

TODAY'S VERSE

Romans 5:3 - 5 And not only so, but we glory in tribulations also: knowing that tribulation worketh patience; And patience, experience; and experience, hope; And hope maketh not ashamed; because the love of God is shed abroad in our hearts by the Holy Ghost which is given unto us.



FACES OF HAMILTON COUNTY

People who call our community their own. What makes Molly Martin smile? "Anything," said the 26-year-old Noblesville resident. "I like to smile. I love nature. I like making other people smile. I love keeping Noblesville beautiful, help keeping it clean. I'm a person who just loves to smile." Wearing a T-shirt that reads "Hippie state of mind," she was found with her parents, Jack and Chris Martin, volunteering at the Keep Noblesville Beautiful nonprofit booth at the Noblesville Farmers Market. "Keep Noblesville Beautiful is a nonprofit organization that will help beautify our city, and we also put up a sculpture at the Midland Trace Trailhead." This is a lookback at a previous Faces of Hamilton County. The Martins were found at the 2021 Noblesville Farmers Market, which will have its last market of the season this Saturday at Federal Hill Commons. Hours are 8 a.m. to noon. The market will then close for the season until May 2024. Molly was born and raised in Noblesville and graduated from Guerin Catholic High School in 2014. She said in 2021: "After high school, I went and immediately got a job. I took a gap year from school, still haven't really gone to college. I'm not entirely sure what I want to do. I actually work for them" at Martin & Martin Insurance in downtown Noblesville. Molly and her parents belong to Keep Noblesville Beautiful. Her mom is vice chairperson and her dad is treasurer. "I love Keep Noblesville Beautiful. I just love that we're able to bring awareness to our own city and to show off its beauty." She and her parents were also found in spring 2022 beautifying Logan Street with new plantings, readying for the Indiana Peony Festival, which each year since then happens in Seminary Park in downtown Noblesville. Keep Noblesville Beautiful accomplishments include successfully completing 69 projects, beautifying 264 homes and yards, recycling 128 tires, recycling 7,935 pounds of metal, collecting 934 bags of trash on Indiana 37, giving away 1,800 tree seedlings, planting 16,650 daffodil bulbs, recycling 475,205 pounds of paper with 976 total volunteers. The community can help Keep Noblesville Beautiful by becoming a volunteer, making a donation or becoming a sponsor. Visit keepnoblesvillebeautiful.org.

And Another Thing...

1. Halloween Fun For The Whole Family

The First Presbyterian Church of Noblesville would like to invite our community to a free Trunk-or-Treat event in the church parking lot. * Bring your little ghouls and goblins and enjoy lots of treats, a make-n-take craft, music, movie and a brown bag hotdog dinner. Bring the whole family and wear your costumes! TOMORROW 5 p.m. to 7 p.m. at the First Presbyterian Church of Noblesville 1207 Conner Street. *In the event of inclement weather, festivities will be inside our fellowship hall.

2. Pick the fattest bear week

There were fears that Alaska's annual Fat Bear Week would get shut-down this year due to a potential government shutdown. However, a 45-day federal funding agreement was reached and the celebration was held as usual in Katmai National Park. Fat Bear Week is all about picking the fattest bruin just before the mammals settle in for the season to be sleeping. According to the Katmai park, "Over the course of the week, virtual visitors learn more about the lives and histories of individual bears while also gaining a greater understanding of Katmai's ecosystem through a series of live events hosted on explore.org."

The TIMES

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Boomer Bits
Ask Rusty - My Birthday Is On The First Of The Month; When Should I Claim Social Security?

Dear Rusty: I will be 62 on November first and I have chosen to take my benefits early. I know that my benefit will be less than it would be if I waited and that does not concern me, but I don't want to be without income for a long period of time. I know that if my birthday is on the first or second of the month, then I can draw that month. Does that mean that when I turn 62 on November 1st that I can receive my first check on the second Wednesday of November? And should I select November as the month I'd like my benefits to start? I also read that I would be paid the month following the month I select, hence my confusion. Signed: Confused Senior

Dear Confused: There are a few different Social Security rules which come into play in your specific circumstance which are likely creating your confusion. First, since you will be 62 on November first, you will first become eligible for Social Security starting with the month of November. Those born on the first or second of the month are eligible for benefits for that entire month, whereas those who turn 62 later in the month wouldn't be eligible for benefits until the following month. To claim benefits, you must



Social Security Matters

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be 62 for the entire month and, because your birthday is on the first, your first month being 62 for the entire month will be November, and that is the month you should specify as your benefit-start month on your application.

The next thing to be aware of is that Social Security pays benefits in the month following the month those benefits are earned. That means that your November benefits will be paid in December. The exact payment date is determined by the recipients birthday - born before the eleventh of the month, SS payments are made on the second Wednesday; born between the eleventh and twentieth of the month, payments are received on the third Wednesday of the month; and for those born after the twentieth of the month, payment is received on the fourth Wednesday. Thus, since you were born on the first of the month and are claiming

benefits to start in November, your first Social Security payment will be deposited in your bank account on the second Wednesday of December, and all subsequent Social Security payments will be made on that same second-Wednesday schedule.

You can apply for your Social Security benefits up to 4 months prior to the month you wish them to start, and SS recommends you apply at least 2 months prior to allow time for processing your application. On the application, they will ask which month you wish your benefits to begin, and you can indicate November to get your earliest possible payment in December. Actually, you can simply select the following option on the Social Security benefit application: "I want benefits beginning with the earliest possible month and will accept an age-related reduction," which will accomplish the same thing.

Pensions Panel Recommends Guaranteed 13th Check-COLA Split

By Leslie Bonilla Muniz
Indiana Capital Chronicle

Indiana should move from ad hoc public retirement benefit increases to a long-term approach that guarantees former public employees a 13th check or cost of living adjustment (COLA) annually, an interim committee recommended Tuesday.

But who gets what — and how much the proposal will cost the state — will depend on a yet-to-be-determined cutoff date and a myriad of other decisions, according to the Indiana Public Retirement System (INPRS).

"I'm going to view this as the vision (or) the roadmap going forward," Sen. Brian Buchanan, a Republican from Lebanon, told reporters. He chaired the Pension Management Oversight Interim Study Committee.

"There's a lot of discussions, a lot of details, that will need to be attended, (and) a lot of data. We're going to have to analyze and determine the specifics," Buchanan added.

