

➔ TODAY'S VERSE
John 14:1 Let not your heart be troubled: ye believe in God, believe also in me.

➔ FACES OF MONTGOMERY
People who call our community their own.



Hey Montgomery County, meet Diamond! She is a 2-year-old female who will be fixed by the time you adopt her. She has a sweet temperament, is well-mannered, and interacts very well with other cats. She simply needs a home where she will be treated like the 'gem' she is! Interested? She's currently at the Animal Welfare League and you can apply to be her forever home at www.mcawf.com, or go there in person to 1104 Bif Four Arch Rd. in Crawfordsville.

➔ THREE THINGS You Should Know:

1 Looking for something to do on Dec. 9? Then you might want to head over to Russellville for the Second Annual Russellville Small Business Market Holiday Showcase. Things kick off at 10 a.m. and wrap up around 4 p.m. There will be more than 50 vendors offering a variety of items, as well as plenty of things to do for both grown-ups and little ones. Santa will even make an appearance and photo prints will be available for a low price.

2 MCCF will award the final round of grants for 2023 on Thursday, November 30, 4 p.m., here at our building, second floor. We invite you to attend. I will have a press release ready that day listing the fifteen awards. We appreciate all you do to promote the good work of the grant recipients and the generosity of our donors.

3 Greater Indiana, in partnership with the Indiana Chamber of Commerce and Air and Waste Management Association Indiana Chapter, proudly presents the 2023 Indiana Environmental Conference and Winter Technical Meeting. The event is scheduled to take place on December 6-7 at the Wyndham Indianapolis West Hotel.

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OF MONTGOMERY COUNTY

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Photo courtesy of Wabash College

Wabash College Joins Partnership To Help Students Explore Careers In Tech
Experiential learning designed to help students learn, identify, and start tech careers

Wabash College has joined a partnership designed to help students explore multiple disciplines in the tech industry guided by active professionals. The partnership links Wabash and five other Great Lakes Colleges Association institutions with Possible, a career exploration company, in designing a tech industry career accelerator that supplements the resources provided by each campus' professional development efforts.

"We are pleased to collaborate with GLCA colleagues to invest in 10 Wabash students this summer," said Cassie Hagan, director of professional development and the Center for Innovation, Business, and Entrepreneurship. "Possible has created a program that will allow students to gain a better understanding of the breadth of opportunities the sector rep-

➔ See WABASH Page A6

Soil, Water, Conservation In Place Of Earth, Wind, Fire



The League of Women Voters, open to men as well as women, is a nonpartisan, multi-issue political organization that encourages informed and active participation in government. For information about the Montgomery County LWW, visit: www.lwvmt.com, or message to LWW, PO Box 101, Crawfordsville, Indiana 47933.

In 2016, the science podcast Radiolab ran an episode called "From Tree to Shining Tree" about the mysterious, secret world of trees. With a jeweler's magnifying glass, Roy Halling, a plant researcher at the New York Botanical Garden, who specializes in fungi showed reporter Jennifer Frazier thin white threads stringing out from the roots of trees. These strings are actually hollow tubes, a complex network of fungi that break down items in the soil, converting them into usable minerals that feed trees the nitrogen, phosphorus, calcium, potassium, lignin and copper that trees need to thrive. In return, the trees give the fungi sugar, but when tree times are tough, the fungi release sugar back to trees. These long tubes link into a vast networking system that connects tree roots to tree roots. When a tree is attacked - say by insects - or lacks for nutrients, it can use this fungal network to communicate, and when

➔ See LWW Page A6

County Adopts Amendments To Zoning Ordinance

The Montgomery County Board of Commissioners adopted amendments to the County's zoning ordinance at their November 27, 2023 meeting. The amendments were forwarded to the Commissioners by the Plan Commission with a favorable recommendation. The County's zoning ordinance establishes allowable land uses and has standards regarding each land use. The first zoning ordinance was adopted in 2019. The amendments addressed allowable land uses in each zoning district, established new zoning districts and established new standards for signage, parking, lighting and landscaping. The amendments also clarified accessory uses and established

➔ See COUNTY Page A6

Where Do We Go From Here?



TIM TIMMONS
Two Cents

The little paper that could is on our 20th year. That just doesn't seem possible - until I look in the mirror and see what little hair I have left isn't the same color it was when we started. (And no, I am not planning on changing this column photo anytime soon!) It's been a hectic couple of decades, but pretty sure the times ahead look even more so. As I have been out and about - some of you have shared some thoughts and suggestions on the paper you have made your own. One of the big things is that you have been appreciative of our decision not to raise prices. After all, how many businesses can say they've gone this long without a price hike? (Sorry to say, but in 2024, that's likely to change!)

➔ See TIM Page A6

The Daily Almanac

Sunrise/Sunset
RISE: 7:46 a.m.
SET: 5:25 p.m.

High/Low Temperatures
High: 44 °F
Low: 20 °F

Today is...

- National Chocolates Day
- National Lemon Crème Pie Day
- Customer is Wrong Day

What Happened On This Day

- 1972 Atari Releases Pong. One of the very first arcade games to hit the market, Pong was a 1 or 2 player video game similar to tennis, where the goal is to use a paddle to hit a ball. Around 35000 Pong consoles were sold around the world.
- 1929 First flight over the South Pole. American explorer Richard Byrd became the first person to fly over the South Pole. The flight took just over 18 hours.
- 1777 City of San Jose Founded. The first city to be settled in California, San Jose was founded as San José de Guadalupe.

Births On This Day

- 1964 Don Cheadle American actor, producer
- 1898 C. S. Lewis Irish author, poet

Deaths On This Day

- 2001 George Harrison English singer-songwriter, guitarist, producer
- 1975 Graham Hill English race car driver

➔ HONEST HOOSIER
You know, getting old hasn't been a shock. How quickly it happened certainly was.

➔ INSIDE TODAY'S EDITION

Public NoticesA4
Classifieds.....A4

➔ MONTGOMERY MINUTE
Christmas Parade Sunday!!!!
Join our community for the Christmas Parade in Historic Downtown Crawfordsville on Sunday at 2 pm!! We can't wait to see your smiling faces!

➔ TODAY'S HEALTH TIP
If you're planning a trip overseas, make sure you contact your doctor early to see if you need to receive recommended vaccines. 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.

➔ TODAY'S QUOTE
In celebration of our beginning our 20th year as a media company, we're sharing some famous quotations about newspapers this month.

"Were it left to me to decide if we should have a government without newspapers, or news-papers without a government, I should not hesitate a moment to prefer the latter."
-Thomas Jefferson

➔ TODAY'S JOKE
Two dog owners are arguing over who has the smartest pet. The first one says that their dog is so smart they not only bring the paper in from the porch every morning, they tip the carrier and fix a cup of coffee. The second owner said, "I know, my dog told me."

➔ OBITUARIES
John Woltmer Osborn "Johnny"

The Paper appreciates all our customers. Today, we'd like to personally thank Anthony Fisher for subscribing!

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13 WTHR **7 DAY FORECAST**

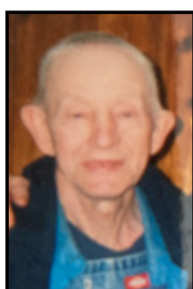
17/29 SINGLE DIGIT WIND CHILLS	20/44 WINDY, SUNNY	28/52 BREEZY, P.M. RAIN	43/45 RAIN	32/46 GRADUAL CLEARING	37/50 STRAY SHOWER	40/49 SUN AND CLOUDS
TUE	WED	THU	FRI	SAT	SUN	MON

OBITUARIES

John Woltmer Osborn "Johnny"

February 5, 1939, Thursday, November 23, 2023

John Woltmer Osborn "Johnny", age 84 of Cates, Indiana, passed away on Thursday, November 23, 2023 at the Waters of Covington. Johnny had various jobs in his lifetime. Early in life, he worked as a janitor at Veedersburg Schools. He mowed yards for people and helped his lifelong friends, Rex and Sue Woodrow stack wood for winter and clean the yard along with his brother Glenwood who did the weed eating for them. Johnny was born the son of Glen and Marie (Fransen) Osborn on February 5, 1939.



He is survived by a niece, Virginia Archer of Watseka, Illinois; a special cousin, Margaret Barker of Veedersburg, who cared for him since 2000. His brother Glenwood Osborn lived with him until 2012 when he passed at the Waters of Covington. Johnny has many cousins surviving him and many friends. Due to ill health, Johnny became a resident of the Waters of Covington on October 18, 2013.

