



Brought to you by:



Meetings are Mondays
7:00 – 8:30 pm
in the basement of the
First United
Methodist Church
212 E. Wabash Avenue
Crawfordsville



TODAY'S VERSE

Proverbs 1:7 *The fear of the LORD is the beginning of knowledge: but fools despise wisdom and instruction.*

FACES OF MONTGOMERY

People who call our community their own.



Hannah Lauderbaugh offered a friendly smile while helping her friend at Party Night. Thank you for your smile, Hannah!

THREE THINGS You Should Know:

1 The racing world is mourning Alfred "Al" Unser, the second member of the Unser auto racing dynasty to win the Indianapolis 500 and one of only four drivers to win the race four times. Unser died Thursday at his home in Chama, New Mexico, after a 17-year battle with cancer. He was 82. Unser, AJ Foyt, Rick Mears and Helio Castroneves are the only four-time winners of the greatest spectacle in racing. "We have lost a true racing legend and a champion on and off the track. Al was the quiet leader of the Unser family, a tremendous competitor and one of the greatest drivers to ever race at the Indianapolis Motor Speedway," IMS owner Roger Penske said. "In the 112 years of racing at the Indianapolis Motor Speedway, Al Unser's career stands out among the others," Speedway President Doug Boles added. "Our thoughts and prayers are with Susan Unser, the entire Unser family and all Al's friends and fans."

2 U.S. 231 in Crawfordsville will be closed for a few days. Beginning Monday at 8 a.m., the Indiana Department of Transportation will close Washington Street / U.S. 231 at the railroad tracks. CSX Railroad will be on hand to make repairs. The closure should last until Friday at noon. A detour will be set up that follows U.S. 231 south to east on Wabash Avenue, and then south on Mill Street and west on South Boulevard and back to U.S. 231. Traffic traveling in the opposite direction will use the same detour in reverse.

3 Operation Toy Box is in its 28th year of collecting toys for needy families in the Montgomery County area. The good folks at the Kiwanis and YSB get everything organized and there are collection sites all over the area, including right here at your favorite Montgomery County daily! Just drop off any new unwrapped toy for children from infant to 15 years of age. The Indiana National Guard will pick everything up on Friday and the toys get handed out on Monday Dec. 20. Last year, Operation Toy Box served almost 50 families and more than 100 children.

The Paper

OF MONTGOMERY COUNTY

Montgomery County's oldest locally owned independent newspaper

50¢

CRAWFORDSVILLE, INDIANA

WWW.THEPAPER24-7.COM



Boomer Bits



Ask Rusty – How and where do I apply for Social Security Benefits?

Dear Rusty: I would like some advice concerning Social Security. In January I will be 62.5 years old. I was laid off two years ago and have not had a steady income since (though I still have bills to pay). I also did not qualify for unemployment. Therefore, what little I had for "retirement" is now gone. For this reason, I have been seriously considering applying for Social Security as soon as I'm able. I remember reading something that said I should begin the "paperwork" three months ahead of time. I'd like to begin that process, but don't know where to begin. Could you guide me to the right place?

Signed: Ready to Claim Benefits

Dear Ready to Claim: Sorry to hear of your loss of employment and your current financial



ASK Rusty
Social Security Advisor

Social Security Matters

This article is intended for information purposes only and does not represent legal or financial guidance. It presents the opinions and interpretations of the AMAC Foundation's staff, trained and accredited by the National Social Security Association (NSSA). NSSA and the AMAC Foundation and its staff are not affiliated with or endorsed by the Social Security Administration or any other governmental entity. To submit a question, visit our website (amacfoundation.org/programs/social-security-advisory) or email us at ssadvisor@amacfoundation.org.

struggle, but the Social Security benefits you earned from a lifetime of working are there for you. Here's what you need to know about applying for Social Security:

Since you are already 62 years of age, you can apply for your Social Security at any time now. The process is fairly simple, especially if you apply online, which you can do at www.ssa.gov. Just click on the "Retirement" icon and you'll see a link to the online application. You simply fill out the application,

save it if you need more time to work on it, and later when you're done submit it online to Social Security. Before you do that, however, you'll need to create your personal "my Social Security" online account, which is easy to do at www.ssa.gov/myaccount. Once you have your online account set up you can fill out and submit the online application. Of course, you can also apply via telephone by calling either the national Social Security

➔ See RUSTY Page A6

Who gets what and when?

It's that time of year when a lot of people – especially Boomers – do the kind and considerate thing and offer tips and presents. The dilemma is knowing what is appropriate and what is not.

