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BUSINESS LEADER

HENDRICKS COUNTY

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A MISSION OF HOPE AND HEALING

Jimmelyn Garland Rice, founder of Girls Night In International, empowers teenage girls to make better life choices

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Jimme Lynn Rice
(photo by Allyson Charles)



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OPINION

Business Leaders: It just took one camel to get over the hump

By Susan Rozzi

A father died and left his camels to his three sons. The division of the father's estate was set: son 1 got one-half, son 2 got one-third, and son 3 got one-ninth. At the time of his death, the father had 17 camels. You can't easily divide 17 camels by two, three, or nine. They couldn't find a way to get over the hump. (That was a really bad pun, I know.)

Does this problem stump you, too?

Can you imagine their predicament? Their father just died, their emotions are high, and they need to figure out this problem.

How would you go about solving it?

High usage of emotional intelligence in problem solving is the ability to find solutions to problems in situations where emotions are involved and to understand how emotions impact decision making. It's associated with being conscientious, disciplined, methodical, and systematic in persevering and approaching problems. It is a desire to do one's best and to confront problems, rather than avoid them.

Emotionally intelligent problem solving allows us to work through each of the following basic problem-solving steps regardless of the emotions involved:

1. Define the problem and the goal statement
2. Spend time determining reality and what is really going on in the situation; even digging below the surface issues
3. Generate multiple solutions through brainstorming and innovative thinking; seek wise counsel to generate additional ideas if you don't have at least

4. Evaluate alternatives by weighing the pros and cons of each
5. Choose the best option
6. Implement your solution
7. Assess the outcome

Unfortunately, the three sons got stuck in generating solutions, so they went to a wise woman in a nearby village. Unfortunately, she couldn't help them. However, she told them she owned a camel and she would give it to them. They now had 18 camels. They tried it again. Son 1 got half of the camels = 9. Son 2 got one-third of the camels = 6. And Son 3 got one ninth of the camels = 2. $9+6+2$ comes to a total of 17 camels. They gave the one camel left over back to the wise woman.

The sons may or may not have used my problem-solving steps, but they did solve their problem! What did the sons do right? They kept seeking options and solutions. And, they sought outside help when they got stumped. Turns out they didn't really need it, but the encouragement (or borrowed camel) led to the solution. What problem do you need help solving today? Chances are you have all you need or simply need a bit of encouragement. You got this!



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

A MISSION OF HOPE AND HEALING

Jimmelyn Garland Rice, founder of Girls Night In International, empowers teenage girls to make better life choices

By Lindsay Doty

Inside a cozy gathering space at the Girls Nite In International (GNI) headquarters located in Brownsburg, a group of teenage girls settles in for their regular Sunday “nite in” mentoring event, complete with bean bags and blankets.

There is a casual, warm vibe, but the mission at GNI is serious: to empower and mentor young women who are dealing with tough life situations.

Every session is centered around a new topic. The list has included anxiety, depression, teen sex, pregnancy, divorced parents, drugs, bullying, and abusive boyfriends, to name a few.

“At the heart of GNI is that every girl feels safe, accepted, respected, valued, and loved,” said Jimmelyn Rice, founder and CEO of the Brownsburg-based nonprofit.

The spiky-haired blonde from Avon is known around the Hendricks County community for her big heart and hugs (not the quick ones, a real embrace). She started the nonprofit 13 years ago with a deep passion for helping others.

During the GNI meetings, Rice invites a female community mentor to share her past struggles. Then, the girls break into small mentor groups organized by age. To conclude the session, Rice shares her practical life advice to help tackle the topic problem.

“The girls know I will shoot them straight and not sugar-coat anything. But equally, every word and message is spoken with great love and compassion. I want the girls to know they are not alone,” said Rice.

“I realize our girls look well-adjusted on the outside, but they are bleeding internally. I felt compelled to create something that did not exist and to build Girls Nite In International to mentor and empower teen girls to make wise choices by providing the tools to rescue them from self-destructive behavior.”

Since I began, the mission mentored over 3,000 girls.

