

COVID-19:

Resources for businesses—pgs 4-5

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The Business Herald

Grant County Business

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Spring 2020

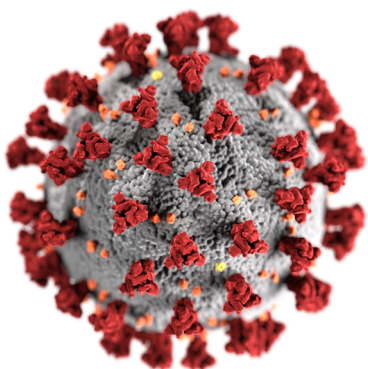
Loans available for COVID-19 relief

One of several resources available to assist businesses

The Grant County Economic Growth Council recently announced that businesses impacted by the current pandemic can get financial assistance through its COVID-19 Loan Fund. Businesses operating in the county that have fewer than 30 employees are eligible to apply for up to \$7,500 in funding.

Grant County businesses experiencing or anticipating revenue loss in the upcoming weeks or months can use the COVID-19 Loan Fund to offset these losses, help sponsor sick pay for workers, prevent staff reductions, and mitigate other challenges presented by event cancellations, reduced foot traffic, self-quarantining, and work-from-home policies. The Growth Council is now taking applications.

The Loan Fund is an extension of the Revolving Loan Fund, a program the Growth Council has



been operating since receiving a grant from the U.S. Department of Agriculture Rural Development Agency in 2004. The Growth Council said that it has adapted its Revolving Loan Fund application to make a more accessible and efficient process. Businesses that apply are required to provide basic contact information, approval for a credit check, a record of all business debt, and copies of their

2020 financials.

The loan program is not the only resource available to businesses during the COVID-19 pandemic:

Facebook page

The Growth Council, Gas City Area Chamber of Commerce, and the Marion-Grant County Chamber of Commerce have partnered to launch and monitor a new Facebook page for Grant County businesses to communicate with the community during the pandemic. (Search for: Grant County Local Business Support During COVID-19.)

The supporting organizations are encouraging Grant County businesses to use the page to communicate with the public about hours of operation, take-out delivery options, online ordering,

>>COVID-19, pg. 4

Uncertain times will come to an end

Whew. Take a deep breath. We are living in a completely different world than the one we inhabited when the last issue of The Business Herald was released in January. Heck, things are drastically different than they were even a month ago. I'm not sure about you, but to me it feels like we've spent the last few weeks simply reacting. Let's take a deep breath. Inhale. 1. 2. 3. 4. Exhale. 1. 2. 3. 4. Repeat. For as many times as you need.

First, I want to send a huge

thank you to those essential businesses and employees that continue to serve our community—healthcare, law enforcement, first responders, grocery stores, manufacturing, distribution centers, bankers, and so many more. We are grateful for your dedication and sacrifice.

Yes, these are indescribably difficult times for our entire world. We are facing unforeseen challenges that will change the landscape of our communities for years to come. At this point there are many more questions than answers. I don't know about



CHAMBER NEWS

Kylie Jackson



you, but I have been incredibly inspired by the stories I've heard of businesses stepping up to serve their employees and their community. At the end of the day we are one community, Grant County, and we will be stronger for the love and support we show each other during these tests.

The uncertainty we are facing right now will end. We hope it happens sooner rather than later. We will come out on the other side of this and it will be you—our business community—that will

>>Chamber, page 8

The Business Herald

postal information



PRESENTS:

Small Business Loans

AVAILABLE THROUGH THE CARES ACT

EIDLs
Economic Injury Disaster Loans
\$10B Available



PPP
Paycheck Protection Program
\$349B Available



EIDLs are administered and approved by the U.S. Small Business Administration (SBA).

In the PPP, loans are backed by the SBA through local lenders.

ELIGIBILITY



- Small businesses (<500 employees)
- Sole-proprietors
- Independent contractors
- 501(c)6 organizations & more!

- Small businesses and non-profits (<500 employees)
- Sole proprietors
- Self-employed & freelance workers

FINANCING



- Maximum Granted: \$2M
- Interest: 3.75% (2.75% for non-profits)
- Duration: Up to 30 years
- Deferment options available

- Maximum Granted: Lesser between 2.5X Payroll or \$10M
- Interest: 4%
- Duration: Up to 10 years
- Defer for 6-12 mo.

KEEP IN MIND



EIDLs offer a bridge loan program of \$10,000 to cover immediate costs & is forgivable if certain criteria are met.

- No personal or collateral guarantee is required.
- Forgiveness granted if funds are used on operating expenses within 8 weeks of receiving.

APPLY



HOW Apply at www.sba.gov/disaster

HOW Apply with an SBA-approved lending institution.

WHEN Available now!

WHEN Applications Available Now
See local lender for details.

