, try to alternate tending to the baby's needs during the night so that you and your partner have a chance at getting some rest every other night.

Be open with your boss and co-workers about trying to be your best for the team and for your newly expanded family.

And if you're breastfeeding/pumping, take an extra set of clothes to work in case of a leaky boob or pump. I would also schedule "pump time" on my work calendar. If you need help finding lactation rooms or support, connect with your boss or HR.

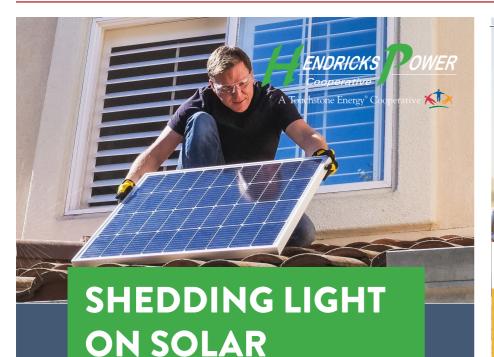
Megan Abbott

Something that helped me is getting everything prepared and set up the night before that you can. I tried to start every week out with all the laundry done and put away and a clean kitchen at least, it helped set the week off to a decent start because it's a struggle. Meal planning and prepping so at least there's an idea for dinner helps too. Give yourself lots of grace and patience and I hope you have a helpful partner.

Alicia Zeller

With my infant daughter, I felt compelled to try and cram in alllI the things every evening. Reading books, dancing, singing, tummy time... and it was waaayy too much. She would get so upset and I didn't understand that I was overstimulating her. She had also had a full day of being around others at daycare. She didn't need me packing her evenings with activities and energy. So my advice is to honor evenings as a quiet time to wind down and don't feel obligated to cram a day's worth of activities into every evening.





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QUICK TIPS FOR SAFELY PLANTING A TREE:

Call 811 to have underground utilities marked at least a few working days, but no less than two full working days, before digging (IC 8-1-26). Knowing their locations helps you dig safely, and planting a safe distance away will help prevent damage from roots.

Create a basic plan, or a sketched diagram, before you begin planting to avoid future troubles. Using the information from the underground utility locator service will be a big help in setting some guidelines.

Consider a tree's potential growth when choosing its location. If it's expected to grow higher than 15 feet, choose a spot 25 to 50 feet away from utility lines and your home.

Plant with energy savings in mind. Not only can you upgrade your landscape, you can decrease your energy use, too. Trees can keep your home cool in the summer and warm in the winter. Just be sure you're aware of power line location and avoid structural damage.





May 12, 2023 11am-2pm

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MONEY MATTERS

Don't Leave Free Money Behind.

By Jeff Binkley

It's graduation time. Congratulations graduates! Now if you've got a young person heading off to university in the fall, please pay attention so as not to leave \$1500.00 of free money lying on the table.

But first, let's address an issue for those of you whose kids aren't yet ready to graduate. I love high school sports so please, please don't take what I'm about to say wrong. If your plan to pay for college is to have your kid get a full ride scholarship based on their tremendous athletic ability, please consider a few other options in case plan A doesn't work

Every day I pass a "sports academy" on my way to work. The parking lot is often crowded. I think it's great for parents to help their kids become as good at their sport as they can be. But if their plan is to spend money on sports training rather than fund a 529 or pay for academic help for their kid if they need it, theirs' is not a great plan. There will be about 3.75 million high school seniors graduating in the next few weeks. Hundreds of thousands of those graduates will be athletes competing for athletic scholarships. The odds aren't in their favor for getting one. Here are some numbers compiled from www. Statista.com.

