



OnSite

AUGUST 2018



Fall Education Connection Topics!

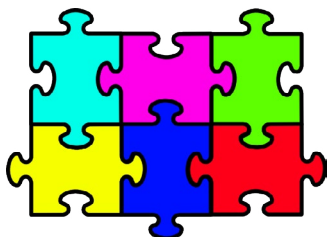
Stay tuned to the **OnSite** and www.aafw.org for course dates and topics to add to your calendar. Education Subscribers can attend all regular classes offered at no additional charge. Non-subscribers can attend for just \$45 per student. Invest in your team today and register online under the Association Education menu!



- ♦ **Maintenance Cost Savers**
Date TBA



- ♦ **Maintenance for the Office Staff**
Date TBA



Fall – September 2018

- ♦ **Property Roundtable – Emotional Support Animals**
September 13th



- ♦ **The Opioid Crisis with Department of Health & FWPD**
September 26th



Fall – October 2018

- ♦ **R U Rdy to Lead? with Sherre Helmer**
October 30th



Morning Session:
Leadership Principles, Interviewing, Orientation, & Training
Afternoon Session:
Coaching, Adaptive Leadership, Managing Performance, & Building Trust

- ♦ **Maintenance Shop Hop – OSHA Safety Session**
Date TBA



Fall – November 2018

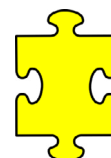
- ♦ **Fair Housing – METRO**
November 15th



- ♦ **Heating Season Skills**
Date TBA



- ♦ **Property Roundtable – Hiring, Retention & Promotability**
Date TBA



LAST CHANCE for EPA Section 608 CFC Certification Class & Exam

Have you heard that the CFC Certification Instructor has gotten stellar student reviews in our spring classes? Or have you heard that the EPA has a new exam starting January 1, 2019? The November Class will be technicians' last chance to get certified in 2018. Get registered by completing the form on page 13 or visiting www.aafw.org/education and start studying soon!

Want to be an Education Partner and sponsor a Class, Shop Hop or Roundtable?
Check out page 14 for all the opportunities available this fall!



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Editor's Corner

We apologize for any incorrect information within the contents of these pages. Please notify us of any errors we have made and we will make the corrections.

If you have any news to report from your business or community, drop us a line and we will do our best to include it in the next issue of the OnSite.

THE DEADLINE FOR SUBMISSIONS FOR THE MONTHLY OnSite IS THE SECOND FRIDAY OF THE MONTH.

High
5



Let us know who we can give a **HIGH 5** to at the next Breakfast Connection

Who Can You Give a High 5 To?
Co-Workers, Employees, AAFW-NEI Associate Members
It's Up to You!!

The AAFW-NEI OnSite is a complimentary member benefit for AAFW-NEI members.

If you are not receiving a copy of the OnSite and would like to, contact Hope Zellers at (260) 482-2916.

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AUGUST – Volume 40, Issue 6

Collections - Evictions - Wills Social Security Disability - Estates



Angela B. Rose



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2017 Summit Celebration Assistant Manager of the Year Deanna Storms, Archers Pointe



Here is what was said about our winner at the 2017 Summit Celebration ...

Our winning Assistant Manager strives to be the best she can be at all times. She never gives up and is willing to put in the extra effort to make something happen. She easily slides into the property manager role when the property manager is not there without missing a beat and is not afraid to step up, make a decision and stick by it. She is also a team player encouraging everyone to be involved in resident activities by giving them a part to play. She makes it a point in weekly meetings to share at least 1 good thing that she noticed someone did that week. Her appreciation for her residents shows in every conversation she has with them, every party she plans and every gift she sends out. A lot of thought and passion goes into each thing she does for her company, property, team members and her residents. Our Assistant of the Year is always thinking ahead. She anticipates renewal rate increases and is prepared to help guide the resident through the process and plan for the upcoming year. Resident retention gifts for each month are planned with cute sayings to thank residents for renewing and attached to a small candy bar or gift. She has reduced the number of evictions by being more diligent in her monthly collection efforts and keeping an eye on trends. In 2017 this Assistant Manager went out on a limb and created a block party for current and prospective residents. She had a band, carnival activities, prizes and a food truck. This was a huge risk since in the past turn outs for parties were sparse to say the least. The block party was a HUGE hit. People were stopping by just to listen to the music and ended up touring the community. As the day progressed you would see more and more residents bring their lawn chair down to watch the kids play games, participate in the photo booth and listen to the band. In addition to a huge resident response, staff leased 3 apartments and signed 4 renewals that day! On top of everything else, our winning Assistant Manager completed a long-time goal of hers to complete the Certified Apartment Manager designation in 2017.

Click on the logo to directly link!



