



Greater Elkhart

CHAMBER

LEADING BUSINESS

FEBRUARY/MARCH 2022

The mission of the Chamber is to be the leading resource for making connections that foster collaboration which serves and promotes efforts to strengthen the Greater Elkhart business community.

Automated and at your service.



LAKE CITY BANK IS KNOWN FOR LOANS.

OUR MANAGEMENT TOOLS TAKE

YOUR BUSINESS EVEN FURTHER.

Our Certified Treasury Professionals know your business so they can create custom solutions featuring technology driven treasury management tools to keep you in the best cash position possible. Plus, we're here every step of the way to reevaluate your needs as they change. Your business depends on you to focus on what you do best. We can help with the rest.

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*Cover photo
Riverwalk in downtown Elkhart
by John Stahl*

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Please submit news releases, inquiries, and requests for information on advertising to marketing@elkhart.org or call (574) 293-1531 ext 138.

Building A Stay Culture



PRESIDENT'S REPORT

Levon Johnson
President/CEO
ljohnson@elkhart.org

Over the last six years I have had the opportunity to spend time with businesses of all sizes and in all sectors. One of the challenges that remains constant is business leaders spending a great deal of time and much needed energy on the retention of employees. Retention is an even greater focus, especially since the state's last job report had Elkhart County's unemployment rate at 1.4%.

Clearly, continued efforts in recruiting more people into the region and into the county's workforce are needed. However, retaining those that are currently in our workforce remains the best way to build capacity, sustainability, and resilience throughout our many different business sectors.

What are the best retention strategies? The following strategies are coming from the vantage point of employers. I am going to forego writing about wages and benefits because I believe we can all agree that both are factors in being competitive in the retention of employees.

Invest in Employees

Beyond wages, benefits, and bonuses, businesses around the country and in our region are investing in employees as individuals. This includes training employees in transferrable skills that can help them move within their existing place of work or be a benefit if they decide to move on at some point.

Some are taking the time to meet with individual employees about their career aspirations and then helping them find the right educational path to get there, as well as helping pay for that education.

In addition, sharing with all employees a well-designed and thought out career pathways model has been paramount for those companies that have the best retention rates.

Connecting to the Community

Making sure that employees are connected to the community in which they work is an important glue to retention. This may mean engaging, as a company, in volunteer opportunities that are selected and supported by employees. It also includes finding ways to support employees participating in community events that gather people from all over our region.

Just as important, is making sure that employees are knowledgeable about support organizations that are here to help in education, health and wellness, mental health, family support, and so on. Building community connectedness is an often underutilized aspect of employee retention but plays a significant role in building a culture of stay.

Leadership Matters

The Businesses that have the highest retention rates have concluded that leaders with the highest daily individual interactions, need to have the most training in leadership and interpersonal skills. As much as we would like to think leaders are born or those that show the greatest proficiencies at their job are leaders, we know that not to be necessarily true.

The time training people to be leaders will save time and retain relationships in the short and long term.

Engaging with partners

Our job market has always been highly competitive. This often leads to holding on to information for perceived advantage. However, engaging with partners, in particular, those that aren't in direct competition or only serve to help your business, is important.

In our region we are fortunate to have collaborating organizations that are focused on the economic growth of our area. Your Greater Elkhart Chamber of Commerce is one such organization.

According to many employers, building a culture of stay for employees is built on loyalty, opportunity, relationships, and feelings of being connected.

May 2022 bring success as you continue to build your retention strategies.



Third House Meetings Continue in February and March

Discuss issues affecting you, your business and industry with State Legislators at the Third House Meetings on Friday, February 11 at noon and Saturday, March 5 at 10 am. Third House Meetings are free to attend, in-person or virtual, by registering at www.elkhart.org.

Hear updates from legislators, then the floor is open to your questions. The opportunity to engage with our elected officials is paramount to insuring that the voices of Elkhart County are being echoed in the Statehouse during legislative sessions. Third House Meetings give the legislators and the voters a chance to communicate in an open forum.