PRO TIPS

1. Both loans can be applied for (and granted!) if funds cover different expenses
2. For fastest approval, be prepared to specify your economic loss due to COVID-19
3. Be aware of fraudulent schemes and only discuss finances with a trusted professional

Visit us online at marionchamber.org



to browse local financial institutions, get the latest COVID-19 updates, and view details for upcoming webinars to help your business!

765.664.5107

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| MARIONCHAMBER.ORG

PEOPLE



Jamie Walker

Walker certified

Jamie Walker, RN, has received board certification as a lactation consultant from the International Board of Lactation Consultant Examiners (IBLCE). Walker earned her bachelor of science in nursing from Ball State University. She is also a CPR instructor and childbirth educator.

Walker has been employed at Marion General Hospital for four years in the MGH Family Birthing Center. “I have a heart for education, breastfeeding, and this community,” Walker said, “I am so excited to utilize this certification to serve my family, friends and neighbors.”

Marion firefighter Yeakle retires

Greg Yeakle has retired from the Marion Fire Department (MFD) after more than 30 years. Since joining MFD in 1989, Yeakle served in every position except chief, having served as deputy chief from 2012-2015. He served as president of the Marion Professional Firefighters Local 676 for 15 years. He also ran the Fireman’s Tournament for Grant County Little League Baseball for nearly 12 years.

“It’s been quite a ride. It’s all been worth it, and I would do it all again,” said Yeakle. He offered words of wisdom to new firefighters. “Get as much training as you possibly can. When you’re on a call and you don’t know what to do, your training will take over.” Yeakle also encouraged firefighters to learn the role they’re best in. “Not everyone is good at every position, but everyone is good at a certain position,” expressed Yeakle.

Fire Chief Paul David said: “Yeakle put the department’s needs before his own. He was always a pleasure to work with. We’ve had a lot of laughs and shared many serious times. I’ll miss his great cooking and being around in general. The Department wishes him all the best.”

Yeakle looks forward to working on his hobby of restoring antique radios and fans, as well as spending time with family



Greg Yeakle



Ken Hussong

including grandchildren.

Hussong retires

On January 1, 1992, the City of Marion hired Ken Hussong to serve in the Code Enforcement Department following his nine years (’77-’85) in law enforcement with the Marion Police Department. During his first couple years as a civilian employee, Hussong was the only one in Code Enforcement.

“One of the best and most fulfilling programs I’ve been a part of was the Owner Occupied Rehabilitation program where grant funding was used (through IHCD) to rehabilitate homes of eligible elderly and/or disabled homeowners. The owners were grateful, but it was also good for the jail inmate work crews; it served as a morale booster and character builder for them,” Hussong said.

He also cited working with different clubs such as Kiwanis and Lions as a huge help in cleaning up the city. “In order for the City of Marion to thrive, these organizations should be activated more often for cleanups, inactive citizens should get involved and take initiative to clean up around their neighborhoods, and more efforts need to be in place to educate the community on what a nuisance property actually is, and so forth,” said Hussong.

Building Commissioner Jerry Foustnight, who oversees Code Enforcement, said, “He’s a good guy with a lot of knowledge. Kenny has been very active in his efforts to serve citizens not only as a CE Officer but in trying to rid the city of abandoned vehicles and trash. We will miss him and his passion for his job.”

In retirement, Hussong looks forward to spending more time with family including grandchildren, as well as traveling and



Tony Melton



Stephanie Hilton-Siebert

doing things he and his wife have been wanting to do, without time constraints.

Hilton-Siebert a “CEO to Know”

Stephanie Hilton-Siebert, president and CEO at Marion General Hospital, has been named to the “60 Rural Hospital CEOs to Know” 2020 list.

“I feel so honored to have received this recognition; however, in my eyes this recognition is the direct reflection of the daily dedication and hard work of the staff, employees, and physicians of Marion General Hospital,” stated Ms. Hilton-Siebert.

The CEOs featured lead hospitals consistently recognized by the National Rural Health Association, American Hospital Association, IBM Watson Health and The Leapfrog Group as top institutions. Marion General Hospital has earned numerous awards and accreditations in recent years. In 2019, the hospital was named a Top 20 Rural Community Hospital by the National Rural Health Association and a Top 100 Rural and Community Hospital by The Chartis Group and iVantage.

Hilton-Siebert first came to MGH in 2015 as the hospital’s chief administrative officer before stepping into the organization’s top leadership spot in 2016.

Via Credit Union’s Melton retires

Tony Melton, vice president of human resources at Via Credit Union, has announced his retirement after 20 years of service.

In addition to his service at ViaCU, Melton has also served as a board member for Junior Achievement and serves on the Governance Committee for United Way of Grant County. Through the years, he has supported Hands of Hope and conducted numerous fundraisers for Cancer Services of Grant County. He has also donated his time and HR experience to conduct mock interviews for veterans at the VA and served as Credit Union Healthcare Consortium Trustee. Melton serves as a trustee of Westview Wesleyan Church.