Like Kiara Login from Indianapolis who was 14 when she was first introduced to GNI through Ben Davis High School. The now 23-year-old remembers how badly she needed help.

“My mama was dying of cancer and my dad was in prison. I was angry and rebellious. Jimme’s love, hugs, and teaching slowly opened my stubborn heart!” said Login.

In those years, Login says she and her new baby received life-saving support through female GNI mentors that she didn’t have before. And they are still there for her today.

“I literally don’t know where I’d be without GNI!” said Login.

The GNI concept began in 2008 in a school restroom. Rice was teaching at Brownsburg High School when she noticed the problems young girls were discussing in the bathroom



Jimme empowering young leaders. (Photo submitted by Jimme Lynn Rice)

“I saw so many of my students making choices that were destroying their lives, or somebody doing something to destroy their lives,” she said.

Instead of hanging out in the faculty lounge, she chose to hang out where students knew she was accessible.

She says the girls were constantly coming to her for help and guidance – before, during, and after school. She couldn’t get their stories out of her head or her heart.

“The passion that drove me and gripped my heart was the desperate need and silent cries from the girls for help and hope,” she said.

That year, Rice opened her basement up for her first structured session. She expected about a dozen girls. Fifty-five showed up. She knew something special was beginning.

CONTINUED ON PAGE 5

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Over the last decade, Girls Nite In launched programs in community centers, high schools, college campuses, youth groups, churches, and more. GNI has chapters in seven states and across the globe, reaching girls in Argentina, Nicaragua, and Panama.

The regular mentoring events at Brownsburg headquarters located on Green Street continue to make an impact. They are held October through May to coincide with the school calendar and are free to the girls.

"The need among teen girls and young women is heart-breaking and greater than ever!" said Rice, who recognizes modern problems with constant social media overload and screen usage.

"Teens today are bombarded and weighed down with information overload," said Rice.

"They don't talk. They text."

She wants to give young women a chance to voice their feelings and get support. Something she didn't have growing up.

"I had some traumatic things happen to me growing up, and I didn't have anyone to talk to or a Safe Refuge – so I want to provide that for my girls. So they know they are safe, not alone, and have a family surrounding them who has their back," said Rice.

Girls Night In International Charity Golf Outing

When: Friday, Sept. 23, 2022

Where: Eagle Creek Golf Club,
Sycamore Course

Registration: 8:30 a.m.

Tee-off: 10 a.m.

Cost: \$480 for a foursome
Includes unlimited food and
drinks

She is not doing it all alone. GNI operates with an army of 75 dedicated volunteers and team members, including Rice's daughter, Kristi Hardin, who is director of operations.

As a group, the teams at GNI continue to serve and give more girls the support, healing, and hope they need.

"The girls are surrounded by our GNI TEAM who loves them as fiercely and compassionately as I do. Together, we are a powerful army of women for good," said Rice.

If you know a young woman who is struggling and would like to attend a Girls Night In International mentoring event or you would like to donate, volunteer or join the team, head to girlsnitein.org or call 317-414-8960.

Getting to know Jimmelyn:

Hometown

I'm a beach girl! Grew up in Hartsville, SC – close to Myrtle Beach.

Currently lives in:

Avon, IN with my hubby and a house full of whoever comes over to hang out!

Kids:

3: Kristi, Jason, Blake. My life's work and greatest joy!

Grandkids:

I call them my granddarlins. 7 granddarlins' at the moment, but that number changes frequently as our family has a heart for fostering and adopting

Pets:

Dog momma to Bentley Tucker Blu. Our English Cream Golden Retriever

An item I always keep in my purse:

chapstick

Last time I had fun I was...

skipping on the beach!!! Or creating raucous, loud, rowdy adventures with my girlfriends or my granddarlins!

My goal in this life is to....

Be a strong, bold courageous leader and woman of deep faith who dares to believe God for the impossible!

Something new I'm excited about:

I recently signed a book deal with a publisher. To be released in October. "LETTERS FROM JIMME: Life Lessons I Wish I Could Tell My Younger Self" The book project is the compilation of all the Letters I have written over the past thirteen years of GNI.