While living in Cates, Johnny loved getting a ride with Paul Guinn or whoever was headed that way for his "Skool" tobacco at the Kingman Red & White and loved riding a million miles with Sue Woodrow or shopping with Margaret.

Cremation was chosen with a visitation at Sanders Funeral Care, 203 S 1st Street in Kingman on Saturday, December 2, 2023 from 10:00 am till the time of the memorial service at 11:00 am with Pastor Dusty Woodrow officiating. Burial will follow at Coal Creek Cemetery. Share memories and condolences online at www.SandersFuneralCare.com.

Meeting Notes

Board Of Commissioners Meeting Summary

CONSENT AGENDA

Approval of Claims - Accounts Payable & 11/17 Payroll Approved. Minutes - November 13, 2023 Approved. 2024 County Holiday Schedule

Tabled until the December 11 meeting.

PUBLIC HEARINGS

RZ2023-3 Ratcliff Re-Zone Request Land at 1388 West U.S. Highway 136 from Commercial to Residential

Ordinance 2023-28 Approving the Request of Ratcliff, Inc. and Rezoning a Certain Parcel of Land at 1388 West U.S. Highway 136 from Commercial to Residential

Approved the rezoning of the parcel from Commercial to Residential.

The parcel is located on US Highway 136, 650 feet West of County Road 125 W. The parcel is .7 acres with an existing building that previously was used as a doctor's office. The petitioner will remodel the existing building for change of occupancy to a single-family dwelling and add an unattached garage to the site as well.

RZ2023-4 Nucor Corporation Re-Zone Request at 4259 E Ladoga Road from Agricultural & Commercial Zoned property to Industrial

Ordinance 2023-29 Approving the Request of Nucor Corporation and Rezoning Certain Parcels of Land at 4259 East Ladoga Road from Agricultural and Commercial to Industrial

Approved the rezoning of four parcels of approximately 152 acres located south of Ladoga Road to Industrial in order to develop the site for industrial manufacturing. The parcels are owned by Nucor Corporation.

Text Amendments to Chapter 159: New Zoning Districts, Bulk Standards and add Articles 16, 17, 18 & 19 to the Montgomery County Zoning Code Ordinance 2023-30 Adopting Text Amendments to the Zoning Ordinance

Approved text amendments to the Zoning Ordinance.

ZA2023-1- New zoning districts, Accessory uses,

Use table, Bulk standards and Development Plan Review.

Added Articles: 16 Outdoor Lighting, 17 Off Street Parking, 18 Landscaping and Screening and 19 Signs.

Procedure: After a Zoning Ordinance is adopted, the text of the Ordinance may be amended. Amendments usually are the result of new zoning issues in the jurisdiction, problems in the administration of the Ordinance, or the discovery of errors which require technical correction. Text amendments are initiated by either the Plan Commission or County Commissioners and require a public hearing. After you conduct a public hearing the County Commissioners will rule on amendments to Chapter 159.

Article 2 - District Regulations

2.02 Zoning Districts

The amendment to section 2.02 expands from the original six districts (A, R, C, I, AO, PUD) to incorporate four new residential classifications a second Commercial class along with an Institutional classification

Article 2 amendment adds definitions for each individual classification. These definitions explain the newly created zoning districts R-1, R-2, R-3, R-4, MH, IN AND C-1.

Article 2 Use Table A has been amended by individual use with the associated zoning classification. The table lists multiple uses and each individual zoning class in which the use is conforming.

Article 2.18 adds language for accessory use which is conforming in all districts and outlines the attributes of accessory.

Article 2.19 adds the bulk standards that apply to each district.

Article 14 - Development Plan Review

14.03 this section is edited to add the uses from article 2 that would be required to file a development plan with the Commission. The amendment to article 14 also adds an expansion of use structure or site for additions to existing properties of 35% or more.

New Article 16 - Outdoor Lighting Standards

Adds an article to Chapter 159 for lighting on properties in R-2, 3, 4, C, C-1, MH, IN and I. the lighting standards will regulate exterior lighting trespass.

New Article 17- Off Street Parking and Loading

Sets standards for adequate area of size and location for off street parking within the County. The article also sets requirements for parking space size as well as driving lanes associated with the off street parking.

ADA standards for parking lots in chapter 159 with the intent to provide parking requirements for various uses.

New Article 18 - Landscaping and Screening provides requirements to foster development that will protect and preserve the appearance and increase the compatibility of uses to minimize noise, dust and other intrusions to other adjacent uses.

New Article 19 - Signs Is designed to maintain the aesthetic nature of the County and to minimize negative effect of signs to nearby properties. The article also allows for consistency of regulation throughout the County.

NEW BUSINESS

Open Highway Department Annual Bids

Opened the annual bids for the Highway Department for Tires; Aggregate; Bituminous; Oil; Fuel; Culverts; Bridges; Guardrail; and Salt

the bids will be reviewed by the Highway Department.

Notice to Bidders - 2023-2 CCMG Project - Authorized the issuance of the Notice to Bidders for the 2024 Community Crossing Matching Grant paving program.

Project includes paving the following roads: CONCORD RD FROM CITY LIMITS TO CR 400 N; CR 150 S FROM LADOGA RD TO NUCOR RD

CR 700 N FROM US 231 TO CR 100 W; CR 600 S FROM US 47 TO NEW MARKET TOWN LIMITS; CR 600 S FROM NEW MARKET TOWN LIMITS TO US 231.

United Consulting Task Order No 7 - Scour Maintenance - \$143,000

Approved Task order #7 with a total cost of \$143,000 for United Consulting to assist the County in preparing to scour nine bridges as identified in the bridge improvement plan. The work will include submitting permit applications, conducting hydraulic analysis and assisting with the bidding process. The Cum Bridge fund will pay for the work.

Discuss last meeting in December schedule

Established December 20th as the meeting date for the last meeting in December.

ORDINANCES

Introduction Ordinance 2023-31 Adopting a Policy for Recording Receipt of Real Estate and Personal Property Tax Payments

Introduced Ordinance.

SBOA has issued a directive to County Treasurers to adopt a policy to effectively implement the statutory requirements of Indiana Code 6-1.1-37-10 related to receipts of tax payments and the issuance of penalties in the cases of late payments. The County Treasurer has procedures in place and now desires to adopt them into the County Code of Ordinances as official policy.

RESOLUTIONS

Resolution 2023-7 Resolution of the Montgomery County Board of Commissioners Approving an Order of the Montgomery County Plan Commission

Approved.

Nucor Corporation is planning the development of two new industrial and manufacturing facilities, one of which is south of the intersection of Nucor Road and County Road 500 South (Ladoga Road) in the County (known as the "Nucor Towers Project"), and one of which is on its site west of Nucor Road in the County (known as the "Nucor Coatings Project").

Allocation areas for the Tax Increment Finance District are being established or amended to assist with Nucor's new development. The Plan Commission confirmed through an Order that the allocation areas comply with the goals of the Comprehensive Plan.

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Kevin Brinegar Reflects On Decades-Long Career At Chamber, Statehouse

By Whitney Downard
Indiana Capital Chronicle

From his first legislative session in 1981 to his last in 2023, Kevin Brinegar has personally witnessed some of Indiana's most pivotal, historic moments — either crunching numbers for Senate Republicans or leading the state's Chamber of Commerce.

The Indiana University graduate from “the wrong side of the tracks” in Monroe County has seen the chamber's revenue streams more than double and underlying entities nearly triple in his 22 years as President and CEO — a position that combines his penchant for retaining data, navigating legislative morasses and shaping public policy.

“This has been the perfect job for me. ... This job fills that appetite of wanting to make a difference for Indiana and for the people of Indiana, not just the businesses that we represent,” Brinegar said in an interview with the Indiana Capital Chronicle.

“I feel so blessed, particularly given my very humble beginning,” Brinegar continued. “To be here and be able to do this, and just have this passion for Indiana and trying to help move the state ever-forward. And obviously, this is a great place to do it.”

In 2024, his successor, Vanessa Green Sindors, will take the reins. Brinegar will step back into a consultant position after four decades of legislative sessions, allowing him to pass on his wealth of knowledge.

“I've got 31 years of history with the chamber. Sometimes I joke around and say, ‘That's no reason to keep me around just because I'm the historian,’” Brinegar said.

