⇒ TODAY'S VERSE

Matthew 6:19-21 Lay not up for yourselves treasures upon earth, where moth and rust doth corrupt, and where thieves break through and steal: But lay up for yourselves treasures in heaven, where neither moth nor rust doth corrupt, and where thieves do not break through nor steal: For where your treasure is, there will

your heart be also.



TACES OF **HAMILTON COUNTY** People who call our community their own.

What makes Dave Barker smile? "My family," said the 65-year-old Noblesville resident. He and his wife. Rhonda, have been married 39 years and have three sons, Daniel Barker and Victor Barker. and the late Jeremy Barker; and eight grandchildren, ages 4-18. He is a deacon at Clarksville Christian Church. Barker is semi-retired and working as a farmhand at Flanders Amazing Grain. He is a 23-year volunteer firefighter/EMT at White River Township Volunteer Fire Department and retired in January 2022. He is past president of Wayne-Fall Lions Club, which is serving a Ham & Bean Dinner from 4 p.m. to 7 p.m. Saturday at the Club at 11940 E. 191st St., at DeShane Avenue and Victory Chapel Road in Noblesville. Ham and beans, cornbread, cole slaw, desserts, hot dogs, veggie bags and drinks are on the menu. Freewill donations will go to Hamilton Southeastern/ Fishers FFA. The public is invited. Carryout will be available

And Another Thing...

1. Braun Police Bill

Yesterday, Senator Mike Braun and Senators Ted Cruz, Ron Johnson, Marco Rubio, James Lankford, Eric Schmitt, Thom Tillis, Bill Hagerty, John Kennedy, John Hoeven, John Boozman and Ted Budd reintroduced the Thin Blue Line Act, a bill to increase penalties for crimes targeted at police officers.

The Thin Blue Line Act makes the targeting, killing or attempted killing of a police officer an aggravating factor in favor of maximum sentences. Currently, this applies to federal law enforcement; the Thin Blue Line Act would apply this to local and state police as well.

In just the first month of this year, thirty-four police officers were shot in the U.S. As Law Officer reports, the number of officers shot in line of duty has more than doubled since 2020. The death of Indiana officer Noah Shahnavaz, who was killed by a criminal with multiple prior violent encounters with law enforcement but was released after serving 13 years of a 25 year sentence, motivated Braun to re-introduce the bill.

2. Broadband Ready

Earlier this week, Lt. Gov. Suzanne Crouch, the Indiana Broadband Office (IBO) and the Office of Community and Rural Affairs (OCRA) announced Henry County as a Broadband Ready Community. At a press conference Wednesday afternoon, the lieutenant governor officially announced the newest BBRC and celebrated the community's accomplishments.

The Broadband Ready Communities Program was created as a tool to encourage broadband development throughout Indiana. The Broadband Ready Community certification signals to the telecommunication industry that a community has taken steps to reduce barriers to broadband infrastructure investment.

The certification was approved by the Indiana Broadband Office and the Office of Community and Rural Affairs following Henry County's adoption of a Broadband Ready Community ordinance.

Via 2020 legislation, the Broadband Ready Community Program was transitioned from the Indiana **Economic Development Corporation** (IEDC) to the Office of Community and Rural Affairs (OCRA). IBO began the day-to-day management of the **Broadband Ready Community Program** on July 1, 2020. For more information, visit in.gov/indianabroadband.

Hamilton County's Own Daily Newspaper



Photo courtesy of Indy Ghost Light Photography

Carmel Community Players' cast members Eric Bowman of Noblesville (center, as Roger), Amber Roth (back, from left, Berniece), Robert Fimreite (O'Reily), Jeffrey Haber (Eddy) and Hannah Janowicz (Nikki) rehearse for "Musical Comedy Murders of 1940," onstage today through March 5 at The Ivy Tech Auditorium in Noblesville.

Kids Soccer Clinic, Musical Comedy, Live Music, 5K, YMCA World's Fair, And More This Weekend



BETSY REASON The Times Editor

Learn to play soccer, watch community theater, enjoy live music, run a 3K race an and beans, among the 20 things to do this weekend and beyond in this list by The Times:

1. Kids can attend a free learnto-play soccer clinic 6:30 to 7:30 p.m. today at the Boys & Girls

Following a three-month successful fundraising effort among

members of family, friends, and

community supporters, plans for the Roberts Settlement Legacy

Walk were unveiled to the public

The construction concepts (and

future fabrication and installation)

on Thursday, February 23 at Bethel A.M.E. Church.

created by Display Dynamics,

Inc. for the Roberts Settlement

Legacy Walk include an accessi-

Indiana State Historical Marker

and looping through the west side of the Chapel, providing the

means for a self-guided journey

Black pioneer history as well as a

peaceful place for reflection. Vis-

itors will be greeted by "Morning

Light," a dazzling entry feature

symbolizing exploration, dis-

through Roberts Settlement's

ble walking path, beginning at the

Club of Noblesville, taught by Noblesville United Soccer Club and introducing participants to game rules, positioning and fundamentals of play.

2. Come out and see Carmel Community Players' production of "The Murders of 1940," a musical comedy whodunit, today through March 3 at The Ivy Tech Auditorium in Noblesville.

3. Enjoy live music with The 78's at 7 p.m. today at The Boathouse in Cicero, My Yellow Rickshaw at 9 p.m. today at Joe's Grille in Westfield and Jai Baker 3 at 10 p.m. today at Britton Tavern

4. Take a trip around the world at YMCA's 2023 World's Fair 10 a.m. to 2 p.m. Saturday at Fishers High School, with food, games representing countries around the

5. Get ready for the ninth annual Melt the Trail 5K at 10:30 a.m. Saturday starting at Grand Junction Brewing Co. in Westfield

covery, opportunity, and hope. Beyond, the Legacy Walk will

take visitors through four separate

themed stations: Roots & Migration, Progress & Perseverance,

Faith & Reverence and Legacy &

Footprints. Each station includes

a title monolith, a bench, and a

graphic reader rail with inter-

pretive content. Structures are

and faux stone.

fabricated from Corten-style steel

With more than \$340,000 in pledges, cash, and in-kind dona-

tions, the IMAGINE! Black Pio-

neers fundraising campaign turns

to the public for the remaining

\$100,000 to fund this interpre-

tive outdoor public exhibit that

and broadens visitors' under-

focuses on the legacy of Hamilton

County (Indiana)'s Black pioneers

See ROBERTS Page A6

Roberts Settlement

Unveils Legacy Walk

and traveling the Monon Trail over the bridge at Indiana 32.

6. Embrace the chilly temps of winter at Clay Terrace's Winter Blast, a free family event, 11 a.m. to 2 p.m. Saturday in the Village Green in front of Dick's Sporting Goods in Carmel, with carriage rides, face painters, train rides, ice sculptures, giant snow globe, hot chocolate, Silly Safari Animal Meet & Greet.

7. Help raise money for Hamilton Southeastern and Fishers FFA during Wayne-Fall Lions Club's Ham & Bean Dinner 4 p.m. to 7 p.m. Saturday at the Lions Club at 11940 E. 191st St., at DeShane Avenue and Victory Chapel Road in Noblesville, with the menu to include ham and beans, cornbread, cole slaw, desserts, hot on the menu.

8. The Ladies of the Noblesville First United Methodist Church Lydia Circle are playing host to a

See BETSY Page A6

Sunrise/Sunset RISE: 7:23 a.m. **SET:** 6:31 p.m.

High/Low **Temperatures HIGH:** 39 °F LOW: 25 °F

Today is...

- Fish Fry Day • International Stand Up To Bullving Day
- World Bartender Day

What Happened On This Day

• 1989 A Boeing 747 jumbo jet rips open over the Pacific Ocean. United Airlines Flight 811 experienced an explosive decompression, resulting in the

- death of 9 passengers. • 1920 The German nazi party is founded. Adolf Hitler became the party's leader in 1921.
- 1607 The world's first opera is premiered. Claudio Monteverdi's "L'Orfeo" is still performed regularly today.

Births On This Day

• **1955** Steve Jobs American businessman, co-founded Apple Inc., Pixar

• 1956 Judith Butler American philosopher

Deaths On This Day

• 1986 Tommy Douglas Scottish/Canadian minister. politician, 7th Premier of Saskatchewan

• 1990 Malcolm Forbes American publisher

Boys & Girls Club of Noblesville Celebrates Black History Month

This week, PepsiCo's PBNA North Division and MOSAIC partnered with the Boys & Girls Club of Noblesville to help promote literacy and diversity programs with

an emphasis on black history. The MOSAIC program is part of a company-wide Pepsi-Co initiative to promote inclusion and awareness among the country's many cultures.

With the support from PepsiCo, members were treated to a free book of their choice written by or about the African American experience to celebrate Black History Month. "Pepsi and their team provided our youth with the opportunity to learn and celebrate diversity thru the journey of reading," stated Abigail Stutesman, BGCN Director of Club Operations. "We appreciate their time,

efforts and commitment to furthering inclusion and a sense of belonging within our

More than a dozen Pepsi-Co Indiana team members were on-site volunteering and engaging with Club Kids throughout the facility. The volunteers also provided members with a free snack and Pepsi Beverage!

We were so excited for this event and the smiles it put on the faces of the Club Kids!" stated Corey Langston, Director of Retail and North Division MOSAIC lead. "We look forward to a continued partnership with the Boys & Girls Clubs in Indiana.

To learn more about the Boys & Girls Club of Noblesville, visit www.BGCNI.org or www.facebook.com/BGC-Noblesville.

INSIDE TODAY

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OBITUARIES

Robert "Bob" Hale, Jr. Patrick R. Kelly Frederick Walter "Fred" Kinkead

HONEST HOOSIER

Valentine's Day was 10 days ago. How about if we all keep acting like sweethearts? It makes the world a much nicer place.



TODAY'S HEALTH TIP

Cigarette smoke contains carbon monoxide - yep, same stuff that comes out of your exhaust pipe. Today's health tip was brought to you by Dr. John Roberts. Be sure to catch his column each week in The Times and online at www. thetimes24-7.com



TODAY'S QUOTE

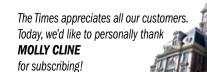
"Hire character. Train skill."

Peter Schutz

■ TODAY'S JOKE

What goes up but never comes down? You age. (Just ask your grandparents!)







PAGE TWO FRIDAY, FEB. 24, 2023

OBITUARIES

Robert "Bob" Hale, Jr.

January 27, 1940 - Monday, February 20, 2023

Robert Roy "Bob" Rayle, Jr., age 83, passed away at his home in Sheridan, Indiana, with his family by his side on Monday morning, February 20, 2023. Born January 27, 1940, in Sheridan, Indiana, he was the son of the late Robert Roy Rayle, Sr. and Viva L. (Van Scyoc) Rayle-Wright.



Following graduation from Westfield High School with the Class of 1960. Bob honorably served his country in the United States Air Force. He was very proud of his time in the

Elliott Sheridan Legion Post #67.