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MONEY MATTERS

We are all our own worst enemy

By Jeff Binkley

We are all our own worst enemy. Especially when it comes to money and investing. If you fell into the oh so attractive comfort of going to more cash in your portfolio a few months ago, then today, unfortunately, you're whacking yourself on the forehead. Rest assured, you have plenty of company.

Back in June on these pages, I wrote of capitulation, "Where investors throw in the towel and sell, essentially running for cover and surrendering the hope of recovering losses". (June 2022 Business Leader) About two weeks after publication, on June 16, 2022, the S&P hit a low of 3667. Now of course we don't know where it will go from here (August 12, 2022) but the 16% rise since then is nothing to whack your forehead over.... unless you chose not to stay invested.

To paraphrase the Oracle of Omaha, (Warren Buffett), "Investing is simple, but it ain't easy." And so we all prove that time and time and time again, every bear market. The simple part is just to stay invested. And that's what is so very hard. We have an entire industry built around keeping us informed day by day, hour by hour, minute by minute, of what is happening in the markets. That's all well and good and comforting when markets are moving higher. But it's all but constantly terrifying when markets continue to move lower, and lower, and lower, setting new lows every time we turn on the telly.

So stop it.

Stop watching the market news. (Please note: this is a "do as I

say, not as I do" suggestion.)

Read your quarterly statements instead. They will give you a much more accurate portrayal of how your portfolio is truly performing. The more often you look at your portfolio, the more likely you are to make an emotional bad decision that more time and patience in the market could temper.

Unfortunately, I HAVE to watch the market news because I help manage millions of dollars of other peoples' money. I HAVE to be in the know. But the thing I know best of all, and my near 30 years of experience continues to confirm to me (Series 7, June 1993), is that regardless of what the market media is making you afraid of, it is best to stay invested in a well thought out, diversified and balanced portfolio of stocks, bonds, some cash and some international stocks as well.

Stay your course. Stay diversified. Stay invested and consider watching some Yellowstone, instead of those talking heads from Wall Street.



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.

BUSINESS BRIEFS

Visit Hendricks County hires new sales manager

Visit Hendricks County (VHC) has hired a new team member as the organization continues to bolster its reach to be a resource for residents, a partner to local attractions and an avenue to encourage visitation and drive local economic development. Stone Miller will serve as VHC's new sales manager. An Indiana native and graduate of Grace College, he has spent his career thus far in outside sales with a stint in tourism as a fishing guide in Montana. As Sales Manager, Miller will focus on building relationships with meeting and event planners, serving as a liaison with hotel and venue management in Hendricks County, providing client support and service for public events to encourage more vendor participation and ticket sales and directing consumer sales for the social market including weddings, reunions and more.

BEASLEY'S ORCHARD


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2022 Hendricks County Business Leader's Women's Luncheon

1 in 8 women will develop breast cancer in their lives



September 8, 2022

Time: 11:30am– 1:00 pm

Cost: \$15.00

The Pavilion Center

Avon Washington Township Park

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ADVICE FOR WOMEN BUILDING THEIR PROFESSION

Kelly DiBenedetto

By: Nichole Meloche

Kelly DiBenedetto is the executive director for the Danville Chamber of Commerce. She has served in this position since late 2019.

Prior to her current role, Kelly got her background in marketing and nonprofits. She serves as president of the nonprofit organization Katie's Hear to Help Foundation. The organization aims to help local children with hearing disabilities get access to affordable hearing aids.

The Danville Chamber of Commerce helps local businesses network with other businesses in their area. As executive director, Kelly is pivotal in connecting those businesses.

"I get to help our community," said DiBenedetto. "Everything that we do helps local businesses. We are helping our community grow."

Kelly's children and family have always been her number one priority. Both her children participate in sports and Kelly is present for all of their events.

"I am very fortunate to be in a position where I can make my family time a priority," said DiBenedetto. "Going to my daughter's swim meets and my son's football games is very important to me."

Kelly encourages women to not be afraid of making a career move. She believes that it is important for women to know that they can do a good job in a leadership role.

"Don't put yourself in a box," said DiBenedetto. "I believed that I couldn't move from one career to another. There are many skill sets that can be applied to other careers."