This week, Sharon Schweitzer, a cross-cultural and international etiquette expert to current and future leaders within Global 2000 and Fortune 50 companies, shares some thoughts and guidelines on what to do, and what not to. She has appeared on CBS, NBC, ABC, FOX, and BBC News as an expert in the field of cross-cultural business and global etiquette.

Guidelines

- Budget: Calculate how much you're willing and able to spend. Remember, holiday tipping is not an obligation. Below, we list alternatives to big spending to soften that January blow to the bank balance.
- Priority List: Make a list of those you wish to tip, placing those who help most frequently at the top. Keep in mind local and regional customs, service quality and frequency, and relationship length.
- Cash or Cashless? A cashless society may be in our future;

➔ See WHO Page A6

Holiday season brings out Elder Fraud scammer, warns AMAC

by John Grimaldi
Editorial contributor for the Association of Mature American Citizens

'Tis the season to be jolly and for seniors to beware of fraudsters who target the elderly this time of the year. What makes older folk more susceptible to becoming targets for scammers during the holiday season? The consensus is that the older we get the more charitable we become, says the Association of Mature American Citizens.

The National Institutes of Health calls it "positivity bias." It's a condition that makes "older adults draw more positive affect from both the planning and outcome of monetary donations and hence benefit more from engaging in monetary charity than their younger counterparts."

According to the FBI, scammers target seniors "because they tend to be trusting and polite. They also usually have financial savings, own a home, and have good credit—all of which make them attractive to scammers ... Additionally, seniors may be less inclined to report fraud because they don't know how, or they may be too ashamed at having been

About AMAC

The 2.4 million member Association of Mature American Citizens [AMAC] www.amac.us is a vibrant, vital senior advocacy organization that takes its marching orders from its members. AMAC Action is a non-profit, non-partisan organization representing the membership in our nation's capital and in local Congressional Districts throughout the country.

scammed."

The phone rings and the caller identifies himself or herself as representing a charitable organization that helps needy kids or disadvantaged families. He or she asks for an over the phone credit card donation. There are variations of this particular scam. For example, the caller may say that a relative is in trouble and needs money and gets an elderly "mark" to wire funds.

And then there are the con artists who prefer the person-to-person approach. They'll

➔ See FRAUD Page A6

HONEST HOOSIER

Christmas is two weeks away. One of my favorite memories was the year my grandma bought one of those aluminum foil trees, and my grandpa put it on the porch and chopped down a real one for inside the house.



INSIDE TODAY'S EDITION

- Obituaries..... A2
- Faith..... A3
- Comics..... A5

TODAY'S HEALTH TIP

Learn to read food labels and watch for ingredients that end in -ose, that means it's a form of sugar. Today's health tip was brought to you by Dr. John Roberts. Be sure to catch his column each week in The Paper and online at www.thepaper24-7.com.



OBITUARIES
NONE



8 51246 00100 5

The Paper appreciates all our customers. Today, we'd like to personally thank Tricia Stanley of Crawfordsville for subscribing!



SSS Cheer Campaign tops \$4K

Crawfordsville High School and Tri Kappa Sorority Sunshine Society Cheer Campaign has completed its second week. This community outreach program raised more than \$20,000 a year ago and has set a goal of \$15,000 this year.

Anyone may donate. Some donations are anonymous, some are in memory of family or friends.

➔ See SSS Page A6

The Daily Almanac

Sunrise/Sunset
RISE: 8:00 a.m.
SET: 5:22 p.m.