He loved his legion family very much. He was a past commander of the Legion and dutifully served for many years as a member of their military funeral honors detail. Bob was also a member of the Boxley United Methodist Church, and Fidelity Lodge F&AM 309 of Sheridan.

service, and even prouder to be a member of the K.V.

Upon the completion of his military service, he hired on with International Harvester, which became Navistar, Inc. during his tenure with the company. Bob was cooped up in the office for the first 20 years, after which the manufacturing gods saw fit to transfer him where he would enjoy himself more outside in the yard.

For the remainder of his 40-year career with the company, Bob was behind the wheel of a spotter truck, keeping things in order like only he could. If the weather was even the least bit nice, you could either find Bob out on the golf course, or gettin' in a little fishing. When winter rolled around, NASCAR (until Sr. died) and IU Basketball (while Bob Knight was still there) were welcome substitutes. And just like the rivalry between Gene Keady and the General, so it was between Bob Rayle and "Uncle Shug", with fewer chairs thrown, but just as much cussin'. Family was all that really mattered to Bob. He loved coaching his kids and following every activity that his grandchildren were involved in.

Bob is survived by his 2 sons, Robert R. "Rob" Rayle III (Penny) of Lebanon, and Benjamin L. "Benny" Rayle of Kirklin; 2 daughters, Melissa L. "Missi" Rayle-Muir (Ed) of Sheridan, and Candace R. "Candi" Rayle of Sheridan; 9 grandchildren, Katie Muir (Jake), Nikki Muir (Chris), Eddie Muir, Robbie Rayle IV, Ethan Rayle, Brody Perry, Trebor Rayle, Julianne Clendenen (Jared), and Eric Lowe (Kelley); 2 great grandsons, Jaxon, and Sylus; brother, Richard "Dick" Rayle of Noblesville; sister, Jackie Cook of Noblesville; many nieces and nephews; and many, many bonus children... you all know who you are.

He was preceded in death by his parents, Robert Roy Rayle, Sr. and Viva L. (Van Scyoc) Rayle-Wright; grandson, Justin Muir; sister, Mary Ruth McDonald and husband Keith; sister, Marie Dawson Covey; brother-inlaw, Pat Cook; brother-in-law Robert Honnold and wife Malia; and by his loving wife, Carolyn (Honnold) Rayle on December 21, 1991. She and Bob were married on April 14, 1962.

Services with Military Honors will be held at 10:30 AM on Monday, February 27, 2023, at Kercheval Funeral Home, 306 E. 10th Street, Sheridan, Indiana. Burial will follow at Boxley Cemetery in Boxley, Indiana. Pastor Mike Bullick will be officiating. Visitation will take place at the funeral home from 3:00 PM - 7:00 PM on Sunday evening, February 26, 2023, with Masonic Services starting at 7:00 PM. In lieu of flowers, memorial contributions may be presented to the American Cancer Society, or to the Sheridan Youth Assistance **Program**

Patrick R. Kelly

August 18, 1931 - Tuesday, February 21, 2023

Patrick R. Kelly, 91, of Noblesville, passed away on Tuesday, February 21, 2023 in Noblesville. He was born on August 18, 1931 to Robert and Ann (McDonald) Kelly in Cincinnati, Ohio.

Pat proudly served as a Sergeant in the United States Army during the Korean War in the 538th ordinance. He attended Elder High School, an

all boys Catholic school, where he played football and baseball. Pat attended Xavier University. He received a baseball scholarship to Butler University and played minor league ball for the Cincinnati Reds.

He worked for W.I.F.E. radio where he was instrumental in the sales department then became general manager, and was honored to be part of "W.I.F.E. Good Guys". Pat enjoyed many trips around the US and other countries with his wife. He liked spending hours on the golf course, playing racquetball, and was a big Colts and Notre Dame football fan. Pat has been a member of Our Lady of Grace Catholic Church since 1976 and was a former 4th degree Knight of the Knights of Columbus. He was a very funny guy and liked to make people laugh. Pat will be missed by his family and friends but his character and stories will live on forever.

He is survived by his loving wife of 63 years wife, Janet Kelly; children, Mark (Jennifer) Kelly, Scott Kelly, Kim (Peter) Fantine, Patrick (Gay) Kelly, and Robin Blaettner; brother, Paul Kelly; grandchildren, Isabella Fantine, Emma Fantine, Katie Farmer, Nathan Kelly, and Lily Kelly; and many nieces, nephews, wonderful friends, and neighbors.

In addition to his parents, he was preceded in death by his brother, Jim Kelly, Sr.; and cousin, Sister Kathleen Kelly.

Mass of Christian Burial will be held at 12:00 pm on Wednesday, March 1, 2023 at Our Lady of Grace Catholic Church, 9900 East 191st Street in Noblesville, with Rev. Clayton Thompson officiating. Visitation will be from 11:00 am to the time of mass at the church. Entombment with military rites will be at Our Lady of Peace Cemetery in Indianapolis.

In lieu of flowers, memorial contributions may be made to Indy Honor Flight, PO Box 10, Plainfield, IN 46168 (www.indyhonorflight.org).

Condolences: www.randallroberts.com

TheTimes24-7.com

Frederick Walter "Fred" Kinkead

March 13, 1936 - Friday February 17, 2023

Frederick Walter "Fred" Kinkead, age 86, of Sheridan, Indiana, passed away on Friday afternoon, February 17, 2023, at Wellbrooke of Westfield. Born March 13, 1936, in Boone County, Indiana, he was the son of the late Clyde and Minnie (Parks) Kinkead.

After his years at Sheridan High School were complete Fred entered the workforce, hiring on with Chrysler Electrical in

He worked as both a millwright and forklift mechanic for 37 years, retiring in 1991. During those years, he also spent a fair amount of time at his brother Bill's service station, Kinkead's Union 76, on Main Street in Sheridan, helping fix stuff in the garage, and solving the problems of the world with anyone who stopped by for an "education".

Many tall tales were spun up there by the pop machine, and Fred was usually right in the thick of it. Retirement never seemed to set well with Fred, so after the Union 76 closed its doors, he made his way across town to his other brother's shop, the red barn on State Road 47, to help Jim work on lawn mowers and small engines.

Fred was a proud member of the UAW Local 1226 and an active member of the K.V. Elliot Post 67 Sons of the American Legion in Sheridan. As much as Fred loved to tinker with stuff in the garage, he also enjoyed spending time outdoors.

He liked boating and camping, as well as fishing and hunting for quail and pheasant. Auto racing was also another favorite. He followed NASCAR and Indy Car, and always looked forward to the month of May... especially Carb Day.

By far, Fred's favorite thing to do was talk to people. No matter how long or short your conversation was, you were probably going to leave with a smile on your face. Even as his health started to decline, Fred never lost his ability to brighten peoples' days. He became the unofficial greeter for Wellbrooke, holding court inside by the fireplace, or outside when the weather was nice. He was so good in his new role that even the squirrels would come by to spend some quality time with Fred... although the peanut bribery probably helped a bit. Family was the most important thing in Fred's life, and there wasn't anything the he wouldn't do for them.

Fred is survived by his 2 sons, Frederick "Freddie D." Kinkead (Shirley) of Sheridan, and Robbie Kinkead (Michelle) of Sheridan; 2 daughters, Barbara J. Roberts (Mike Decker) of Westfield, and Kathy Goodnight (Brian) of Westfield; 7 grandchildren, Melissa Kinkead-Stern, Kim Kinkead-Jones, Rodney Kinkead, Brad Roberts (Sarah), Jared Roberts (Nicole), Adam Goodnight (Lisa), and Shelby Goodnight-Geist (Nathan); 17 great grandchildren, Paige Popejoy (Jared), Jada Neff, Taylor Stern, Brenden Jones (Rebecca), Blake Jones, Kara Jones, Elijah Kinkead, Isaiah Kinkead, Maddie Roberts, Clay Roberts, Kherington Roberts, Ellie Roberts, Marleigh Roberts, Cohen Roberts, Jameson Goodnight, Beckett Goodnight, and Baby Geist (due in March); 1 great-great grandchild, Dutton Popejoy; 2 bonus grandchildren, Holden Henderson, and Christopher Mourey; brother-in-law, William Rich of Noblesville; sisters-in-law, Linda Thompson (Otis) of Somerset, Kentucky, Linda Rich of Westfield, and Shirley Kinkead of Sheridan; and many nieces and nephews. He was preceded in death by his parents, Clyde and Minnie (Parks) Kinkead; sister, Mary Jane Adams; brothers, Charles, Robert, Harold, Ray, Ralph, Wilbur, Bill, Richard, and Jimmy Kinkead; brothers-in-law, Jim Rich, and Larry Rich; and by his loving wife, Julia Ann "Judy" Rich-Kinkead on December 8, 2012. She and Fred were married on July 27, 1956.

Services will be held at 2:00 PM on Thursday, February 23, 2023, at Kercheval Funeral Home, 306 E. 10th Street, Sheridan, Indiana, with visitation from 11:00 AM until the time of service. Burial will follow at Wright-Bethel Cemetery in Waugh, Indiana. Reverend V.J. Stover will be officiating. In lieu of flowers, memorial contributions may be presented to the Sons of the American Legion, K.V. Elliott Post 67, Sheridan, Indiana.

Lisa Human, CPA, **Elected To Treasurer Of Duneland Chamber**

Lisa Human, CPA, senior manager and Quick-Books ProAdvisor with CLH, CPAs & Consultants, was recently elected to serve as Treasurer for the Duneland Chamber Board of Directors. She was elected at the board's annual membership meeting this year, after previously serving as an at-large member of the Executive Committee.

"The Chamber does incredible work to enhance the lives of residents in our area and to promote economic growth throughout the community. It's an organization that I've been proud to serve for some time now, and in this new role of Treasurer, I'll be working to ensure the Chamber remains well-positioned to continue its work for the future of Northwest Indiana," Human said.

The Duneland Chamber of Commerce serves just under 400 local members. The Chamber's work is focused on advocacy, community building events, networking opportunities, and many other avenues of sustainable economic growth.

Serving the Duneland Chamber is a natural step

for Human, as she has a long history of community volunteerism, including having served Homeward Bound, an organization dedicated to creating community through affordable housing in La Porte County. She also serves as a member of the Advisory Board of Ivy Tech Community College's School of Business.

Professionally, Human provides a range of accounting services to clients at CLH, including advising clients on tax implications of organizational decisions and assisting business owners to develop best practices, including policies and internal controls. She also prepares financial statements and provides oversight of the payroll and bookkeeping departments.

"When our professionals engage the community in unique ways, as Lisa does with the Duneland Chamber, great things happen for our communities. We're so honored to see yet another of our talented accounting experts find even more ways to strengthen NWI," said Tony Gillisse, CPA, and Partner at CLH

CCPR Director Appointed



Photo provided by Carmel Clay Parks and Rec

Carmel Clay Parks & Recreation Director Michael Klitzing, was appointed to a three-year term on the Eppley Institute for Parks & Public Land's National Advisory Board (NAB).

Founded in 1993 by Indiana University, the **Eppley Institute provides parks and public land** agencies with training, planning, and research. Utilizing the vast knowledge and experience of its members, the NAB advises the Eppley Institute on strategic planning and long-term decisions.