***"Everything that we do helps local businesses.
We are helping our community grow."***



Rhonda Wiles

By: Nichole Meloche

Rhonda Wiles serves as the executive director for the Brownsburg Chamber of Commerce. She has held the position since early 2020.

The Brownsburg Chamber of Commerce helps local businesses network with other businesses in their area. As executive director, Rhonda is pivotal in connecting those businesses.

"I enjoy building relationships with the businesses," said Wiles. "I'm helping new businesses interact with each other. I help them find new resources that maybe they didn't know they had."

Rhonda has a background in marketing, earning her bachelor's degree from IUPUI. She received her graduate degree from the University of Colorado.

Rhonda thanks Deedee Daniels for the wisdom she shared when Rhonda took over the position. Deedee served as the first Hendricks County Foundation Director.

"She taught me how to talk to different people," said Wiles. "Deedee was a very good wife, mother and executive director. She taught me how to balance those things and what needs to come first."

Now that Rhonda's children have grown up, the work and family balance is easier. When her children were younger, she placed importance on family time.

"I needed to make sure that I always put my family first," said Wiles. "I had to be okay with learning to say no."

The position of executive director can be intimidating for women. Rhonda encourages women to not be afraid of the responsibilities of a leadership role.

"It's a lot of hard work," said Wiles. "Surround yourself with people who want to help you."

"I enjoy building relationships with the businesses."



EMPLOYER HEALTH & WELLNESS

Five quick tips to stress less

By Cindy Myers, PT, DHSc, CEASII, CFCE, TPS

We all have days where we feel on edge. When they occur, try one of these quick and effortless ways to create calm for yourself and your colleagues.

Breathe

Several types of breathing have been used to create calm for centuries. One method supported by research is to breathe in for four seconds and breathe out for seven seconds. Use this throughout the day to calm your body's fight or flight reactions.

Cultivate Relationships

Did you know that relationships are contagious up to three people away from you? This means that your mood impacts your coworker's spouse's brother! Think about the people who lift your mood and spend more time with them, while spending less with negative people in your life.

Change Your Mindset

We pay seven times more attention to negative information than positive! Our brains are like a sieve—good events wash in and right back out unless we:

- Choose to think about them
- Reflect on how they make you feel physically
- Enjoy them for at least six seconds

Replace "Oh no!" with "We'll see."

Are you a worrier? When you begin to worry and think "Oh no!" take a breath and instead think "We'll see." "We'll see" gives you the space and time to pause and realize that we have no control over most of what happens.

Have Self-Compassion

Often, we focus all our care on others while giving ourselves none. Be as kind to yourself as you would to a good

friend and practice self-compassion. Acknowledge difficult situations and remember that everyone has challenging times.

Calm is in short supply. Consistently incorporating these techniques into your daily life will help bring calm to yourself and those around you.



Cindy Myers, PT, DHSc, CEASII, CFCE, TPS, is a physical therapist with Hendricks Regional Health Rehab, Wellness and Population Health departments.



BE SAFE AROUND ELECTRICITY WHEN MOVING FARM EQUIPMENT

WITH THE ARRIVAL OF HARVEST TIME, INDIANA'S FARMERS ARE SHIFTING INTO HIGH GEAR AS THEY MOVE INTO THEIR FIELDS TO BRING IN THEIR CROPS.

ALL THAT INCREASED ACTIVITY PUTS FARMERS AND FARM WORKERS AT GREATER RISK.

Always look up and around before moving or raising equipment. A good rule of thumb is to stay at least 30 feet from all power lines and power poles.

Check clearances each time you enter or exit a field. It's possible changes were made since the last time you accessed the field and the clearances could have changed.

Never try to raise power lines to allow passage of tall equipment. Even non-metallic objects such as wood poles or branches can conduct electricity.

Watch out for power poles, too. If you strike one, it may break, dropping a live line on your equipment.

When considering the height of equipment, **don't forget about the radio antennas and GPS receivers that may reach another couple feet above the roof.**

Take the time to fully lower grain augers and other portable equipment before moving them.