He reflected on his achievements with the organization, which serves to advocate on behalf of Indiana's hundreds of thousands of businesses and also provides workforce training seminars and leadership summits.

He highlighted his efforts to improve Indiana's tax and regulatory climate for businesses and serving as a resource during the

COVID-19 pandemic.

Just on and on things that I would — as a poor kid growing up in a poor neighborhood — would have never thought possible. — Kevin Brinegar, outgoing CEO and President of the Indiana Chamber of Commerce

Others pointed to his commitment to including a mix of voices in one of the state's most powerful lobbying forces, including top Republicans and Democrats as well as racial and ethnic diversity.

Frank Sullivan Jr., a former Indiana Supreme Court justice and state budget director, said those chamber efforts told him “that its CEO has been a broad-gauge thinker who wants to make sure that all parts of Indiana society are included in its economic success and are important parts of its business community.”

“I guess what I'm saying is that I've seen, in his leadership of the chamber, his same big-picture approach to doing what's best for the state that I saw when I worked with him in close quarters in the crucial role of budget debates in the late 80s and early 90s,” Sullivan added.

What happened in 1989

Sullivan and Brinegar first crossed paths following the 1988 election that shook up politics in more ways than one: not only would there be a Democrat as governor for the first time in decades, but the House had an even 50-50 split and the Senate had the slimmest of Republican majorities.

Democrat Evan Bayh's election also signaled a new era for Republicans after several terms under fiscally conservative leaders who reined in spending impulses. For legislators going into the 1989 budget-writing session, it was a chance to act upon years of pent-up demands.

“There was an almost unrestrained appetite on the part of both Democrats and Republicans in the Indiana House of Representatives to spend like there was no tomorrow,” Sullivan said.

Bayh named Frank Sullivan as his budget director and it was during this time

that Sullivan started a yearslong friendship with Brinegar, who was by then a fiscal analyst with the Indiana Senate Republicans.

“We could not have had a more closely divided political situation,” Sullivan said. “We were both operating in this intensely competitive political environment and the intensely uncertain fiscal environment.”

“And despite all of that, I found — though Keven Brinegar and I were of opposite political parties and had quite opposite political interests — I found him to be, at all times, incredibly professional (and) always looking out for the best interest of the state,” he continued.

That didn't mean that there weren't any “political tricks,” Sullivan said.

The House passed a bloated budget with unprecedented education spending but most believed the more fiscally restrained Senate chamber would enact something more reasonable.

“There had been a pattern of years where the House would send a higher level of budget and then the Senate would cut it back and negotiate,” Brinegar agreed, noting he'd started his term with Senate Republicans a few cycles earlier.

“I was concerned that, if the Senate was too harsh, that it might hurt them in the election and they already had a narrow margin. And the new governor wouldn't say a word — he didn't say whether he liked it or disliked this budget,” Brinegar said.

Brinegar said either he or one of his Senate bosses had the idea to just pass the budget as-is, with no amendments, so it'd go straight to the governor's desk.

And they did just that, forcing Bayh to veto it and call for a special session.

Though the negotiations “put us on the spot, politically,” Sullivan said it turned out to be a win for Bayh's administration by demonstrating his “fiscal responsibility” and didn't hurt his friendship with Brinegar.

“We couldn't have been too upset with these people

who had done us such a marvelous political favor,” Sullivan said.

Over the next few years, Sullivan and Brinegar traveled together as part of the state's fiscal team, visiting state parks, death row and the public universities before Brinegar joined the chamber in 1992 and Bayh appointed Sullivan to the Supreme Court in 1993.

Importance of education

High school freshman Brinegar didn't care as much about academics as he did about sports. Over his four years he constantly competed, whether it was football, basketball, baseball or track.

But his mother, an employee at Indiana University, told him during his first semester of school that Bs and Cs, while good enough for him to play, wouldn't be good enough for her.

“She sat me down and she said, ‘I want you to go to college and to do that, you need to not bring home anything less than a B. And if you do, then I'm not going to let you play,’” Brinegar recalled.

Born to teenage parents who divorced when he was two, Brinegar's first home was a camper trailer parked in his grandparent's backyard. Going to IU — where he could play basketball and take classes in the summer to finish his undergraduate degree and master's in business administration in five years — opened doors for him.

Since then, Brinegar has toured Asia with the Indiana Pacers, been in a briefing room with a sitting president and known six sitting governors personally — only the start of an extensive list of accomplishments.

“Just on and on things that I would — as a poor kid growing up in a poor neighborhood — would have never thought possible,” Brinegar said.

Working at the chamber

When Brinegar sought the position leading the chamber around 2001 — Sullivan personally called two men in the hiring process “to tell them of my very high regard for Kevin and how I thought that he

would be just perfect for the job.”

“I have no idea whether my calls to those two men made any difference but I was delighted that he got the job,” Sullivan said. “And I think his performance has proven that my prediction was right.”

Brinegar said he wouldn't trade those years with the state “for anything,” with much of his knowledge helping to inform his years lobbying on behalf of the chamber. Since that time, much has changed at the Statehouse — conference committees are no longer held at hotel bars, legislative staffers oversee their own printing operations, lawmakers play fewer (public) tricks on one another and technology allows for remote viewing and testimony.

Indeed the very technology Brinegar used to proofread and organize the state's budget — processors from Wang Laboratories and Lotus 123, an early version of Excel — no longer exist. But he still keeps his yellowed calculator from that time and sometimes uses it to compute his expense reports.

His slowly emptying office holds other memorabilia, including not one, but two Sagamore of the Wabash Awards from Bayh and sitting Gov. Eric Holcomb.

Brinegar's departure from the organization brings changes for the 101-year-old chamber, which is expanding its office space to offer more in-house training and events. Recently, leaders have repeatedly pushed for priorities outside the traditional realm for businesses, including quality of life issues like child care and health care costs.

Notably, in the wake of the backlash to the Religious Freedom Restoration Act, Brinegar and the chamber pushed to expand the state's civil rights law to include protections for sexual orientation and gender identity, signaling a willingness to tackle topics outside of corporate finance and regulations.

“The time has come for Indiana to expand protections against potential discrimination,” Brinegar

said at the time. “This action will increase the state's future business competitiveness in the recruitment, attraction and retention of talent, as well as enhance respect for all employers and employees.”

As for unfinished business, Brinegar points to one lingering-yet-unsettled debate in Indiana politics: the high number of political units in Indiana, whether it's the number of counties or the number of school districts. Other, much larger states (in both population and area) have fewer of those units.

But efforts to reduce that number — even at the township level — have faced substantial, entrenched opposition, though Brinegar said that 85% of school districts continually lost population over the last decade.

“When you say school district consolidation, many people hear school consolidation and that's not necessarily what I mean. In some cases that might be,” Brinegar said. “... But ... if you've got that few kids to spread your overhead over, you've got less dollars going into the classroom.”

He noted that the state's smallest district has just 144 students, one of 20% of school districts with less than 1,000 students. More than half of corporations, 56%, have less than 2,000 — which some research suggests is the lowest student enrollment number for a district to operate efficiently and effectively.

Small districts such as these struggle to compete when it comes to class offerings and advanced placement test scores, he said, when so much has to pay for higher level district employees.

“That's something I'm going to urge them to keep beating the drum on,” Brinegar said.

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PUBLIC NOTICES

NOTICE TO BIDDERS

Notice is hereby given that Montgomery County, by and through its Board of County Commissioners, will receive sealed bids for the construction of:
MONTGOMERY COUNTY 2023-2 CCMG PROJECT
CONCORD RD FROM CITY LIMITS TO CR 400 N
CR 150 S FROM LADOGA RD TO NUCOR RD
CR 700 N FROM US 231 TO CR 100 W
CR 600 S FROM US 47 TO NEW MARKET TOWN LIMITS
CR 600 S FROM NEW MARKET TOWN LIMITS TO US 231
MONTGOMERY COUNTY, INDIANA

Sealed proposals will be received at the Montgomery County Commissioner's Office, 1580 Constitution Row, Crawfordsville IN. 47933 4:00 P.M. (local time) on January 5th, 2023. All proposals will then be publicly opened and read aloud during the County Commissioner's meeting, which begins on January 8th at 8:00 A.M. (local time). Any proposals received after the above-designated time will be returned unopened.

The proposed construction will include wedge and level of the existing roadway along with a 1.5-inch HMA Surface overlay and all incidental work required, as more fully specified in the Contract Documents and Plans.