Review Us! Facebook & Google

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~ AAFW-NEI Board Members ~ 2018 Executive Officers



President



Angela Peoples, CAM, CAPS
Gene B. Glick Company

Vice President



David Becker,
CMM, CAMT+E
Canterbury Green

Secretary



Tammy Brandt,
New Generation Management

Treasurer



Angela Rose,
Perry Law Office P.C.

Past President



Carole McConnell,
CAM, CFO, PLP
Lake Forest Village

Board Director



Debra Crews, NALP
Willow Creek Crossing

Board Director



Megan Ford,
*Hays & Sons
Complete Restoration*

Board Director



Nikki Gillenwater,
New Generation Management

Board Director



Nicholas Kreischer,
Canterbury Green

Board Director



Karen Schwichtenberg,
*Purple Blaze
Enterprise LLC*

Board Director



Michele West, CAM
Wood Creek

Board Director



Taylor White, NALP
Williamsburg Village

Legal Council

Scott Perry,
Perry Law Office P.C.

**For a complete contact listing for
Board Members please check out
their company listings in the
Membership Directory!!!**



Help Guide the Association Through the Next 40 Years By Joining the Board!

The AAFW-NEI Board of Directors is the perfect opportunity to grow as a professional, build your peer network, and give back to the rental industry by leading and guiding the resources and services that the Association provides within the membership, as well as the community.

As we celebrate the first 40 years of the Association, **NOW** is an exciting time for **YOU** to be a part of leading the direction and focus of the Association into the next 40 years.

Who can be a candidate for the Board of Directors?

- ♦ Members that have been involved in the multi-family industry for at least one year.
- ♦ Members that are employed with an AAFW-NEI member company in good standing.
- ♦ Members that have been involved and supported at least one area of the Association, such as recruiting new members, serving on committees, attending educational seminars and workshops, and any other voluntary participation.

Board of Directors Election for 2019-2020 is October 16th

The 2018 Nominating Committee will submit names of candidates to serve on the AAFW-NEI Board of Directors for the 2019-2020 term at the **October 16th Annual Meeting**. The election will include **2 Regular Member positions** and **1 Associate Member position**. If you are interested in being nominated as a Director, please contact the Association office to complete a simple one page nomination form. Nominations will be accepted up to the day of the elections and from the floor during the meeting. Any nomination forms submitted to the Association office by September 7th will be included in the October *OnSite* newsletter.

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Yesterday's Tradition With Today's Technology



Board of Directors Nomination Form

The 2018 Nominating Committee will submit names of candidates to serve on the AAFW-NEI Board of Directors for the 2019/2020 term at the **October 16th Annual Meeting**. The election will include **2 Regular Member** positions and **1 Associate Member** position. We appreciate your nomination and encourage you to include any additional information with this form. All applications for nomination must be received by our office by 5 pm on September 7th to be included in the October **OnSite** newsletter. Nominations will be accepted up to the day of the elections and from the floor during the meeting.

GENERAL INFORMATION:

Name: _____

Company Name: _____

Street address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____ Email: _____

EXPERIENCE:

Are you currently serving on any AAFW-NEI committee? _____

If yes, please list which committees you serve on: _____

Please list any other association that you currently volunteer for: _____

ADDITIONAL INFORMATION:

Why are you interested in running for the Board of Directors? _____

What do you see as the major local and state issues that affect our industry? _____

List any skills or experience you possess that you feel would be beneficial to the Board of Directors?

Please fax to 260-482-5187 or mail AAFW-NEI, 3106 Lake Ave., Fort Wayne, IN 46805

~ A Note From the AAFW-NEI ~

A letter from our AAFW-NEI Board Member



A View From the Other Side

By Karen Schwichtenberg,
Purple Blaze Enterprise LLC

It's likely that many Apartment Association members are unfamiliar with the smallest segment of membership: **Independent Rental Owners**, or **IROs**. Independent Rental Owners have multi-family living units that may include single-family homes, duplexes, triplexes, or even multi-unit apartment buildings. But they own the buildings outright, not working with a management company or off-site owner. So IROs are in charge of the entire range of apartment ownership and management responsibilities, including maintenance, leasing, bookkeeping, fair housing, and on and on.

My company, **Purple Blaze Enterprise (PBE)**, is an IRO formed by my husband and I seven years ago with the primary objective of preventing neighborhood decline. We have purchased old, dilapidated, vacant, run-down properties, many of them historic, and, almost single handedly, totally refurbished them, restoring them to their former glory, for rental. I assented to starting the company to take advantage of the devastated real estate market after the Great Recession. Many members of my family have been involved in various ways with real estate, so I had some minimal exposure.

You see, a secondary objective of PBE is to provide my husband, John, with 'projects' to keep him busy on the weekends. He is employed in a highly responsible, very stressful executive position in corporate America. Swinging a hammer, tiling a floor or building cabinetry is his way to relax! He was threatening to add on to our own home, which he had already totally renovated, because he was bored! In his youth he was an apprentice to a historic home renovation company in the Hudson Valley of New York where he learned all the skills to essentially build or restore a home from the ground up.