When moving equipment near power lines, **have a spotter on hand to ensure your safety.**

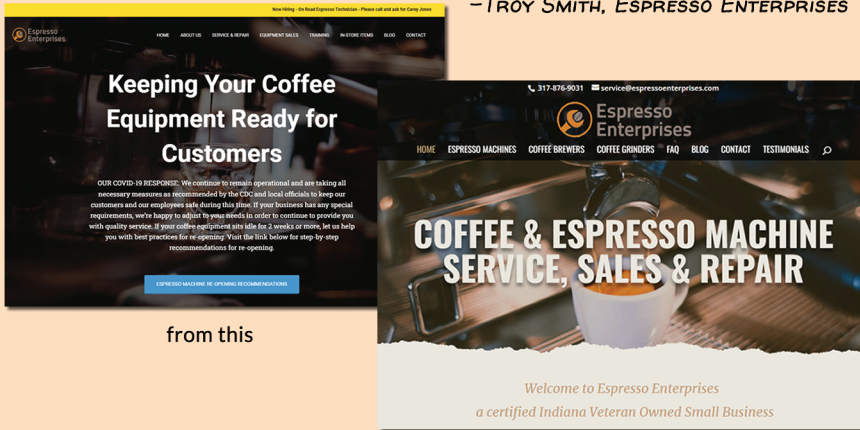
If you're not completely sure if equipment will fit under a power line, **find an alternate way to move it.**



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BIZLEADER

Is competition good for business?

By Karl Zimmer

We are taught at an early age that competition is good. In grade school or even kindergarten, some kids get gold stars, some kids seem to be treated nicer than others, and even in family units, we see competition between siblings for parental attention. In later years, we see competition in academics, business, entertainment, and essentially every facet of life. Some of that may be intentional, some natural and some may be conditioned unconsciously. Regardless, is it helpful?

That was a question posed and answered by Alfie Kohn in his first book, "No Contest: The case against competition," in 1986. Later, in 1993, he published a follow up called "Punished by Rewards." He has since written a total of approximately 14 books and countless articles, lectured widely, and been interviewed by some of the best. His work has been controversial, but within each theory and developed conclusion, there are grains of truth and wisdom.

Some may have taken Kohn's theory a bit too far when "Participation Trophies" became pervasive, but his reasoning for why competition is often counterproductive holds water. Consider that when one child gets a gold star, do all the other students strive to do better, or will some become discouraged and fall behind? The latter has been proven, time and time again. Consider that if your organization strives to be better than one of your competitors, are you striving to be the best you can be? Since you are merely striving to be better than a perceived competitor,

the answer is no.

In business, competition between departments may well be natural, but depending on how you as the leader manages those conflicts, it can easily be counterproductive to the organization's overall well-being. Incentive practices can also be counterproductive. Imagine giving bonuses for those who "outperform" others within their department. Is it possible that someone would sabotage another to get the bonus? Unimaginable, or is it? We don't have space here to fully cover the topic, but you can begin to see that it is worthy of your attention to evaluate how competition and pay practices are affecting your business.

Your organization deserves to be the best it can be. Don't sell yourself short by measuring your performance against another. Strive to be your best, and as you make progress in that endeavor, you may well find yourself and your organization, "The Best of All."

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 second of five projects advanced by LHC's Class of 2022.



2022 LHC CAPSTONE PROJECT: CREATING COMMUNITY THROUGH FOOD

The 2019 Hendricks County Community Needs Assessment called attention to the fact many members of different races, ethnicities and nationalities may not feel as connected to Hendricks County as they should. "We would like to increase the representa-

tion of the diversity in instances like these and to help Hendricks County be a place where all feel represented, welcome, and connected," explained Helee Adkins.

Building upon the recognition that food and community bring people together, this Capstone group chose to develop a pair of videos highlighting people from different cultures within the county. The interview guests will

share a recipe for one of their family's favorite foods and talk about what led them to make Hendricks County their home.

The videos will premiere this month ahead of the October 1 International Festival scheduled for Plainfield's Talon Stream Park. The group hopes you'll enjoy the videos, which will be posted on the festival's Facebook page.