All proposals must be submitted on State Board of Accounts Form No. 96 together with the proper forms included in the Contract Documents, the entire set of which shall be filed intact as a bid.

The contract documents are available at www.questcdn.com. This contract is QuestCDN project number 8848849. A contractor may view the contract documents at no cost prior to deciding to be a planholder. To be considered a planholder for bids, a contractor must register with QuestCDN.com and purchase the contract documents in digital form at a cost of \$22.00. Registering for all prime contractors and subcontractors is recommended as planholders will receive automatic notice of addendums and other contract document updates via QuestCDN. Contact QuestCDN Customer Support at 952-233-1632 or info@questcdn.com for assistance in membership registration or downloading digital project information.

Bidders shall assure that they have obtained complete sets of drawings and Contract Documents and shall assume the risk of any errors or omissions in bids prepared in reliance on incomplete sets of drawings and Contract Documents.

SECURITY: Any person, firm or corporation who submits a proposal MUST file with their bid a CERTIFIED CHECK, BANK DRAFT, CASHIER'S CHECK OR MONEY ORDER issued by a financial institution insured by an agency of the United States in the amount of five percent (5%), made payable to the Treasurer of Montgomery County. In lieu of the above, any person, firm or corporation who submits a proposal and has a principal place of business in the State of Indiana MAY file with their proposal a BID BOND in the amount of five percent (5%), made payable to the Board of Commissioners of Montgomery County.

Proposals may be held by the Board of Commissioners for a period not to exceed sixty (60) calendar days from the public opening.

The successful Contractor will be required to furnish a Performance Bond and Payment Bond in the amount of one hundred percent (100%) of the contract price, each, within ten (10) days after award of the contract and a two (2) year Maintenance Bond in the amount of thirty percent (30%) of the contract price prior to completion and final payment of the contract.

No Contractor may withdraw his proposal within sixty (60) days after the actual date of the opening thereof.

The Montgomery County Board of Commissioners reserves the right to ask for clarification for any bid submitted. In comparing bids, consideration will not be confined to price only. The successful bid will be the lowest responsible and responsive bidder, however the Board of Commissioners reserves the right to reject any proposal, to waive technicalities or irregularities therein, to delete any bid item or items and to award a contract on the proposal that in their judgment is most advantageous to Montgomery County.

Montgomery County Board of Commissioners
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Jim Fulwider, Vice President
Dan Guard, Member
PL4770 11/29 12/6 21 hspaxlp

TO THE OWNERS OF THE WITHIN DESCRIBED REAL ESTATE AND ALL INTERESTED PARTIES NOTICE OF SHERIFF'S SALE

By virtue of a certified copy of a decree to me directed from the Clerk of Circuit Court of Montgomery County, Indiana, in Cause No. 54D01-2306-MF-000544 wherein U.S. Bank National Association was Plaintiff, and Serena V. Smith and Indiana Housing and Community Development Authority were Defendants, requiring me to make the sum as provided for in said Decree with interest and cost, I will expose at public sale to the highest bidder, on the 10th day of January, 2024, at the hour of 10:00 a.m. or as soon thereafter as is possible, at 600 Memorial Drive, Crawfordsville, IN 47933, the fee simple of the whole body of Real Estate in Montgomery County, Indiana.

Lot Numbered 12, as the same is known and designated on the recorded Plat of Daseke's South Side Addition to the City of Crawfordsville, in Montgomery County, Indiana, as the same appears of record in Deed Record 161 page 487 in the Recorder's Office of said County.

More commonly known as: 1511 Southside Dr, Crawfordsville, IN 47933
Parcel No. : 54-10-05-443-109.000-030

Together with rents, issues, income, and profits thereof, said sale will be made without relief from valuation or appraisalment laws.

The Sheriff's Department does not warrant the accuracy of the street address published herein

S. Brent Potter Sheriff of Montgomery County
10900-49
Doyle & Fouty, P.C.
41 E Wsahington Street
Suite 400
Indianapolis, IN 46204

Union Township
1511 Southside Dr, Crawfordsville, IN 47933
Street Address

The Sheriff's Department does not warrant the accuracy of the street address published herein

SERVICE DIRECTED TO:

Serena V. Smith
1511 Southside Dr
Crawfordsville, IN 47933
MANNER OF SERVICE: Sheriff
David Stewart
30 S. Meridian Street, Suite 900
Indianapolis, IN 46204
MANNER OF SERVICE: Certified Mail

NOTICE

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PL4773 11/29 12/6 12/13 31 hspaxlp



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TO THE OWNERS OF THE WITHIN DESCRIBED REAL ESTATE AND ALL INTERESTED PARTIES NOTICE OF SHERIFF'S SALE

By virtue of a certified copy of a decree to me, directed from the Clerk of the Circuit Court of Montgomery County, Indiana, in Cause No. 54C01-2304-MF-000350, wherein MCLP Asset Company, Inc. was Plaintiff, and William Bulan, Shannon Bulan, Midland Funding LLC, Cavalry SPV I LLC and Capital One Bank (USA), N.A. were Defendants, requiring me to make the sum as provided for in said Decree, with interest and cost, I will expose at public sale to the highest bidder on the 10th day of January, 2024, at the hour of 10:00 a.m., or as soon thereafter as is possible, at Sheriff's Office at 600 Memorial Drive, Crawfordsville, IN 47933, the fee simple of the whole body of Real Estate in Montgomery County, Indiana.

Lot 2, as the same is known and designated on the recorded plat of Mt. Zion Courts Subdivision No. 1, as subdivision of Part of the Southwest Quarter of the Southeast Quarter of Section 26, Township 19 North, Range 5 West, in Union Township, Montgomery County, Indiana, as the same appears of record in Deed Record 170 page 583 in the Recorder's Office of said County.

More commonly known as: 1030 North Mount Zion Court, Crawfordsville, IN 47933

Parcel No. 54-06-26-443-020.000-024

Together with rents, issues, income, and profits thereof, said sale will be made without relief from valuation or appraisalment laws.

"Subject to all liens, encumbrances and easements of record not otherwise extinguished in the proceedings known as Cause 54C01-2304-MF-000350 in the Circuit Court of the County of Montgomery, Indiana."

Attorney for Plaintiff: J. Dustin Smith
ATTORNEY NO. 29493-06
Manley Deas Kochalski LLC
P.O. Box 165028
Union Township

Columbus OH 43216-5028
Sheriff of Montgomery County
Union Township
1030 North Mount Zion Court
Street Address

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PL4769 11/29 12/6 12/13 31 hspaxlp

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PUBLIC NOTICES

City of Crawfordsville, Indiana
Notice to Taxpayers of Additional Appropriations
 Notice is hereby given the taxpayers of Crawfordsville, Montgomery County, Indiana that the Crawfordsville Common Council will consider the following additional appropriations more than the budget for the current year at its regular meeting place, Council Chambers, 2nd floor, City Building, 300 East Pike Street, Crawfordsville, Indiana, at 6:00 P.M., on the 11th day of December, 2023.

Amount	From	To
\$550,000	General Fund 1101.999 Unappropriated	101.010.115 General Fund Fire - Overtime / FLSA Appropriated

Taxpayers appearing at the meeting will have a right to be heard. The additional appropriations as finally made will be referred to the Department of Local Government Finance. The Department will make a written determination as to the sufficiency of funds to support the appropriations made within 15 days of receipt of a Certified Copy of the action taken. If you require accommodations to this meeting, please call 364-5152.
 Dated: 14 November 2023
 /s/ Terri Gadd
 Terri Gadd, City Clerk-Treasurer
 PL4779 11/29 1t hspaxlp