Number of college sport scholarships available in the United States in 2020/21, by sport and gender:

- Men's Football 27,304
- Men's Baseball 8,189
- Men's Basketball 9,510
- Women's Basketball 10,222
- Men's Soccer 6,368
- Women's Soccer 9,870
- Men's Wrestling 1,926
- Women's Volleyball 8,176

Yes, there are thousands of collegiate athletic scholarships available and maybe your kid will be fortunate enough to receive one. But there are hundreds of thousands of athletes competing against them. And hundreds of thousands of great athletes will not receive an athletic full ride. All while hundreds of millions of dollars in merit-based, academic scholarships go unclaimed. Reality suggests you and your athlete consider a plan B of achieving academic excellence and paying for college with their brain rather than brawn.

Now for those of you sending kids off to campus in the fall, never, ever, ever write a check payable to the university... at least not for the first \$7,500.00 in college tuition and expenses each year. If you do, I'm sorry to say, you're a fool. Indiana has just raised the Indiana state income tax credit for 529 contributions to \$1,500.00. It's still 20% of contributions but with the new max credit, the state now gives a credit on the first \$7,500.00 in contributions made, raising it from \$5,000.00 previously. Isn't it too late to start saving for college? Well, yes. But it's not too late to qualify for the tax credit. That's why I said never; ever; ever pay the first \$7,500.00 to the university directly. Contribute to the 529 first, and then pay the university out of those funds. It's a relatively easy and painless setup via www.collegechoicedirect.com. Trust me, the pain comes next spring when you realize how much you spent on college expenses and didn't take advantage of the 529 account tax credit. I mean, if you saw \$1,500.00 lying in the street, wouldn't you pick it up? If you're paying \$7,500.00 or more to a university and not funding it through a 529 account, you're leaving that \$1,500.00 in the street. Clear enough?

Hendricks County Business Leader

"All while hundreds of millions of dollars in merit-based, academic scholarships go unclaimed."

-Jeff Binkley



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.



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.

Complete strangers become challenge-driven leaders

It's junior year. Imagine being told you were about to be thrown into a room with a couple

HCBL BUSINESS LEADER.

dozen kids you don't know from strange high schools, to spend a weekend learning about leadership. (Yeah, us too.)

Participants had those same thoughts as they entered Youth Leadership Hendricks County's long-weekend opening retreat. Representing students from across Hendricks County, each discovered their own capacity for leadership, starting with the color of their personality and how it influences their communication with those of other colors. So that's why Mom gets that way when I ...!

YLHC's team of volunteer mentors interacted with class mem-

bers as the young adults they are, taking them through sometimes-goofy exercises involving key concepts and maybe a small amount of torture (ask any YLHC grad about the name game).

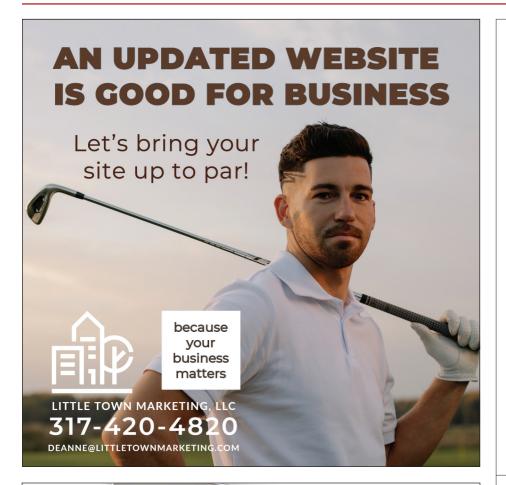
Working in teams with people they'd just met, they plunged into a mock Shark Tank game, assembling brilliant inventions from eclectic materials. They nervously found themselves in firstever interviews (gently guided by LHC alums) ... experienced the corrections system from the inside out ... and listened raptly as judges and other community leaders answered all their questions.