Lawmakers have traditionally offered former employees either a 13th check or COLA during two-year budget cycles — but

didn't last year, angering many. ***

The plan

Pensions offer flat amounts over the course of one's retirement but, due to inflation, rarely keep up with the costs of living. Other types of government payouts for the elderly are annually adjusted, including Social Security, which saw a 8.7% adjustment last year following a record-breaking 9.1% inflation peak in June.

Pensions to roughly 97,000 Indiana retirees are determined by years of service spent working for state government, from teachers and law enforcement to gaming agents and conservation officers.

While both the COLA and 13th check seek to augment retiree pensions, they do so in different ways. The 13th check is an additional, one-time check on top of the year's other monthly payments while the COLA is a percentage increase for all payments moving forward.

INPRS Chief Actuary Andy Blough noted that there are multiple ways to design an

Why You Should Invest In Your Skin Health This Winter

(StatePoint) If you're like many people, you may view the change in seasons as a sign that you can give up your skin protection routine. Experts say that everyone, regardless of gender or lifestyle, should be careful not to neglect their skin health in winter.

"Don't let your guard down in winter. Not only are you still being exposed to sunlight and pollution during these colder months, but there are sources of free radicals indoors, too, which may have negative, aging effects on the skin. Free radicals can damage the skin's cell function and DNA, and DNA changes can cause mutations that could increase the risk of skin cancer," says New York City dermatologist, Rachel Nazarian, MD FAAD.

To invest in your skin health this winter, and all year long, Dr. Nazarian offers the following tips:

• Keep up the SPF routine: Don't stow that bottle of sunscreen away. Applying a topical broad spectrum SPF on

The Daily Almanac

Sunrise/Sunset
RISE: 8:10 a.m.
SET: 6:51 p.m.

High/Low
Temperatures
High: 57 °F
Low: 53 °F

Today is....

- National Chocolate Day
- Separation of Church and State Day

What Happened On This Day

- 1938 Germany expels Polish Jews. Germany expelled about 17000 Polish Jews and sent them to Poland which refused to take them in.
- 1919 US Congress Passes the Volstead Act. The act enumerated ways to enforce Prohibition. Prohibition was put in place in the country by the 18th Amendment to the Constitution. The amendment made it illegal to produce, sell, or transport alcohol in the US except for medical or religious purposes. The act was named after Andrew Volstead, the Chairman of the House Judiciary Committee who was one of the sponsors of the bill.

Births On This Day
• 1974 Joaquin Phoenix
American actor

Deaths On This Day
• 1704 John Locke
English philosopher, physician

Road Closure - 146th Street And Allisonville Road Project

Please be advised, beginning on or after Friday, November 3, a full closure of Allisonville Road north and south of 146th Street will be in place between Chelsea Drive to 146th Street and Sowers Drive to 146th Street around 9pm for the installation of storm sewer. Allisonville Road is anticipated to be reopened to all traffic around 9am on Saturday morning, November 4. Eastbound and westbound 146th Street will remain open through this area. South detour route will be Allisonville Road, 141st Street,

See COLA Page A5

See SKIN Page A5

See CLOSURE Page A5

INSIDE TODAY

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HONEST HOOSIER

I think for Halloween I'm going to trick or treat as Indianapolis Mayor Joe Hogsett. That means I can run a city with rampant crime and murders and still smile for my re-election campaign.



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

"Halloween is huge in my house and we really get into the 'spirit' of things." -Dee Snider

TODAY'S JOKE

What happened to the cannibal who was late to dinner? They gave him the cold shoulder.

OBITUARIES

None

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The Times photo by Betsy Reason

Conner Prairie youth volunteers Addie McMillan (left) and Thomas Whitten perform as Brom Bones Chorus singers during Conner Prairie



The Times photo by Betsy Reason

Guests take a Haunted Hayride to try to catch a glimpse of the Conner Prairie Headless Horseman.

Headless Horseman A Bittersweet Tradition



BETSY REASON
From The Editor's Desk...

We have attended Conner Prairie's Headless Horseman Halloween festival every year since I can remember.

And we've taken our daughter there every year since she could put her mouth to a microphone to sing a Halloween song in Conner Prairie's former "scari-oke" karaoke.

This year was no exception.

But this year is bittersweet.

Our daughter, a high school senior, will fulfill her last shift this weekend as a Conner Prairie Headless Horseman youth volunteer. The final Headless Horseman Festival nights are tonight and Sunday.

While she will continue as a youth volunteer until the end of next summer after she graduates high school, this weekend is her last to be a youth volunteer at Headless.

She has been a Conner Prairie youth volunteer for six years. Every October, as part of the program, she volunteers at Headless Horseman. The first five years, she has mostly volunteered singing in the Brom Bones Chorus, in its seventh year and made up of 1836 costumed youth volunteers, ages 10-18, who act and sing for guests in the Headless Horseman Haunted Hayride line, which winds through Sleepy Hollow.

She has also volunteered at the Magnificent Midway games and the Tubing Hill, and this year

Want TO GO?

What: Headless Horseman Halloween festival.

When: 6-10 p.m. today and Sunday.

Where: Conner Prairie, 13400 Allisonville Road, Fishers.

Cost: \$24 festival, \$5 hayride, member tickets allow admission.

Info: 317-776-6000, reserve tickets at www.connerprairie.org.

for the first time, trying to diversify, has also volunteered as a Wagon Loader and one of the older youth who dress in 1836 costume and warn people to "Turn Back Now."

While our daughter has gotten to experience Conner Prairie Headless Horseman a little differently than nightly guests, at the end of the shifts, volunteers sometimes have the opportunity to take a Haunted Hayride to try to catch a glimpse of the Headless Horseman, just like guests do.

The Haunted Hayride is the most anticipated activity of the evening, where we get to see the Headless Horseman ride extremely close to our hay wagon. The ride is especially fun for kids, who are often in awe.

Besides Midway Games and Pumpkin Bowling, there are many ways to spend the evening there. Among my personal favorites are Stevens' Puppets Marionette Show, an annual tradition featuring a colorful, comical production of "The Legend of Sleepy Hollow." Another favorite is the clever Fortune Teller, who sits in a booth awaiting to



Photo courtesy of Conner Prairie

Take the haunted hayride to see the Headless Horseman two more nights during Conner Prairie's Headless Horseman.

share with visitors his quick-thinking predictions for the future when asked a question. And this year there was lots of fun Halloween music for the ears and dancing feet as a family band, Sweet Tunes, play two sets a night in the Bayt Pavilion next door to the Conner Prairie Alliance's Apple Store, which is Conner Prairie Alliance's primary fundraiser with proceeds to Promised Land and Prairie Pathways Campaign, is open nightly during Headless Horseman, but go get your apple cider slushies before the store closes at 9 p.m.