A third objective of our company is to donate any proceeds made to charity. We don't take any salary from profits. We support medical research, the local arts and worldwide social services.

PBE is comprised of six rental units, all single family homes except for one duplex. We completed the renovation of the first home in eleven months. Since then we have averaged

about two years to get one done. We currently have renters in four of the five properties. We've been working on the last home for over two years. I've been saying for the last year that we expect to finish within three to six months. That is still the ETA!! But there have been distractions, including turnovers and maintenance.

The way the enterprise was 'sold' to me by John was that I would be in charge of the bookkeeping and the rental process. I would coordinate any sub-contractors that we hired. Basically I would be the face of the company – the people person.

While that has proved to be true, I have also taken on the role of unskilled laborer. Since John has only the weekends and random evenings or vacation days to work on the properties, I have had to step in to do the grunt work, building literal sweat equity. So it really is a full time job for me. I complain about mowing lawns, sanding floors, and cleaning someone else's dirt and grime. But I have also gained so much from the experience of renovation and renting.

What is most gratifying for me is being able to provide clean, safe, comfortable housing to individuals and families. Our motto is not to rent anything that we would not want to live in ourselves. When potential renters cross the threshold of a freshly renovated home and I hear exclamations of awe and delight, and see wonder in their eyes as they see themselves reflected in the shining hardwood floors, I feel great pride. Our company has had very good luck with responsible renters, or is it the stringent screening process I learned through the Association? We attract renters who appreciate the charm and style of an older home, and typically get several qualified applicants for each opening. We have been able to respond to desperate housing needs. Also one family with four children rented from us for three years and then was able to purchase their own home. That's a satisfying feeling.

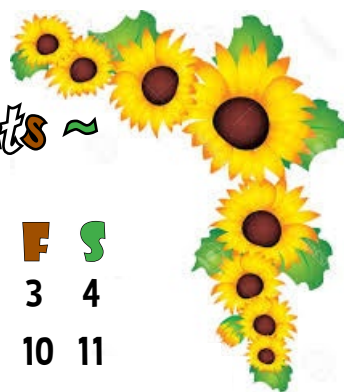
Karen Schwichtenberg,
Purple Blaze Enterprise LLC



~ AAFW-NEI Event Calendar Highlights ~

AUGUST 2018

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



9 **AUGUST BREAKFAST CONNECTION REGISTRATION & CANCELLATION DEADLINE**

15-17 **NAA AE BRAINSTORMING CONFERENCE**

Chicago, Illinois

14 **AUGUST BREAKFAST CONNECTION**

Join us as we continue the party celebrating the 40th Anniversary of the Apartment Association of Fort Wayne as we look at everything that happened in the 90's. Help recognize all the great members that joined the Association in the 90's, dress up in your favorite throwback clothes for our **COSTUME CONTEST**, and be ready to test your 90's music skills!

There will also be an informative update on disposing of all the things residents leave behind when they move from Republic Services.

21 **BOARD OF DIRECTOR'S MEETING**

8 a.m. @ AAFW-NEI Back Building

If you have a topic or issue that you would like to talk to the AAFW-NEI Board about join us at our monthly Board of Director's meeting. Contact Beth Wyatt so that she can add you to the agenda!

REGISTRATION & CANCELLATION POLICY

* FOR AAFW-NEI EVENTS *

Designation Education Courses:

Registration & Cancellations **MUST** be made by the published deadline. The cost of cancellations may vary depending on the designation.

Regular Education Courses:

Registration & Cancellations **MUST** be made 48 Hours PRIOR to the scheduled class.

The cost of **NO SHOW's** is:

\$10 Per Person for
Education Subscribers

\$45 Per Person for
NON Education Subscribers

AAFW-NEI Events:

Registrations & Cancellations **MUST** be made by the published deadline. The cost of cancellations and **NO SHOW's** may vary depending on the event.

Sexual Harassment Crack Down!

The Trump administration recently launched an initiative to crack down on sexual harassment in our industry. The administration urged victims of sexual harassment to come forward and seek help from both the DOJ and HUD.

This crackdown will lead to increased scrutiny by HUD of multifamily housing policies and practices regarding sexual harassment prevention and response. Are you prepared? Gaps in any one area could lead to increased liability.

In partnership with our attorneys specializing in Fair Housing compliance, Grace Hill has developed a checklist of key criteria that your company's policy and training program to prevent sexual harassment should meet. Fulfilling these requirements reduces your company's risk.