Luzadder named Teacher of the Year

Brad Luzadder, a teacher and chef from Heartland Career Center in Wabash, recently earned recognition as Indiana’s ProStart Teacher of the Year. Luzadder, the culinary arts instructor at HCC, was chosen for his dedication to his students and his community.

Heartland officials said Brad always has a positive attitude and is willing to help others. According to one of his students, “Chef was always there for positive support and I now am more confident in my abilities. He believed in me and trusted me to grow and excel when no one else did and when I did not trust myself.”

Payne joins MCS as next Director of Special Services

Marion Community Schools has named Eleese Payne as the next director of our Special Services Department. Payne will move into the role this summer. She lives here in Marion.

Payne has been with KIPP Indy since 2014, first as assistant school leader and then as director of special education. Prior to that she was assistant principal at Howe Community High School with Charter Schools USA.

She started her education career as a special education teacher in Hawaii Public Schools, and then served as a mentor teacher at Evansville Vanderburgh Schools and a curriculum resource teacher at Howe Community High School.

Payne earned her bachelor of arts degree from DePauw University; a master’s degree in special education from the University of Hawaii at Manoa, and a master’s of organizational leadership from Columbia University in New York.

Alicia Hazelwood—We are ‘mission-driven’

Alicia Hazelwood is the executive director of the United Way of Grant County, a role she has held since August 2012. A graduate of Marion High School, Hazelwood received her bachelor’s degree in political science from Manchester University and later completed a master’s of business administration degree from Indiana Wesleyan University. She also holds certificates in Nonprofit Leadership and Fundraising Management, both from the IU School of Philanthropy.

TBH: Many people don’t consider not-for-profit or nonprofit organizations when they talk about business.

Hazelwood: They really should. We are mission-driven, but we still have to worry about revenues and expenses and operating in a business-like way. We still need to bring in money and we have to manage our staff. At the United Way I have a staff of one, and I need to make sure that we take care of her. We just do our business in support of our mission rather than in pursuit of profits. Our mission at the United Way is to support families and help other not-for-profit organizations in our community do that as well.

People often talk about Grant County having a rich not-for-profit community. It would seem that the United Way is right in the center of that.

I don’t know that I like the word “rich,” but it is true that there are a number of not-for-profit organizations and they do serve a great many parts of the community. People should know that [the leaders] of those organizations meet together regularly and discuss our programs and how to help each other serve the people of Grant County.

We coordinate what we do. For example, the YMCA does basketball for the youngest kids because it is more central to their mission while the Boys & Girls Club has a basketball program for older kids because their facility serves them better. We also support each other. One agency may let us know that they have lost their janitorial person and then another organization will ask their staff to help clean the facilities at that other place until the first agency can find and hire a new person.

Is there an area that the not-for-profit agencies in Grant County don’t cover?

The agencies cover a great many needs, but in discussions about their programs, I often hear about transportation being a problem. Often the programs are available,



We are mission-driven, but we still have to worry about revenues and expenses and operating in a business-like way. We still need to bring in money and we have to manage our staff. We just do our business in support of our mission rather than in pursuit of profits.

but people can’t get to them. There is some public transportation, but it’s not available everywhere.

Last week we helped out at a food distribution and a man was there with no car. He said he had a friend coming, but it took a while. I wanted to be able to call an Uber and get him where he needed to be, but that’s not an option here. He had to wait several hours before his friend came and they could get home. It would be great to have other ways to get people to the programs and services that agencies offer.

How has the COVID-19 pandemic affected not-for-profits?

People have a misconception about that, because they hear news of additional money being donated for the pandemic. While not-for-profits have received additional funds, most often those gifts are designated only for the pandemic.

That helps, and I don’t want to discourage it at all, but it doesn’t tell the whole story. At the United Way, workers make pledges made in the fall that then get collected through payroll deductions during the next calendar year. Because of the pandemic, though, many of those workers are not getting paid, which means no payroll deductions, so our revenues—the ones that cover

things like office expenses and staff—are way down.

This type of scenario is happening at a lot of not-for-profit organizations. There is more money coming in, but they can’t spend it freely, and, meanwhile, their regular expenses continue—even increase in some cases.

What other misconcep-

tion would you like to address about not-for-profits?

I react pretty strongly when people say I spend my time begging for money. That’s not at all an accurate description of what we do. The truth is that the people of Grant County are extremely generous, and they are passionate about what areas they want