High/Low Temperatures
High: 63 °F
Low: 63 °F

Wacky Holiday Today

- National App Day
- National Noodle Ring Day

What Happened On This Day

- 1941 U.S. declares war on Germany and Italy
- 1946 UNICEF established

Births On This Day

- 1725 George Mason American politician
- 1967 Mo'Nique American comedian

Deaths On This Day

- 2008 Bettie Page American model
- 1959 Jim Bottomley American baseball player

THE MONTGOMERY MINUTE

Meet with Mayor Monday

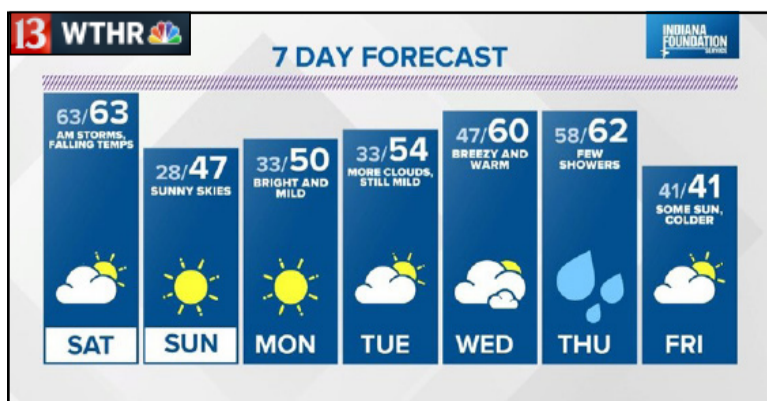
Crawfordsville Mayor Todd Barton's next monthly meeting – his 104th since taking office – is scheduled for Monday from 4 p.m. to 5 p.m. in the city building, 300 E. Pike St. This will be the last community forum for 2021. Barton told citizens he would have these monthly meetings when he first ran for mayor. This is the 10th year, with the only months missed were from March of 2020 through July of 2021 because of the pandemic.

TODAY'S QUOTE

"Peace on earth will come to stay, when we live Christmas every day."
Helen Steiner Rice

TODAY'S JOKE

What do you get when you cross a snowman with a vampire?
Frostbite!



Indiana Region of American Red Cross offers preparedness tips for upcoming severe storms

The National Weather Service (NWS) is predicting severe storms throughout today that have the potential to produce damaging winds and isolated tornadoes. The Indiana Region of the American Red Cross stands ready to assist communities that may be impacted by the storms. Here are tips to plan and prepare for severe weather:

- Prepare an emergency kit. Items that should be in the kit can be found here.
- Develop a communica-



American Red Cross

tions plan with family and friends

- Have a way to receive emergency alerts. Download the Red Cross Emergency app
- Know the difference between a watch and a warning. Details on watches and warnings are here.
- Make an emergency plan. Learn how to make a plan.

The Red Cross stands ready to respond to disasters that might displace families. Local Red Cross volunteers provide emotional support, emergency financial assistance and recovery help to guide them through their next steps. During COVID-19, volunteers can deliver certain support virtually by working with the local fire department and emergency management to connect with affected residents by phone or video call. To learn more about becoming a Disaster Action Team volunteer, visit redcross.org/dat.

About the Indiana Region of the American Red Cross: The Indiana Region serves 104 counties across Indiana, Ohio, Kentucky, and Illinois through its six-chapter areas: Central, Northeast, Northwest, Southeast, Southwest, and Greater Indianapolis (Regional

Headquarters). For more information on the Indiana Region: www.redcross.org/indiana. Follow the Indiana Region on Twitter at: @INRedCross, on Instagram at: @indianaredcross or www.facebook.com/INRedCross.

About the American Red Cross:

The American Red Cross shelters, feeds and provides emotional support to victims of disasters; supplies about 40 percent of the nation's blood; teaches skills that save lives; provides international humanitarian aid; and supports military members and their families. The Red Cross is a not-for-profit organization that depends on volunteers and the generosity of the American public to perform its mission. For more information, please visit redcross.org or cruzrojaamericana.org, or visit us on Twitter at @RedCross.

Justice Department awards more than \$17.5 mil to support Project Safe Neighborhoods

The Department of Justice announced that it has awarded more than \$17.5 million in grants to support the Project Safe Neighborhoods (PSN) Program. Funding will support efforts across the country to address violent crime, including the gun violence that is often at its core. The Indiana Criminal Justice Institute was awarded \$220,856 to administer PSN grant funds in the Southern District of Indiana.

The Bureau of Justice Assistance (BJA), part of the department's Office of Justice Programs (OJP), will administer the 88 grant awards, which are being made to designated fiscal agents to support local PSN projects that work in partnership with U.S. Attorneys' Offices.

"This latest Project Safe Neighborhoods grant is critical to addressing the violent crime threatening cities and towns all across our country," said Deputy Attorney General Lisa O. Monaco. "Ensuring the safety of all Americans is the highest priority for the Department of Justice, but when it comes to violent crime, there is not a one-size-fits-all solution. We have to work closely with local public safety agencies as well as community organizations to craft individual strategies unique to each community's needs. Programs like Project Safe Neighborhoods and the funding it provides allow us to do just that."

"Reducing violent crime is a top priority of the Department of Justice and the U.S. Attorney's Office. These grants will be vital to partnerships between Hoosier communities and organizations and the state to address gun violence and other violent crimes," said U.S. Attorney Zachary A. Myers. "We are grateful for these community partnerships as we seek to stem the tide of violence in our neighborhoods."