TO THE OWNERS OF THE WITHIN DESCRIBED REAL ESTATE AND ALL INTERESTED PARTIES
NOTICE OF SHERIFF'S SALE
 By virtue of a certified copy of a decree to me directed from the Clerk of Circuit Court of Montgomery County, Indiana, in Cause No. 54D01-2305-MF-000444 wherein MidFirst Bank was Plaintiff, and The Unknown Heirs at Law of Sandra Huddleson, Deceased were Defendants, requiring me to make the sum as provided for in said Decree with interest and cost, I will expose at public sale to the highest bidder, on the 10th day of January, 2024, at the hour of 10:00 A.M. or as soon thereafter as is possible, at 600 Memorial Drive, Crawfordsville, IN 47933, the fee simple of the whole body of Real Estate in Montgomery County, Indiana.
 Lot Numbered Twenty-four (24) in Block Numbered Twenty-seven (27), except the East 75 feet thereof, as the same is known and designated on the recorded Plat of Israel T. Canby's Addition to the City of Crawfordsville, in Montgomery County, Indiana.
 More commonly known as: 418 S Washington St, Crawfordsville, IN 47933
 Parcel No. : 54-10-05-222-091.000-030
 Together with rents, issues, income, and profits thereof, said sale will be made without relief from valuation or appraisalment laws.
 Scott A. Hale Sheriff of Montgomery County
 35534-64
 Doyle & Fouty, P.C.
 41 E Washington Street
 Suite 400
 Indianapolis, IN 46204
 Union Township
 418 S Washington St, Crawfordsville, IN 47933
 Street Address
 The Sheriff's Department does not warrant the accuracy of the street address published herein
 SERVICE DIRECTED TO:
 Occupant(s) of 418 S Washington St, Crawfordsville, IN 47933
 418 S Washington St
 Crawfordsville, IN 47933
 MANNER OF SERVICE: Sheriff
NOTICE
DOYLE & FOUTY, P.C. IS A DEBT COLLECTOR.
 PL4776 11/29 12/6 12/13 3t hspaxlp

NOTICE OF DETERMINATION
 Pursuant to Indiana Code § 6-1.1-20-5, notice is hereby given that the Board of School Trustees of the South Montgomery Community School Corporation has preliminarily determined to issue bonds in one or more series in the aggregate amount not to exceed \$3,000,000 to fund the proposed renovation of and improvements to facilities throughout the School Corporation, including site and athletic improvements and the purchase of technology, equipment and buses.
 Dated: November 22, 2023
 /s/ Secretary, Board of School Trustees
 South Montgomery Community School Corporation
 PL4765 11/22 11/29 2t hspaxlp

NOTICE OF HEARING
 Maintenance assessment hearing
 Attention All Landowners
 On the Foxes Run Subdivision #N/A, Wednesday, December 13, 2023 at 9:30 a.m.
 Montgomery County Government Center
 1580 Constitution Row
 Crawfordsville, IN 47933
 PL4772 11/29 1t hspaxlp

NOTICE OF SHERIFF'S SALE
 By virtue of a certified copy of a decree to me, directed from the Clerk of Montgomery Circuit Court of Montgomery County, Indiana, in Cause No. 54C01-2212-MF-001099, wherein Lakeview Loan Servicing, LLC was Plaintiff, and Stacia L. Hiller and PNC Mortgage, a division of PNC Bank, National Association were Defendants, requiring me to make the sum as provided for in said Decree, with interest and cost, I will expose at public sale to the highest bidder on the 10th day of January, 2024., at the hour of 10:00 a.m., or as soon thereafter as is possible, at 600 Memorial Drive, Crawfordsville, IN 47933, the fee simple of the whole body of Real Estate in Montgomery County, Indiana.
 PART OF THE WEST HALF OF LOT NUMBERED SEVEN (7) AS THE SAME IS KNOWN AND DESIGNATED ON THE ORIGINAL PLAT OF THE TOWN OF LONGVIEW, NOW A PART OF THE CITY OF CRAWFORDSVILLE, DESCRIBED AS FOLLOWS: BEGINNING AT A POINT 50 FEET SOUTH OF THE NORTH WEST CORNER OF SAID LOT AND RUNNING THENCE EAST 150 FEET, MORE OR LESS, TO A POINT IN THE EAST LINE OF THE WEST HALF OF SAID LOT; THENCE SOUTH ALONG THE EAST LINE OF WEST HALF OF SAID LOT 50 FEET; THENCE WEST 150 FEET, MORE OR LESS, TO A POINT TO THE WEST LINE OF SAID LOT; THENCE NORTH 50 FEET, MORE OR LESS, TO THE PLACE OF BEGINNING, IN MONTGOMERY COUNTY, INDIANA.
 More commonly known as 204 S Barr St, Crawfordsville, IN 47933-2303
 Parcel No. 54-07-31-334-098.000-030
 Together with rents, issues, income and profits thereof, said sale will be made without relief from valuation or appraisalment laws.
 /s/ Matthew S. Love
 MATTHEW S. LOVE, Plaintiff Attorney
 Attorney # 18762-29
 FEIWELL & HANNOY, P.C.
 8415 Allison Pointe Blvd., Suite 400
 Indianapolis, IN 46250
 (317) 237-2727
 Ryan Needham, Sheriff
 Union Township
 The Sheriff's Department does not warrant the accuracy of the street address published herein.
NOTICE
FEIWELL & HANNOY, P.C. IS A DEBT COLLECTOR.
 PL4775 11/29 12/6 12/13 3t hspaxlp

City of Crawfordsville, Indiana
Notice to Taxpayers of Additional Appropriation
 Notice is hereby given the taxpayers of Crawfordsville, Montgomery County, Indiana that the Crawfordsville Common Council will consider the following additional appropriations more than the budget for the current year at its regular meeting place, Council Chambers, 2nd floor, City Building, 300 East Pike Street, Crawfordsville, Indiana, at 6 o'clock P.M., on the 11th day of December, 2023.

Amount	From	To
\$51,100.00	2235.999 (Revirboat Revenue Fund) Unappropriated	Fund 2235.00.360 (Riverboat Contracts) Appropriated

Taxpayers appearing at the meeting will have a right to be heard. The additional appropriations as finally made will be referred to the Department of Local Government Finance. The Department will make a written determination as to the sufficiency of funds to support the appropriations made within 15 days of receipt of a Certified Copy of the action taken. If you require accommodations to this meeting, please call 364-5152.
 Dated: 14 November 2023
 /s/ Terri Gadd
 Terri Gadd, City Clerk-Treasurer
 PL4778 11/29 1t hspaxlp

City of Crawfordsville, Indiana
Notice of Adoption of Annexation Ordinance
 Notice is hereby given that on November 13, 2023, the City of Crawfordsville Common Council adopted Ordinance 35-2023, "An Ordinance to Annex Properties Known as approximately 112 acres located north of the planned extension of Purple Heart Parkway east of U.S. Hwy 231 (current parcels 54-10-08-400-088.001.025, 54-10-08-400-088.002-025, and 54-10-08-400-092.000-025) and the associated right-of-way."
 The Ordinance annexes into the City of Crawfordsville approximately 112 total acres located at north of the planned eastern extension of Purple Heart Parkway east of U.S. Hwy 231. The territory consists of three parcels, currently used as agricultural land. Upon the annexation taking effect, the 112 acres of real estate (parcel numbers 54-10-08-400-088.001.025, 54-10-08-400-088.002-025, and 54-10-08-400-092.000-025) will be zoned "R-1, Residential." The Ordinance will take effect 30 days after its adoption and upon proper filing and recording.
 The Ordinance may be examined at the office of the City of Crawfordsville Clerk-Treasurer, 300 East Pike Street, first floor, Crawfordsville, Indiana, 47933.
 By: Terri Gadd
 City of Crawfordsville Clerk-Treasurer
 PL4777 11/29 1t hspaxlp