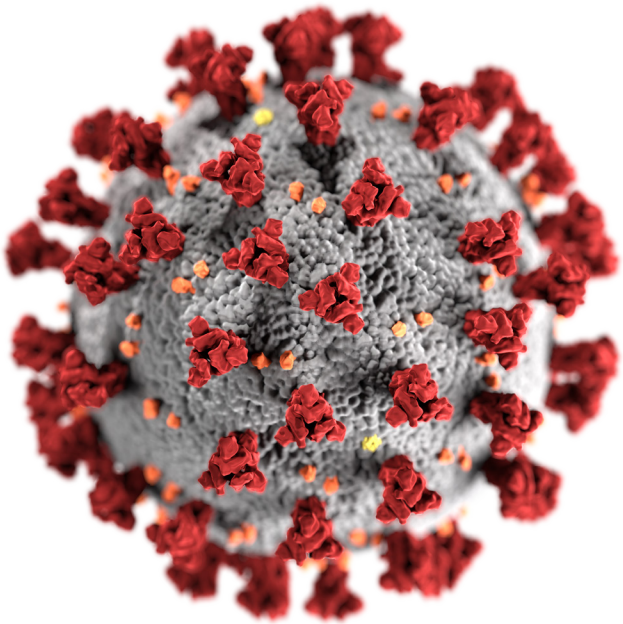
to support. Our work is to connect those people with their passions.

We have a great many programs run by a variety of organizations that people are willing to support. Sometimes, though, I ask someone to support a program and it doesn’t match with their passion. That doesn’t work. They may volunteer at an event

or lend their expertise just because they have a generous spirit. They don’t invest their money and their hearts into something, though, unless they have a passion for it. It’s our job to understand that person well enough to discover their passion and then—when we find the proper opportunity—we can connect them.



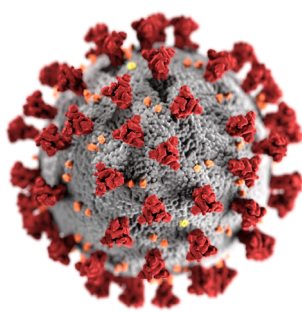
United Way of Grant County



COVID-19
Continued from 1

open positions and more. Grant County residents should use the page as a one-stop shop to find information on local shopping options and unique ways to support their favorite local businesses while following Governor Holcomb’s Stay-at-Home executive order.

“It’s important to have a platform for Grant County’s local businesses to share information with the public, said Pat Pearson, co-owner of Mama Pearson’s Soaporium, “We all need each other to sustain the business community during this uncertain time, so I encourage residents and businesses to observe the page and support their community businesses.”



Additionally, the page will feature the “COVID-19 Business Spotlight,” a bi-weekly post that features a Grant County business: how the business has adapted their operations during the pandemic and ways in which the community can immediately support the business.

Community Foundation grants

The Community Foundation of Grant County has its Give To Grant Community Impact Fund, from which nonprofits can get grants to respond to critical needs. The Foundation’s COVID-19 Rapid Response Grants are intended to sustain and develop vital community services for residents who stand to lose the most from the unfolding emergency. The grants will address the emerging needs of nonprofits, such as food access, homelessness, medical services, and emergency childcare.

The Foundation has already made several rounds of grants to organizations including: Family Service Society, Carey Services, Project Leadership, Second Harvest Food Bank, and the Grant County Rescue Mission.

SBA loans

The Small Business Administration has several loan programs available, most importantly the Economic Injury Disaster Loan and the Paycheck Protection Program. (See graphic for details.)

United Way COVID-19 Assistance Fund

The United Way of Grant County has established a COVID-19 Assistance

Fund to:

- Ensure local social service organizations have the resources to assist community members with obtaining basic needs, such as food, rent and utilities. We anticipate that there will be alterations to physical structures and/or additional equipment and supplies that will be necessary to ensure the safety and well-being of agency

staff and volunteers, as well as the patrons who visit their facilities.

- Make local programming easier to access.
- Ensure the development of sufficient childcare capacity and early childhood education opportunities for Grant County youth, especially (during this pandemic) for healthcare and emergency workers.
- Encourage and support

partnership strategies and solutions with local businesses to meet the immediate and long-term needs of residents in need.

- Develop better access to current local information, especially when in a crisis mode.
- Work with educators, parents and students to ensure that educational opportunities remain high, whether or not students are in a physical

classroom.

- Promote technology upgrades that allow for secure, work-from-anywhere solutions for local workers. Encourage companies to identify and develop work-from-anywhere solutions for their workforce.

Community Loan Center of Northeast Indiana

The Community Loan

Center of Northeast Indiana (www.clcnein.org/) offers workplace loans of \$550 - \$1,000 to workers who are 18 years old, have had their job for at least three months, have a checking account, a driver’s license or passport number, and a social security number. This can be a great help to employees, at no cost you as the employer.

The program requires the

employer to sign up, then:

- The employee/borrower applies for the loan.
- The Loan Center then contacts the employer to verify employment.
- The employee/borrower signs for the loan.
- The Loan Center deposits the money into the employee/borrower’s checking account (within two business days).
- The employee/borrow-

er pays back the loan through payroll deduction over a 12-month period. The loans are at 18% interest, plus a \$20 administrative fee. This is considerably less than the 391 % that payday loan lenders are allowed to charge. There is no credit history or collateral needed, and no prepayment penalties. Borrowers can also get free financial counseling if they need it.