Everything is Ship Shape I turned around to walk toward the lunch buffet. my broken hearing aid was own safe?'



DICK WOLFSIE **Funny Bone**

Mary Ellen and I just returned from a wonderful Caribbean cruise. But no one wants to read a humor column about how much fun we had. So instead, I'll put on my grumpy old man hat and describe everything that went wrong.

On our first day, we went snorkeling. It took us about an hour on a catamaran to reach the reef, but the fish in Saint Thomas must have seen us coming, because by the time we put on all of our gear and dove into the bay, there was nary a minnow in sight.

The guide tried to paint a rosy picture of our pricey excursion. "Have you ever seen so many fish?" he asked.

I answered honestly: "Yes, on the wall of Red Lobster.'

Later, on board the ship, one of my hearing aids

stopped working. "Which one?" asked Mary Ellen.

"Starboard side," I said. My wife was impressed that I had adopted the proper nautical

terminology. But when

now on the port side of my head. This created a real problem: Mary Ellen never knew which ear to yell into.

Getting on the elevator required us to scan our room card. I kept swiping but the elevator door didn't open. A fellow passenger walked by. "You're scanning the hand sanitizer dispenser," he told me.

I complained to the front desk that both pools on the ship lacked a shallow end. They were five feet nine inches deep everywhere, an inch over the top of my head. Who designed these pools? Retired NBA players? "Am I the only person to complain about this?" I asked the cruise director.

"No, Mr. Wolfsie, but you are the tallest."

One night I carried the TV remote onto the veranda outside our room that overlooked the ocean. The device slipped out of my hand when the ship rocked and it landed in the Atlantic.

'That's never happened before," said the steward. "What were you doing when you dropped it?

"I was channel surfing," I told him.

Our room safe required us to choose a security code. I used our old house number. But I must have entered it incorrectly when I programmed it, because I could not unlock it with those same digits later that

Noblesville Lions Host Dr. Daniel Hile

night. Panicked, I called the security desk. "How did I get locked out of my

'Wait a second, aren't you the guy who griped about the snorkeling, swiped the hand sanitizer with his key card, complained that the pool has no shallow end, and lost his remote in the Atlantic? And did you ever get your hearing aid fixed?"

Wow, word travels fast

On the way home, I went to the deli at the airport to get a bite to eat before boarding the plane. All they had was a stale-looking chicken sandwich with wilted lettuce and slimy American cheese. I bought one along with a bottle of water. Mary Ellen took a

"That will be \$25.00," said the cashier.

'\$25.00? At Costco right here in San Juan, I could get five whole rotisserie chickens for 25.00!"

"Good luck fitting them under your seat, sir."

Again, despite what you have read, I had a wonderful time. I especially liked our last glorious day in Puerto Rico. As David Letterman would have said: "It was 75 and sunny. Just like me."

Dick Wolfsie spent his career sharing his humor, stories and video essays on television, radio and in newspapers. His columns appear weekly in The Paper of Montgomery County. E-mail Dick at Wolfsie@ aol.com

Photo provided by Noblesville Lions

Westfield Education Foundation Gives Out Rock Strong Awards

At the most recent school board meeting, the Westfield Education Foundation, in partnership with Teachers Credit Union, gave out 11 Rock Strong Awards to staff members from Westfield Washington Schools. The quarterly award recognizes one staff member per school as well as the maintenance and before & after care departments who exemplify what it means to be Rock Strong. Nominees were submitted by community members, students, and district parents.

Ashley Knott, executive director of the Westfield Education Foundation, is proud of the foundation's continued support and appreciation of district staff.

"The foundation is honored to, once again, be able to show our appreciation to district

staff for their commitment community." to students, their colleagues and the local community," Knott said. "The award was started last year and it has taken off like wildfire! The amount of praise that our community has for our staff members makes us extremely proud to be Rocks!"

Cole Mitchell, manager of TCU's Westfield branch, is excited to recognize staff members.

"We're proud to have the opportunity to present the Rock Strong Award to staff and be able to recognize them for all they do in our area," Mitchell said. "TCU believes in being part of our communities to help make them better places to live and work. It's important for us to support organizations like Westfield-Washington Schools and the positive impact they make in our

Below is the list of Rock Strong Award recipients:

•Jen Marcoline (Carey Ridge Elementary School)

•Christie Buonanno (Maple Glen Elementary School)

 Ashley McCreary (Monon Trail Elementary School)

•Kate Walther (Oak Trace Elementary School)

•Lori Tebbe (Shamrock Springs Elementary School)

•Kylie Hollar (Washington Woods Elementary School)

•Emily Ratliff (Westfield Elementary School)

•Laura Arrington (Westfield Middle School) Sarah Gibbs (Westfield

High School) •Rachel Gaspard (Virginia F. Wood Early Learning Center)

 Andrew Davidson (Operations)

Tips For Nurses Struggling With Their Mental Health

(StatePoint) While the worst of the pandemic is behind us, if you're a nurse, you know its effects live on. Ongoing staffing shortages spurred by pandemic-related layoffs and resignations have created conditions in many healthcare settings that are untenable for workers, inspiring nurses in some areas of the country to go on strike.

In this climate of high stress and tension, anxiety, depression and burnout are common, but industry experts say that if you're a nurse experiencing these mental health issues, there are steps you can take to feel better, including rethinking the way you deliver self-care and care for your patients.

"Nursing is largely about caring for others, but it's important to take time each day to focus on your own wellness," says Jennifer Sheets, president and chief executive officer of Interim Healthcare Inc. "While many traditional nursing jobs aren't able to offer the amount of time and space needed to recharge with selfcare, careers in the home healthcare industry offer flexibility, good worklife balance and great job satisfaction."

In an Interim Healthcare Inc. survey, 71% of licensed medical professionals reported that the COVID-19 pandemic has led them to consider a career shift to home

healthcare as a way to reconnect with why they got into healthcare in the first place. Fortunately for patients and nurses alike, the home healthcare field is growing in size and scope. Once associated primarily with senior care, it now extends to many other facets of care -- from caring for acute illnesses like COVID-19, to complex medical care for children, to specialized care for chronic diseases, dementia and hospice. In fact, much of the technology and clinical capabilities of the hospital are available at home, making home care possible for more patients, and ultimately allowing for more nurses to make the switch.

Beyond rethinking your role in the nursing industry, Sheets offers these additional mental wellness tips:

• Understand the symptoms of mental health issues, like anxiety, depression and burnout. If you are living with these issues, talk to a trusted friend or family member about what you're experiencing and consider addressing your concerns with a mental health professional. Telehealth is making it easier to fit counseling or therapy into a weekly schedule, particularly one that changes from week to

week. • While depression and anxiety can feel lonely, know that you're not

alone. Other nurses are feeling the same way right now. Lean on colleagues for support.

 Implement activities around self-care and set aside time for yourself. Breathing exercises, meditation and yoga can be powerful stress relievers, and studies consistently show that even just a few minutes of regular moderate or vigorous exercise can reduce your risk of depression.

• Simplify daily tasks to ease mental health symptoms. Whether it's relying on apps to help you check off items on your to-do list, or being more realistic about the social commitments you make, there are many ways to ensure your life outside of work doesn't unduly add to your stress.

 Look for job opportunities that will make you happier. Those in home healthcare let you make your own schedule, match you with assignments that fit your needs and preferences, and offer variety, support, flexibility and better nurse-to-patient ratios. To explore these benefits, visit careers. interimhealthcare.com.

During the ongoing challenges plaguing the nursing industry, it's important to focus on your wellness. Doing so can help you get back to focusing on making a difference in the lives of your patients.

Valentine Day Flower Deliveries

This past Wednesday evening the Noblesville Lions Club hosted Dr. Daniel

Hile, Noblesville Schools Superintendent. The evening was also the clubs

Dr. Hile was guest speaker, and outlined his past experiences as Teacher

to Superintendent. Two added things the school system is adding are the

out that our school system has 10,519 students, with over 50 different

including 700 teachers. Dr. Hile also discussed the many accolades the

"Connect Newsletter" and monthly "Newsletter" by email. Dr. Hile pointed

home languages spoken. The school system has over 1500 total employees

Valentine Night entertaining of spouses or significant others.

school system has accomplished.



Photo provided by Noblesville Lions

This past Feb 13 and 14 the Noblesville Lions Club provided members to assist Adriene's Flowers in making Valentine Day deliveries. Each year Lion Steve Craig provides the Lions Club with a donation for their help in making flower deliveries for Adriene's Flowers. Lion Steve Craig is the owner of Adriene's Flowers, and also fills in as mascot Stanley the Lion, who is noticed at most of the club's fund-raising events. Three of the helpers were Lions Rollin Cutter, Steve Morgan, and Gary Hipes

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PUBLIC NOTICES

Pursuant to IC 5-14-1.5-5 (a) The Hamilton County Board of Commissioners and the Hamilton County Council will meet on Monday, March 13, 2023 at 9:30 a.m. in Conference Room 1A in the Hamilton County Government and Judicial Center, One Hamilton County Square Noblesville, Indiana 46060 and virtually to discuss county business. To access this meeting dial 1-219-225-8177 Conference ID 851442214#

/s/ Robin M. Mills Hamilton County Auditor

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Wise Words, The Company We Keep

are judged by the company we keep.

The good people that determine who gets into the Naismith Memorial Basketball Hall of Fame and who doesn't have once again deigned to give Purdue's winningest coach, Gene Keady, a chance to be immortalized.

While joining fellow Purdue legends John Wooden, Ward "Piggy" Lambert and Charles "Stretch" Murphy in Springfield, Mass., would be a great 87th birthday (May 21) present, Keady would add class to a section of the Hall of Fame that at times has dispelled the myth that cheaters never prosper.

Take Larry Brown. Elected in 2002, Brown pulled off the triple crown of violating NCAA rules at UCLA, Kansas and SMU. But read his Hall of Fame biography on the Naismith website (hoophall.com) and one would get the impression winning was all that mattered and that Brown was basketball's gift to coaching.

Here's what you won't read in that biography: Suspended for 30 percent of SMU's games in 2015 and the Mustangs banned from the 2016 NCAA tournament. His actions at UCLA and Kansas also drew postseason bans. But yeah, he's an all-time great.

To his dying day, former Purdue coach Lee Rose was bitter toward Brown for violating NCAA rules to put together the UCLA team that beat him during the 1980 Final Four.

Current Kentucky coach John Calipari also pulled off a rare feat in NCAA history, coaching not one but two schools (UMass, Memphis) who had their Final Four berths erased due to recruiting violations.

Rick Pitino, whose penchant for cheating extended (embarrassingly in one case) into his personal life, swore he knew nothing about an assistant procuring escorts for recruits and players at Louisville. That fib resulted in the NCAA stripping the Cardinals of their 2012 national championship.

There are other Hall of Fame coaches who had, to be kind, sketchy history with NCAA investigators: Jim Boeheim, Jim Calhoun, Everett Case, Bill Self and Jerry Tarkanian.