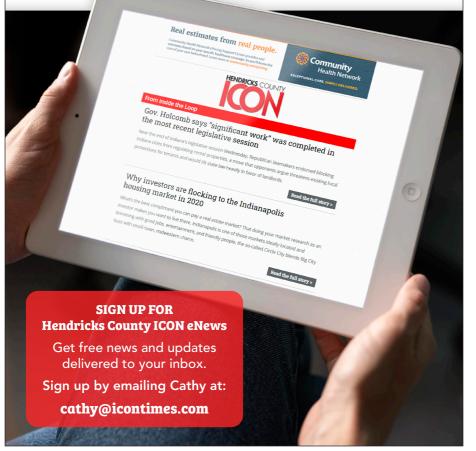
Two days later, they hugged and waved to a couple dozen new BFFs. They'll never see their world ... or themselves ... the same way again.



Names listed in alphabetical order: Kaylee Austin, Avery Barton, Lyric Burgess, Jonah Clodfelter, Owen Clodfelter, Ben Coleman, Camille Drummer, Chanelle Drummer, Audrey Faletic, Mason Kiefer, Colton McClure, Colson Mendenhall, Danni Parrish, Addy Pugh, Lily Sharrett, Jenna Singleton, Chloe Smith, Lilly Snider, Iosua Stephens, Ellie Stewart, Maxwell Stuckey, Adelyn Wyndham.

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.





BUSINESS BRIEF



From left, Heath Allen, chief credit officer; Sherri Reagin, chief operating officer; Matt Howrey, president & CEO; Kevin Miller, chief lending officer and PFOHC board treasurer; Katy Cummings, PFOHC executive director; Carrie Meyer, PFOHC board member; and Brad Eisenhart, PFOHC board member. (Submitted photo)

North Salem State Bank Donates \$10,000 to the Parks Foundation of Hendricks County

The North Salem State Bank (NSSB) presented a \$10,000 charitable contribution to the Parks Foundation of Hendricks County (PFOHC) on April 14. The funds are proposed to be used for a sign at Sodalis Nature Park in Plainfield, containing a map of the park, and to be allocated among the other parks in Hendricks County based on their individual needs. This donation is the second of ten \$10,000 charitable contributions NSSB has committed to giving the communities they serve and support, as one way to celebrate their centennial year.



 ${\sf Rod\ Lasley, IBA\ Chief\ Operating\ Officer\ receives\ the\ Five\ Star\ Member\ award.}\ \textit{(Submitted\ photo)}}$

Hendricks County Bank and Trust Company named Five Star Member of the IBA

Hendricks County Bank has been honored as a Five Star Member of the Indiana Bankers Association. The award was presented on March 15 by Rod Lasley, IBA chief operating efficer in recognition of the Bank's Association involvement throughout 2022. The Five Star Member designation recognizes those IBA-member banks which demonstrate outstanding commitment to the Association in five areas: political awareness, issues advocacy, life-long learning, IBA volunteerism, and Preferred Service Provider utilization.

Packing a healthy lunch

Christine Arvin, RDN, LD

Packing a lunch to bring to work is a fantastic way to improve your nutrition quality and can save you money! As a Registered Dietitian, packing a lunch is often one of my goals for my clients. The two most common challenges they express are what to pack and how to make it a habit. Here are some tips I give them to help them work toward their goals.

1. Planning and preparation are at the top of our priorities list. Packing a lunch requires both. Once you have the plan in place, preparing your lunch can take as little as 5-10 minutes. Nutrition does not need to be a top priority, but it needs to be on the

2. Decide on your routine for buying groceries. Packing a lunch is difficult with no groceries on hand. Whether you prefer to shop online or roam in the store, the right routine is the one that works best for you.

3. Determine the best time to pack your lunch. Do you have more time and energy in the morning or the evening? Again, the right time is the one that works best for you.

4. Purchase any items you may need to pack and store your lunch. Do you have a refrigerator at work, or do you need to purchase cold packs? If you prefer a warm meal but don't have a microwave, make sure you have a thermos. Do you have a lunch tote, or will you use a brown bag?