Grant funds will support the Southern District of Indiana's PSN program by offering opportunities to federal, state, and local partners to work together to capitalize on their overlapping jurisdictions, pool resources and knowledge, and boost the chances of achieving the shared goal of reducing violent crime in the Southern District of Indiana. With approval from BJA, the Indiana Criminal Justice Institute will begin the process of making subawards for PSN grant projects.

"Investing in our communities, supporting victims and building a justice system that both keeps people safe and earns their trust - these are mutually reinforcing goals that stand at the heart of Project Safe Neighborhoods," said Principal Deputy Assistant Attorney General Amy L.

Solomon for OJP. "The Office of Justice Programs is pleased to join with our U.S. Attorneys' Offices, and with jurisdictions across the country, as we work together to meet the challenges of crime and violence and achieve our shared aspirations of public safety and community trust."

In May 2021, Attorney General Merrick B. Garland announced a new effort to reduce violent crime, including the gun violence that is often at its core. Integral to that effort was the reinvigoration of PSN, a two-decade old evidence-based and community-oriented program focused on reducing violent crime. The updated PSN approach, outlined in the department's Comprehensive Strategy for Reducing Violent Crime issued by Deputy Attorney General Monaco, is guided by four key principles: fostering trust and legitimacy in our communities, supporting community-based organizations that help prevent violence, setting focused and strategic enforcement priorities and measuring the results of our efforts. The fundamental goal is to reduce violent crime, not simply to increase the number of arrests or prosecutions.

This fall, U.S. Attorney's Offices across the country have enhanced their violent crime reduction efforts to ensure alignment with the department's comprehensive violent crime reduction strategy. U.S. Attorneys' Offices have engaged in outreach to law enforcement and other agencies and organizations serving communities to identify the most significant drivers of violence in their districts. Working together with a broad coalition of stakeholders, the U.S. Attorneys' Offices are addressing the most pressing violent crime issues in their district to make our neighborhoods safer for all.

PSN programs are led by U.S. Attorneys' Offices in collaboration with local public safety agencies, community stakeholders and other agencies and organizations that work to reduce violent crime.

For a list of all grantees, please visit: <https://www.ojp.gov/sites/g/files/xyck-uh241/files/media/document/FY21-Project-Safe-Neighborhoods-Awards.pdf>

The Office of Justice Programs provides federal leadership, grants, training, technical assistance, and other resources to improve the nation's capacity to prevent and reduce crime, advance racial equity in the administration of justice, assist victims and enhance the rule of law. More information about OJP and its components can be found at www.ojp.gov.



NEW ROSS UNITED METHODIST CHURCH

The BRICK CHURCH on State Street

Sunday Worship 9:00 AM

Children's Sunday School during Sunday Worship

In person or on Facebook at
[Facebook.com/NewRossUnitedMethodistChurch](https://www.facebook.com/NewRossUnitedMethodistChurch)

Pastor Michelle Knight

John 3:16

"Making the World a Better Place"




FOR SALE

HIVE REALTY GROUP

765-307-2337
 765-918-1773

Realtor/Broker
 M.S. Management
 Email: Clark.hiverealty@gmail.com

HIVE REALTY GROUP
 111 N. Washington St.
 Crawfordsville, IN 47933



Fremont Street Baptist Church

1908 Fremont St • Crawfordsville

Sunday school 9:30 am
 Church 10:30 am
 Sunday Evening 6 pm
 Wednesday Night Bible Study 7 pm



HOPE CHAPEL
 A UNITED PENTECOSTAL CHURCH

110 S Blair Street
 Crawfordsville, IN 47933
www.hopechapelupci.com

Service Times:

Sunday 10:30 a.m.

Starting August 1:
 10 a.m. Sunday School
 11 a.m. Worship

Wednesday 6:30 Bible Study



FIRST UNITED METHODIST CHURCH

Follow in The Sun

212 E. Wabash Avenue
 Crawfordsville
 (765) 362-4817
www.cvfumc.org

Virtual services at 9:00 am
Can be watched on channel 3

All are welcome to join and all are loved by God



EAST SIDE BAPTIST CHURCH

2000 Traction Rd • Crawfordsville
 765-362-1785
www.eastsidebc.com

Services:

Sunday School at 9 am
 Church at 10 am

Help and hope through truth and love



Congregational Christian Church

"Be a blessing and be blessed"