TO THE OWNERS OF THE WITHIN DESCRIBED REAL ESTATE AND ALL INTERESTED PARTIES
NOTICE OF SHERIFF'S SALE
 By virtue of a certified copy of a decree to me directed from the Clerk of Circuit Court of Montgomery County, Indiana, in Cause No. 54D01-2306-MF-000486 wherein U.S. Bank National Association was Plaintiff, and Jeffrey R. Radcliff, was Defendant, requiring me to make the sum as provided for in said Decree with interest and cost, I will expose at public sale to the highest bidder, on the 10th day of January, 2024, at the hour of 10:00 a.m. or as soon thereafter as is possible, at 600 Memorial Drive, Crawfordsville, IN 47933, the fee simple of the whole body of Real Estate in Montgomery County, Indiana.
 A Part of the West half of the Southeast Quarter of Section 16, Township 20 North, Range 4 West, in Madison Township, Montgomery County, Indiana, more particularly described as follows: Beginning at a county referenced bolt spike marking the Southwest corner of said West half and thence North 00 degrees 11 minutes 16 seconds West (astronomic bearing/basis of bearings) along the West line of said West half for a distance of 220.00 feet to a 5/8" x 24" capped rebar stamped D. Deckard P.L.S. SO #273 (hereinafter referred to as Deckard rebar) thence leaving said West line and running South 87 degrees 20 minutes and 07 seconds East for a distance of 223.02 feet to a point witnessed by a Deckard rebar 1.50 feet South 87 degrees 20 minutes 07 seconds East; thence south 00 degrees 48 minutes 27 seconds East for a distance of 208.22 feet to a point on the South line of said West half and in the approximate center line of County Road 900 North; thence south 89 degrees 38 minutes 05 seconds West with said South line and approximate center line for a distance of 225.00 feet to the place of beginning. Subject to a 20 foot wide easement for the purpose of ingress and egress off of and from the entire Westerly and Northerly Boundaries of the above described tract, subject to a right of way for County Road 900 North along the Entire Southerly boundary of the above described tract and together with and subject to all other right of way, covenants, easements and restrictions of record.
 More commonly known as: 1540 E 900 N, Crawfordsville, IN 47933
 Parcel No. : 54-02-16-400-012.001-016
 Together with rents, issues, income, and profits thereof, said sale will be made without relief from valuation or appraisalment laws.
 Nathan A. Dewan Sheriff of Montgomery County
 35006-82
 Doyle & Fouty, P.C.
 41 E Washington Street
 Suite 400
 Indianapolis, IN 46204
 Madison Township
 1540 E 900 N, Crawfordsville, IN 47933
 Street Address
 The Sheriff's Department does not warrant the accuracy of the street address published herein
 SERVICE DIRECTED TO:
 Jeffrey R. Radcliff
 1540 E 900 N
 Crawfordsville, IN 47933
 MANNER OF SERVICE: Sheriff
NOTICE
DOYLE & FOUTY, P.C. IS A DEBT COLLECTOR
 PL4774 11/29 12/6 12/13 3t hspaxlp

Notice of Ordinance Adoption
 On 13 November 2023, the Crawfordsville Common Council passed an ordinance that Mayor Todd D. Barton approved to take effect on or after publication of this notice. Full text of the ordinance is available upon request of the Clerk-Treasurer of the City of Crawfordsville at 300 E. Pike Street, Crawfordsville, Indiana, 47933. An abstract of the ordinance follows:
ABSTRACT - ORDINANCE 34-2023 - AN ORDINANCE AMENDING PARKING RESTRICTIONS TO ADD ONE DISABLED PARKING SPACE LOCATED DIRECTLY IN FRONT OF 709 EAST COLLEGE STREET, CRAWFORDSVILLE, INDIANA.
 Section 1. Under City Code Section 72.14, Schedule VIII of Chapter 77 of the Crawfordsville Code of Ordinances is amended to add the following disabled parking designations:

Street	Location	Side	Ord. No.	Date Passed
East College Street	Parking space directly in front of 709 East College Street	South	34-2023	11-13-23

Under this ordinance, for the purpose of public safety and welfare to address traffic, parking, and safety concerns, a disabled parking space is designated on the south side of East College Street directly in front of the residence at 709 East College Street. This space is not private, but available for use by any designated disabled (handicapped) vehicle. The Crawfordsville Street Commissioner is authorized to install the necessary signs and markings in conformance with Indiana law. Violations of the ordinance are punishable by civil fines and penalties under the City's traffic ordinances, Title VII of the Crawfordsville City Code.
 J. Kent Minnette
 City Attorney, Crawfordsville, Indiana
 PL4771 11/29 1t hspaxlp

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Alzheimer's Association Offers Holiday Gift Guide For People Living With Dementia And Their Caregivers

110,000 Hoosiers are living with Alzheimer's disease, 216,000 are serving as caregivers

Holiday shopping and gift-giving can often be challenging, but even more so when shopping for a person living with dementia. There are more than 6 million Americans living with Alzheimer's disease. Depending on the stage of disease, some well-intentioned gifts may no longer be appropriate or practical for the person.

For the holiday season, the Alzheimer's Association has released its 2023 Holiday Gift Guide, offering gift ideas for individuals living in the early, middle and late-stages of Alzheimer's disease. The guide also includes gift suggestions aimed at keeping those living with dementia engaged and involved in everyday tasks, as well as gift ideas for the 11 million family members and friends across the country serving as unpaid caregivers for these individuals.

5 gifts for people living with Alzheimer's – in the early-stages

- Post-it notes or an erasable white board to list reminders or the day's activities.
- Baskets or trays that can be labeled within cabinets or drawers.
- Gift cards for ride-sharing services or a favorite activity (golf, movie, restaurant) allowing the person to remain active.
- GPS trackers (bracelets, watches, small trackers) or enrollment in a safe return program to keep the person safe.
- A "memory" calendar featuring family photos – write-in special family occasions such as birth-

days and anniversaries.

5 gifts for people living with Alzheimer's – in the middle-to-late stages

- Music playlists that include the person's favorite artists or songs.
- Comfortable, loose-fitting clothing that is easy to put on, remove and wash, such as sweat suits, slip-on blouses/shirts, non-slip socks, Velcro shoes, wrinkle-free nightgowns, nightshirts or a fluffy bathrobe.
- Framed photographs or a photo collage created specifically for your loved one. Insert the names of the people in the photos to help with identification.
- Soothing gifts that can help with anxiety like a handheld massage ball or a soft blanket.
- Adaptive dining equipment such as no-spill cups, plate guards and silverware with specifically designed handles that enables greater independence during meals.

5 gifts to help with everyday tasks and keep the person living with Alzheimer's engaged:

- A memory phone that can store pictures with the names and contact information of family and friends.
- Nightlights that activate automatically when it gets dark.
- A digital clock with large type to indicate date and time.
- An outing to a movie, play or concert, sporting event, museum or possibly an organized holiday shopping trip with friends and family.
- Engage your loved one in making homemade gifts

5 gifts to help with everyday tasks and keep the person living with Alzheimer's engaged:

- Self-made coupons for cleaning the house, cooking a meal, mowing the lawn or shoveling the driveway.
- Gift cards and certificates for restaurants or meal delivery, laundry/dry cleaning services, lawn care services, computer/technology support, maid services, and personal pampering services such as massages and pedicures.
- Books – in addition to giving novels on the caregiver's "must read" list, there are a number of books on caregiving and maintaining self-health.
- Self-care items such as a bundle of personal care items (moisturizers, bath bombs and soaks, foot creams, scrubs, soaps).

for the family, painting ornaments, decorating stockings, table setting, scrapbooking or other activity gifts.

5 gifts for dementia caregivers

- The most important gift you can give a dementia caregiver is the gift of time. In fact, just a 20-minute break each day can help lower a caregiver's stress and help avoid burnout.
- Self-made coupons for cleaning the house, cooking a meal, mowing the lawn or shoveling the driveway.
- Gift cards and certificates for restaurants or meal delivery, laundry/dry cleaning services, lawn care services, computer/technology support, maid services, and personal pampering services such as massages and pedicures.
- Books – in addition to giving novels on the caregiver's "must read" list, there are a number of books on caregiving and maintaining self-health.
- Self-care items such as a bundle of personal care items (moisturizers, bath bombs and soaks, foot creams, scrubs, soaps).

For more tips on how families affected by Alzheimer's and other dementias can safely enjoy time with family and friends during the holidays, visit alz.org/holidays. The Alzheimer's Association provides information, programs and services at no charge to help families facing Alzheimer's disease or another dementia. For additional information, visit alz.org or call the free 24-hour Helpline at 800.272.3900.

How Small Businesses Can Retain Customer Loyalty This Holiday Season

(StatePoint) Small business loyalty is on the rocks, according to a new study that finds that consumers are feeling more love for big retail brands this holiday season.

The study, from cloud-based accounting platform Xero, found that while 27% of consumers feel loyal to big retail brands, only 14% feel loyal to small businesses.

"For a small business owner who launched their business because of a passion, identifying ways to gain customer loyalty can be overwhelming. Fortunately, our data provides insights into tactics that small businesses can take to nurture ongoing relationships with customers," says Ben Richmond, chartered accountant and U.S. country manager at Xero.

As the holiday season approaches, Xero is sharing these tips and survey insights to holiday-proof operations and keep customers satisfied:

- Keep delivery affordable: According to the Xero survey, 25% of survey respondents believe that delivery should always be free, regardless of original purchase price. "Free delivery is an effective way to build customer loyalty, so offer it if you can. Just be sure to utilize cash flow forecasting or work with your accountant to gauge how much it will cost you long-term," says Richmond.