Perhaps then it is fitting that the Class of 2023 will be announced on April Fools Day in Houston as



KENNY THOMPSON Columnist

part of the NCAA Men's Final Four festivities. It would also be fitting if Keady's protégé, Matt Painter, and the Boilermakers would be there to celebrate (hopefully) his big

Keady has been waiting since 2006 for a third chance at election to the Naismith Hall of Fame. Among the competition this time is East Chicago native Gregg Popovich, a fivetime NBA championship coach with the San Antonio Spurs, and women's basketball coaching great Gary Blair, who led Texas A&M to the 2011 title.

Keady's credentials lack a Final Four but he can boast six National Coach of the Year honors (1984, 1988, 1994-96, 2000), six Big Ten titles (1984, 1987-88, 1994-96) and a record seven Big Ten Coach of the Year awards (1984, 1988, 1990, 1994-96, 2000).

Keady isn't the only Purdue legend who has waited too long for enshrinement.

Rick Mount hasn't picked up a basketball professionally since 1975. If I am interpreting the Hall of Fame eligibility rules correctly, the greatest shooter in my lifetime has been waiting more than 40 years for the call.

Caleb Swanigan and Zach Edey are among a select group of Purdue players who have had seasons approaching the career numbers put up by Terry Dischinger in the early 1960s. His career averages were 28.3 points and 13.7 rebounds per game.

Dischinger, also the 1963 NBA Rookie of the Year and a three-time NBA All-Star, is in the Naismith Hall of Fame as a member of the 1960 Olympic gold medal basketball team. But Dischinger deserves a solo plaque like his 1960 teammates Oscar Robertson, Jerry West, Jerry Lucas and Walt Bellamy.

Glenn Robinson's case for Hall of Fame enshrinement includes unanimous

collegiate player of the year in 1994, national scoring champion that same season and a nearly 21-point scoring average in the NBA. He has been out of basketball since winning an NBA championship ring with San Antonio in 2005.

College basketball's future

Former Purdue star Robbie Hummel and Boilermaker coach Matt Painter are among The Athletic's "20 for the next 20 years of college basketball" who will influence the game.

Hummel came in at No. 6, two spots ahead of his former head coach. After his playing career ended, Hummel has been in demand as a TV analyst. He currently calls games for both ESPN and the Big Ten Network.

"The former Purdue star already has proven to be insightful and intuitive, appreciated for both his understanding of the game and his candor," Dana O'Neil writes. "Analysts are pretty much the sport's megaphone, and Hummel could be the insider voice of the future."

Painter was given a place on the list for more than his coaching acumen.

"Aside from his own staying power, as a perennial March presence, Painter is quietly and unassumingly becoming a powerful voice in college basketball leadership," O'Neil writes. "He sits on a number of NCAA committees and is on the (National Association of Basketball Coaches) board of directors.

"More important than the positions themselves, he wants to roll up his sleeves and take care of the game. Coaches hope that, in the new NCAA structure, there will actually be room at the table for them to share their insights and opinions. If so, seat Painter at the head."

Noteworthy

The Purdue men's and women's basketball teams could have something in common at season's end.

For the first time in school history, each squad could have a 2,000-point career scorer on their roster. However, this statement comes with an asterisk.

Fifth-year senior guard Lasha Petree surpassed the 2,000-point milestone last Sunday in the 83-60 loss at No. 2 Indiana. Her teamhigh 23 points gives her 356 in a Purdue uniform to go with 257 at Rutgers and 1,398 at Bradley for a total

On the men's side, fifthyear senior guard David Jenkins Jr. is 46 points shy of 2,000. His totals include 1,194 at South Dakota State, 399 at UNLV, 264 at Utah and 97 in his role as the backup to Braden Smith at Purdue. ...

Purdue's Matt Painter and Northwestern's Chris Collins are the only Big Ten Conference coaches on the Naismith Coach of the Year late-season watch list.

The Atlanta Tipoff Club placed 15 coaches on the list that includes Randy Bennett of Saint Mary's, Jeff Capel of Pittsburgh, Mick Cronin of UCLA, Dennis Gates of Missouri, Pat Kelsey of College of Charleston, Dusty May of Florida Atlantic, Sean Miller of Xavier, Nate Oats of Alabama, T.J. Otzelberger of Iowa State, Kelvin Sampson of Houston, Shaka Smart of Marquette, Jerome Tang of Kansas State and Rodney Terry of Texas.

The list will be narrowed to 10 semifinalists on March 9 and four finalists on March 20.

Projected to finish in the middle of the Big Ten pack, Purdue (23-4) leads the league at 12-4. The Boilermakers have spent seven weeks atop The Associated Press poll and are competing for the program's fourth No. 1 NCAA Tournament seed in school history. ...

The Darrell Hazell era at Purdue was one fans would like to forget. But two members of Hazell's staff made news last week.

Notre Dame head coach Marcus Freeman, the co-defensive coordinator during Hazell's final season in 2016, needed an offensive coordinator after Alabama hired away Tommy Rees this offseason.

Enter Gerad Parker, the man who served as interim coach at Purdue in 2016 for the final six games after Hazell was dismissed.

Parker was promoted from tight ends coach and earned praise for his development of Mackey Award finalist Michael Mayer.

"I know firsthand the person, teacher, recruiter and innovative football mind he is," Freeman said. I look forward to watching our offense flourish under Gerad's leadership and direction."

Kenny Thompson is the former sports editor for the Lafayette Journal & Courier and an award-winning journalist. He has covered Purdue athletics for many years.

National Institutes Of Health Grant Funds Interdisciplinary Stem Cell Research

A team of Purdue University scientists led by Shihuan Kuang has received a \$2.5 million grant from the National Institutes of Health to define the role of lipid droplets in muscle stem cell function, a study with implications in both humans and livestock.

"Lipid droplets are important as a regulatory component of the stem cell. The content of lipid droplets makes the stem cell function better or worse," said Kuang, Cancer Center Chair in Stem Cell Biology and a professor of animal sciences in Purdue's College of Agriculture.

The human angle will focus on muscle-related disease, aging and injury. The livestock aspect will delve into animal growth to enhance meat production, quality and taste. Working with Kuang on the project are Christina Ferreira, a developmental biologist with training in analytical chemistry in the Bindley Bioscience Center; James Markworth, assistant professor of animal sciences; and Chi Zhang, assistant professor of chemistry in the College of Science.

The grant follows a study that Kuang and eight Purdue co-authors published in the journal Cell Reports last year showing how fat plays an unexpected role in the fate of muscle stem cells.

"We know that if you perturb lipid droplets, the cells do not do well," Kuang said. "The question now is what do the lipid droplets do in the cell? Do they supplement energy to the cells? Or do the lipid droplets perhaps secrete certain types of molecules that regulate cell func-

People often think of lipids as bad because they accumulate within the body as fat tissue, Markworth said. The NIH project, however, will explore the potential positive role that lipids may play as important signaling molecules in muscle.

"Right now, we don't really know what types of lipids are found in these droplets," he said.

Markworth is especially interested in the role of lipid metabolites - known as bioactive lipid mediators - in muscle biology. Are dietary essential omega-3 or omega-6 (healthy unsaturated fats) found within lipid droplets, for example?

"Does the type of fat that they contain influence their role? And do their various downstream metabolites play different roles in determining stem cell fate?" he said.

In the past, scientists viewed the droplets as inert storage containers, "like a garbage can," Kuang said. Learning more about how lipid droplets influence stem cells could lead to their manipulation to repair muscle damage more rapidly or to heal muscle disease, he said.

The work has relevance to sarcopenia – common, age-related muscle atrophy - as well as metabolic diseases that affect the muscle, such as obesity and diabetes. The treatment of major genetic muscle diseases, such as Duchenne muscular dystrophy, and of more common exercise-induced and traumatic muscle injury also could benefit.

From an animal science perspective, "lipid droplets are found in the muscle of livestock species, the meat that we eat," Markworth said. "The composition of lipid droplets in the meat may affect both the taste of the meat and its nutritional value to the human diet. If we can manipulate lipid in the muscle, we could potentially enhance meat quality."

Markworth joined the Department of Animal Sciences faculty in 2021. His collaborations with Kuang indicate the department's heightened focus on basic muscle research.

"My lab would like to link the role of lipids and their downstream bioactive molecules in muscle back to lifestyle, nutrition, diet and exercise behaviors,' Markworth said. "If we understand what lipids are important within the cells, their role and how they function, we can manipulate this easily by what kind of lipids we eat."

Lipid droplets are among many different types of cogs in the cellular machinery. At the Bindley Center's Metabolite Profiling Facility, Ferreira chemically analyzes the lipids and other small molecules related to the metabolic regulation of the muscle stem cells that the team is studying.

"When cells change their lipid composition, they change their roles in metabolism," she said.

Ferreira uses an array of highly sensitive techniques, including two developed by Purdue's Graham Cooks, the Henry Bohn Hass Distinguished Professor of Analytical Chemistry, to profile the metabolism of stem cells and to chemically screen their associated lipid droplets.

"Stem cells are very rare. They appear in small numbers," Ferreira said. Lipid droplets, meanwhile, are difficult to chemically analyze because of their nanoscale size. Thousands of them could lay side-byside across the width of a single human hair.

Zhang adds Raman spectroscopy to the project. With this imaging method, he measures the compositions of lipids in live cells. Raman imaging exploits the way that molecular vibrations link to light beams to measure chemical compositions. He also has developed an imaging technique that allows the team to monitor the lipid droplets as the stem cells convert to muscle cells and other cell types.

"We are a group for developing tools. We hope that our tools can be used by biologists," Zhang said. "Finding applications is always the motivation we have.'

His group currently is designing a tool that can take images of muscle cells while also controlling their fate as they differentiate. The group also is testing how to precisely target a laser only on lipid droplets to see if manipulating the droplets might change the stem-cell differentiation process.

While Purdue's NIH study will focus on muscle, it has potential implications for stem cells throughout the body, including neural stem cells. "Lipid droplets might

play a similar role in other tissue stem cell types that are not studied yet," Kuang said.



Market Development board awarded three organizations with \$3 million in funding to pilot waste diversion and reuse projects in Marion County. The funds will be administered by the Indiana Department of Environmental Management. Recipients and the amounts awarded include:

Cascade Asset Management: \$730,000 towards an innovative flat panel television recycling system that will allow the company to recycle an additional 1,000 tons annually.

Indianapolis Motor Speedway: \$270,000 to expand public access to



recycling at events hosted at the Indianapolis Motor Speedway through additional receptacles and education.

infrared (MIR) optical sorters to recover black plastic from single stream recycling programs in Indiana. The equipment, as part of a larger project, will help divert approximately 400,000 tons of plastic waste from landfills annually and create 60 jobs.