LEADERSHIP HENDRICKS COUNTY 2022 CAPSTONE PROJECT TEAM



From left: **Helee Adkins**, Hendricks County Senior Services; **Maria Cruz Bautista**, Avon PTO; **David Cupp**, Mt. Gilead Church; **Jami Hosier**, Garmong Construction; **Justin Knox**, Brownsburg Fire Territory; **Mee Hee Smith**, XPO Logistics.

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.

*You're
Invited!*

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

Food

November 10, 4:30-6:30 p.m.
State Bank, 900 E 56th Street, Brownsburg

Fun

You're invited November 10th to join us in celebrating these business leaders in our community; **Joe & Angie Prichett** of Prichett Property Group and Real Estate Rescue, **Trevor & Stephanie Barnhardt** of Orange Leaf and **Jan Adkinson** of All About Thyme

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THE PERSONAL TOUCH

Getting the work you want from creative partners

By Scott Flood

Once you've found a creative partner who you want to work with, how can you ensure they'll bring you the solution you hope to see?

Know what you're after. "I'll know what I want when I see it" isn't direction ... it's a challenge to see if the partner is capable of reading minds. If you can't share a strong sense of what you hope to see, you won't see it.

Be specific and detailed. Don't assume the partner has a complete grasp of your expectations. Share those in a document.

Direct, don't dictate. Tell the partner what needs to be done but avoid telling them exactly how they should do it.

Fulfill your own promises. When a project requires two weeks of work, and you're a week late in providing the information, you can't expect the partner to hit the original due date.

Monitor the scope. If the creative partner based their cost estimate on a 4-page project, but now it's grown into a 12-page project, allow the partner to provide a revised estimate.

Be their guide. Make sure your partners understand who will have the au-

thority to review and suggest changes to the work.

Plan for revisions. It would be nice if every first draft or layout was perfect, but that's rarely the case. So expect that there will be revisions and include time for them to happen.

Give clear guidance. When you bring changes and corrections back, be specific and constructive. "I can't put my finger on it but I don't like it" forces the partner to guess.

Consider their opinion. Sometimes, a revision you suggest may not be in your best interests.

Evaluate the project. After the project is complete and being used, let them know how well (or how poorly) their work is meeting your objectives. They'll be proud of successes and eager to tweak efforts that aren't meeting the need.

Make sure your partners understand who will have the authority to review and suggest changes to the work.



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

7/22/22 - 8/21/22

GRANTEE: Friends of Sarah Parent for Avon School Board

Description: Campaign
GRANTOR: Sarah Parent
Date: 8/02/22

GRANTEE: Stone Graphic Artist

Description: Retail store-internet
GRANTOR: Zachary Wayne Stone
Date: 8//04022

GRANTEE: Dogz on the Run

Description: Pet service
GRANTOR: Andra Walker
Date: 8/08/22

GRANTEE: Cherizar Transportation LLC

Description: Transportation
GRANTOR: Gadius Cherizar
Date: 8/10/22

GRANTEE: Groveland Wholesale

Description: Wholesale
GRANTOR: Gary Heady
Date: 8/18/22

GRANTEE: Love It Sew

Description: Quilt Shop
GRANTOR: Darlene M Phillips
Date: 8/19/22

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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Planner of Note



14 - Danville Chamber of Commerce (members' meeting): Wednesday, September 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) Tuesday, September 20, 5:30 PM - 7:30 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, September 21 at 11 a.m. at West Chase Golf Club, 4 Hollaway Blvd, Brownsburg. For more information call (317) 852-7885

27 - Avon Chamber of Commerce (members' meeting): Tuesday, September 27 at 11 a.m. at Avon American Legion, 4812 E Main St, Avon. For more information, call (317) 272-4333



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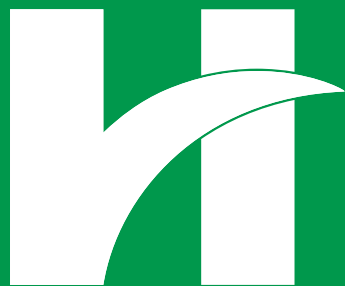
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*Medical Director of
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