# Greater Elkhart CHAMBER DECADOROG BUSSINESS HEBRUARYMARGH 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.

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Cover photo Riverwalk in downtown Elkhart by John Stahl

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ELKHART.ORG

# **Building A Stay Culture**



# PRESIDENT'S REPORT

Levon Johnson President/CEO Ijohnson@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.

april S. John

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EDUCATE ADVOCATE ELEVATE



# 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.



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* 





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

ELEVATE

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# It's all in the details

# FURRION

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# 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 Wyngarden 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.

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# 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.

Kruggel 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.letsgodojo.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



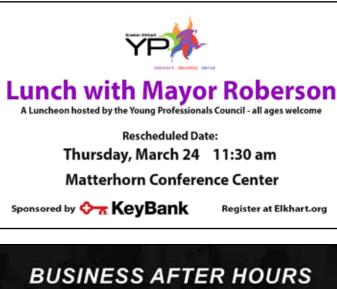
# Thursday, March 17 11:30 am

Location TBD Members \$20/Non-members \$25

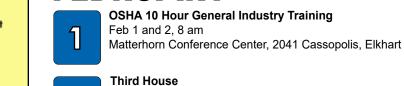
Sponsored by Om KeyBank

Register at Elkhart.org/events

Hosted by the Women's Council



Ø J2 Marketing





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

CALENDAR

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

OF EVENI



Safety's Impact on Recruiting and Retention -**OSHA Council Breakfast** 8 am

Virtual Only

FEBRUARY



**Overall Wellness - Women's Council Luncheon** 11:30 am The Gathering Place, 812 Baldwin St

# MARCH



**OSHA 20 Hour General Industry Training** March 1-3. 8 am Matterhorn Conference Center, 2041 Cassopolis, Elkhart



#### Annual Meeting

11:30 am Northern Indiana Event Center - Orthwein Pavilion

#### **Third House**

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



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Innovative Programs for Youth: Panel Discussion hosted by Education/Career Development Council 8 am

Matterhorn Conference Center, 2041 Cassopolis, Elkhart



**OSHA Inspections and Audits – OSHA Council Breakfast** 7:30 am

Matterhorn Conference Center, 2041 Cassopolis, Elkhart



**Inspiring Women - Women's Council Luncheon** 11:30 am Location TBD

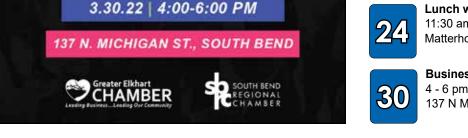


Lunch with the Mayor - hosted by Young Professionals 11:30 am Matterhorn Conference Center, 2041 Cassopolis, Elkhart



Business After Hours - hosted by J2 Marketing 4 - 6 pm

137 N Michigan St, South Bend



For information on Chamber events and member events, visit ELKHART.ORG/EVENTS



# ANNUAL METING

# 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