101 Academy Street • Darlington
 765-794-4716

Sunday School for all ages 9:30am
 Worship 10:30am

You can find us on Youtube and Facebook

Faith Baptist Church

5113 S 200 W • Crawfordsville
 (765) 866-1273 • faithbaptistcville.com

Sunday School 9:30AM
 Sunday Morning 10:30 AM
 Sunday Evening 6:00 PM
 Prayer Mtg Wednesday 7:00 PM

Where church is still church
 Worship Hymns
 Bible Preaching



Crossroads Community Church of the Nazarene

Church Services: 8:30 and 10:30
 Facebook Live Stream 10:30

117 E State Road 234 • Ladoga
 765-866-8180

FAITH

INCLUDE YOUR INFORMATION The Paper of Montgomery County is asking churches to send us church news by noon on Thursday. Information can be e-mailed to: churchnews@thepaper24-7.com

The following is a listing of church services and various programs that organizations around Montgomery County have sent The Paper. If you would like to have your church information included in this free listing, simply e-mail it to churchnews@thepaper24-7.com by Monday for the Wednesday Print Edition.

There may be closures due to health concerns with the COVID-19 pandemic.

FREEDOM BAPTIST CHURCH

If you're looking for something special to do this Christmas, Freedom Baptist Church near Waveland has you covered! On Sunday morning Dec 12 at 9:30, we will be featuring acclaimed jazz pianist Luke Gillespie in a free concert of Christmas music. Gillespie is Professor of Jazz Studies at Indiana University Jacobs School of Music and has performed with David Baker, Buselli-Wallarab Jazz Orchestra, Sylvia McNair, Ann-Margret, Arturo Sandoval, and many others. Stick around for coffee and donuts following the program. Freedom Baptist Church is on SR 234 west, just minutes west of the intersection at SR 234 and SR 47. You won't want to miss this!

NEW MARKET CHRISTIAN CHURCH

Church News for Saturday, December 11, 2021 from New Market Christian Church
The Sanctuary as well as the Drive-in Parking Lot are open for Worship held at 10:00 am. Tony Thomas will speak on "Joseph's Angel". His text is from Matthew 1:18-25.
SUNDAY SCHOOL begins at 9:00 am. COFFEE & DONUT FELLOWSHIP is at 8:30 am the first Sunday of each month. The next fellowship is January 2.
The worship service and Sunday school are open to everyone. Masks are encouraged.

NEW MARKET FIRST BAPTIST

First Baptist of New Market will meet in Hampton Hall during their morning worship this Sunday at 10:00 a.m. Advent candle will be lit by Rachel Rhoads and David Long. Business meeting will follow the morning worship. Holy Grounds will start at 9:00 am. with coffee and donuts. Deacons will meet at 9:00 a.m. Our Christmas program is next Sunday, December 19 during the worship service. Several will be using their talents at this time. Christmas cards will be passed out. Lord's Closet will be open on December 18 from 9-12. Everyone is welcome to attend.

FIRST CHRISTIAN CHURCH

Sundays: Worship (Casual Traditional/Family Friendly/Childcare) - 10:15 am, Adult Faith Learning/Sunday School - 9:15 am, Good News Cafe - 9:15 am, Wednesdays: WOW! - Mid-week Youth Program (Grades 1-12) - 4:30 - 7 pm, Faith Learning and Dinner, Rev. Darla Goodrich, We are located at: 211 S. Walnut St. Crawfordsville IN 47933 Telephone: 765-362-4812

YOUNG'S CHAPEL CHRISTIAN CHURCH


If contemporary worship is not your preference, then you might want to visit us. A small country Bible based church made up of very friendly, compassionate, loving people. A church where everyone knows everyone's name. You will be warmly welcomed here. Why not try us out? 4527 North 200 East, Crawfordsville Bible Study 9:30 a.m. Worship 10:30 am.