Advocacy on behalf of members is at the very core of the work the Chamber does on a daily basis. Being able to host our state lawmakers so they can meet with their constituents is a privilege.

Indiana legislators invited to the Third House Meetings include Rep. David Abbott, Rep. Doug Miller, Rep. Curt Nisly, Rep. Joanna King, Rep. Timothy Wesco, Sen. Blake Doriot, Sen. Ryan Mishler, and Sen. Linda Rogers.


Greater Elkhart CHAMBER
Leading Business...Leading Our Community

65th Annual GOLF OUTING

MONDAY, JUNE 20

Tee Times: 8:30 am & 2:15 pm
ELCONA COUNTRY CLUB

*Enjoy a day of Golf, Networking
 and Elcona Don's BBQ Ribs!*

**Register at Elkhart.org
 or call 574-293-1531**

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 **THOR**
Go Everywhere. Stay Anywhere.

Foursomes
and Hole
Sponsorships
Available

Member Celebrations



D321gner Space celebrated becoming members of the Greater Elkhart Chamber of Commerce with a Ribbon Cutting Ceremony. D321gner Space is focused on making inclusion mainstream. Learn more at www.d321gnerspace.com



Hart City Supercenter celebrated joining the Greater Elkhart Chamber of Commerce with a Ribbon Cutting Ceremony. Stop in and see their team to find your next great deal at 2301 S Nappanee St, Elkhart. www.hartcitysupercenter.com



Don Jose's Mexican Grill and Cantina celebrated their Grand Opening with a Ribbon Cutting Ceremony. Located at 655 CR 17 in Elkhart, Don Jose's Grill and Cantina offers authentic Mexican cuisine in an upbeat atmosphere.



Westwind Brewery celebrated the addition of new brew tanks by hosting a Ribbon Cutting Ceremony. Located at 911 Plum Street in Elkhart, their goal is to serve a quality small batch beer for you to share with family and friends! www.westwindbrewery.com



Overall Wellness
Quality of Life,
Healthy Bodies & Happiness

Presenter: Coach Bobbie Sage, Owner & Head Coach of CrossFit RAZE

Thursday, February 17 11:30 am

The Gathering Place, 812 Baldwin St, Elkhart
Members \$20/Non-members \$25

Sponsored by **KeyBank**

Register at Elkhart.org/events Hosted by the Women's Council

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FURRION

OFFICE & INNOVATION CENTER | ELKHART



MajorityBuilders.com

Annual Meeting to be held March 4

The Greater Elkhart Chamber of Commerce will hold its Annual Meeting at 11:30 am on Friday, March 4. The event will be held at the Northern Indiana Event Center - Orthwein Pavilion, 21565 Executive Pkwy, Elkhart. The Pavilion is the building to the east of the RV Hall. Lake City Bank is the Presenting Sponsor.

During the event, the Greater Elkhart Chamber will recognize these award winners:

Ambassador of the Year

The Ambassador of the Year Award is given to recognize exemplary participation at Ambassador events. The winner will be chosen from the recipients of the Ambassador of the Month in 2021.

Business Education Partnerships

The Business and Education Partnership award is given to recognize Chamber Member businesses that have demonstrated an outstanding commitment to support education and career development and have an ongoing relationship with a school through the use of time and resources, and innovative programs that make an impact in our community.

Business of the Year

The criteria for Business of the Month includes growth, innovation of products and services, unique entrepreneurial story, community involvement, and impact on the local economy. The winner will be chosen from the companies that were recognized in 2021 as Business of the Month recipients.

Nonprofit of the Year

Each year the Business Recognition Council recognizes one outstanding nonprofit organization that serves our community and provides services to those in need.

Woman of the Year

The Woman of the Year Award recognizes a woman who has distinguished herself in her organization, profession and community. The recipient epitomizes The Greater Elkhart Chamber's values and represents the best of who we are as women and leaders.

Century Plus Community

The Century Plus Business Award honors a Chamber member who is an Indiana business that has remained in operation for at least 100 years and has demonstrated a history of community service.