The Headless Horseman festival, which opened Oct. 5, and was open every Thursday-Sunday in October, will close for the season after the last Haunted Hayride this Sunday. Tickets are still available for the festival at connerprairie.org

Just being there at Conner Prairie brings back memories. When I was a journalist at The Noblesville Ledger, I brought with me a dozen employees each October to volunteer for the Headless Horseman festival. We were among busi-

nesses and organizations that worked the hayride wagons, assisting guests on and off, sold tickets at the gate, operated "The Legend of Sleepy Hollow" cartoon in the Bayt Pavilion and helped lead barn dancing in the Animal Barn.

While there is no longer barn dancing, there are a lot of new Headless Horseman favorites, including an amazing 22,160-foot corn maze, which has received nationwide recognition. In this year's design, a Trail of Terror maze is open just during Headless Horseman. What else? The 1859 Balloon Voyage, sponsored by the generous Reynolds family and Reynolds Farm Equipment, takes rides each night during the festival, weather permitting. Plus, tickets are now on sale for Conner Prairie's Merry Prairie Holiday event Nov. 24-Dec. 17 and Dec. 21-22.

See ya there!

-Betsy Reason writes about people, places and things in Hamilton County. Contact The Times editor Betsy Reason at betsy@thetimes24-7.com.

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Drainage Task Force Fumbles On Final Report

By Whitney Downard
Indiana Capital Chronicle

Over three-plus hours Wednesday, members painstakingly debated and approved 20 of the 30 recommendations submitted to an interim committee on drainage along with three preliminary drafts of legislation. Then the committee defeated the final report.

Instead, the committee will only provide an informational document to fellow legislators rather than proposals.

"I was extremely frustrated," Sen. Jean Leising told the Indiana Capital Chronicle. "I want to apologize to farmers and property owners — we tried, but we didn't accomplish anything even though we had five meetings."

It was the most miserable task force or interim committee meeting I have ever been a part of — and, unfortunately, I was co-chair of it. — Sen. Jean Leising, R-Oldenburg

She co-chaired the meeting and called concluding without a committee recommendation report "embarrassing" considering the amount of hours

spent listening to expert testimony and constituent problems.

The committee's attorney Craig Mortell, part of the Legislative Services Agency, ended the meeting by saying that the committee would be finalized as an informational report with no recommendations or findings included.

The confusion of PDs

Leising, with decades of experience under her belt, said that preliminary bill drafts have been around in legislative committees for years but many others have simply reduced their findings to a summary report. Others, still, don't produce anything.

"Very few actual proposals come out of interim committees and task forces. Many of them do a ... summary or report that's put on the internet and nobody reads it," Leising said. "We didn't want this to be like that."

The three preliminary drafts of legislation approved by the committee:

- 3256: Requiring the Department of Agriculture to oversee and prepare an updated version of the In-

diana Drainage Handbook, which was published in 1996 with a revised 1999 edition.

- 3257: Logs removed from a river or stream don't need to be cut if the individual doing so thinks it would create an unreasonable risk of bodily harm or if they are dried and burned so completely it eliminates the risk of reentry.

- 3274: Creates a general license from the Department of Natural Resources for working in floodways without first obtaining an individual permit.

It was not immediately clear how these three documents would, or would not, appear in the informational committee report.

Following the receipt of the proposed recommendations, Leising said she and a handful of other legislators drew up the preliminary drafts of legislation to ensure the task force's efforts didn't get swamped and die in the legislative session.

But throughout Wednesday's meeting, members took issue with the drafts, with some questioning whether non-elected officials appointed by the

governor — but still part of the task force — should be eligible to vote on the documents.

Others had concerns that they would be seen as sponsoring the final product, which may differ significantly from the committee-passed version.

"We're voting on PDs with the promise that it's going to be changed....," said Sen. Shelli Yoder, D-Bloomington. "(But) there is no promise that this is how it's going to be."

The opposition of the committee's Democratic members and governor-appointed members sank five such drafts by one vote because the Republican majority was down a member, meaning it needed one 'yes' from the two other groups to get to the ten-vote majority.

One draft getting significant attention was the requirement for the Department of Natural Resources (DNR) to notify property owners that they lived on a state floodplain — a more extensive mapping that goes beyond federal floodplain maps.

Lawmakers initially tried to weaken this map, which

impacts mortgage lending, flood insurance and building permits.

Since these maps had inspired the drainage task force, Leising said she was disappointed to see nothing done to give these property owners notice.

"The bigger thing, after going through all of this craziness, is who is really the loser. And the loser is the property owner who is currently listed as being on a state floodplain and they are not aware of it," Leising said. "They won't know it, as it stands, until they seek a building permit or they get ready to sell their property."

Committee chaos derails further action

Several of the recommendations overlapped with the approved drafts, including ones addressing updating the drainage handbook, logjam removal and general licensing for working in floodways. Committee members declined to approve any recommendations related to wetlands — which has its own task force.

But the final report, because it wasn't approved, won't detail committee

approval of these recommendations the same way.

Leising said she was frustrated that the committee needed ten votes due to the presence of two members abstaining from voting — representatives of DNR and the Indiana Department of Environmental Management. Had those two representatives not been there, Republicans would have only needed nine votes and could have passed more substantial drafts and recommendations — something that wasn't apparent until voting was already underway.

"It was the most miserable task force or interim committee meeting I have ever been a part of — and, unfortunately, I was co-chair of it," Leising said.