WOODLAND HEIGHTS CHRISTIAN CHURCH

Woodland Heights Christian Church at 468 N Woodland Heights Drive Crawfordsville IN 47933-9689
Telephone Number: 765-362-5284; Fax Number: 765-362-6641
Lead Minister: Tim Lueking
Associate Minister: Steve Wilke
Worship Minister: Wayne Wilkinson
Youth Minister: Bryson Feesee
Worship Service Times for Sunday:
Traditional service at 8:15a.m. & Contemporary service at 10:30a.m. All Sunday School classes at 9:30a.m., Children's classes for birth to 5th grade at 10:30a.m. All services will be streamed live on our live.whcc.us platform, Facebook, YouTube, and Twitter.
The Christmas Story: The Purpose Revealed - Matthew 1:18-25
Tim Lueking

NEW MARKET UNITED METHODIST CHURCH

Reverend William "Bill" Pike Office: 765- 866-0703 email: bill.pike@in-umc.org. Please come join our small town church for a friendly church service using hymnals and the rituals of church that you grew up with. 101 East Main Street, P.O. Box 326, New Market, IN 47965.
Office Phone: 765-866-0703 www.newmarketumc.org
Facebook.com New Market United Methodist Church Indiana
Open Hearts--Open Minds--Open Doors Sunday School 9:30 and Worship Service 10:45



Southside Church of Christ
153 E 300 South • Crawfordsville
southsidechurchofchristindiana.com

*Sundays:
Worship at 10:30 am*

Wednesday Night Bible Study 7 pm



One Way Pentecostal Apostolic Church
802 Mill St. • Crawfordsville

Pastor Steve Lee and his wife, Tamara, invite you all to their spirit-filled church

Services
Sunday at 2 pm
Wednesday Evening Bible Study 7 pm
Saturday evening (speaking spanish service) at 7 pm

Hickory Bible Church
104 Wabash • New Richmond

Sunday Services:



Breakfast and Bible - 9:30
Church - 10:30
a small church with a big heart!

Dr. Curtis Brouwer, Pastor
765-918-4949



Christ's United Methodist Church
Pastor Dirk Caldwell
(Dr. David Boyd, Interim)

We're here and we can hardly wait to see you Sundays at 11 a.m.!

*We are currently observing current COVID Protocols
Mask not required if you've been fully vaccinated.
Mask still required until you are fully vaccinated.
Not ready to shed the mask? We respect your decision.*

909 E Main Street • Crawfordsville
765-362-2383
christsumc@mymetronet.net

Livestreamed and archived at christsumc.org
Click the video tab, then the Livestream Link
-----or-----
Watch us on our FB page



New Market Christian Church

300 S. Third Street • New Market
(765) 866-0421
Dr. Gary Snowden, Minister

Sunday Worship at 10:00 am in the Family Life Center (Masks Encouraged) or in the Parking Lot Tuned to 91.5 FM
No Sunday School at This Time

nmcc@sbcglobal.net • newmarketcc.org
Visit Us on Facebook

*We Exist to Worship God,
Love One Another &
Reach Out to Our Neighbors*



Helping people to follow Jesus and love everybody!

2746 S US Highway 231
Crawfordsville

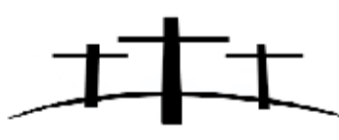
Services:
Thursday night at 6:30
Sunday mornings at 10:30

Both services are streamed



Church Service at 10 am

124 West Elm Street • Ladoga
(765) 942-2019
ladogachristianchurch@gmail.com
www.ladogacc.com



Liberty Chapel Church
Phil 4:13

Church Services:
Sunday School 9 am
Church 10 am
Wednesday Children's Awana Program 6 pm-8 pm



Linden United Methodist Church
Making disciples of Jesus Christ for the transformation of the world

Sunday Worship 10:00 AM
in person or on Facebook at
www.facebook.com/LindenUnitedMethodistChurch

Sunday School 9:00 AM
Pastor Clint Fink
Email: lindenum@tctc.com
Website: lindenumchurch.org

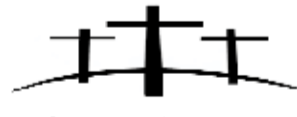
"Making disciples of Jesus Christ for the transformation of the world."



Friendship Baptist Church
1981 West Oak Hill Road • Crawfordsville


Romans 15:13

Follow us on Facebook
Sunday school 9:30 am
Church 10:30 am
Wednesday Bible Study 4 pm



Garfield Apostolic Christian
4485 E 300 N • Crawfordsville

Services
Sunday at 10 am
Tuesday Prayer Meeting
6 pm - 7 pm
Thursday Bible Study
6:30 pm - 8 pm



First Christian Church
211 S Walnut, Crawfordsville

SANCTUARY OPEN!
& FACEBOOK LIVE
Sunday Worship 10:15 am

*Music Prelude begins at 10:05
Masks & Social Distancing Observed*

fccville.org / 211fccville@gmail.com

Chamber survey: 'Great Resignation' real, workers unaware of skills needed for career

While a newly-released survey shows Hoosier workers are relatively confident in the security of their current jobs, nearly a quarter (24%) of those who felt secure still expect to search for new job opportunities in the next year. This underlines the reality of the "Great Resignation" period sweeping varied industries across the nation.