Useful links. Go to:

- www.dol.gov/newsroom/releases/whd/whd20200326 for information on paid sick leave and expanded family and medical leave under the families first coronavirus response act.
- www.dol.gov/newsroom/releases/whd/whd20200326-0 for information regarding the Fair Labor Standards Act.
- www.irs.gov/newsroom/treasury-irs-and-labor-announce-plan-to-implement-coronavirus-related-paid-leave-for-workers-and-tax-credits-for-small-and-midsize-businesses-to-swiftly-recover-the-cost-of-providing-coronavirus ?ei=185775&eri=26099211&dsi=442237&sp_tag=Full+Release+Here&sp_pvosi=24760 for the U.S. Treasury, IRS and Labor plans to implement Coronavirus-related paid leave for workers and tax credits for small and midsize businesses.
- calendar.in.gov/site/gov/event/hotline-opens-tuesday-to-help-business-and-industry-with-stay-at-home-order/?fbclid=IwAR0RF-vv-m4e8Z_gTEJ2KNbZFX-DPm8KK3ds-7qNYFZ-bc0iQqCPAXSe9gY-WXM to determine if your business is considered an ‘essential’ business.
- www.cisa.gov/sites/default/files/publications/CISA_Guidance_on_the_Essential_Critical_Infrastructure_Workforce_508C_0.pdf for definitions of “essential businesses.”
- www.hoosierdata.in.gov/covid19.asp is a page full of more links with important data.
- www.uschamber.com/sites/default/files/coronavirus_customizable_flyer-final.pdf for a printable graphic your business can use to promote “health priority.”
- www.uschamber.com/coronavirus-response-toolkit more printable graphics for your business.

It takes a local business owner to protect one.



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State Farm Fire and Casualty Company, State Farm General Insurance Company, Bloomington, IL
State Farm Florida Insurance Company, Winter Haven, Florida
State Farm Lloyds, Richardson, TX

COVID-19 Business resource guide

VIRTUAL OFFICE & MEETING APPS

If COVID-19 is forcing your business to operate remotely, here are some recommended platforms to help you and your employees conduct business remotely.

1 MICROSOFT TEAMS

TEAMS comes standard with your Office 365 account, and will allow you to start one-on-one video calls for conference calls with channels or groups. However, Microsoft is offering anyone its premium version of TEAMS for FREE for six months and has lifted existing user limits on its free version.



2 GOOGLE HANGOUTS

For anyone who uses the Google Suite for corporate email, just like with TEAMS, it comes standard with their subscription fee, and provides the same capabilities. Similarly, Google will offer its enterprise videoconferencing features - for example, larger meetings of up to 250 people and the ability to record - for FREE to G Suite and G Suite for Education customers through July 1, 2020.



3 SLACK

Slack is a market leader, but it doesn’t come standard with any email service providers like the two above do. Still, it provides the same capability. This works on desktop and mobile. They offer a FREE version for small teams and a nominal monthly fee for small - medium size businesses.



4 ZOOM

There is a free version of Zoom that allows you to host up to 100 individuals at once for up to 40 minutes. There is a user-friendly version available for both desktop and mobile.



Tips from Ever Evolving Inc.

Prevent Zoom Bombing

When hosting a Zoom call, set up your meeting in advance & use these settings and features

- USE A UNIQUE, AUTO GENERATED MEETING ID
- REQUIRE A MEETING PASSWORD
- CREATE A WAITING ROOM
- ONLY ALLOW HOST SCREEN SHARING



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 - garyvaynerchuk.com/podcast/
- RISE Podcast
 - <https://thehollisco.com/blogs/podcasts/tagged/rise-podcast>
- The Nice Guys on Business Podcast
 - <http://www.dougsandler.com/podcast-by-the-nice-guys/>



BUSINESS SERVICE ANNOUNCEMENT: STAY CALM & SHOP LOCAL!

How to support your local businesses while limiting the spread of germs:

- Buy gift cards NOW and use them later
- Buy items now for future pick up
- Shop online at your favorite local retail businesses
- Keep your gym and other memberships current - most places rely on your dues to operate
- If you know a business owner - ask how you can help them during this time



Local Business Bingo

| | | | | |
|---|---|--|---|--|
| SHARE A LOCAL BUSINESS SOCIAL MEDIA POST | CALL TO SUPPORT NOT TO COMPLAIN | SHOP OVER THE PHONE WITH A LOCAL RETAILER | WRITE THREE POSITIVE FACEBOOK REVIEWS | FOLLOW YOUR LOCAL CHAMBER FOR BUSINESS UPDATES |
| TELL A GROCERY CLERK THEY ARE APPRECIATED | BUY A FAST FOOD MEAL FOR A TRUCKER | SHARE SUPPLIES WITH THE ELDERLY AND LESS FORTUNATE | SHARE AN UPDATING BUSINESS INTERACTION | WRITE THREE NEW BUSINESS YELP REVIEWS |
| WALK OUTSIDE AND TAKE A DEEP BREATH | WRITE THREE NEW GOOGLE REVIEWS | | TIP BIG | THANK A HEALTHCARE PROFESSIONAL |
| RUN AN ERRAND FOR YOUR ELDERLY FRIENDS | PURCHASE A GIFT CARD TO USE AT A LATER DATE | SHARE WHAT YOU ARE GRATEFUL FOR TODAY | SHOP SMALL ONLINE | CREATE OR CULTIVATE SOMETHING BEAUTIFUL OR LET BEAUTY IN |
| WHEN YOU EAT, THANK A FARMER | DONATE FOOD TO PROGRAMS FEEDING KIDS DURING SCHOOL CLOSURES | ORDER CURBSIDE PICKUP TAKEOUT OR DELIVERY | ONLY SHARE FACT BASED NEWS FROM REPUTABLE SOURCES | CHECK IN OR CONNECT WITH SOMEONE NEW TODAY |