The Chamber will also recognize the outgoing 2021 Board Chair Steven Eller, Beacon Health System and incoming 2022 Board Chair Mark Bagwell, The Horton Group.

Table Sponsorships are available, and include a reserved table with 8 seats, display of logo during the event, and logo in program. A limited number of individual seats are also available. Register at Elkhart.org/events.

NEW MEMBERS

All-Phase Electric Supply Co., Inc.

<https://allphaseelkhart.portalced.com/>

2040 Middlebury St

Elkhart, IN 46516

(574) 293-5602

Fax: (574) 294-5745

Larry Laughlin

Electric Equipment & Supplies: Wholesale

D321gner Space Inc.

www.d321gnerspace.com

203 Southern Cross Dr

Middlebury, IN 46540

(574) 612-2420

Bridgette Chambers

Education

Elite Gutters, LLC

www.eliteguttersmidwest.com

22794 CR 4

Elkhart, IN 46514

(574) 800-7246

David Lefler

Gutter/Siding Contractor

Referred by Gracie Stoll, G. Communications

LionsHead Alloys, LLC

29258 Phillips St

Elkhart, IN 46514

(574) 264-7561

Fax: (574) 262-3002

Deb Desimone

Metal Service Center

Mentoring Moments LLC

www.MentoringMomentsLLC.com

PO Box 1061

Granger, IN 46530

(248) 470-1730

Marla L. Godette

Coach: Business/Personal

Placon Corporation

www.placon.com

2901 Oakland Ave

Elkhart, IN 46517

(800) 541-1535

Jamie Robinson

Packaging: Thermoformed/

Injection Molded

Stealth Enterprises

www.stealthtrailer.com

910 Maple St

PO Box 609

Bristol, IN 46507

(574) 848-5900

Fax: (574) 848-5901

Mike Scheetz

Cargo Trailers: Manufacturer

ViviScape Software

www.viviscape.com

2606 Peddlers Village Rd, Ste 202

Goshen, IN 46526

(888) 717-5637

Art Hicks

Aerial Photography

Custom Software Development

Marketing

***For a complete list of our members, visit
www.elkhart.org/business-directory/***

FEBRUARY AND MARCH ANNIVERSARIES

50 YEARS +

Anderson Silver Plating Co., Inc.

BABSCO Supply Inc.

Elkhart Clinic LLC

Goshen College

The Horton Group

Shaum Electric Company, Inc.

Warrick & Boyn, LLP

35 YEARS

York Woods Center

30 YEARS

South Bend Cubs

25 YEARS

CAPS - Child And Parent Services

15 YEARS

Bimbo Bakeries USA

Humane Society of Elkhart County, Inc.

Orange Door Dental Group

10 YEARS

Brightpoint

Data Safe

Guidance Wealth

Iechyd Da Brewing Company

5 YEARS

Guidance Ministries

Utilimaster Corporation

The Vine

Wynyarden Realty, LLC

1 YEAR

Employee Retention Solutions

I Heart Mac & Cheese

K & P Party Rental LLC

Lowe's

Michiana Saver

Ms. Hunnie's Cleaning Service

Wired Computer Solutions, Inc.

2022 Greater Elkhart Chamber of Commerce Board of Directors



Front Row, L-R: Judy Jankowski, REAL Services; Gregory C. Brown, LionsHead Alloys, LLC, *Treasurer*; Kym Baker-Butler, Ruoff Mortgage, *1st Vice Chair*; Mark Bagwell, The Horton Group, *Chair*; Levon Johnson, Greater Elkhart Chamber of Commerce, *Secretary*; Steven Eller, Beacon Health System, *Immediate Past Chair*; and John A. Katalinich, INOVA Federal, *2nd Vice Chair*

Middle Row, L-R: Kathy Sears, Centier Bank; Rick Fedder, ITR Concession Company LLC; Chantella Newsome, Genai Excellence Academy, Inc.; Ernesto Rivas, Reveille Transpo LLC; Jessica Hilary, Junior Achievement & Lemonade Day Serving Elkhart County; and Jason Demeter, Industrial Safety & Environmental Services