The Central Indiana Waste Diversion Pilot Project was established in 2022 by the Indiana General Assembly (HEA 1226) to determine the most practical and effective means of diverting recyclable materials from waste streams for the pur-

strate direct connectivity in diversion of valuable raw materials for procurement to identified Indiana end markets as a commodity. As a result, these projects will benefit Indiana's economy through increased infrastructure for recycling, job creation, and helping to solve local supply chain

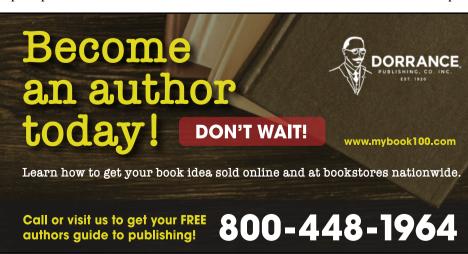
and production issues. The projects will also serve as models that can be replicated throughout the state. More information about Indiana's Recycling Market Development Program including upcoming grant opportunities, can be found







on IDEM's website







Anti-Trans Medical Care Bill Passes Senate Committee

By Whitney Downard

A bill banning gender-affirming medical care for minors passed a Senate health committee easily on Wednesday, despite the nonstop chanting and outrage of opponents. Under the legislation, doctors could no longer provide any "gender transition procedures," which includes surgery - which testimony showed isn't happening in Indiana - as well as puberty blockers and hormonal treatments. The bill's author, Sen. Tyler Johnson, introduced the proposal as a "medical, moral and legal obligation to protect Hoosier children.

The Leo Republican, a physician, said the treatments were irreversible, life-altering and unproven. The higher risk for suicide in gender diverse populations, Johnson said, was likely due to underlying conditions or comorbidities.

"The physical and mental well-being of Hoosier children is a priority of this legislative body," Johnson said. "A child cannot understand the weight and permanency of these decisions... how can a child understand the ramifications of this on the rest of their life?' Sen. Shelli Yoder, D-Bloomington, questioned Johnson's focus on an estimated 0.4% of those who receive gender-affirming medical care as teenagers and later regret it. The greater portion, 94%, had no issues and another 4% chose to live a nonbinary life. Of the remaining 2%, Yoder said that the majority of those choosing to reverse their gender transition were pressured by their friends and families. Just 0.4% regretted it themselves.

Johnson disputed Yoder's reported statistics, though he didn't provide more than anecdotes for his justification.

Testimony in support of trans youth against the bill was very emotional and a gathered crowd outside of the Senate Chamber called out "shame on you" and "save trans lives" throughout the two-plus hours of testimony. Several trans Hoosier youth and their parents said that medical care had saved their lives and denying that care would increase suicide rates among the LGBTQ+

population.

"What you are saying with this bill is that you are okay with kids considering or actually attempting to kill themselves by targeting families and doctors who are trying to save their children's lives," Killian Provence, a 16-year-old transgender boy, said. "We already experience so much bullying and so much discrimination simply for being who we are... we know that you're trying to eradicate us but no matter how hard you try we're going to be here regardless." According to The Trevor Project, 59% of transgender boys and men reported considering suicide compared to 28% for their cisgender counterparts in 2022. For transgender girls and women, the rate was 48% compared to 37% for cisgendered girls and women. Having just one supportive adult, including a teacher, made children 40% less likely to report a suicide attempt in the last year. Numerous medical groups opposed the bill, including the American Med-

ical Association and the

American Academy of

such care went against

evidence-based care.

Pediatrics, saying banning

Rachel Katzenellenbogen,

a physician with Riley Children's Health who practices in its Gender Health Program, described a lengthy process for evaluating a child that was individualized for each experience. Generally, the clinic supports social transitions, such as wearing clothes or changing their pronouns, before puberty and at the onset of puberty would discuss treatments to delay puberty, if the child was interested.

Later, hormones may be prescribed at a low dose but only with a parent's consent. For many patients, the doctors said, socially transitioning or using hormones was sufficient but this bill would stop all of that medical care.

"This diagnosis and process is very hard for patients and families.
The treatments we offer really improve the lives of youth and their families," Katzenellenbogen said.
"Without this program, transgender youth in Indiana will not get the care they need and we fear that this may result in some choosing to take their own life."

Some evidence suggests that hormone replacement therapies may decrease bone density but could be alleviated by the proper diet and exercise. As Yoder noted, the state doesn't ban experimental therapies for cancer or other maladies in minors, though they frequently have less documentation on their long-term effects. Puberty for many transgender individuals is a stressful time as their body develops secondary sex characteristics that don't match their gender as detailed in the testimony of older transgender Hoosiers who didn't have the opportunity to transition until adulthood. Two sets of parents pleaded with legislators to defeat the bill, with one father saying his family, which included a young

Though their child is now an adult, Krisztina and Ken Inskeep said that gender-affirming medical care saved their son's life. "This bill is cruel and arrogant and evil," Ken Inskeep said, fighting his emotions. "It is arrogant because it says that we parents are incompetent and unable to make medical decisions for our kids... it is evil because it sacrifices other people's children on the altar of a

transgender daughter,

passed.

would leave the state if it

culture war.
"Your children, our children, will suffer and die if you pass this bill."
Katie Blair, the Advocacy and Public Policy Director of the American Civil Liberties Union of Indiana, said her organization stood ready to pursue court action should a ban be enacted.

Misinformation in favor of the bill Roughly half of those testifying in support of the bill didn't live in Indiana and many were wellknown anti-trans activists who travel the country testifying on similar bills before state legislatures. Proponents described gender-affirming medical care as "snake oil" and transgender acceptance as a "social contagion." Mikel Kelly, a licensed mental health counselor whose LinkedIn bio describes him as a "psycho-theological theorist,' has a "Christian practice" in Plainfield who treats "transgender disorder." "The disorder happens to cause the brain to think

their life that somehow gets associated with their gender."

Several studies from the 1980s spreading the misinformation related to trauma have subsequently been dismissed, and "no empirical support has been produced" as of 2018.

Just one Hoosier, Corinna Cohn, said he regretted his decision to transition, but this bill wouldn't have protected him because his surgical intervention occurred at the age of 19 in Wisconsin.

Lawmakers also heard testimony from the Alliance Defending Freedom (ADF), a national Christian legal organization that pushed Indiana's ban on transgender female athletes last year.

Matt Sharp, the attorney with ADF, noted that other states had passed similar laws – though most are held up in litigation.

"Parents undoubtedly have the right to direct a child's mental and physical healthcare but they do not have the right to demand that doctors perform harmful, unlawful services," Sharp said. "A parent cannot demand that a doctor perform assisted suicide on their child... legislators have a duty to protect children from harmful things that they lack the maturity and experience to handle. The Southern Poverty Law Center designates ADF as an extremist anti-LGBTQ hate group. The organization also defends the discredited practice of conversion therapy and argues for the criminalization of homo-

sexuality.
One of many national bans
The bill is one of many
introduced in Indiana,
and elsewhere, that
LGBTQ+ advocates have
dubbed a "slate of hate,"
and youth in Indiana are
already feeling ostracized,
according to S. Alexander
Kemery.

"(The bills are) really sending the message that LBGTQ identities are taboo or controversial. We're telling these youth that who they are is shameful," Kemery said. Kemery, a professor of nursing with the University of Indianapolis, has a doctorate and specializes in LGBTQ+ health. He notes that puberty blockers are considered to be

reversible. "There have been some studies that link discrimination through things like legislation or just daily acts of discrimination to things like heart disease, diabetes, hypertension so it's not just the mental health impact," Kemery said. "We know that legislation... that denies access to gender-affirming care is going to increase depression, isolation (and) suicidality."

Only one Republican joined the committee's two Democrats in voting down the bill barring gender-affirming medical care for transgender youth:
Sen. Vaneta Becker, of Evansville.

Becker said she had concerns about the bill infringing on the rights of parents, saying "I think decisions like this should be left to the parents." The bill passed 8-3 and moves to the full Senate Chamber, where the bill must be heard twice more before the end of the month to continue advancing.

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Bills On Underused School Buildings And Absentee Voting Advance; Holcomb Signs First 2023 Bill

By Casey Smith

Indiana school districts could be forced to make their underused buildings available to charter schools under a bill that advanced Wednesday to the full

The state's existing "\$1 Law" already requires districts to sell or lease vacant or unused instructional buildings for a single dollar.

Senate Bill 391, authored by Sen. Linda Rogers, R-Granger, clarifies that the law additionally applies to "underutilized" buildings. If 60% of a school's space is not dedicated to classroom instruction, that building could be offered up to a charter school, higher education institution, or a nonprofit educational program, according to the proposal.

Buildings used for offices or storage must dedicate at least 50% of space for those purposes.

The bill passed out of the Senate Education Committee 8-4, along party lines. Rogers said she filed the bill in response to some Hoosier school districts dodging current law by keeping school buildings open "just for storage or offices."

"Taxpayers paid for that building to be used for public education," Rogers said. "All too often, buildings are being kept open to use for storage or offices, when there are much less expensive options available."

The bill applies only to school districts where enrollment has dropped by at least 10% over five years and where there is another suitable building serving the same grades located within 20 minutes of the specific building.

Qualifying districts would

have to compile an annual report of instructional buildings to determine if any are underused. Any such facilities would then have to close and charter schools would be notified. The Indiana Department of Education (IDOE) would be the final arbiter on which school buildings will be available to charter schools. The Indiana Attorney General's Office is in charge of that process

now. Critics of the bill previously testified that it would limit a local school board's authority to decide what to do with its buildings. Those in support of the measure maintained charter schools don't have access to property tax revenue like traditional public schools do. State lawmakers are currently considering separate bills to require school districts to share property tax dollars with charters.

Holcomb signs first bill of the session

Hoosiers have their first new law for the year — and it's a retroactive business tax deduction in time for tax season. Republican Gov. Eric Holcomb signed a bill on Wednesday, according to his office, letting certain pass-through entities deduct all state tax payments on their federal tax returns. Senate Enrolled Act 2 is Indiana's workaround to a federal cap. "I am really appreciative

of the effort that went into passing this piece of bipartisan legislation," bill author Sen. Scott Baldwin, R-Noblesville, said. "Seeing the commitment to moving this forward in a timely manner reinforces the legislature's and state's commitment to helping Hoosier small businesses. This new law builds on our already strong business climate and continues to make Indiana a great place to live and work. Businesses that pay income tax as a corporation can get unlimited deductions already. But businesses whose owners or shareholders pay individual income taxes - like limited-liability corporations and S Corporations — can only deduct up to \$10,000. Both chambers passed the bill unanimously earlier this month.

Changes to absentee voting Indiana's on track to bring voter identification requirements to the applications required to obtain mail-in ballots, after the House on Wednesday approved House Bill 1334. Proponents say the bill would add security to elections, while opponents say it's not necessary and would further drop the state's dismal turnout rates.