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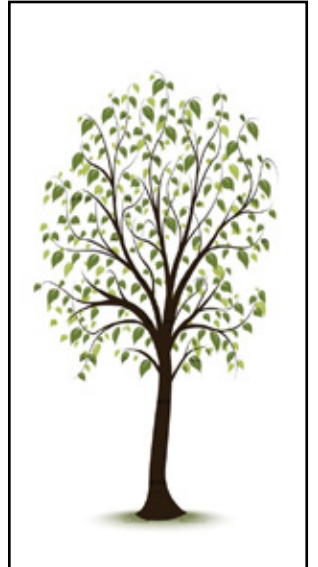
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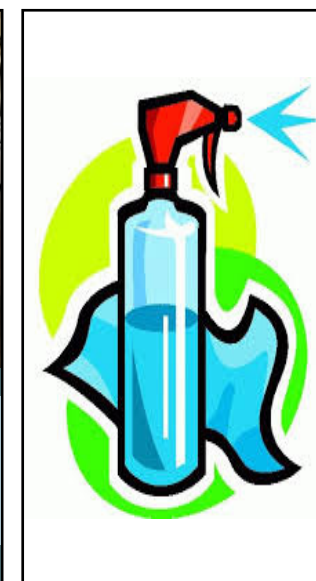
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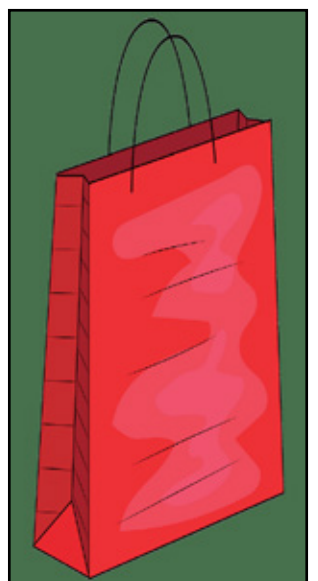
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HHSC Celebrates Principals As Part Of National Principals Month, Part 3 Of 3

October marks the celebration of a special group of leaders in our community – our school principals. These dedicated individuals play a pivotal role in shaping our students' futures and the trajectory of our education system. This month-long celebration is an opportunity to recognize and thank our principals for their unwavering dedication, exceptional leadership, and remarkable impact on student success.



BRET BAILEY

We are taking the opportunity to share an up-close look at the extraordinary individuals serving at the helm of Hamilton Heights Middle School. Thank you Bret Bailey, Principal and Jill Landers Assistant Principal for setting high expectations for our students and educators. In your roles you have shaped the conditions for our teachers and students to learn and succeed. We are forever grateful for your impact at #ThankAPrincipal #WeAreHuskies

Bret Bailey, Principal, Hamilton Heights Middle School

Q: Why did you want to become a principal?

A: I loved being an English teacher. There's nothing like the impact teachers can make through having positive relationships with students and working together each day. I wasn't sure I wanted to leave that environment. However, I became a principal so that I could serve all students and staff beyond the four walls of my own room. I'm now able to make a difference for all students, teachers, staff, and families at HHMS. It's had an amazing opportunity to serve as the principal at HHMS over the last 9 years.

Q: What is your end goal in your role?

A: My goal is to help all students become the best version of themselves and support teachers so that they can focus on accomplishing their dream

of being the best teacher possible for their students. If I can create and nurture a positive environment and collaborative culture that serves students, staff, and families, then I've fulfilled my purpose as a leader at HHMS.

Q: What are some of the other hats you wear in your role that people may not know?

A: I direct traffic, pick up trash, provide emotional support and counseling, find cafeteria trays throughout the building and return them to the kitchen, and resolve conflicts.

Q: What gets you motivated and out of bed each day?

A: Supporting, encouraging, and loving my family is my priority in life. Making a difference for students and team members is what motivates me in my career. Middle School is such a powerfully formative time for students. So much is changing in their lives during young adolescence. They really start to figure out who they are, what they want to do, what they are interested in, and how they relate to others during these extremely formative years. If we do our jobs well during each school year, we help our HHMS Huskies navigate these changes and challenges with confidence, joy, and curiosity. Our goal is to see each student actively pursue their fullest potential. That's what gets me out of bed for work each morning.

Q: What is at least one attribute that makes you successful in your role?

A: I sincerely listen to our team and approach challenges with curiosity. ***

Jill Landers, Assistant Principal, Hamilton Heights Middle School

Q: Why did you want to become an assistant principal?

A: I love working with students and teachers. Everyone has something to learn and ways to improve. I want to support both students and staff as they aspire to be their best!

Q: What is your end goal in your role?

A: My end goal in my role is pursuing our best. A big part of that is learning, but there are a lot of things in life that can make school feel like it's on the back burner, so I want to help students get to a place where they make healthy choices and reach their potential. When we take care of ourselves, we can help take care of people around us...and that's good for everyone.

Q: What are some of the other hats you wear in your role that people may not know?

A: I love to be a sounding board for others...students, staff, and admin. Sometimes talking through our experiences and thoughts can bring a fresh perspective, and I enjoy doing that with others. I also love getting input from others, and I ask for advice all the time!

Q: What gets you motivated and out of bed each day?

A: I want to help people. I want to find solutions. I know that's easier said than done, but there is usually at least *something* we can do to move in the right direction. I'm motivated to get to work to be with people I value and respect and ENJOY being with! Working on finding solutions together is fun *and* productive.

Q: What is at least one attribute that makes you successful in your role?

A: It's very easy to feel overwhelmed (for anyone - student, staff, admin, etc.), so I really focus my mindset on just accomplishing one thing at a time. When I'm feeling like I can't keep up with all I need to do, I just pick something on my list and do it (even if it's "out of order"). When that's done, I focus on something else. I know it sounds so obvious, but focusing on one thing allows me to not *feel* overwhelmed. Spreadsheets also help, and I take lots of notes because I can't remember everything!



JILL LANDERS

Annual Coolest Thing Made In Indiana Contest Starts Tomorrow

The Indiana Chamber of Commerce's third annual Coolest Thing Made in Indiana tournament officially tips off Friday with online voting at www.indianachamber.com/coolsthing.

The contestants, matchups, products and product descriptions can now be seen on the event's web site.

The contest, which celebrates the state's long manufacturing history, boasts a 47-company field. There are a wide range of makers and their products entered from 38 Hoosier communities. The Hoosier Hysteria-style contest has quickly become one of biggest of its kind in the country.

"Once again, we are thrilled and impressed with the quality of entrants in our Coolest Thing Made in Indiana contest," says Kevin Brinegar, Indiana Chamber president and CEO. "The depth and breadth of this third annual field, like the previous two versions of this competition, are a testament to Indiana's status as a manufacturing powerhouse."

The organization's goal with the Coolest Thing Made in Indiana program is "to showcase the wide variety of manufacturing taking place in the state that has helped our economy thrive," Brinegar adds.