Download the checklist to find out:

- ♦ What you should always have in writing
- ♦ How you can help ensure sexual harassment gets reported

- ♦ What actions you must specifically prohibit
- ♦ How frequently employees and supervisors must be trained
- ♦ What is on the horizon for future regulations



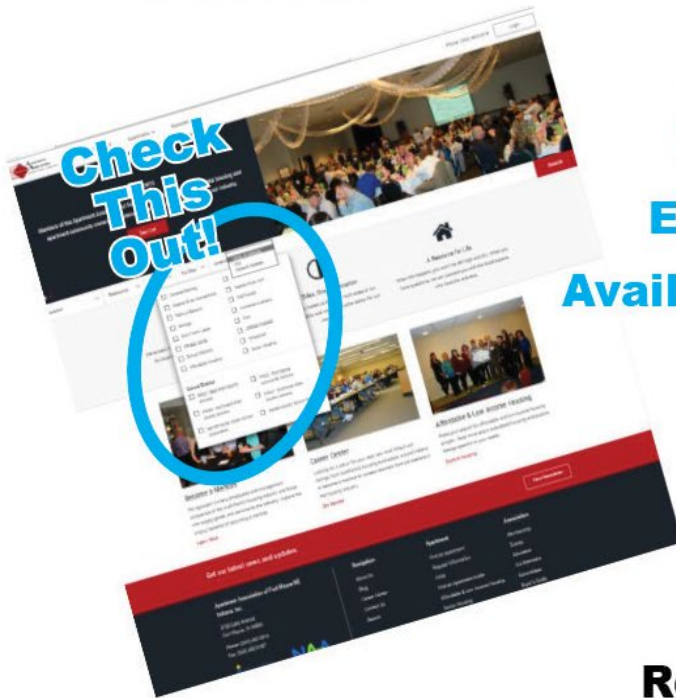
Download the checklist at:

gracehill.com/sexual-harassment-checklist to make sure you're doing everything possible to limit your company's risk of sexual harassment claims. If your organization is in need of training to reduce your risk from a sexual harassment claim, Grace Hill can help. Visit www.gracehill.com for more information.

*If you have trouble downloading the checklist, call the Association office at (260) 482-2916.

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Connect
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Education

Invoicing to take place in September 2018

Register Employees from _____

Step #1

- ☐ 1-10 Units - \$100
- ☐ 11-25 Units - \$150
- ☐ 26-50 Units - \$200
- ☐ 51-150 Units - \$300
- ☐ 151-300 Units - \$400
- ☐ 301-499 Units - \$500
- ☐ 500+ Units - \$600
- ☐ Associate Member - \$150

Subscriptions are available
for Management Companies.
Please call for more
information

** All Education Subscribers
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certification & designation
courses **

Step #2

We understand this Education
Subscription will allow each
member of our team to attend
all of the 2018 Educational
Series courses.

Here's how we would like
to secure our participation:

- ☐ Please invoice for
full amount in
September 2018

See a full
list of
courses
at
aafw.org

Final Step

By signing below, we understand that this is a binding contract for the full amount of the program tuition. Cancellations are not permitted and no refunds or account credits will be allowed. Non-payment will result in the immediate suspension of all program participation and member privileges.

Manager/Owner (please print) _____ Manager/Owner Signature _____

Cancellation Policy: If as a subscriber, an employee registers for a course and does not cancel by the advertised cancellation date, a \$10 charge will be billed to the subscriber. Substitutions are accepted at any time. If you have a disability that may require accommodations to participate, please call (260) 482-2916.

The Apartment Association of Fort Wayne ~ NE Indiana

3106 Lake Avenue, Fort Wayne, IN 46805; (260) 482-2916; Fax: (260) 482-5187

E-mail: info@aafw.org; www.aafw.org

The Apartment Association of Fort Wayne - NE Indiana Presents

2018 CFC Certification Course Training EPA Section 608 Certification November 2018

This course prepares technicians for the EPA Certification Exam through ESCO

Location: AAFW-NEI Office - 3106 Lake Avenue (Corner of Lake & Hobson) from 9 a.m. to 4 p.m.

Check Course Type

AAFW-NEI Member

☐ Full Course & Exam - \$129

☐ Individual Test - \$79

(No Instruction for the Individual test)

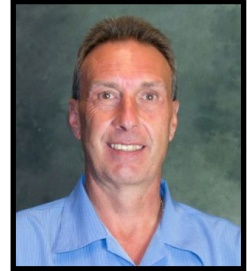
AAFW-NEI Non-Member

☐ Full Course & Exam - \$258

☐ Individual Test - \$158

(No Instruction for the Individual test)

Christopher Peraino, has over 25 years in the maintenance field and has taught the Certificate for Apartment Maintenance Technician designation course and the EPA Section 608 CFC Certification program for at least 15 of those years. He also assisted the National Apartment Association (NAA) in the curriculum of the Heating & Cooling portion for the CAMT program. He is currently the Building Operations Manager for the Detroit Institute of Arts.