"Currently, the only verification of an absentee ballot application is to match the signatures," bill author kep. Timothy wesco, R-Osceola, said on the floor. "I believe that it is time to bring our absentee ballot applications up to par with voting in person." The bill would require prospective voters to provide identifying information - the last four digits of a Social Security Number, Indiana driver's license number, or other form of I.D. — on their mail-in ballot applications. County election boards would have to match at least one of the numbers with information in the voter's registration record. If there were no match, the county's partisan clerk would send back a new application with an explanation of what went wrong. "If it makes it harder for any one person to vote, especially the elderly, it's voter suppression," Rep. Tonya Pfaff, D-Terre Haute, said. She argued widespread voter fraud is

not a problem in Indiana. "This bill is not a voter fraud bill — it's a voter identification bill," said Rep. Kyle Pierce, R-Anderson.
The bill also bars units

of government from

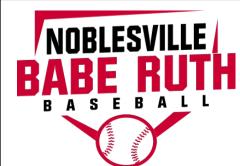
mass-mailing applica-

tions, but ditched a clause banning any marks from highlighters on applications. It passed 64-28. Bringing cursive writing back to Hoosier schools? Meanwhile, a bill that seeks to get Hoosier schools one step closer to bringing back cursive writing was unanimously approved Wednesday by the Senate Education Committee. The bill now heads to the full chamber. Senate bill 72 originally required traditional public and charter elementary schools to include some form of cursive writing curriculum for the state's younger students. Bill author Sen. Jean Leising, R-Oldenburg — who has filed similar bills in the last decade to no avail said the amended version of her bill would instead require schools to report to the state education department about whether cursive writing is part of the curriculum there. The IDOE is then tasked with creating a report with that information. Leising said she hopes the bill will see success with

this language, instead.

"A lot of our younger people can't read cursive now, because they were never taught cursive. Not that they have to use it in their real life, but it certainly would be helpful to them in their adult lives to be able to read cursive," Leising said Wednesday, adding that many young adults today even struggle to sign their names. "I think that there's really a reason that we need to rethink Indiana's policy on not mandating cursive Cursive writing hasn't been required in the state's public schools since 2010. At least 21 states currently require cursive to be taught as part of the public school curriculum, according to the National Education Association. Leising said many private schools in Indiana are teaching the writing style, but the majority of public schools are not. That creates a disparity between students, she said. Indiana Capital Chronicle is part of States Newsroom, a network of news bureaus supported by grants and a coalition of donors as a 501c(3) public charity.

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it is one thing when it is

dysphoria comes from a

situation where people

have experienced some

measure of trauma in

not," Kelly said. "Gender

From Page A1

Best Places To Work In Indiana Companies Named For 2023

A multitude of industries from across the state are represented on the 2023 Best Places to Work in Indiana list – with a total of 125 Hoosier businesses recognized, including nearly 40 newcomers from last year. This marks the 18th edition for the Indiana Chamber of Commerce initiative.

'The Best Places to Work in Indiana program is so popular because it not only showcases the state's top workplaces, but also includes an employee survey that helps all applicants improve their culture and productivity," says Indiana Chamber President and CEO Kevin Brinegar.

"One exciting point is that more small companies made the list this year than ever before," he adds. "With small businesses being the backbone of our state's economy, it's encouraging to see so many putting an emphasis on culture. This has a profound impact on the communities they serve."

Winning companies represent more than 30 cities and towns, with multiple honorees coming from Carmel, Evansville, Fishers, Fort Wayne, Indianapolis, Marion, Plainfield, Warsaw and Washington. In addition, several businesses have multiple Indiana locations.

The rankings will be unveiled May 10 at an awards event presented by trueU. Top companies in the

state were determined through employer reports and comprehensive employee surveys. The Workforce Research Group handled the selection process.

Winners were selected from four categories: small companies of between 15 and 74 U.S. employees; medium companies of between 75 and 249 U.S. employees; large companies of between 250 and 999 U.S. employees; and major companies with 1,000 or more U.S. employees. Outof-state parent companies were eligible to participate if at least 15 full-time employees are in Indiana.

The 2023 Best Places to Work in Indiana companies range in Hoosier employee count from 15 to 1,300.

Organizations on this vear's list that have displayed sustained excellence during the program's 18-year history receive additional recognition. Hall of Fame designees are those that have been named a Best Place to Work in Indiana at least 60% of the time in the program's history. Two companies - Edward Jones and KSM (formerly Katz, Sapper & Miller) – have been named to the list all 18 years of the program.

In addition to the May 10 awards, winners will be recognized via a special section of the Indiana Chamber's BizVoice magazine and through Inside INdiana Business with Gerry Dick - both of which reach statewide audiences. Additional

program partners are HR Indiana SHRM, Indiana Department of Workforce Development, Institute for Workforce Excellence, Wellness Council of Indiana and Workforce Research Group.

All companies that participated in the 2023 Best Places to Work program receive an in-depth evaluation identifying strengths and weaknesses according to their employees. In turn, this report can be used in developing or enhancing employee retention and recruitment programs.

The 2023 Best Places to Work in Indiana awards celebration will be open to the public. Individual tickets and tables of 10 are available at www.indianachamber.com/conferences.

Additional Best Places to Work in Indiana sponsors are: platinum sponsor Hard Rock Casino Northern Indiana; silver sponsors Ivy Tech Community College, LHD Benefit Advisors, Talent Resource Navigator and TrueScripts; and visibility sponsors Banning Engineering, Horseshoe Hammond casino, Jackson Lewis P.C., MCM CPAs & Advisors, Moser Consulting, Performance Services, Inc., True Rx Health Strategists and Zotec Partners.

Sponsorships are still available; contact Tim Brewer at (317) 496-0704 or tbrewer@indianacham-

ber.com for more details. The 2023 Best Places to Work in Indiana companies listed in alphabetical order,

no ranking: * Hall of Fame compa-

Small Companies (15-74 U.S. employees) (72) Company / Primary Indi-

ana Location Adaptek Systems, Inc. / Fort Wayne

ADVISA / Carmel Ambrose Property Group

/ Indianapolis * Apex Benefits / India-

napolis Auctor Corporation /

Indianapolis audiochuck / Indianapolis Banning Engineering. Inc. / Plainfield

BLASTmedia / Indianap-

BlueSky Commerce /

Noblesville Bowe Digital / Kokomo

Brite Systems, Inc. /

Indianapolis Carter's My Plumber, LLC / Greenwood

Centerfirst Consulting /

Carmel CleanSlate Technology

Group / Carmel Clovis E. Manley MD

LLC / Newburgh Conner Insurance / Indi-

anapolis CSpring / Fishers Dittoe Public Relations /

Indianapolis DK Pierce & Associates,

Inc. / Zionsville

ECS Solutions Inc. /

Evansville

TO CRICKETS

FORCE Communications, LLC / Indianapolis Goelzer Investment Management / Indianapolis Greenwalt CPAs, Inc. /

Indianapolis Guidon Design / India-

napolis Hamilton County Tourism, Inc. / Carmel IDO Incorporated / Indianapolis

INCOG BioPharma Services / Fishers

* Indesign, LLC / India-

Insurance Management Group / Marion **Integrity Learning Center** Plainfield

InTek Freight & Logistics, Inc. / Indianapolis Invesque / Fishers Invst / Indianapolis

iRiS Recruiting Solutions / Carmel

* JA Benefits, LLC / Bedford

Jacobi, Toombs & Lanz, Inc. / New Albany Johnson Heating Cooling Plumbing / Franklin KBSO Consulting LLC /

Carmel * Leaf Software Solutions / Carmel

LHD Benefit Advisors / Indianapolis

Luther Consulting, LLC Carmel

Magnum Logistics / Plainfield

Mainstay Property Group Indianapolis

Mattison / Indianapolis Mesh Systems / Carmel MKR / Indianapolis Mobile reCell / Fishers netlogx LLC /Indianap-

Network Solutions, Inc. / Granger

* NFP – First Person / Indianapolis

PediPlay / Indianapolis PIER Group / Jasper Platinum Recruiting Group / Carmel

Powers & Sons Construction / Indianapolis

Purple Ink, LLC / Carmel

Qualifi / Indianapolis R.E. Dimond and Associates, Inc. / Indianapolis Raybourn Group Interna-

tional / Indianapolis REGO-FIX USA / Whitestown

RMS Safety / Indianap-

Safety Resources, Inc. / Indianapolis

Simply Driven Executive Search / Indianapolis Solution Source / Goshen

Sponsel CPA Group, LLC / Indianapolis St. John Associates, Inc.

/ Bloomington Steinberger Construction,

Inc. / Logansport Summers of Marion Inc.

/ Marion The Mind Trust, Inc. /

Indianapolis

Ultimate Technologies

Group / Fishers Valve+Meter Performance Marketing / India-

napolis Visit Indy / Indianapolis Your Money Line / India-

napolis Medium Companies (75-249 U.S. employees) (27)

Company / Primary Indiana Location

Butler, Fairman & Seufert, Inc. / Indianapolis Core Mechanical Ser-

vices, Inc. / Warsaw Creative Works / Indianapolis

Edify / Fishers * E-gineering / Indianap-

eimagine / Indianapolis Gibson / South Bend Greenlight Guru / India-

napolis HWC Engineering, Inc. /

Indianapolis Indiana Oxygen Company / Indianapolis

Lauth Group, Inc. / Carmel National Association of

Mutual Insurance Companies / Indianapolis Onebridge / Indianapolis

Reis-Nichols Jewelers / Indianapolis Renovia / Indianapolis

RQAW / Fishers * Schmidt Associates / Indianapolis

* SEP / Carmel Shrewsberry & Associates, LLC / Indianapolis Springbuk / Indianapolis The Skillman Corporation

/ Indianapolis True Rx Health Strategists / Washington

TrueScripts / Washington United Consulting / Indi-

anapolis VOSS Automotive, Inc. / Fort Wayne

Walker / Indianapolis Wessler Engineering / **Indianapolis**

Large Companies (250-999 U.S. employees) (18) Company / Primary Indiana Location

* Blue & Co., LLC / Carmel

Buckingham Companies / Indianapolis * Centier Bank / Merrill-

ville Centric Consulting /

Indianapolis Electric Plus / Avon

* FORUM Credit Union / Fishers GadellNet Consulting

Services / Carmel Harrah's Hoosier Park Racing & Casino / Ander-

Hylant / Indianapolis * KSM (formerly Katz, Sapper & Miller) / Indianapolis

Lochmueller Group, Inc. / Evansville

Moser Consulting / Indianapolis

OrthoPediatrics / Warsaw Performance Services / **Indianapolis**

Shepherd Insurance / Carmel

Shook Construction / Indianapolis * WestPoint Financial

Group / Indianapolis Zotec Partners, LLC / Carmel Major Companies

(1,000 + U.S. employees)Company / Primary Indi-

ana Location ARCO Design/Build / Indianapolis

Baker Tilly US, LLP / **Indianapolis** CAPTRUST / Chesterton

Colliers Indianapolis /

Indianapolis * Edward Jones / state-

wide * Horseshoe Hammond

casino / Hammond Jackson Lewis P.C. / Indianapolis

Nucor Steel Indiana /

U ROBERTS

standing of the Mid-

west's diverse history. Major community donors to the project to-date include: Hamilton County Tourism (\$100,000), Roberts Settlement descendants (\$60,000), the Merrell family (\$30,000), Beck Hybrids (in-kind donation concrete infrastructure \$30,000) and Burtner Electric (in-kind donation electrical \$15,000). Central Indiana Community Foundation provided \$20,000 for the initial project study

and design concept. "The outpouring of support of this magnitude has been little less than amazing," said Roberts Settlement President LaVella Hyter. "These donations allow us to move forward with a groundbreaking during our 100th annual Homecoming in July with the intent to have the Legacy Walk open in late fall."