Entered companies face off in a single-elimination bracket format with winners chosen through public fan voting. Each winner goes to the next round until the Coolest Thing Made in Indiana champion is crowned. For fairness, the initial matchups were generated via an online randomizer. Due to the number of companies entered, 15 teams received first round byes, selected at random.

"One of the really great things about this tournament is that it draws some really big companies – that make some very-well known products – who compete right alongside some emergent ones that are just starting to make their mark," Brinegar offers. "You just never know how these contests will turn out."

"We encourage all entrants to get the word out to their staffs, families, customers, partners and on their social media accounts to rally support for their product."

The field is composed of manufacturers from Albion, Angola, Batesville, Carmel, Columbus, Decatur, English, Evansville, Gary, Grabill, Granger, Greencastle, Greenfield, Greensburg, Greens Fork, Indianapolis, Jasper, Kendallville, Lafayette, La Porte, Ligonier, Logansport, Matthews, Mitchell, Muncie, Nappanee, Nashville, Pendleton, Peru, Plymouth, Seymour, South Bend, St. Meinrad, Syracuse, Terre Haute, Upland, Wawaka and Woodburn.

Each entrant includes a photo and product description to aid in voting. A voter may vote once per matchup per round. The number of votes received will be reset at the beginning of each round. Voters must vote for all matchups in each round, including the ones with byes.

A perusal of the product descriptions on the contest's web site demonstrates the high-level of amazing products made in the Hoosier state.

Janus Motorcycles of Goshen took top honors in the inaugural competition and the Indiana Chamber

honored Leesburg-based Maple Leaf Farms for its roast half duck in the second annual Coolest Thing Made in Indiana tournament.

The first round of voting ends Wednesday, November 1; voting for the tournament concludes November 30. Below is the timing of each voting round; all times noted are in Eastern Time.

Voting tips off October 27 and concludes November 30.

Cast votes from 9 a.m. to 9 p.m. for each round!

- Round 1: October 27-November 1
- Round 2: November 2-November 7
- Round 3: November 8-November 13
- Round 4: November 14-17
- Semis: November 20-24
- Finals: November 27-30

The latest 'Coolest Thing' champion will be announced December 13 at the Indiana Chamber's Best IN Manufacturing Luncheon, which also features the honorees in the Indiana Best Places to Work in Manufacturing program.

The Coolest Thing Made in Indiana and Indiana Best Places to Work in Manufacturing programs are supported by spirit sponsor Purdue Manufacturing Extension Partnership (Purdue MEP); gold sponsor Kalenborn Abresist Corporation; and silver sponsors Evonik Corporation and Tippecanoe Labs and Joyce/Dayton Corp.

Entry in the contest is free. To participate, a company did not need to be headquartered in Indiana, but the product entered must be manufactured in the state. Companies are limited to having one product nominated for entry.

Gleaners Food Bank Of Indiana Statement On Updated Household Food Insecurity Numbers From The USDA

Statement may be attributed to Fred Glass, President and CEO, Gleaners Food Bank of Indiana:

Yesterday, the U.S. Department of Agriculture (USDA)'s Economic Research Service released its annual Household Food Insecurity in the United States report, which examined American households' ability to access sufficient food in 2022. While the results of this report may have been a surprise to some, they were not a surprise to Gleaners or our network partners.

The number of people living in food insecure households in the United States in 2022 increased to 44 million, including 13 million children, according to a report released today by the

U.S. Department of Agriculture (USDA). This is an increase of 31% for all individuals and 44% for children from the previous year, the highest rate and number of individuals and children since 2014 and the largest one-year increase in food insecurity since 2008.

Data shows that Gleaners and other hunger relief organizations had been able to meet the increased need during the height of the pandemic due to a number of factors: generous financial donations, an increase in government commodities, and a variety of economic supports such as increased SNAP eligibility and benefits, the Advance Child Tax Credit, school feeding programs available to all, and more. As each of these supports was peeled

away, Gleaners saw an immediate spike in the number of households on our lines.

Today, most of the enhanced supports are gone, and combined with increased costs in key areas that greatly impact households with limited means: housing/rent, food, utilities, and the like, families are under more economic pressure. People are working, and wages have increased, but not as fast as inflation in these categories.

Food banks, like Gleaners, are stepping into the breach to source and distribute nutritious food with less support during a time of increased need. We, and our partners, need funding to continue to meet this heightened and prolonged need.

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COLA From Page A1

approach split between 13th checks and COLA's.

He outlined an example proposal — based on 2021 data — giving those who retired before July 1, 2021 annual 13th checks indexed to a 2% inflation rate. In that scenario, "future" retirees would get a 1% COLA.

Such post-retirement benefit increases must come out of segregated supplemental allowance reserve accounts. Indiana law limits payroll surcharges to finance those increases to 1%.

In Blough's example, to pre-fund the new benefits, the surcharge rate would need to rise to a maximum of 2%. If the proposal were implemented, the rates would initially be higher but would fall afterward, according to Blough.

Despite the boosted benefits, the funded status for the funds involved would improve more than if lawmakers maintained the ad hoc approach because INPRS would have a long-term funding strategy for the increases.

Contribution rates would remain the same for the funds in the short term, but could go up in the long term. That's except for the Pre-1996 Teachers Retirement Fund, which has exhausted its financial cushion and would see impacts immediately. In Blough's example, rates for that fund would rise from 6.4% to 8.2%.

He noted that the model required further research, however: it didn't show risk or variability.

Buchanan said the committee arrived at a split approach after taking a "deep dive" into the issue, considering numerous scenarios and consulting stakeholders.

"We feel this is the best path forward," Buchanan told reporters.

Public retiree groups weigh in

Many retirees depend on benefit increases to keep up with rising costs of living, said Jessica Love, leader of the Retired Indiana Public Employees Association. Her organization represents about 40,000 Public Employee Retirement Fund members.

Almost 90% of the group's members have no other retirement income besides that fund's payouts and social security benefits, according to Love.

"They have come to depend on the 13th check," she said. Most longtime employees prefer the check because the amount rises based on years of service.

Laura Penman, who leads the Indiana Retired Teachers Association, said her organization was "disappointed" in the rocky transition.

"When nothing was given for retired educators, unfortunately, my members took that to mean that you didn't care. You didn't care about them, and you didn't care about the time they spent in the

classroom," Penman said.