Course Date

☐ **November 2018**

Name: _____ Company Name: _____

Address: _____ City/State/Zip: _____

Phone: _____ Fax: _____

Authorized Signature: _____

☐ Enclosed is \$ _____ ☐ Invoice my company for \$ _____ ☐ Paying by Credit Card**.

Signature _____

****Exam retakes can only be taken by those that took their original testing through ESCO.***

Please Choose the Footlong Subway Sandwich that you would like for lunch. All condiments will be available on the side. All sandwiches will be on white bread, unless you make a special request.

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☐ Cold Cut Combo

☐ Italian B.M.T.®

☐ Turkey Breast

Lunch Sponsored By:



*****Credit Card Payment Instructions will be sent to you. Processing fees apply.***

Cancellation Policy: Full refund if canceled by published deadline. Registration Deadline is two weeks prior to the course date. Contact the AAFW office for full details. If you have a disability that may require special accommodations to participate, please call (260) 482-2916. **Spanish Exam Version Available**

**Remit to: AAFW-NEI, 3106 Lake Avenue, Fort Wayne, IN 46805
Phone: (260) 482-2916; Fax: (260) 482-5187; E-mail: info@aafw.org**

Be a Fall 2018 Education Partner

Take advantage of the opportunity to sponsor one of the great education courses & meetings coming up in the Fall! Sponsors will be invited to attend the class, introduce their company's services and the instructor. Sponsorship will also cover the meal/refreshments offered during the session.

Maintenance Shop Hop Lunch (\$100 each)

☐ October - SOLD - Precision Concrete

Property Team Roundtables (\$100 each)

☐ September - Emotional Support Animals

☐ November - Hiring, Retention & Promotability

R U Rdy to Lead? Leadership & Coaching with Sherre Helmer ~ October 30, 2018

☐ Breakfast Sponsor (1 available - \$50) ☐ Lunch Sponsor (2 available - \$100 each)

EPA Section 608 Class & Exam (\$125 Sponsorship covers the cost of lunches for all students)

☐ November Class ~ Last Class of 2018

Sign us up to be a 2018 Education Partner!

Company _____

Representative _____

Date _____

☐ Will be attending the meeting/class.

Sponsors will be highlighted in meeting promotion based on when sponsorship form is received.

Signage at the meeting as well as the meal or refreshments will be coordinated by the AAFW-NEI.



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New Member Corner ~ NEW AAFW-NEI Members

Please join us in welcoming our NEW AAFW-NEI Members!

We would like to welcome them and encourage them to take advantage of the many benefits of their Association Membership. Please take a moment and seek them out at future events and meetings!



~ APARTMENT COMMUNITY ~

Faye Court

Manager: LeeAnne Wickliffe

Maintenance Manager: Demarcus Walker

4530 Merchant Road
Fort Wayne, IN 46818

Phone: (260) 444-5811

Email: fayecourt@newgenmgnt.com

New Generation Management
30 UNITS

~ ASSOCIATE MEMBER ~

Laundry One

Contact: Daniel Ducksworth & Scott Binder

60 Elm Street
Canal Winchester, OH 43110

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Email: daniel.ducksworth@laundryone.com
scott.binder@laundryone.com

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Ohio: 419-339-3999



EXTRA, EXTRA: READ ALL ABOUT IT!

Congratulations!

Please join us in congratulating **Taylor White, NALP** on her promotion to **Senior Mentor** with **Redwood Living Inc.** She will be working with the training department along with her **Manager Position** at **Williamsburg Village.**

The next time you see her make sure to congratulate her!



High Five to our NEW AAFW-NEI Member Lotus Lawn Care & Painting!!!

The Association Office had some problem ivy that was out of control and actually broke through a window! Alvin got us a bid within 2 days and completed the work in less than a week!

Thank you so much for your quick response and a great job Alvin!

Let's do the Time Warp Again...



Georgetown Square celebrated its 50th Anniversary by opening a time capsule buried on their 25th Anniversary in June 1993. City officials, legislative representatives, and even several of the original store owners from 1968 were on hand to congratulate the Jehl family (also the owners of *Georgetown Apartments & Lake Forest Garden, Village, and the Cove*). There was a great community turnout and even an appearance by Elvis!