Back Row, L-R: Evan Estep, Excel Electronics Inc.; Brock Welch, Welch Packaging Group Inc.; Chrissy Mast, Crowe LLP; Nik Naquin, Tom Naquin Chevrolet Nissan Cadillac; Monica Abair, Goodwill Industries of Michiana, Inc.; and Emma Jordan, Specialized Staffing Solutions, LLC

Not Pictured: Hayley Boling, Boling Vision Center; Shanon Buari, Anderson, Agostino & Keller, PC; David M. Gurizzian, Kem Krest; Yolo López DeMarco, Yolo Vox; Kallie Schuetz, Everence Financial; Eric Thomason, NIBCO Inc.; and Anita Wilson, Hopman Jewelers

2022 Executive Board



Front Row, L-R: Kym Baker-Butler, Ruoff Mortgage, *1st Vice Chair*; Mark Bagwell, The Horton Group, *Chair*; Steven Eller, Beacon Health System, *Immediate Past Chair*

Back Row, L-R: Gregory C. Brown, LionsHead Alloys, LLC, *Treasurer*; Levon Johnson, Greater Elkhart Chamber of Commerce, *Secretary*; John A. Katalinich, INOVA Federal, *2nd Vice Chair*

2022 New Board Members



L-R: Jessica Hilary, Junior Achievement & Lemonade Day Serving Elkhart County; Jason Demeter, Industrial Safety & Environmental Services; Kathy Sears, Centier Bank

NEWS ABOUT OUR MEMBERS

Rick Walz has been named Chief Executive Officer of the **Better Business Bureau serving Northern Indiana**, succeeding **Marjorie Stephens**, who recently retired.

Eastlake Terrace has rebranded as **Brentwood at Elkhart Assisted Living**.

Center for Hospice Care has been awarded Community Health Accreditation Partner, Inc., (CHAP) Accreditation under the CHAP Hospice Standards of Excellence.

Crowe LLP has promoted **Aaron Foster** to Managing Director in Tax Services and **Zach Schultz** to Managing Director in Product Engineer Services.

Fred Dosmann of **Dec-O-Art, Inc.** has been awarded the title Associate Member of the Year for 2022 from The National Association of Trailer Manufacturers.

First State Bank announces these promotions: **Lance Weirich** to Senior Vice President of Residential Mortgage Lending; **Jim Neff** to Vice President & Commercial Lender in the Middlebury office; **Kirsten King** to Assistant Vice President in Deposit Operations; **Jessica Hamood** to Assistant Vice President in Deposit Operations; **Peggy Guyas** to Residential Mortgage Office in the Goshen office; and **Grace Carlson** to Branch Operations Officer for the Elkhart Region.

Sheila Selman has been named Editor of **The Goshen News** following the retirement of **Roger Schneider**.

Healy Group announces the hiring of **Kohl Haughee** as Personal Lines Account Manager and **Ryan Swygart** as an Insurance and Risk Management Advisor.

Insight Accounting Group announces the promotion of **Matt Nafziger, CPA** to Manager.

Heidi Hoffer has joined **Interra Credit Union's** Treasury Management team as the Business Development Officer.

Krugger Lawton CPAs announce that **Adam Schwelnus, CPA, CGMA**, has been promoted to partner in the firm's Client Accounting & Advisory Services group. **Erin Graber** has joined the firm as a Staff Accountant; **Stephanie Hershberger, CPA** as a CAAS Controller; **Brian Ulrich, CPA** as a Manager focusing on tax services for clients; and **Aaron Lambert** as a Staff Accountant.

Nuway Construction has added **Sophia Chupp** as Human Resources Generalist, **Cody Smith** as Project Manager, and **Tony Bogard** as a Senior Project Manager.

Surf Broadband Solutions has named **Deborah Crawford** as Chief Operating Officer and **Lana Frank** as Chief Marketing Officer.

Ben Ottenweller has been named head of **The Stanley Clark School**, effective July 2022.

Todd Woelfer has been promoted at **Thor Industries, Inc.** to Senior Vice President and Chief Operating Officer. **Trevor Gasper** has been promoted to Vice President, General Counsel and Secretary.