REMOTE WORKING TIPS

TECHNOLOGY & INTERNET

Make sure you have the right devices to be able to work from home. Discuss this with your boss. DON'T FORGET A CHARGER!

Common softwares used: Slack, Microsoft Teams, Skype, Zoom, or GoToMeeting.

STAY CONNECTED

Fill the gap if you are not used to being socially isolated with remote work. Jump on a conference call or team chat to stay on task with projects and socialize.

KIDS

Right now most kids are home as well. You'll need to make a plan for education and entertainment. Stock up on books and puzzles. Also, it's OK to use streaming services. Be flexible about how much work you might realistically be able to get done if you're balancing childcare. #WorkLifeBalance

MANAGE EXPECTATIONS

Have the discussion with your boss about what can actually be accomplished from home. Ask your manager what priorities are, and discuss how tasks will get done. This should be an ongoing conversation. Communication is key.

KNOW THYSELF

Whether being at home makes you more distractible and less productive or just the opposite - know yourself and your habits. Consciously decide to wake up and get ready for work as usual to keep the routine or schedule breaks if you need to.

WEBCAMS

Webcams can solve the sense of isolation as well as communication confusion - delays, interruptions, not knowing who is talking, etc. We miss cues when we aren't working together in person, and with the webcam you can be sure you have understood any direct orders given.

DO WHAT YOU CAN - DISCUSS WHAT YOU CAN'T

1/3 of workers cannot work remotely - food distribution, factories, healthcare workers, etc. If you fit this category ask your employer what you can do to make sure you are not losing pay. Ask your HR or managers how to best prepare to take precautions for yourself and others.

NONPROFIT NEWS

IWU adds master's in athletic training

Indiana Wesleyan University is launching a new master's of science degree program in athletic training (MSAT), scheduled to begin in the fall of 2022. Based on new requirements by the Strategic Alliance and the Commission on Accreditation of Athletic Training Education (CAATE), IWU's undergraduate athletic training program will transition to the new professional master's degree program.

Accredited by the CAATE, the 54-hour professional athletic training degree will provide graduate students with the knowledge, values, skills and clinical education necessary to effectively practice as certified athletic trainers. Highlights of the program include taking a cadaver anatomy course and spending a semester in an immersive athletic training experience off-campus. Graduates of the program will be prepared to successfully pass the Board of Certification Inc., certification exam.

IWU will also launch a 3+2 MSAT program for athletic training students interested in completing both their undergraduate and graduate degrees at IWU. The 3+2 MSAT degree allows students to complete an MSAT degree in combination with a bachelor's degree in exercise science in five years. The MSAT will also be available as a stand-alone program for students who already have a bachelor's degree and the required prerequisites.

"I believe that IWU is uniquely positioned to provide an incredible experience for our MSAT students," said Dr. Jessica Keller, athletic training program director. "We have 30 years of successful undergraduate athletic training education experience to build upon, an experienced faculty and preceptors and incredible facilities. I think what we have is a really special combination that will be both a positive experience for our students and will produce great athletic trainers committed to Christian servant leadership."

Carey Services holds 'A Night'

Carey Services honored five people for their service to, and advocacy for, people with disabilities at the agency's annual A Night at Carey dinner in March, which was National Disability Awareness Month.

Carey Services started the "A Night at Carey" dinner in 2017 to bring people in the community together in a fun way to raise community engagement for disability-related issues. The dinner has had a specific theme each year; this year's theme was "The '20s Roar Again," an homage to the 100 years since the beginning of the Roaring '20s. Many attendees took part by dressing in



Photo provided

Indiana Wesleyan University announced the launch of a new master's degree in athletic training program to begin in the fall of 2022.

period-appropriate outfits.

"A Night at Carey is a fun event for a serious cause," said Jim Allbaugh, Carey Services' president and chief executive officer. "The dinner and The Carey Awards we present during the program are ways Carey Services is working to turn abilities into opportunities for those we serve to help promote inclusion in everything we do."