Since meeting with a variety of lawmakers, Penman said she knew they did care.

"We know that you want something for our retired educators, but it goes back to: what can the state of Indiana afford, and what is sustainable?" she added. Penman suggested giving the COLA a minimum and maximum, and somehow incorporating years of service.

She said that while there's room for improvement, retirees can rely on the money they do receive.

"Our members know that their pensions are stable, unlike a lot of states surrounding us," Penman said. "I feel confident that if I'm fortunate enough to live to be 90 years old like my (retired teacher) mother, my pension will never go away."

Uncertainties remain

Some committee members were openly skeptical of the proposal, though they approved it 15-0.

Sen. Eric Bassler, a Republican from Washington, said he only voted in support because the committee report isn't binding. It recommends that lawmakers "consider" such legislation.

"I'm concerned that we haven't yet met our current pension obligations — our pension liabilities — and we're talking about taking on more pension liabilities for the taxpayers of Indiana," Bassler said. He added that he was "very hesitant," despite his "aye" vote.

Committee Vice-Chair Rep. Jeff Thompson — who leads the powerful Ways and Means Committee during session — said picking a cutoff date would be key in ensuring the transition is financially feasible.

And the proposal comes with a long transition even it finds its way into law during the 2025 session: INPRS expects a 12- to 18-month implementation period, Buchanan said.

It's unclear if pensioners will receive any stop-gap benefits.

Asked if the Legislature would authorize another two-year 13th check or COLA, Buchanan told reporters, "Traditionally, we have not done anything like that in a non-budget year." But he said that short-term measures weren't his committee's focus.

Thompson told reporters he was "not sure" about relief in the coming session, adding, "There'll be some discussion there, I'm sure."

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SKIN From Page A1

a daily basis can protect skin while you're enjoying time outdoors, and from the incidental exposure that occurs through a window indoors, like while driving.

• **Get inside-out protection:** While topical protection is important, ultimate skin health requires a combination of defensive layers. Amp up your skin protection routine with a daily supplement, such as Heliocare. Clinically proven and recommended by 87% of U.S. dermatologists surveyed, this vegan and gluten-free natural dietary supplement has antioxidant effects on the skin and contains Fernblock PLE Technology, a proprietary ingredient that aids in neutralizing the negative effects of free radicals.

"Whether you're a ski bunny or prefer hibernating all winter, there is no time of year when your skin is immune to free radical damage. A popular skin concern, collagen loss, can create signs of aging, like wrinkling, fine-lines and sagging. Since collagen loss is expedited by free radical damage, taking a supplement like Heliocare all year long is an excellent precaution to help your body protect itself from the damaging effects of free radicals," says Dr. Nazarian.

To learn more, visit heliocare.com.

• **Put the device down:** Protect your skin from excessive exposure to the visible light emitted from digital screens like cellphones and laptops. To do so, find small, easy ways to limit your device usage, such as reading a physical book instead of using an e-reader, or by playing records instead of playing DJ on your phone. You can also reduce exposure by simply turning the brightness down on your devices.

• **Sleep tight:** During sleep, your body works to repair organs, including your skin. Getting high-quality, deep sleep each night is essential for healthy skin and a healthy body. According to The Sleep Foundation, the best temperature for sleep is 65 degrees Fahrenheit, even in winter when it's tempting to turn up the thermostat to toastier temperatures. You can also promote good sleep by keeping alcohol and caffeine consumption in check, and by turning to sleep apps that soothe users into slumber with meditation and white noise.

To help keep skin healthy and radiant, don't neglect it in the winter months. For best results, ensure your care routine is both comprehensive, and year-round.

CLOSURE From Page A1

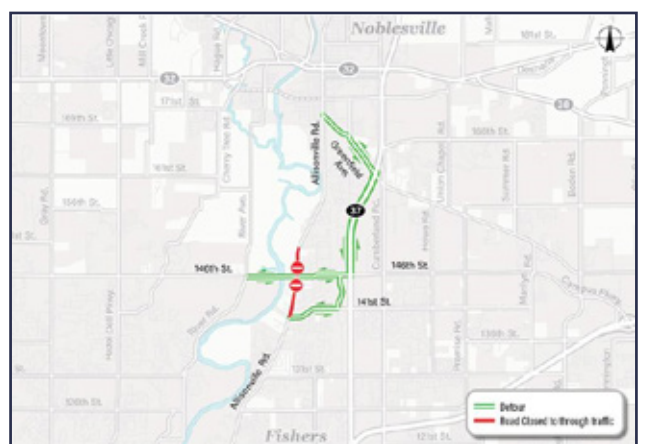


Photo courtesy of Hamilton County

Herriman Blvd, and 146th Street.

North detour will be 10th Street, Greenfield Avenue, SR-37, and 146th Street.

Law enforcement officers will be on-site to keep our crews safe while they install storm sewer pipes.

Please use extreme caution while driving through this construction zone.

Also, while we are on the topic of full road closures for this project, we

wanted to take a moment to inform you that when we have a full closure of Allisonville Road just north and south of the intersection sometime in March of 2024, similar in location to this upcoming November 3 closure, we will not be closing 146th Street. Motorists will still be able to utilize 146th Street through the intersection, but Allisonville Road will remain closed for 90 calendar days once that closure begins.