The takeaway is among the key findings from the first worker survey commissioned by the Indiana Chamber of Commerce, its Institute for Workforce Excellence and Indiana Chamber Foundation. For the last 14 years, the Indiana Chamber has done an annual employer workforce survey – the most recent issued in late September. The emphasis of the worker survey was on employment, the economy and the future.



"Job security does not always equal contentment for individuals. Having purpose at work, flexibility and a competitive salary are all big factors, with the first two becoming increasingly important for workers since the pandemic began," offers Indiana Chamber President and CEO Kevin Brinegar.

"People quitting a job – with or without another one lined up – is on the rise and according to the respondents who were unemployed, it's now the most common reason why

they are out of work." A total of 43% of the unemployed respondents said they had quit as opposed to 38% who were terminated or laid off. Only 15% of those laid off were due to a business closure. Among the unemployed, 70% were currently looking for work and 26% were not. Over half of the unemployed have been without a stable job with a living wage for more than six months.

The survey also illustrated the existing disconnect over the skills and education level needed to

have a thriving career in the state. Nearly one third (32%) of Hoosier workers believed that a high school diploma is all they need. Minority workers were more likely to consider a college degree necessary.

"It's alarming that so many still believe a high school diploma will provide them the type of prosperity to sustain them throughout life," Brinegar asserts. "Unfortunately, their perspective just doesn't match up to the realities of the modern workforce."

In March 2021, for example, 916,000 jobs were added to the U.S. economy. Of those, less than 1% or just 7,000 jobs were for people with only a high school diploma.

But the good news is that most in the survey did recognize the importance of more education or training – with 58% of Hoosier workers considering pursuing career development in the past year or two. The vast majority of those (74%) contemplating enhancing their skills already hold a post-high school diploma credential or industry certification.

Separately, over three-quarters (78%) of workers acknowledge their lack of education is a barrier to job opportunities and would be willing to get more training if their employer encouraged them to do so.

"For their best interests and that of their workers, more employers should begin to look at growing the workforce they need. Whether that's via formal

tuition reimbursement or training programs, or simply through encouragement or access to resources," Brinegar says. "This will be one of the most effective ways to fill the existing talent shortage."

Compensation was another survey focus. Somewhat surprisingly, more employed Hoosiers indicated that their incomes actually increased since the onset of COVID-19 than those who reported a decrease: 29% vs. 21%. The remainder said their incomes were not affected much at all. What's more, nearly half (48%) of Hoosier workers believe their overall compensation is fair and satisfactory for the work they do.

Of those not satisfied with what they are making, 56% said they intend to search for new job opportunities in the next year. And back to the Great Resignation trends, 30% of workers satisfied with their compensation still plan to look for new job opportunities.

Similar to employers in that survey, Hoosier workers were generally optimistic about their own financial situations over the next few years. A total of 54% of workers believed their household finances would improve during that time; only 18% feared it would worsen.

The 2021 Indiana Chamber employee survey was conducted during the third quarter and completed by 602 Hoosiers statewide who were employed, under-employed

or unemployed. Their ages ranged from 18 to 60 and were not business owners or considered upper-level management. Full results are available at www.indianachamber.com/survey.

The Indiana Chamber's Institute for Workforce Excellence is dedicated to helping businesses attract, develop and retain skilled employees by bringing together tools and resources to assist in building that talent pipeline. The Institute's scope is being expanded to fill existing gaps in the workforce system for both employers and employees. A key piece is the Indiana Talent Resource Navigator, which will be launched in early 2022.

The Indiana Chamber Foundation commissions practical policy research, initiates actions and seeks solutions that positively impact Indiana's economic future and enhance the quality of life for all Hoosiers. Most notably, it includes the Indiana Vision 2025 long-range economic development plan for the state, as well as its supporting biannual report cards on how the state is progressing. Earlier this year, the Foundation launched Accelerating Indiana: Vision 2025+.

The Indiana Chamber partners with 25,000 members and investors – representing over four million Hoosiers – to achieve the mission of "cultivating a world-class environment which provides economic opportunity and prosperity."

Meeting Notes

Town of New Richmond
Special Meeting
December 13 at 5:30

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How to get over the fear of flying post pandemic

After almost two years of travel restrictions, people across the US are being encouraged to overcome the fear of flying which may have developed after being unable to fly for so long.