If free shipping isn't

viable for your business, keep this fee low -- 30% said spending \$21-\$50 for delivery was agreeable. To bring down shipping costs, consider using shipping brokerages or building shipping into your pricing.

- Make delivery fast: At a point in the year when timing truly matters, it's a good idea to offer express shipping. Thirty percent of consumers want their items faster, plus this allows you to charge for expedited shipping. On this front, customers appreciate communication. Encourage them to start seasonal shopping early and set their expectations with cut-off dates for when the last orders can be delivered in time for the holidays. You may also want to consider diversifying your supply and distribution channels by looking to both local manufacturers and service providers, and also large delivery partners, so you have options to fall back on if links in the chain are disrupted.

• Make shopping convenient: Match big retailer convenience by accepting multiple payment options, including e-wallets and by offering your products online. According to the survey, 50% of consumers are buying more online now post-pandemic, so it's a good idea to meet them where they are.

- Build your reputation: Show your passion

and small biz credentials in your branding and packaging. Don't be shy about asking for reviews and referrals, as they're key to building trust. And when you're criticized online, always respond respectfully.

• Return-proof your products: Include detailed descriptions and pictures of your products to minimize returns. At the same time, consider offering more lenient policies for holiday-related returns. This both increases customer loyalty as well as extends the amount of time a return may impact your bottom line, as an extended period can allow for a slower trickle of negative growth.

• Use tech: Have a pulse-check on your cash flow by leaning into technology, like Xero's cloud-based accounting platform, to automate tasks, manage inventory and track transactions in real-time. Technology investments can help ensure you're constantly aware of how much return loss is acceptable per month as you plan inventory needs. Check out the full study in Xero's report into online shopping trends by visiting xero.com.

"With a game plan that combines strategic actions, responsive communication and adaptability, small businesses can compete with the big box stores, and win customer hearts and minds over the holidays," says Richmond.

Wellness Council Of Indiana Offers New Stigma-Free Toolkit For Hoosier Workplaces

Learn Best Practices for Mental Health and Substance Use Disorder

As study after study has shown, in today's workforce it's imperative for employers to create a healthy work environment for their employees and cultivate positive outcomes for them. This not only includes building a safer physical work environment but also creating a stigma-free workplace culture.

A new complimentary resource, "A Mental Health Stigma-Free Workplace Culture Toolkit" from the Wellness Council of Indiana (WCI), a subsidiary of the Indiana Chamber of Commerce, guides employers on steps they can take to reduce the stigma associated with mental health conditions as well as substance use disorder.

"In a workplace culture where mental illnesses or substance use disorder isn't stigmatized, employees are more likely to be aware of available resources, enter treatment sooner and begin recovery earlier," offers WCI Executive Director Jennifer Pferrer.

"When you accomplish that, it can foster employee loyalty and retention as well as enhance awareness and acceptance."

While one in five U.S. adults – including one in four Hoosiers – suffers from some form of mental health disorder, most aren't getting the treatment they need, Pferrer says.

"One of the main reasons is stigma. There are still negative stereotypes about mental illness that persist in and out of the workplace – and collectively we must work to erase these perceptions for the benefit of both workers and employers."

Mental illnesses directly affect an employee's ability to perform effectively at work and are associated with absenteeism and lost productivity. In fact, 80% of people with depression report some level of functional impairment.

The good news, Pferrer notes, is that treatment works, with many mental health conditions treated with talk therapy and/or medication.

"Treatment has been shown to improve productivity and effectiveness on the job. And as an employer, you can't afford to ignore mental health," she continues. "Employers who invest even \$1 on mental health can see a \$4 return."

When it comes to substance misuse, companies have felt the consequences for decades through absenteeism, loss of productivity, safety issues and poor job performance.

By being a recovery-friendly workplace, employers can accomplish several things. For example, it encourages a healthy and safe environment where employees and their communities can

create positive change and eliminate barriers for those affected by addiction.

When discussing a "recovery-friendly workplace" within this toolkit, it means a workplace supporting its communities by recognizing recovery from substance use disorder as a strength and being willing to work intentionally with people in recovery.

A chronic disease, substance use disorder does not discriminate based on socioeconomic status, gender, age or race. According to the National Survey on Drug Use & Health, more than 20 million people in the United States are affected by it – that's one in three American households directly impacted by this disease.

"Fortunately, a substance use disorder is a treatable, manageable disease. And like treatment for other chronic diseases such as diabetes, asthma and heart disease, the treatment for it should be ongoing and frequently assessed," Pferrer states.

She encourages Hoosier employers and any interested organizations to download the toolkit at www.wellnessindiana.org.

"We want to see more and more companies become stigma-free – to be an employer that promotes a culture of openness, acceptance and understanding about employees' overall health and well-being."

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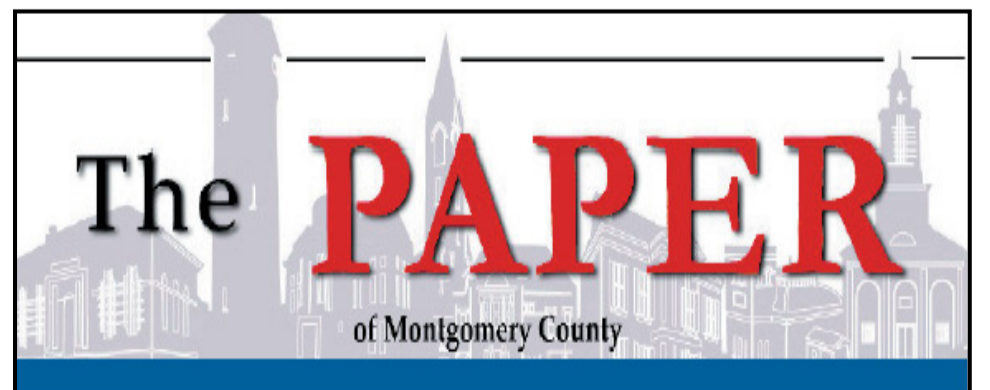
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THE PAPER classifieds.



WABASH

From Page A1

resents and our graduates will be well prepared to be successful in many of these roles. This unique opportunity to explore career possibilities and gain advice will serve students well in any field.”

In addition to Wabash, other participating institutions include Allegheny College, Denison University, Earlham College, Kenyon College, and Oberlin College.

With a scaffolded curriculum focused on in-demand career paths, this interactive program has students engage with industry professionals every weekday for five weeks. Students’ career education will occur through a mix of networking sessions, projects, workshops, panels, and events.

From marketing to operations to product management, these unique sessions are taught by working industry professionals via live, virtual instruction. Students will learn from recruiters, hiring managers, founders, and individual contributors from companies such as Microsoft, Meta, Square, Etsy, and Modern Treasury.

The program will launch in the summer of 2024.

“It is an honor to be able to partner with Wabash College,” said David Chase, CEO of Possible. “Not only will students get an opportunity to network and gain insight from top industry professionals, but they will also network with peers at five other top liberal arts schools. This experience will lead to exposure and clarity on available careers and ensure they are better equipped to enter the job market and kick-start their careers.”

The tech sector, both technical and non-technical, continues to be influential within the state, representing nearly 119,000 jobs in Indiana. In 2022, Indiana tech workers’ median wages were 95% higher than the median for all occupations, according to CompTIA, the nonprofit association for the information technology industry and workforce.

Students can sign up for a virtual information session on Handshake, scheduled for January 18, 2024. The Professional Development team will announce more about the application process before the end of the semester. Faculty and staff nominations will also be accepted.

COUNTY

From Page A1

development standards for each zoning district.

The new zoning districts include four new Residential districts, a second Commercial district and an Institutional district. Prior to the amendment, the zoning ordinance had six zoning districts: Agricultural, Residential, Commercial, Industrial, Agricultural Overlay and Planned Unit Development.

The new Residential districts will separate allowable residential uses in to lower and higher density districts.

A change in a property’s zoning district requires review by the Plan Commission and a final vote by the Commissioners.

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LWV

From Page A1

a tree is dying and dumping its carbon network, it uses the mycorrhizal network to send its nutrients out to nearby trees.

The existence of those fungal networks speaks to the profound complexity of soil and hints at the disruption that tearing, digging, and tilling render for lesser plants. Earthworms and decomposed roots build tube structures called macropores that facilitate rainfall soak and soil air exchange, improving future root growth. Soil aggregates and organic soil materials improve, improving the soil’s nutritional value to plants.