Notable contents buried in the Time Capsule in 1993 included:



Box of Twinkies & Michael Jackson Fruit Snacks: Rogers Market

Fine Bottle of French Wine: Cap n' Cork

Timex Watch: Will's Jewelry

Letters predicting the future 2018: Haley Elementary Students

Black Lace Bra Size 46DDE: Fashions at Large

Endangered Species Necktie: Squire Shop

Box of Popcorn: Georgetown Theatre



1993 Computer, Baseball Cards, & Personal Letters and cards to the future

Celebrating 40 Years of

Multifamily Housing 1978-2018

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Apartment Association of Fort Wayne - NE Indiana

Paparazzi ~ Seen on the Scene

June Breakfast Connection Wrap-Up:

In June members joined us as we touched on an issue that is facing our local community. **Giving Teens Grace Founder** and **Director, Crista Miller**, is a parent advocate and educator who has made it her mission to educate others about the dangerous side of technology. In 2016 she and her family were faced with the unthinkable when her daughter, through a conversation on snap chat, was picked up at a McDonald's and taken into a human trafficking situation. Since that time Crista has been working diligently and traveling extensively to connect with counselors, agencies and law enforcement who can help families in need of services when faced with online issues. She is passionate about protecting children and being a support to families. Her mission is to help restore families through Grace and Understanding.



If you were not able to join us and would like information on this topic call the Association office today.

August 14th Breakfast Connection ~



Celebrating the 90's

8 A.M. @ RAMADA PLAZA

\$10 PER PERSON OR 1 BREAKFAST COUPON PER PERSON



Join us as we continue the party celebrating the 40th Anniversary of the Apartment Association of Fort Wayne as we look at everything that happened in the 90's. Help recognize all the great members that joined the Association in the 90's, dress up in your favorite throwback clothes for our **COSTUME CONTEST**, and be ready to test your 90's music skills!

There will also be an informative update on disposing of all the things residents leave behind when they move from Republic Services.

Registration deadline is this Thursday, August 9th at 12 Noon!

** All Cancellations **MUST** be made the Thursday **BEFORE** the Breakfast Meeting. **ALL** Cancellations **AFTER** the deadline will be charged a **NO SHOW** fee of FULL PRICE ~ \$14 per person! **

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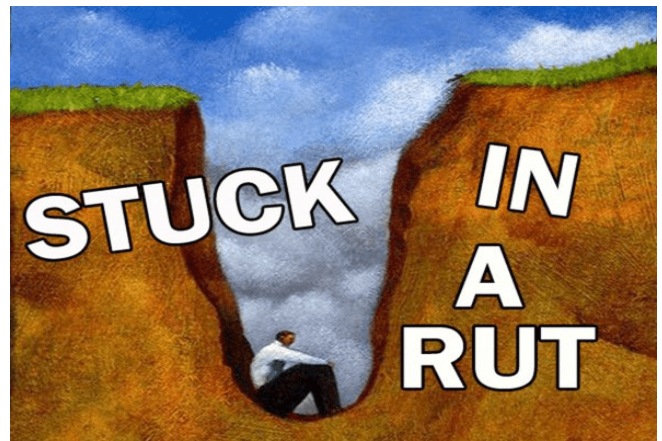
- * August
- * September
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- * December

Call us today to feature your company to other members!!

IN A GROOVE OR IN A RUT

BY TIM FURLONG,

MyQuarter
TURNS



Recently I attended a conference and the speaker was talking about staying productive in the face of distractions and obstacles. He kept referring to the concept of getting yourself into your groove and steps you can take to find that ever-elusive groove where you are at peak productivity.

We already know that our brains are only in that peak productivity zone for 90-120 minutes per day. Based on our own bio-rhythms, energy levels, blood sugar, hormones and a host of other variables we have about 2 hours where we are in the "zone" or a groove. In my coaching practice I usually have my clients identify this time in their days when they feel as though they are in that zone, and then have block that time to work on the most important projects of the day.

Getting back to the conference, at one point during this talk about being in a groove, another gentleman sitting next to me shook his head in frustration, looked down and mumbled to himself "my groove feels like more of a rut!"

At that moment it dawned on me that there is really not much difference between being in a groove and being in a rut. Let's take a look.

Think about the last time you were "in a groove" I bet your energy level was high, you were cranking out amazing work, probably overcoming extremely difficult obstacles, all in the course of a normal work day. In fact you probably left your workplace fully charged and energized because you were feeling on top of your game. These are the times where you aren't just treading water, but you are swimming laps. Duplicating these types of days can be an extremely rewarding process.

The thing to remember about these states of productivity is that they aren't stumbled into by accident. Author Jack Canfield likes to say, "Success leaves clues." If you really think about those times when you are in your groove, I would ask you to retrace the steps that brought you there? What actually preceded those times when you feel as though you can tackle the challenges of the day with the greatest of ease?

The best part of learning to conduct this simple exercise with yourself is that you can then start to become intentional about doing those things that you know create the circumstances that will get you back into your best groove.

So the first step is to become aware of how your get into the groove, the second is to become intentional about making those steps part of your daily and weekly habits and routines.

Now think about those times you are in a rut, maybe you are in one as you read this. What are the circumstances that have gotten you to this point? Just as success leaves clues, the path to getting into your rut is just as obvious once you take the time to retrace the steps that got you stuck in the first place.