5. Now that you have a plan in place, what food should you pack? You can't go wrong following the MyPlate principles! The entrée should include a protein-rich food and a grain. This could be a leftover from the previous night, a wrap or sandwich, or a hearty soup. Always try to include a fruit, vegetable, and calcium-rich food. Here are a few examples:

Chili with saltine crackers, broccoli with humus, apple, yogurt

Tuna wrap, carrots, grapes, string cheese Leftover spaghetti, small green salad, strawberries with whipped topping, yogurt

When working to build a habit, start small. Achieving modest goals can build the confidence you need to keep striving toward your new healthy habit.



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



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BIZ LEADERS

What is ADR, and Why is it Important?

By Karl Zimmer

Several years ago, I had the privilege and honor of earning a certification in Public Policy Mediation. Having gone through mediation in other matters and being a firm believer in settling disputes in mutually beneficial ways, I wanted to learn more and, if possible, be certified as a mediator.

ADR stands for "Alternative Dispute Resolution," and it generally refers to mediation as the "alternative" to going to court in settling legal (civil) matters between parties. It saves the court time and money and allows the court to concentrate on cases that are not able to be resolved through mediation (criminal cases or other matters unsuitable for mediation). All matters may seem important to the parties, but we all know that some cases are more consequential than others and some cases are frivolous and unworthy of the court's time.

Mediation can save the court time and money, and it can also save the parties time and money as resolution is often reached more quickly and amicably. Though mediation is not perfect, it is usually less costly and less time consuming that going to court, and the idea is to reach mutually agreeable resolution, which in court cases is rarely the outcome because by design, one side wins and the other side loses.

As effective as mediation can be, it takes both parties to agree to it (or have a contractual obligation to it), and a mediator that is good at the process. The best mediators look for common ground and continue to move the parties closer to a

resolution. Compromise can be reached rather quickly, but a strict compromise may not be the best, most just and amicable resolution, which is why mediation is not strictly finding compromise. Compromise is merely meeting parties halfway or in the middle, theoretically. But what often happens in that kind of negotiation is both parties start at extreme ends hoping to reach the "middle," yet neither party feeling good about the outcome when reached.

I encourage all leaders to understand ADR. It may not be necessary to become certified, as I was, but it is important to understand it in case you or your organization ever needs to participate in a mediation. I encourage all our academic administrators to include ADR as a course of study in our schools, especially secondary and tertiary institutions. It seems to me we need to educate our youth more about resolving differences in non-violent ways.

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

Newly Incorporated Businesses

3/21/23 - 04/22/23

GRANTEE: Crafty Soul

Description: Handmade crafts GRANTOR: Janice Sedam Date: 3/29/2023

GRANTEE: Leonard Plantscaping

Description: Landscaping services GRANTOR: Norman Leonard GRANTOR: Apryl Leonard Date: 4/03/2023

GRANTEE: Diane Coiro Art

Description: Commissioned art GRANTOR: Diane L Coiro Date: 4/04/2023

GRANTEE: Home Repair Solutions

Description: Construction GRANTOR: Patrick Dawson Date: 4/17/2023

Planner of Note



10 - Danville Chamber of Commerce: Wednesday, May 10, 11:30 a.m. at Hendricks County 4-H Fairgrounds & Conference Complex, 1900 E Main St, Danville. For more information, call (317) 745-0670

16 - Plainfield Chamber of Commerce: Tuesday, May 16, 11:30 a.m. at Richard A. Carlucci Recreation & Aquatic Center. 651 Vestal Rd. Plainfield. For more information, call (317) 839-3800

17 — Brownsburg Chamber of Commerce: Wednesday, May 17, 11:00 a.m. at West Chase Golf Club, 4 Hollaway Blvd, Brownsburg. For more information call (317) 852-7885

23 - Avon Chamber of Commerce: Tuesday, May 23, 11:00 a.m. at Avon American Legion, 4812 E. Main St., (Old US 36) Avon. For more information, call (317) 272-4333



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