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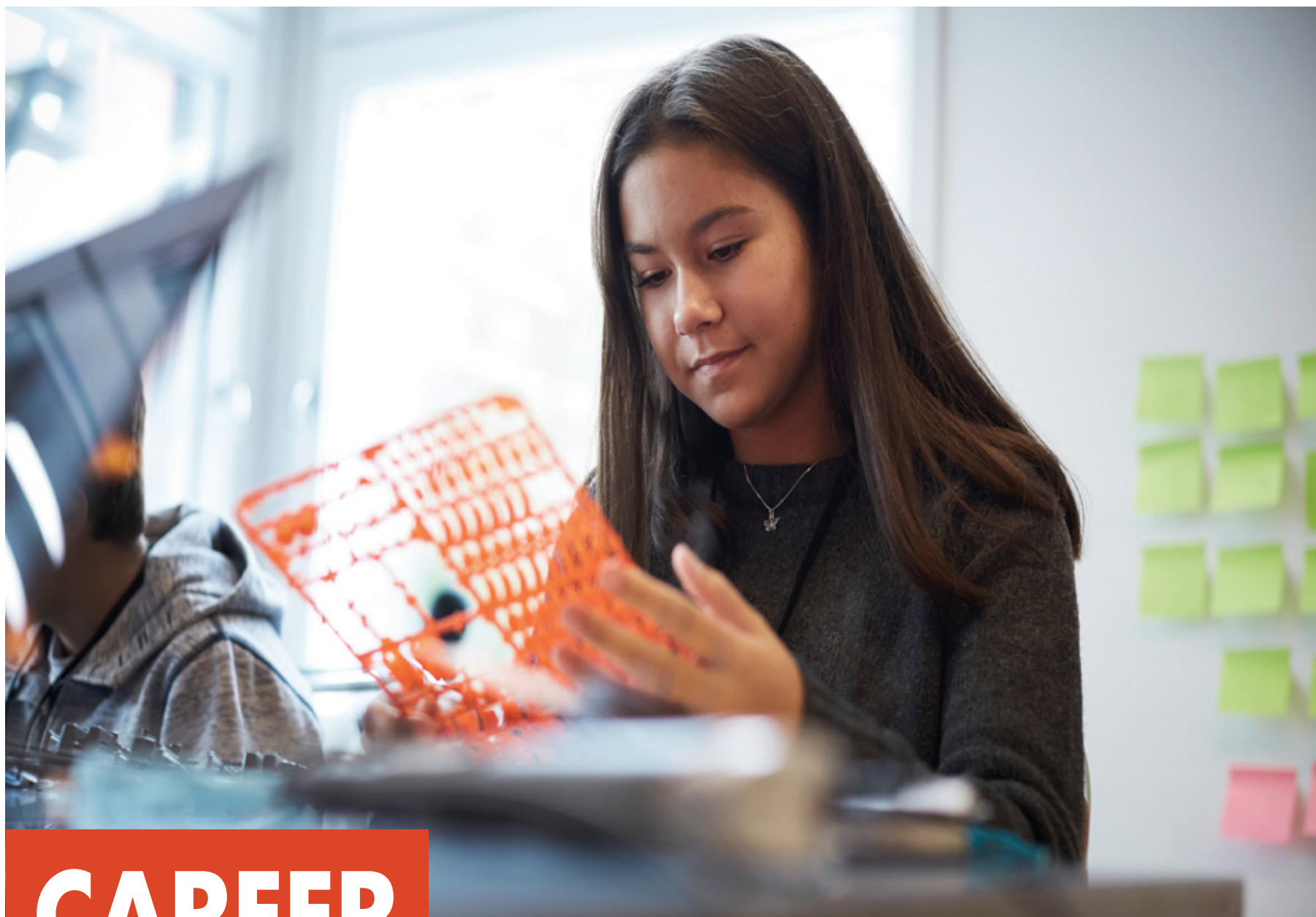
WEEKEND

In The Home

A6

Weekend, October 28-29, 2023

TIM TIMMONS, Publisher @ JOE LARUE, Vice-President of Readership @ MELISSA MEME, Account Executive @ BETH HEDGE, Business Manager



Photos courtesy of Getty Images

CAREER READY

3 strategies to prepare teens for life after school

FAMILY FEATURES

For some time, heading to college or joining the workforce have been the standard choices for teens upon high school graduation. Today, in part due to technology and social media, students have access to myriad career paths that are all but traditional.

With an increasingly dynamic career landscape creating an awareness of jobs that didn't exist even 10 years ago and a shortage in the workforce, there's a willingness for both potential employees and employers to look at careers and young talent from a whole new perspective.

"There isn't a 'typical' career anymore," said Dr. Lorna Bryant, Gen Z career expert and head of career education for Pearson Virtual Schools. "With the perfect storm in the workforce of boomers retiring, many people still not returning to work in the wake of the pandemic and a population that has declined for the last 50 years, this generation (ages 11-26) is positioned extremely well. Employers want and need them. In short, the scales have flipped to the supply side and demand is causing many employers to remove barriers to work entry. Whether high school grads go to college or work, developing in-demand skills early will help them secure and succeed in the jobs of the future."

Consider these tips from Bryant to help students explore the many options in front of them and prepare for the possibilities that await after high school.

Help Kids Cultivate Durable Skills

While technology has transformed the world of work, an increasing number of careers prioritize durable skills over technical or hard skills. Durable skills (also known as "soft" or "human" skills) include collaboration, leadership, communication and attention to detail, along with traits like empathy, grit and resilience. According to Pearson's Power Skills report, these are some of the most in-demand skills for employers. In addition, research from America Succeeds found employers seek durable skills 3.8 times more frequently than the top five technical or hard skills in every location, industry sector and educational attainment level. Possessing these skills is not only attractive to employers but colleges and universities, too. One of the best ways to prepare for the jobs of tomorrow, which don't exist today, is to focus on timeless durable skills.

Many students already possess or are actively developing these skills in high school. The key is to raise awareness of their importance, seek ways to boost them and showcase them on college and job applications or resumes. For example, teens can display their leadership skills by captaining sports teams or starting a club at school. They can showcase collaboration and communication abilities by holding and thriving in student government positions, volunteering or working part-time jobs.

Bridge Passions and Hobbies to Careers

Beginning conversations with children as early as middle school that expose students to job roles, responsibilities and salaries connected to areas of interest is important for setting them up for long-term success. Nurturing interests – rather than dismissing them as flights of fancy – and finding paths to explore that align with those hobbies or interests in real-world applications can open doors to potential careers that may not have previously been considered.

For example, Lake Liao, a 2023 Lighthouse Connections Academy grad, is attending Princeton University on a pre-law track. The flexibility of online school enabled him to dig into his passions for political and community organizing and activism in high school, including activism around climate and environmental policy. It was through joining local nurses in their fight for a fair contract he realized he wanted to be a lawyer and make a difference in the labor rights cause.



To help students align their values and interests with potential careers, ask questions such as:

- What is it, specifically, you enjoy about your interests?
- What jobs rely on related skills (working with your hands, serving others, being creative, etc.)?
- Do you have the skills to do those jobs? If not, what research and training do you need to acquire the necessary skillset?
- Are there related jobs available in the geographic location you want to live?
- Can you make enough money to live the lifestyle you want doing this job?
- Can you envision enjoying this type of work for 8 (or more) hours per day?