CONTINUED ON PAGE 21

What were the triggering events that led you from being in your groove to getting stuck? How many times in the past have you followed this same path and found yourself in this same rut? And most importantly what were the steps you took to extract yourself from this well-worn rut? You've done it before so you can most certainly do it again.

Success should not be considered an accident, but rather the process of being intentional about what you do to create the circumstances that will allow for that success to take place. If you document those steps you can take all the guess – work out of it.

What's interesting you will find is there is very little difference between being in your groove and being stuck in a rut. Once again you will find that being aware that you are in a rut early in the process, and then being intentional about the steps required to get un-stuck are the most important steps to success.

Here are a few things that my clients have shared with me about getting into their own grooves and getting out of their ruts.

1. Get enough sleep, better well rested than well read.
2. Eat something healthy in the morning and throughout the day.
3. Exercise on a regular basis – get your heart pumping.
4. Avoid drinking alcohol in excess, and drink plenty of water.
5. Create an ideal day and ideal week scheduling your peak productivity times to be clean and uninterrupted.
6. Keep the main thing the main thing.
7. Start each day with a list of the most important tasks and projects to get done.
8. Avoid being a slave to your smartphone and emails.
9. Create short term and long terms goals and review them often.
10. Have things outside of work that you look forward to and are energizing.
11. Avoid negativity, on the news, social media and in person.
12. Read something that will cause you to learn something.
13. Take time to unplug from the matrix every week.
14. Invest in your most important relationships.
15. Above all else remember to Have Fun!

Thoughts for the week:

We are what we repeatedly do. Excellence then, is not an act, but a habit. – **Aristotle**



We don't manage time, we manage activities within time
– **Bernard Kelvin Clive**

Nothing will work unless you do. – **John Wooden**

Focus on being productive instead of busy. – **Tim Ferris**

It's not knowing what to do, it's doing what you know.
– **Tony Robbins**

To think is easy. To act is difficult. To act as one thinks is the most difficult. – **Johann Wolfgang Van Goeth**

Cheers to your success ~ One Quarter Turn at a Time

Strengthening the Fabric of Our Community



Dan Beechy
Banking Center Manager, VP
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Contact Dan Beechy for your banking needs.

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News You Can Use ~ *Have you heard the latest?*

Keeping You Up-To-Date!



Fort Wayne City Council OKs water rate hike to fund new pipes

Fort Wayne residents using water supplied by City Utilities will face an annual rate increase of about 5.8 percent annually for the next five years under a new rate structure approved 7-2 during Tuesday's City Council meeting.

Kumar Menon, City Utilities CEO, told the council the higher rates were needed because the city has been plagued by an increasing number of water main breaks in recent years – 350 in 2017 alone. Pipes are at or beyond their expected lifespan, he said, and need to be replaced. Menon said many cast-iron pipes installed before 1900 in older neighborhoods are still serviceable. But those installed from the 1920s through 1970 are failing because pipe materials changed to divert metal to war efforts.

"Those (pipes) were less strong and more permeable, and those are the ones that are failing us now," Menon said.

New water mains are made of durable plastic, which reduces corrosion and damage to pipes caused by temperature fluctuation. City Utilities maintains more than 1,400 miles of water main pipe and has replaced about 95 miles of water main since 2000.

Preventative maintenance on the water system will cost less — financially and in terms of impact to residents, businesses and motorists — than reacting to breaks when they happen, Menon said. Plastic pipes have an estimated lifespan of 75 to 100 years.

Each water main break costs about \$5,000 to repair, he said. Water officials want to try to get ahead of the problem now, because about 350 miles need replacing, he added. Officials have chosen vulnerable pipes to replace in 25 neighborhoods scattered throughout the city, Menon said. After the initial five-year push, they want to keep replacing pipes at an 11-mile annual pace using money from the rate increase.

City Council members expressed both support for the plan and reservations. The rate increase must still be approved by the Indiana Utility Regulatory Commission, which has 300 days to do so. Implementation likely would not come until the second half of next year.

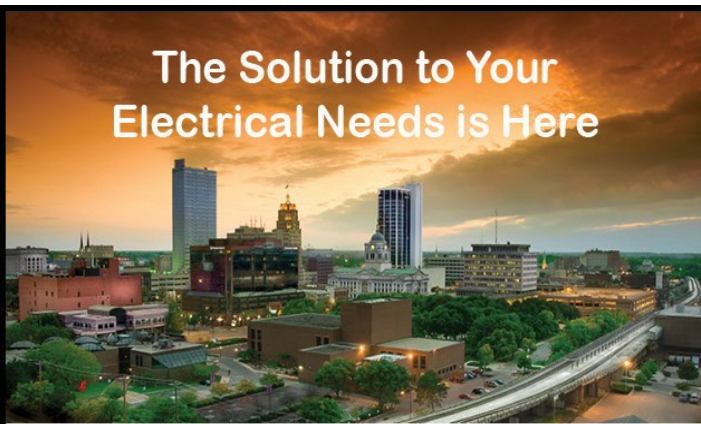
The last City Utilities water rate increase was approved in 2012. A sewer rate increase was approved in 2014