Underscoring the national historical significance of the project, the African American Cultural Heritage Action Fund (AACHAF), a program of the National Trust for Historic Preservation, recently announced its award of \$75,000 to Roberts Settle-

ment for Preserving Black Churches. Roberts Settlement is one of 35 organizations in 22 states to receive a total of \$4 million in grant funding to advance long-term and sustainable strategies that strengthen stewardship and asset management, interpretation and programming, and fundraising activities for historic Black churches across the country. This program works to uplift the legacy of often-overlooked Black churches, ensuring their legacy of spirituality, history, and democracy endures. Roberts Settlement is

located just east of US 31 on 276th St. It was founded in 1835 by free Blacks of mixed racial heritage who migrated mostly from North Carolina and Virginia to escape deteriorating racial conditions in the South. Their goals were the pursuit of economic, educational, and religious aspirations with greater freedom and fewer racial barriers. Today, set on a gently rolling landscape, visitors will find a chapel and cemetery, representing a once thriving community that continued to grow through the late-1800s.

O BETSY From Page A1

Steppin' Up to Help line-dancing fundraiser 6:30 to 8 p.m. Tuesday in Celebration Hall, with the community welcome, no experience necessary, and freewill offering collected to benefit Cherish, a nonprofit that protects children (cherishcac.org) with info at 317-773-2500.

9. Enjoy live music with Sam King at 7 p.m. Saturday at Primeval Brewing in downtown Noblesville, Country Summer at 10 p.m. Saturday at Britton Tavern in Fishers, Benjamin Watson at 7 p.m. Saturday at Spencer Farm Winery in Noblesville, The Brothers Footman at 9 p.m. Saturday at Ale Emporium in Fishers and Joe Hess at 9:30 p.m. Saturday at Parks Place Pub in Fishers.

10. Join the IU vs Purdue Watch Party at 7:30 p.m. Saturday at Grand Junction Brewing Co. in Westfield.

11. Experience Dr. Seuss's "The Cat in the Hat" Tuesday and March 4 at Booth Tarkington Civic Theatre in Carmel.

12. See the story of Anne Frank come to life in "The Diary of Anne Frank" through Sunday at Booth Tarkington Civic Theatre in

Carmel. 13. Westfield Winter Farmers Market is 9 a.m. to noon Saturdays, through April 1 at West Fork Westfield Event Center on East

191st Street. 14. Check out the comedians at The Brick Room Comedy Club, featuring Andrew Rudick tonight, and Katie Kincaid and Tyler Ross on Saturday at the downtown Noblesville Maple Avenue club, with

tickets \$10 at thebrickroom.

cc. Comedians Eric Hoole and headliner Dan Barnar-15. Enjoy live music of

Craig Thurston the first and third Thursdays at Grindstone Public House in Carmel.

16. Enjoy First Friday Sip & Shop from 5 p.m. to 9 p.m. March 3 throughout downtown Noblesville. 17. Get your tickets for

Noblesville High School Thespians' "Mrs. Packard" play at 7 p.m. March 9-11 at NHS Auditorium, with tickets online soon and at the door.

18. Noblesville Schools Education Foundation's Miller-Palooza is 6 p.m. to 11 p.m. March 10 at the Embassy Suite in Noblesville, with \$125 tickets, sponsorships available, dress casual Noblesville school spirit, and featuring Dueling Pianos from Felix and Fingers. To donate to silent auction, email adriann young@nobl.k12.in.us

19. Hyperion Players presents "God of Carnage" play, directed by Noblesville's Nicole Amsler, on March 10-12, at 8 p.m. March 10-11 and 2 p.m. March 12, at The Switch Theatre at Ji-Eun Lee Music Academy in Fishers, with tickets at hyperionplayers.

20. Hamilton County Theatre Guild's The Belfry Theatre presents "The Great Gatsby," directed by Noblesville's Andrea Odle, opening March 17 and continuing through March 26 at Arts for Lawrence's Theater at the Fort in northern Mar-

ion County, with tickets by calling 317-773-1085.

Contact Betsy Reason at betsy@thetimes24-7.com.











Business Notes and NEWS

Friday, Feb. 24, 2023

☐ EMAIL, news@thetimes24-7.com ☐ U.S. MAIL, 54 N. 9th St., Noblesville, IN 46060 ☐ ONLINE, www.thetimes24-7.com

BBB Warning: Quest Concrete Has Generated High Volume Of Complaints



BBB Serving Central Indiana is warning consumers to exercise caution before doing business with Quest Concrete LLC, a remodeling contractor headquartered in Indianapolis, Ind. The company currently has an "F" rating, the lowest on the BBB scale, due to 18 complaints including a pattern of collecting deposits, leaving projects incomplete, and failing to respond to consumers' concerns.

"I know companies get busy; I just want some communication," said Tony Hueston, a Franklin, Ind. consumer.

Hueston secured a \$12,000 project with the understanding his patio would be poured in eight to ten weeks. After signing his contract, "Quest" failed to provide Hueston a project manager.

Several weeks later, Hueston had yet to receive any sort of sufficient response regarding his project and \$6,000 deposit despite the multiple voicemails left with the business.

When speaking with consumers during BBB's investigation, confusion pertaining to the distinction between Quest Exteriors and Quest Concrete was apparent. BBB discovered Quest Concrete shared various business details with Quest Exteriors such as contact information, building address and office personnel. At one point, Quest Concrete did have a separate phone number and website, however, both were unavailable when BBB attempted to contact the business.

Originally, consumer complaints were filed against Quest Exteriors LLC, but Quest Exteriors notified BBB that complaints should be directed to a separate entity, Quest Concrete.

Quest Concrete is a wholly separate entity with different ownership structure than that of Quest Exteriors," said Mike Gossett of Quest Exteriors in a statement. "The entity that owns Quest Exteriors is also a minority owner in Quest Concrete. While I have been actively working with both companies, I have no control over the majority ownership of Quest Concrete or what direction they take the company. For startup purposes both companies ran out of the same office and used some of the same back-office staff until early November."

Gossett further indicated their office had to close in early November due to labor issues brought on by the nationwide raw material shortage of Portland cement (an ingredient used to make concrete). As a result, Quest Concrete was put on a material allocation for five to six weeks from mid-September through late October. Gossett claims Quest Concrete could not continue normal business operations after the five-to-six-week period when the business was unable to perform work.

"Our attorneys are working on the path forward as it relates to Quest Concrete," Gossett continued in its statement to BBB.
"As it relates to Quest Exteriors, Quest Exteriors, Quest Exteriors has met and continues to meet all its contractual obligations and did not contract any concrete work with the above-mentioned customers and should not have the complaints attached to its BBB Accreditation."

Quest Exterior's BBB Accreditation was revoked on Dec. 13, 2022 by BBB's Board of Directors due to the business's failure to adhere to two of the requirements BBB Accredited Businesses must meet and abide by. The first unmet standard relates to transparency, which according to BBB.org, **BBB** Accredited Businesses must "openly identify the nature, location, and ownership of the business, and clearly and prominently disclose all material facts that bear on a customer's decision to buy." The second requisite pertains to responsiveness where **BBB** Accredited Businesses must "address disputes forwarded by BBB quickly

and in good faith." Prior to the revocation, BBB found additional information through an Indiana Secretary of State data search shortly after receiving Gossett's statement. The discovery indicated the co-owner of Quest Exteriors, Carie Gossett, is listed as "Manager" on a Change of Principal Address form for Quest Concrete. Quest Exteriors was asked to provide ownership clarification and reliable contact information for Quest Concrete but failed to respond

to BBB's request.
As a result, BBB has been unable to identify a complaint handler for Quest Concrete outside of Quest Exteriors, leaving 18 unanswered complaints and a total monetary loss of

around \$74,000.

BBB followed up with several complainants in November 2022. During these conversations, the pattern of complaint was discovered, as consumers' concerns pertained to unfulfilled contracts and lack of communication from the business

Consumer, Justin Barkey, told BBB the business visited his home to begin the job but has since left his yard damaged and without the patio for which he paid a significant deposit. After several attempts to gain answers from Quest Concrete, the Fortville, Ind. resident was met with "excuse after excuse" as to why his project had been delayed, including a broken-down truck, dispatch issues, and the lack of cement powder.

"I am going to have to pay someone to come out and undo what they have done," Barkey stated. "All I want from Quest Exteriors at this point is my deposit money of \$4,500 back and nothing else."

A couple from Fishers, Ind., shared a similar experience. Amanda and Dan Hackworth found the company online and stated "Quest" came out rather quickly to assess a project in the summer. In June 2022 they put down a \$7,600 deposit and agreed to a contract stating work would begin in five to seven weeks. A. Hackworth claimed they didn't receive much communication about their project after putting the deposit down and were left with quiet waiting periods. In fall 2022, they were told a new project manager was assigned to their project who came out to assess the project one more time. After that visit, all communication from "Quest" ceased and the Hackworths could no

longer reach the business.
Indianapolis consumer,
Brandi Belucci, put down
a \$4,500 deposit when she
signed a Quest Concrete
contract in June 2022 for
a project estimated to take
six to eight weeks. However, Quest Concrete pushed
the project back several
times after their initial

agreement.

"I understand that he couldn't complete the job, but he gave us the run around since August, said Belucci. "If he couldn't do the job, he should have just given us our deposit book."

given us our deposit back."
Originally, Belucci
assumed they "were just
behind," but as of November 2022, she indicated
she had been dealing with
back-and-forth communication for months and can no
longer reach anyone about
her concerns.

Consider these tips when hiring anybody to work in your home:

- vour home:
 Research and gather information. Search for a contractor's BBB Business Profile at BBB.org for free information on their history of complaints and read verified customer reviews.
- Request references. Ask the contractor for a list of recent local references you may contact to verify the services performed and their overall experience with the contractor and the quality of the work.
- Ask for multiple quotes. You should always shop around and get at least three quotes from different businesses. Make sure all bids consider the same set of criteria. Keep in mind, the lowest bid

may not necessarily be the best bid; if one bid is significantly lower than the others, the contractor may be cutting corners or may not understand your work requirements.

- Get it in writing. Always get estimates in writing and never let any work begin without a written and signed contract. Do not be pressured into signing an agreement before you are ready and make sure you read and understand everything before signing. The contract should include contact information, start and complete dates, a detailed description of the exact work to be done, any material costs, payment arrangements, and warranty information. Specify who is to obtain the necessary building permits and who is responsible for cleanup. Make sure all verbal promises are included in the contract. Never sign an incomplete or partially
- blank contract.

 Verify license and insurance. Ensure the company you decide to hire has the necessary licenses and insurance to work in your region. Your local BBB can help with this. Once you have your contractor's insurance information, call the carrier to confirm appropriate coverage for worker's compensation, property damage, and personal liability in case of
- accidents.

 Confirm building permits. Your contractor must have the correct permits before starting your project. They will usually obtain the permits, but you will probably pay for them which should be detailed in your contract. Request all final inspections be completed by the local building official prior to
- final payment.