Write Connections | strategy + design, LLC has earned certification by the National Minority Supplier Development Council as a Minority Business Enterprise. The firm is certified as both a Minority-owned Business Enterprise and a Woman-owned Business Enterprise with the state of Indiana.

Submit your company's news and information to marketing@elkhart.org

Ambassadors of the Month

presented by **J2 Marketing**



Doug Elder
DOJO Creative
www.letsdojo.com

"Service work within our community is in our DNA at Dojo Creative. I am honored to be part of the Ambassador program – allowing me to help local businesses

connect, move forward and thrive. The Greater Elkhart Chamber is a wonderful organization that intersects the vision for helping people and being a beacon for positive change."



Bill Haughee
Michiana Technology Network

"Serving as an Ambassador with the Greater Elkhart Chamber allows me to connect with local businesses and their employees. These connections enable me

to be a more capable resource to fellow employees and clients, since I can help find solutions for challenges businesses are facing in our communities."

Innovative Programs for Youth

Featuring a panel of local businesses and organizations

Thursday, March 10 8-9:30 am

Breakfast at 8; program begins at 8:30
Matterhorn Conference Center, 2041 Cassopolis St, Elkhart

Members: \$20 Non-Members: \$25
Register at Elkhart.org/Events

Hosted by the Education/Career Development Council

Inspiring Women

Thursday, March 17 11:30 am

Location TBD

Members \$20/Non-members \$25

Sponsored by  KeyBank

Register at Elkhart.org/events Hosted by the Women's Council



Lunch with Mayor Roberson

A Luncheon hosted by the Young Professionals Council - all ages welcome

Rescheduled Date:

Thursday, March 24 11:30 am

Matterhorn Conference Center

Sponsored by  KeyBank Register at Elkhart.org

BUSINESS AFTER HOURS

@ **J2 Marketing**

3.30.22 | 4:00-6:00 PM

137 N. MICHIGAN ST., SOUTH BEND



CALENDAR OF EVENTS

Please visit www.Elkhart.org/events for updated information.

FEBRUARY

1

OSHA 10 Hour General Industry Training

Feb 1 and 2, 8 am
Matterhorn Conference Center, 2041 Cassopolis, Elkhart

11

Third House

12 pm
Greater Elkhart Chamber, 418 S Main St, Elkhart and Virtual

16

Safety's Impact on Recruiting and Retention - OSHA Council Breakfast

8 am
Virtual Only

17

Overall Wellness - Women's Council Luncheon

11:30 am
The Gathering Place, 812 Baldwin St

MARCH

1

OSHA 20 Hour General Industry Training

March 1-3, 8 am
Matterhorn Conference Center, 2041 Cassopolis, Elkhart

4

Annual Meeting

11:30 am
Northern Indiana Event Center - Orthwein Pavilion

5

Third House

10 am
Greater Elkhart Chamber, 418 S Main St, Elkhart and Virtual

10

Innovative Programs for Youth: Panel Discussion - hosted by Education/Career Development Council

8 am
Matterhorn Conference Center, 2041 Cassopolis, Elkhart

16

OSHA Inspections and Audits - OSHA Council Breakfast

7:30 am
Matterhorn Conference Center, 2041 Cassopolis, Elkhart

17

Inspiring Women - Women's Council Luncheon

11:30 am
Location TBD

24

Lunch with the Mayor - hosted by Young Professionals

11:30 am
Matterhorn Conference Center, 2041 Cassopolis, Elkhart

30

Business After Hours - hosted by J2 Marketing

4 - 6 pm
137 N Michigan St, South Bend



ANNUAL MEETING

Friday, March 4
11:30 am

Northern Indiana Event Center - Orthwein Pavilion
21565 Executive Pkwy, Elkhart

Table Sponsorships: \$650

Includes reserved table with 8 seats, display of logo during the event, and logo in program.

Individual Seat: \$60

Register today at www.Elkhart.org/Events

Limited Seating Available. Registration deadline February 21.

More information on Page 7.

Presented by