Digested from The Journal Gazette in articles posted June 7, 2018 & June 27, 2018

IURC Approves I&M Rate Increase

The Indiana Utility Regulatory Commission has approved a more than 7 percent rate increase for Fort Wayne-based Indiana Michigan Power. The utility says the increase will generate nearly \$97 million in additional revenue to support the infrastructure improvements as part of its Building the Future plan. The commission's decision follows a settlement I&M reached with stakeholders including the Indiana Office of Utility Consumer Counselor and the cities of Fort Wayne, South Bend and Muncie. I&M's original proposal called for a 19.7 percent rate increase, which would have generated

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CONTINUED ON PAGE 23

News You Can Use ~ Have you heard the latest?

CONTINUED FROM PAGE 22

\$263 million in additional revenue. Under the order approved by the IURC, the average I&M residential customer will see an increase of about \$10.50 per month on their electric bill. The utility says the new rates will be phased in, with the first phase beginning in July. The rate increase will be fully effective in early 2019.

Source: Inside Indiana Business

Posted: May 30, 2018 5:14 PM EDT Updated: May 30, 2018 5:14 PM EDT

By Alex Brown, Multimedia Journalist

Electric Works, Rescue Mission and Four Others Likely to Receive New market Tax Credits

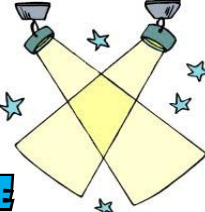
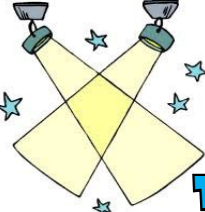
Electric Works and five other projects are likely to receive support from the City of Fort Wayne New Markets Revitalization Fund. The six projects and their estimated allocation amounts include:

- ♦ Byron Health Center, \$12.5 million. Byron Health Center is a non-profit facility that provides long-term health care, memory care, skilled nursing care and physical and occupational therapy for vulnerable populations who have multiple diagnoses. As *The News-Sentinel* first reported, the center will be relocating from Lima Road to the corner of Beacon Street and Lake Avenue, with the county planning to market its current site for possible redevelopment.
- ♦ Electric Works, \$12 million. Electric Works is the adaptive re-use of the former GE campus south of downtown, and developers are seeking \$65 million in local public funding for the \$220 million first phase.
- ♦ Fort Wayne Rescue Mission, \$10 million. The Rescue Mission provides shelter and other services to men, women and children experiencing homelessness and is building a new \$17.5 million facility at 400 E. Washington Blvd.
- ♦ Fort Wayne Boys & Girls Clubs, \$8 million. The organization provides after-school and summer programs to low-income, school-aged children. A new 2.3 acre campus and building are currently under construction on Fairfield Avenue.
- ♦ Vestil Manufacturing, \$8 million. Vestil is located in Angola and plans to create up to 100 well-paying new jobs by 2021. It will construct a new 225,000-square-foot fulfillment center in the area.
- ♦ The Landing, \$4.5 million. The Landing is the historic restoration of seven buildings and the construction of one new on West Columbia Street. The \$35 million project includes 70 apartments and 56,000 square feet of commercial and retail space.



Officials announced in February Fort Wayne had been awarded \$55 million of the federal New Market Tax Credits. The amount is larger than the city's two previous New Market awards combined, the last coming in 2014 with an award of \$33 million. The Fort Wayne New Markets Revitalization Fund (FWMNRF) is a subsidiary company formed by the city of Fort Wayne. It is a certified Community Development Entity eligible to apply for New Markets Tax Credits from the U.S. Treasury. The New Markets Tax Credit Program was enacted by Congress in 2000 and allows private investors to receive a tax credit against their federal income tax in exchange for investment in low-income communities.

Source: The News-Sentinel



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- * Spotlight Table at the monthly breakfast meetings!**
- * Profile in the monthly newsletter!**
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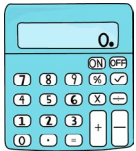


Community Outreach's Salvation Army Tool's for School Drive



Don't forget to bring school supplies to the
August Breakfast Connection on August 14th!!

Community Outreach will be collecting the following items for the Salvation Army's Tool's for School Drive:



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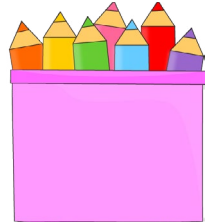


For every school supply that you bring to the breakfast you will have a chance to win a gift card! Each item you bring will be worth 1 drawing ticket.



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