 Inquire about a lien waiver. A lien waiver, in the United States, is a statement from your contractor that says all suppliers and subcontractors have been paid for their
- work.
 Think about future service issues. Make sure you are aware of your warranty coverage and how to deal with service issues.
- Arrange a payment schedule. Never pay in full up front. Stagger your payments so your final payment is not due until the project is complete and you have fully inspected the work. Do not pay cash; make sure your check is written to a company, not an individual, or that you use a credit card. Paying with a credit card will provide some recourse should the job not be completed as stated in the contract.
- Get a receipt. Request a receipt marked "Paid in Full" when the job is completed, and your final payment made.
- Keep your contract. Hold on to your contract for future reference or if any questions arise after the work is complete.

How to Know if Your Business Qualifies for the ERC Federal Assistance Program

(StatePoint) The strength of the country relies on its estimated 33.2 million small businesses, which comprise 99.9 percent of all American businesses. COVID threatened, and in some cases forced, the closure of many small enterprises and tens of thousands are still reeling from the aftermath of the full pandemic.

of the full pandemic. In an effort to offer some relief, the federal government created the Employee Retention Credit (ERC) Program under the IRS that has already helped thousands of qualifying businesses receive up to \$26,000 per employee. Unfortunately, not enough small business owners are aware of the program. Others don't think they will qualify, leaving billions of dollars on the table that could help them recover and continue to move forward.

Companies such as ERC Helpdesk, www. erchelpdesk.com, have been created to help small businesses determine their qualifications and navigate the ERC program. Now is the perfect time for business owners around the country to see if they make the cut.

A small business can receive an ERC even if it received PPP. The program is flexible enough that most businesses will likely be eligible. The average claim is \$150,000, but there is no cap on the amount.

"I was the owner of a marketing business that assisted dozens of small business owners so I witnessed firsthand the challenges and sweat equity involved in taking such a big risk," said ERC Helpdesk chief marketing officer, Greg Ross-Smith. "Our founder was and remains a small business owner himself who was initially told his businesses would not qualify for an ERC and there was nobody he could find to make sense of the program. When he finally learned about the program details and what the actual qualifications are, not only did he apply and receive funds, he decided to create a way to assist other small

business owners in taking advantage of the funding available for their businesses."

Here are the basics to see if you qualify:

- Your business is based in the United States.
- You retained and paid
 W2 employees during
 2020 and 2021.
 Your business was im-
- pacted by COVID restrictions in one or more of the following ways: 1. Loss of revenue
- 2. Supply chain disruptions
- 3. Full or partial shutdown of your business

Now a growing industry, ERC companies are popping up all over so be wary about who you work with. Ideally, try to work with a company you know, or at least one that understands the needs and inner workings of a small business. Often, it helps to work with a smaller sized ERC business that's accessible and that will work with your submission on a one-on-one basis. Bigger isn't always better in this industry. Of course, partnering with a company that maintains a high approval rate for its clients is a critical point of measurement as many companies can waste your time and get your hopes up by simply submitting anything knowing the chances of success are slim. Finally, to the degree you can determine it, try to work with a company that will process your application as quickly as possible while focusing on reducing errors that can delay the process.

"So many small businesses are built organically with the participation, support and hard work of family and friends. As a result, we understand the investment of time, resources and relationships that go into every business we work with," said Ross-Smith. "In the ERC business, integrity, trust and customer service rule and that's what I'd urge all applicants to consider in navigating their eligibility for the program. Our only goal is to help them qualify and then maximize their efforts and amount of compensation they receive."

The Times

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The Times of Noblesville Friday, Feb. 24, 2023

Timmons Talks This, That and 'Tuther



TIM TIMMONS Two Cents

Scattershooting while wondering whatever happened to Jane Webb and Dawn Wells.

LET ME START by saying thank you to the good folks at St. Bernard's church. They invited me to share some highlights of the Israel trip, and even went out of their way to feed me. How's that for a great day! A special thanks to Jan Sears for being so kind and making it easy!

ON THAT subject, if you would like a slightly used vagabond journalist to pay your community or church group a visit and share highlights from a trip to the Holy Land, let me know. You don't even

have to feed me!

FOLKS HAVE asked about John Marlowe. I can share, with his permission, that he is fighting prostate cancer. The 60-something-year-old found out just before Christmas and is going though chemotherapy now. I've spoken with him several times and he hasn't lost his sense of humor or wry wit. And he did say prayers are appreciated.

Needless to say he has mine – and I am sure a lot of yours. Here's hoping for a full and complete recovery!

SPEAKING OF great writers battling health issues, I corresponded with one of my favorite sportswriters from back in the day, Jack Hess, a couple of weeks ago. Jack, a Fishers resident and retiree from the Indianapolis News and Star, has been under the weather as well. Like John, I'm looking forward to seeing my friend for a cup of coffee when he is feeling better!

WE'VE BEEN talking about politics a lot lately.

Here's a thought. What if every panel, every committee, every group that the Legislature or Congress creates always had an equal number of Republicans and Democrats? That premise would force them to compromise. Decisions would no longer simply be a reflection of the party in power. Probably wouldn't work but we need to find some answer, don't we?

WHILE ON politics, one reader asked a great question after the column on the national debt. Who owns it? Some quick research shows that the debt is divided into intragovernmental holdings and public debt. The intragovernment is mostly debt through the Federal Reserve and Social Security. The public debt, unfortunately, involves a lot of money owed to Japan and China. In the U.S., public debt includes savings bonds, pensions, insurance companies, banks and more.

AT THE end of today's scribblings, we're talking a bit about comic books. But how many of you

remember the big little books? My favorites had small drawings in the corner of some pages and when you flipped through quickly the drawings came alive. I remember a man running and another one with Tarzan swinging on a vine.

ARE YOU tired of the filth that passes for comedy on TV now? Well, if you can find it, check out Dry Bar comedy. If you have streaming TV, it's there. I think you can find it on the internet, too. There are a lot of very funny comedians and the humor isn't anything that would embarrass your mother. What a concept, huh!

DID YOU see the news reports about the Chinese balloon flying over the U.S.? It was reported to be the size of a few school buses and, disturbingly, was flying over areas where we have missile silos. Apparently, this isn't new and has happened a few times before. Still, with Russia and North Korea publicly discussing nuclear strikes . . .

DID YOU catch the comment Joe Biden made the other day? "More than half the people in my cabinet, more than half the women in my administration are women." Before that he was telling people how to report fraud online. He told us to go to "report fraud D-O-T-F-T-C dot gov." If it wasn't so sad it'd be funny.

* * *

FOR ALL the fans of Readers' Choice, fear not. We usually kick off our biggest annual promotion early in the year. We're just running a little behind – which the older I get seems to be more and more common. Sigh. All I can ask is to be patient, and don't be fooled by our competitors' efforts to copy us. You know who's been doing this the longest and the best.

AND FINALLY, Jane Webb. A lot of guys I grew up with were either Betty or Veronica fans, Ginger or Mary Ann. You know what I mean? They either went for the girl next door or the high society type. Me? I always

leaned toward Betty or Mary Ann. Jane Webb Karyl was the wonderful voice of Betty in the TV cartoon, Archie. Dawn Wells played Mary Ann on Gilligan's Island. Dawn passed away in December, 2020 at the age of 82 and Jane in 2010 at the age of 84. May they both rest in peace.

BTW, do you recall the last names of our four fictional ladies? Betty was Betty Cooper. Mary Ann was Summers. Ginger was Grant and Veronica was Lodge. Yeah, I had too much time on my hands as a kid and read all the comic books I could get my hands on. My favorites were Batman, Superman, Combat, Archie and the Lone Ranger. What were yours?

Two cents, which is about how much Timmons said his columns are worth, appears periodically in The Times. Timmons is the chief executive officer of Sagamore News Media, the company that owns The Noblesville Times. He is also a proud Noblesville High School graduate and can be contacted at ttimmons@thetimes24-7.com.

Ask Rusty - Canadian Expat Angry About Reduced Social Security



ASK Rusty Social Security Advisor

Dear Rusty: I am a 62year old Canadian expat who has lived in the U.S. for the last 30-years. I worked in both Canada and the U.S. throughout my career. I came to this country, worked hard and contributed faithfully to the tax base, but I am being cheated for what is rightfully owed to me. Everyone else's Social Security calculation is based on lifetime earnings; mine should be

Social Security Matters

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calculated using the same parameters, with the only difference being that some of my earnings were in Canada. I have filed an appeal to that end, but the end result is that I get taken to the cleaners. Why would they intentionally put in place a **Totalization scheme with** Canada which results in me receiving thousands of dollars per year less than someone who has the same lifetime earnings? This is just wrong and terribly unfair. Is there any legal recourse for me? Signed: Angry Ex-Pat

Dear Angry Ex-Pat:

The so-called "Totalization Agreement" between Canada and the U.S. isn't "unfair" – rather it is a way for those who don't independently earn full Social Security eligibility in one country to still get benefits in that country using credits (not earnings) from the other country to gain eligibility. It also allows a citizen of one country to work in another country without paying Social Security taxes in their home country on those foreign earnings. If you have worked in the U.S. long enough to become eligible for U.S. Social Security on your

own U.S. work record, the **Totalization Agreement** between the U.S. and Canada doesn't apply to you nor affect your U.S. Social Security benefits. Overall, the Totalization Agreement is there to help those who work in both countries but aren't fully eligible for benefits. So, it's likely not the Totalization Agreement you take issue with - rather, it is a U.S. Social Security provision called the Windfall Elimination

Provision (WEP). WEP reduces the Social Security retirement benefit of anyone who has a pension earned while not contributing to the U.S. Social Security program. That includes those with foreign pensions, as well as retirees with pensions from US employers who do not participate in the US Social Security program, including older US Federal retirees as well as state-retirees from any of the 26 U.S. state governments which have chosen to exempt their employees from paying into the national Social Security program.

Without getting into the details of how the WEP reduction is computed, suffice to say your US Social Security benefit is based only on your earn ings from working in the United States but, because you also have a Canadian pension earned without contributing to U.S. Social Security, and you apparently have less than 30 years of U.S. earnings, WEP reduces your U.S. benefit just as it does for nearly 2 million U.S. citizens who also have a non-covered pension. Legislation for WEP reform (or repeal) has been introduced in just about every U.S. Congress since WEP became law in 1983, but no such reform legislation has ever been enacted. Most in Congress understand that, although the formula isn't perfect,

WEP better equalizes benefits paid to all Social Security recipients, thus helping to fulfill Social Security's original purpose – to mitigate poverty in our elderly population.

Do you have any legal recourse? If you mean recourse that will exempt you from WEP or change the U.S. benefit formula to include both your U.S. and Canadian earnings when computing your US Social Security benefit, I do not believe you do. Many U.S. unions representing WEP-affected retirees have been wrestling with this issue for decades, to no avail. WEP can only be changed by an act of Congress, and Congress - for nearly 40 years - has been unwilling to change it. So, while I fully understand your frustration and respect your opinion, unfortunately I cannot be optimistic that your current appeal, nor any legal action you might take, will be successful.



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