The agency presented The Carey Awards as part of the evening's activities. This year's winners were:

- Heritage Award (to someone in the agency's history who has continued to have impact on agency operations)—Jacquie Dodyk, Affordable Housing Corp., and a past agency board member
- Mission Leader Award (to a Carey Services staff member)—Michelle Percy
- Self-Advocate Award (to an individual Carey Services serves)—Erik Smith
- Community Partner Award (to someone in the community who has been a strong advocate for people with disabilities)—Kellie Planck, Marion General Hospital and Tim Gerber, New Market of Gas City (for the first time, two winners were selected)

"The awards are fun, and we are thankful for the award winners," Allbaugh said, "but are thankful the financial support of our sponsors and those in attendance who contributed to further our mission."

Community Foundation to give grants for response to COVID-19

The Community Foundation of Grant County will



start making grants to local nonprofit agencies from its Give To Grant Community Impact Fund for response to the COVID-19 pandemic. "This Fund provides flexible financial support to trusted nonprofit partners across Grant County who are responding to critical needs," the Foundation said in a press release. "The Fund also allows the Community Foundation Board to be nimble in their response to addressing our community's most pressing and emerging needs, specifically with organizations working with our most vulnerable citizens."

The Foundation will distribute awards using its "rapid response grantmaking" method. The Foundation will make grants that address gaps in services and increase capacity of organizations to meet basic needs of individuals and families, such as food access, homelessness, medical services, and emergency childcare.

According to its press release, the Foundation will give priority to human services organizations that have deep roots in the community and strong experience working with vulnerable populations. Once the state of emergency has expired, any remaining funds will support nonprofit organizations impacted financially as a result of program disruptions

or cancellations resulting in revenue loss.

The Foundation is also inviting all to donate to the fund. It has already committed \$147,000 to the fund. Donors who would like to can contribute online at GiveToGrant.org/Impact or mailed to 505 West Third Street, Marion, IN 46952—write IMPACT in the memo line.

FSSI makes changes

Family Service Society, Inc. (FSSI) has made some changes to adapt to "this new normal" it announced recently. Among the changes are:

- Meeting clients where they are using ZOOM conferencing, a HIPAA compliant software that ensures client confidentiality
- Enabling employees to work from home; this involved a quick inventory of technology and redistribution of those devices
- Working side-by-side with partners at the Department of Child Services (DCS) to ensure that they are meeting with the families that need the most attention
- Creating and encouraging positive social engagement with the community by creating the series, "Check Up from the Neck Up"
- Following the telehealth

lead and creating mental wellness sessions in a packaged and discounted rate to be rolled out within the next couple of weeks.

"Our teams are part of the essential workforce and are on the front lines making sure children and families are safe and well," FSSI said in a press release, "The changes we have made all come with the safety and security of our most valuable asset—our employees—in mind."

Changes at Main Street Marion

Main Street Marion (MSM) recently announced some changes, including new committee members:

Megan Todd, of Tate Real Estate, who joined the Design Committee which is chaired by Emily Hathway of Lark's Song and Circles of Grant County.

Kayla Johnson, a City of Marion employee and the former executive director of MSM, and Jaylan Miller, of The Chronicle-Tribune, joined the Promotion Committee, chaired by Alexis Wroughton of Designs Group.

Also, Executive Director Heidi Peterson signed a lease with The Chamber of Commerce for a new office space for MSM at 215 South Adams Street, Suite 200, Marion; the organization moved into its new space in February. "The space will allow us to grow and add a new employee within the next 5 years," said Peterson.

MSM also launched a new website (mainstreetmarion.org). Marion Design Co. provided all of the design implementation.

Finally, MSM, the City of Marion, the City of Marion

Arts Commission, Marion Design Co., Carey Services, the Division of Art and Design at Indiana Wesleyan University, Lark's Song, local engineer Adam Wroughton, and local artist Henrik Soderstrom received a 2020 QuLP grant, a collaboration between the Indiana Office of Community and Rural Affairs (OCRA) and the Indiana Arts Commission (IAC).

The grant is for a project that will assist the Marion community in activating the underused South alleyway through implementing a collaborative public art piece. The vision for the installation is to highlight the community's growing self-recognition as an arts community and to connect people from the Courthouse Square to the Fifth Street Commons. The installation will create a passageway that connects the spaces.

Marion General Hospital named 'Top 100'

Marion General Hospital (MGH) has been named a 2020 Top 100 Rural & Community Hospital in the United States by The Charities Center for Rural Health, earning the designation for the fourth consecutive year.

"Our medical staff and healthcare team strive to provide exceptional care for our patients each day," said Stephanie Hilton-Siebert, MGH president and CEO. "I'm pleased that the skill and compassion our medical staff, employees, contracted staff and volunteers consistently offer to our patients is being recognized for the fourth consecutive year."

Marion gender pay gap improvement tops state

The city of Marion has closed the gap in gender pay equity faster than any other city in the state of Indiana in the 10 years from 2008-18, according to LendEDU. The company released a report using earnings data from the U.S. Bureau of Labor Statistics for full-time year-round workers. In 2010, Marion had a gender pay gap of 28.78%. That gap improved to 18.79% in 2018, a change of 9.82%. Marion ranked as the 34th city in the nation, according to the report.