Car rental and airport transfer experts at Stress-FreeCarRental.com understand those who haven't stepped on a plane since the pandemic started, may now be reluctant to do so.

Having a fear of flying is common, but there are no specific reasons for it.

Some people may worry based on things they have seen in the news or they may have a fear of heights in general.

A spokesperson for StressFreeCarRental.com said: "It's very natural to be afraid of flying anyway, but being restricted to travel means that more people would have developed this worry in the last year or so."

"Providing it's safe to do so, and all while being compliant to the current government guidelines, we want to encourage people to get back out there and travel but we understand that some people may be worried about flying."

"Of course this isn't just about leisure, there are of course some people who may have to travel abroad for work."

"There are a number of ways to overcome this like practicing mindfulness to calm you down before a flight and understanding how a plane actually



Photo courtesy of Pixabay

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works, which can help lower the anxiety that comes with flying in the long term."

How to overcome the fear of flying:

1. Identify what you're afraid of

- The first step to helping your fear of flying is identifying what it is that worries you.

- A common worry is turbulence, others worry about bad weather whilst flying and some people are simply just afraid of how high up they are in a plane.

- Identifying what it is that you are afraid of will help you figure out the next step in how to get over this fear.

2. Learn more about planes

- Educating yourself is one of the best ways to calm anxiety.

- Learn about how a plane flies and read up on facts about turbulence. If you're able to understand

how planes fly, you'll see how advanced the technology is to help keep you safe.

3. Learn about safety measures

- Planes are designed with a list of safety measures and it may put you at ease knowing more about them and how they're meant to help.

- This will help you recognise just how well planes are designed to ensure our safety and you may even be surprised with how advanced they are.

4. Find out what keeps you calm

- You may find that you still feel uneasy on a flight and that's okay. Be prepared before you set off and try to think of things that you can do to keep your mind occupied while you fly.

- Maybe get your head in your favourite book? Or download your favourite comfort film or tv show?

- Do whatever it is that

brings you comfort and keeps you busy.

5. Practice mindfulness

- Mindfulness is a proven way to help calm anxiety by encouraging you to focus on what you're feeling in the moment. There are several mindfulness apps you can download to listen to meditation whilst on your flight.

6. Talk to your flight attendants

- If you do feel anxious on your flight, try to get it off your chest by chatting to the flight attendants.

- They're so used to flying and they'll most definitely be able to help calm you down and reassure you there is nothing to be afraid of.

7. Talk to a specialist

- If you find that your fear has become crippling, the best thing to do is talk to a therapist who has the tools and knowledge to help you work through and overcome your fear.

IDOE announces National ESEA Distinguished Award recipients

The Indiana Department of Education (IDOE) has announced that two Indiana schools have earned the National Elementary and Secondary Education Act (ESEA) Distinguished School award for the 2020-2021 school year.

Schools receiving the National ESEA Distinguished School award - formerly the National Title I Distinguished School award - were recognized by the National Association of ESEA State Program Administrators (NAESPA) for excellence in one of three categories:

Category 1: Exceptional Student Performance and Academic Growth in a Title I School; or

Category 2: Closing the Achievement Gap Between Student Groups in a Title I School; or

Category 3: Excellence in serving special populations of students (e.g. homeless, migrant, English learners, etc.)

Edgelea Elementary School of Lafayette School Corporation is honored as a National ESEA Distinguished School for category 1 and Pine Tree Elementary School of Avon Community School Corporation is honored as a National ESEA Distinguished School for category 2.

"Edgelea and Pine Tree elementaries are examples of schools that recognize our collective opportunity to innovate, collaborate, and continue to challenge

the status quo in order to improve educational outcomes for our most vulnerable students," said Dr. Katie Jenner, Indiana Secretary of Education. "They are a model for schools across Indiana and across the country, and I am thankful for the educators in these buildings who are making a difference for our students."

Eligible schools were identified based on a review of the following criteria:

Student achievement data and federal school letter grade of an A or B

Student group performance and/or growth (e.g. students with disabilities)

Poverty data of 35% or higher

Diversity in student groups

The National Association of ESEA State Program Administrators has been highlighting examples of superior Title I school programs for national recognition through the National ESEA Distinguished Schools Program since 1996. Schools are selected by their state Department of Education based on their ability to demonstrate a wide array of strengths, including team approaches to teaching and learning, focused professional development opportunities for staff, individualized programs for student success and strong partnerships between the school, parents and the community.

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