During the Great Dust Bowl, when soils had been tilled and cultivated repeatedly with monocrops, humans learned the hardest lessons about soil degradation and erosion. Eager to prevent another disaster, we’ve made strides in uncovering the mysteries of soil, water and ecosystems and improving soil conservation practices. Such efforts have helped farmers around the world feed more than seven billion people while reducing widespread starvation. Local organizations such as Montgomery County’s Soil and Water Conservation District (SWCD) work to educate and promote programs that leverage the knowledge available to support healthy water, soil and environmental practices.

Once a one-man office, the SWCD expanded through the pandemic to two hard-working staff, Kristen Latzke and Sam Lovold, who earned state recognition this year. Running a two-person operation with multiple priorities set by their board of directors annually is no small feat. In addition to writing grants, they educate farmers, homeowners, local garden groups and others about their grant-based programs, distribute the funds and keep their website updated and social media relevant to reach the rest of us.

To say Latzke and Lovold keep busy is an understatement. In the past year, they wrapped up a number of grant-based programs including a cover crop cost share program through the Lake and River Enhancement program (LARE). The cost share program helped farmers who’ve never planted cover crops to pay for them. The programs pay to educate farmers who may be leery of the value of cover crops about the nutrient replenishment of cover crops during the season that fields lay fallow.

One of the objectives for MoCo’s SWCD is to protect soil with the soil conservation initiative. The initiative leans on four pillars – to maximize cover, biodiversity and living roots, as well as minimize disturbance by encouraging no-till/strip-till method; plant diverse

conservation crop rotations to replenish the soil; prescribe conservation buffers; integrate weed and pest management; aim for adaptive nutrient management; use precision farming technology, integrate livestock and manure; and use diverse, strategic cover crops. Farmers see healthy soil and higher yields if they follow these practices, but it’s a culture shift.

SWCD didn’t rest there. Another critical accomplishment was the pollinator patch they planted. Though only about 22 percent of U.S. bee hives collapsed in 2022, an improvement, believe it or not, on previous years, and though Indiana’s bee pollinators have been faring better than hives elsewhere, native pollinator patches and flowers remain critical to food supply health.

Then in the northern part of the county, SWCD helped a cattle farmer mitigate livestock illness and land damage by putting in a heavy use pad. Since cattle linger, as is their nature, grazing and trampling the soil, they create mud with imbalances in the soil’s nutrients, killing off plant life. Installing a heavy use pad begins with excavating the mud, a combination of wet dirt, excrement and urine, heavy in certain elements that are likely to run off into nearby areas.

Upon excavation, layers of fabric then stones of various sizes are layered to filter the run off. From heavy use pads to watershed management, SWCD works across the ecosystem. After all systems are complex. What’s in one – soil, water, or plant – affects another, so larger, long-term projects, such as improving water quality in the Sugar Creek Watershed – an area that touches on Tippecanoe, Clinton, Boone and Montgomery counties, make a profound impact. Presently the watershed, an area of land that drains into Sugar Creek, is home to significant imbalances of nitrogen, phosphorous and E.coli usually from farm runoff. Nitrogen cycles are closely related to animal excrement and phosphorous is related to urine.

To improve plant life, SWCD has worked with local groups to educate about and control invasive species. You may have seen signs that read “Invasive species containment in progress” and wondered what the species was. Most are landscaping plants that have escaped their gardens and spread rapidly in wooded areas. One, the Asian Honeysuckle Bush, which is now illegal to sell in Indiana, has quickly overtaken woodlands. This time of year, it’s nearly impossible to miss the Asian Honeysuckle, each bush is clinging to its green with pearl-sized red berries, that Latzke says birds love to eat. The berries attract

birds like candy thrills a child. Though the bright red berries are beautiful, they lack nutrients; nevertheless, the birds consume them, then poop the seeds all over the woodlands, where it’s toxic to the soil, and the bush grows so dense in the underbrush that it restricts the movement of animals.

Another invasive plant, the Burning Bush, remains profitable, which incentivizes lawmakers to keep it legal to sell even though it spreads quickly, eating up real estate for native plants, stealing nutrients and destroying biodiversity. Along with the Burning Bush, the Bradford Pear, once popular but pungent, along with periwinkle, vinca minor, a dark green ivy with shiny thick leaves and lovely periwinkle blossoms, are invading urban and rural spaces.

Educating farmers, gardeners and homeowners is part of the mission of the SWCD, whose two main employees find no shortage of work in improving our local water, soil and plant life. Two people cannot replace a robust partnership with all of us. The rest of us can help! Latzke offers a few insights from their education efforts.

First, test your soil before fertilizing or applying pesticides routinely. Your lawn or garden may not need more nitrogen or phosphorous and it will just run off or make your soil less effective for supporting native plant life.

Plant native plants rather what is the latest fashion in landscaping. Local plants tend to be better habituated to water fall, resist competition, give back to the soil, require less “weed” control or pesticides, support pollinators and are less likely to invade woodlands.

Keep an eye out for education opportunities and follow SWCD on social media, Yodel or check their website (<https://montgomerycoswcd.com>) for an abundance of events and resources, including native plant sales, grant support for your farm or land. They provide a hub of contractors for drainage, water or soil testing, helping fight invasive species, wildlife control and rehabilitation, seeds and plants, and even fencing contractors. <https://montgomerycoswcd.com/contractor-list2/>

Finally, the pair – Latzke and Lovold – will receive a much-deserved state award and a showcase in Indianapolis in January. Cheers to a pair making MoCo a great place to live.

-The League of Women Voters is a nonpartisan, multi-issue political organization which encourages informed and active participation in government. For information about the League, visit the website www.lwvmontcoin.org; or, visit the League of Women Voters of Montgomery County, Indiana Facebook page.

TIM

From Page A1

The biggest point of conversation is frequency of publication. As much as I may hate it, some of you tell me you just don’t have time to read a paper every day . . . and as much as I hate to hear that, heck, I understand. I’m a newspaper guy and even I don’t have time to read a paper every day.

So what to do about that? Do we reduce the number of days per week we publish our Online Edition? A few of you have suggested that – and added that adding more content and improvements on those days would make it a better read.

I won’t say I disagree – but we’d like to hear from more of you. Would you prefer fewer days with more content on the day or days we do publish an Online Edition? (Oh, fear not Print Edition subscribers – no changes are planned to the Wednesday schedule!)

If I may then, I’d like to ask a favor – let me know what you think? You can share your thoughts on our schedule, our content, the state of the Colts or any little thing you like. Whatever you write, I always enjoy hearing from you (yes, even those of you who take me to task every now and then).

Honest! OK, before wrapping this up, let me add one more thing about feedback. Lately, some of our owners have been out and about in the community – talking with folks, asking what we can do. Getting feedback.

I love this! Until the last 20 years I’ve worked for newspapers that were owned by companies in other states. I guess there’s nothing wrong with that, but it sure isn’t local ownership, is it? I mean when an ad or a subscription are purchased from a newspaper owned by folks somewhere else, where does that money go? That’s right – somewhere else.

Our owners are here. Right here. You buy an

ad, a subscription with us and that money stays here. Right here.

It means a lot. Truly, it’s hard to understand not supporting local – but then again, I’m preaching to the choir. Folks reading this – all eight or nine of you – have been great supporters. It’s the folks who aren’t reading this we need to reach.

So let me ask another favor (good gosh I am being pushy today, aren’t I?).

Would you – yes, all eight or nine of you – share this column with some of your friends and neighbors? Maybe they’ll take a look and say – hey! I didn’t know this was a local company! Heck, I didn’t know the other paper was owned by some guy in Alabama! Dang, I don’t want my money going to that southern state! Alrighty then – count me in! I’ll start subscribing to this paper. Right here and right now! Tell them all they have to do is e-mail me – ttimmons@thepaper24-7.com and because they are your friend – we will give them a great discount and get them started.

If all eight or nine of you did that, think what could happen! We could add a bunch more subscribers. And more subscribers mean more eyeballs – which means more advertisers – which means more jobs created – which means more local news coverage – which means more subscribers and more advertisers – which means more money donated back into the community. Our community. They one we live in. Not some other state.

See how this works? Kind of like the shin bone connecting to the knee bone, right?

Hey, a guy can dream, can’t he?

-Two cents, which is about how much Timmons said his columns are worth, appears periodically in The Paper. Timmons is the publisher of The Paper and can be contacted at ttimmons@thepaper24-7.com.

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