Get a Head Start on Credentials or College Credit

As earning college credits, career-ready credentials and specialized training for future careers is becoming more accessible for high school and middle school students, it's important to research available options. From online resources, workshops, career counselors and accelerated career readiness programs that allow students to enter college or the workforce "job-ready," there are more options available now than ever before.

One example, Connections Academy, a K-12 online school program, has expanded its slate of college and career readiness initiatives for middle and high school

students to offer an innovative tri-credit approach where courses can deliver high school credit; industry-recognized micro-credentials (to help qualify for careers in data analytics, UX design, software development, cybersecurity and more); and eligibility for college credit toward more than 150 bachelor's degree programs at partner universities in the United States. In addition, the Career Pathways program delivers curated learning experiences in fields such as IT, business and health care, allowing students to connect with employers, internships and clubs, and take advantage of specialized classes that transition seamlessly to higher education or nationally recognized, industry certifications.

Taking advantage of program offerings, aspiring paramedic Maeson Frymire, a 2022 Inspire Connections Academy graduate, became certified as an EMT before graduating high school. After graduation, he became a firefighter and is now working toward becoming an advanced certified EMT, carving out a career path toward flight paramedicine.

Or consider Abigail Sanders, also a 2022 graduate, who completed her bachelor's degree by the time she graduated high school. Now in the second year of her doctorate program in medical school, she aspires to be a doctor by the age of 22 and uses her love of learning and passion for science to advance her career while seeking to become an oncologist.

For more information on online schools and career readiness programs for teens, visit ConnectionsAcademy.com.

WEEKEND

Travel *or stay!* and Play

A7

Weekend, October 28-29, 2023

TIM TIMMONS, Publisher □ JOE LARUE, Vice-President of Readership □ MELISSA MEME, Account Executive □ BETH HEDGE, Business Manager

The Paramount Theatre's Resurgence

The Paramount Theatre Centre & Ballroom in Anderson, Ind., has experienced tremendous growth since March 2019, when Honeywell Arts & Entertainment (HAE) became a co-partner. HAE is dedicated to providing arts, education, and entertainment for all through live entertainment, movies, arts education, cultural events, culinary experiences, and more. HAE partners with several venues across Indiana and Ohio, offering expertise, leadership, and services ranging from booking talent to guest relations and marketing support. Among those partner venues is The Paramount Theatre. Overall, 20,000 audience members have attended a Honeywell-presented show at The Paramount Theatre since March 2019, with 10,600 attendees already this year and 5,000 of those being first time visitors.

Of the 54 performances to hit The Paramount stage in the five years since the partnership with HAE began, there have been multiple sold-out shows from a wide range of national touring artists and performances, including rockers Three Dog Night, 80's superstars TESLA, legendary Rock & Roll Hall of Famer Buddy Guy, and more. Family-friendly shows Dragons & Mythical Beasts and Fairy Tales On Ice, repeat favorites like Oak Ridge Boys, comedians Jim Breuer and Bob & Costaki, and traveling shows Glenn Miller Orchestra and Rhythm of the Dance have also graced



Photos provided

the stage over the years.

"The Paramount hosts great organizations such as the Anderson Symphony Orchestra and the Anderson Youth Ballet Theatre, along with numerous regional nonprofits for their galas and events," said Mark Thacker, Anderson Madison County Visitors Bureau Executive Director.

"The Paramount's successful marketing partnership with Honeywell Arts & Entertainment has brought a level of awareness to downtown Anderson and our dining establishments. Event traffic has grown due to this partnership and more businesses have returned downtown to create a broader community experience."

The Paramount draws many out-of-town attendees, with more than 70% of ticket buyers coming from outside of Madison County eager to make the trek. About an hour's drive from Indianapolis

without the hassle of big city traffic, the theatre's ease of parking, accommodations, and nearby dining experiences keep its guests happy and coming back for more.

The Paramount's rich history as a staple for celebrating the arts since 1929 makes it a point of pride for locals as well. The 1450-seat 'atmospheric' theatre was originally designed by John Eberson – and is thought to be one of only 12 Eberson theatres in the U.S. – with enchanting features like wrought-iron gates, original statues along the walls (Hebe, Goddess of Youth and Venus, Goddess of Love), a cloud-painted ceiling with twinkling 'star' lights, a Grand PAGE Pipe Organ, and more.

"The Paramount has long been considered the crown jewel of performance entertainment in our region. The theatre is a place where local families and out-of-town visi-

tors alike can experience an eclectic mix of shows, from holiday movies & young ballet performers to world-class concerts and presentations," said Clayton Whitson, President/CEO of the Madison County Chamber of Commerce. "One of the main drivers of tourism in our area has been the addition of Honeywell presented shows, regularly bringing thousands of visitors to our downtown area every year. The renovations to The Paramount over the years have restored the theatre to its historic beauty, which truly makes it a one-of-a-kind venue."

With even more in store for the remainder of 2023 and 2024, newly announced Executive Director Rich Jorn invites guests from near and far to experience the magic of this historic theatre building and community.

About the Anderson Paramount Theatre

The Paramount Theatre Centre & Ballroom

has been in operation since Aug. 20, 1929. The Paramount has inspired many spectators with its architecture, entertainment, and history. On behalf of generous local benefactors with an appreciation of history, the theatre continues to shine as brightly on the outside as the stars do inside. The Paramount offers residents and visitors unique entertainment options year-round in partnership with Honeywell Arts & Entertainment. For more information about the Anderson Paramount Theatre, visit Anderson-Paramount.org.

About Honeywell Arts & Entertainment

Honeywell Arts & Entertainment encompasses the full range of arts opportunities and venues of The Honeywell Foundation, a nonprofit public charity based in Wabash, Indiana. The organization is dedicated to providing arts, education, and entertainment for all through

live entertainment, movies, arts education, cultural events, culinary experiences, Honeywell Arts Academy, and more. Offerings take place at seven venues including the Honeywell Center, Honeywell House, Eagles Theatre, Charley Creek Gardens, Dr. James Ford Historic Home, Clarkson House, and 13-24 Drive In. Honeywell Arts & Entertainment partners with a network of venues throughout the region to further the reach of live entertainment programming. Honeywell Arts & Entertainment programs and activities are made possible by generous donors and in part by Arts United of Greater Fort Wayne, Regional Arts Partner; the Indiana Arts Commission, a state agency; and the National Endowment for the Arts, a federal agency. For more information about Honeywell Arts & Entertainment, please visit HoneywellArts.org.

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