Five stars for Rolling Meadows

Rolling Meadows Health and Rehabilitation Center has earned an overall five-star rating from the Centers for Medicare Services (CMS). The designation gives Rolling Meadows Health and Rehab the highest star rating it is possible to achieve.

CMS created the Five-Star Quality Rating System to help consumers, their families and caregivers compare nursing homes more easily. Nursing homes with five stars are considered to be above average quality when compared to

other nursing homes in the state.

"We are very proud that we've achieved five-star status," said Brad Needler, HFA, administrator for Rolling Meadows. "Our staff truly care about our residents and they've earned this recognition. This achievement is a direct reflection of their efforts."

Rolling Meadows Health and Rehabilitation Center is a skilled nursing facility located in LaFontaine, Indiana. The facility has 115 licensed beds and serves the community through rehabilitation services, memory care, out-patient

physical therapy and long-term skilled nursing care.

Visiting Nurse acquires Family LifeCare

Visiting Nurse acquired Family LifeCare on March 1. Nonprofit providers of home health, palliative, hospice and grief support services, Visiting Nurse and Family LifeCare have similar missions, philosophies of care and staff dedicated to serving patients and families in need. The combined organization will now serve nearly 2,000 hospice patients annually and reach individuals in Adams, Allen, Blackford, DeKalb, Grant,

Huntington, Jay, Noble, Wabash, Wells and Whitley counties.

"Working alongside Family LifeCare team members has been such a positive and exciting experience and I am looking forward to seeing all that we can accomplish together in this next chapter," said Leslie Friedel, CEO of Visiting Nurse.

Over the coming months, the two organizations will align brands to be known as Visiting Nurse in all the counties in which they serve. "I appreciate the thoughtfulness, strategy and approach to honoring the history and community

impact of Family LifeCare. Visiting Nurse leadership and board members have gone the extra mile to ensure that patients, families and employees are exceptionally cared for in this combined organization," said Keith Huffman, board chair of Family LifeCare.

"We are also welcoming board members from Family LifeCare to join the governing board of the combined organization. It has been a pleasure to work alongside members of the Transitions Committee that made this partnership possible," said Joe Byers, Visiting Nurse Board Chair.

Subscribe to The Business Herald

We want every business in Grant County to receive a copy of The Business Herald when it comes out at the beginning of each quarter—in January, April, July and October. If you know of any businesses that did not receive this inaugural issue, please send us the name of the principal and the business' name and address and we will add them to our mailing address.

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Growth Council honors county investors

The Grant County Economic Growth Council and STAR Financial Bank hosted the 21st Annual Investor's Awards Luncheon at the Tomahawk Lounge in March. There were 67 Grant County businesses that received awards for their investment of at least \$25,000 or more into the county's economy in 2019—a total of \$94 million invested.

More than 120 residents, business leaders, and elected officials attended the event to celebrate the investment, providing an afternoon of celebration and an energy of excitement as the community contem-



plated positive economic prospects before the COVID-19 pandemic changed everything.

Mikayla Marazzi of the Growth Council delivered the event's opening remarks: "This is such a fun event because we get to recognize hard work and commitment to the Grant County community. The Growth Council is committed to creating a welcoming

atmosphere for investment, and we are so glad that those of you in this room have chosen to invest in Grant County."

One of the honoree's, FC Tucker Realty, recently relocated to downtown Marion. "We are thrilled with our new location downtown in the city," Charmayne Saylor of FC Tucker said. "The market prospects are looking good in Marion!"

The businesses honored at this year's event spanned across industry sectors, from manufacturing to food services to retail, demonstrating the diversity of Grant County's economy. Some businesses were celebrated for new investment and others were celebrated for their long-time, continued investments.

The Growth Council has worked alongside many of these companies through helping them obtain tax abatements, access state incentives and grant programs, apply for training programs, connect with local suppliers, recruit and retain talent and more.

Chamber, Continued from 1

play an essential role in that recovery. You will provide the jobs, products, and services that will help our community return to a sense of normalcy.

Here at the Chamber we are diligently working every day to support you through this unknown. We have created a business resource page that we are updating multiple times per day. Even though information is changing by the minute, we've tried to include many of those resources in this print edition. For the full offerings, check out our website. We are working hard to create content, webinars, and op-

portunities that will prove valuable for your business as we pivot towards recovery. If we haven't spoken to you directly yet, you should expect a phone call or email from our team in the coming days as we assess your specific needs and work together to create solutions.

Please do not hesitate to reach out to Rhonda, Brittany, or me. We are here to serve you, and remember: we are stronger together.

Be safe, wash your hands, and take care of each other!

Kylie

Kylie Jackson is the president and CEO of the Marion Grant County Chamber of Commerce.

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