



Q&A with Josh Sabo

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A valuable education

Most of us can think of at least one teacher who had an impact on our lives, sometimes in profound ways. Or perhaps there was a particular class in high school or college that inspired you to consider a career path that had never before crossed your mind. While much of the textbook knowledge we learn in school fades away over the years, our educational experiences continue to shape our lives.

I attended a Montessori school from age 3 through grade school, and my husband and I have chosen a Montessori school for our 4-year-old son. The Montessori method, as it's called, is a starkly different approach from most other forms of public or private education, with a focus on fostering independence and a love of learning in children. So while my mother may complain that her grandson isn't being taught how to print his name or tie his shoes, the intrinsic self-motivation he's developing by being allowed to choose his own tasks and work at his own pace will hopefully serve him well in the long run.

The process of learning is often more important than the subject being studied, as evidenced by the fact that my four years of college played a key role in my development, although I have forgotten much of what I once knew about iambic pentameter and The Canterbury Tales. The typing class I took my sophomore year of high school has proven to be invaluable in my day-to-day life; the algebra and chemistry classes turned out to not be particularly relevant.

Even once our formal education is complete, skills we learn at one job often carry over to other employers. This month's Q&A subject, Josh Sabo, explains that learning how to meet people where they are and walk with them when he was a minister has served him well in his current role as the first executive director of the Heartland Continuum of Care. For me, every job I've had – from selling used cars to working in a public relations office – has contributed to my overall skill set, whether I enjoyed the work or not.

Mentoring a young person helps pay forward the inspiration that we benefited from when we were younger, either from teachers or those in our professional circles. Our most valuable education often comes from other people, rather than a classroom.





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By David Blanchette

Josh Sabo was born and raised in Georgia and moved to Springfield to finish college while completing an internship at Central Baptist Church. He later became the youth pastor and then the lead pastor, spending 15 years with the church before accepting a job as the first executive director of the Heartland Continuum of Care.

He and his wife, Emily, have three children. Sabo says he and his family enjoy events downtown, spending time outside, particularly at Lincoln Memorial Garden and Washington Park, and traveling.

You grew up near Atlanta in Covington, Georgia. How did you end up in Springfield?

In college at Georgia State University, I think I changed my major about every semester for a while. It was first nonprofit management, then business, and I considered being a middle-school teacher for a while. Going into the ministry sort of branched off from that, because I always enjoyed working with students and young people.

In 2004 I got an internship opportunity at Central Baptist Church in Springfield, so I transferred from Georgia State to University of Illinois Springfield and finished my degree while interning at the church. I split time between Springfield and Lombard, Illinois, working on my master's degree. Once I finished my master's I joined the staff of the church, became lead pastor, and worked there until 2020 when I accepted the Heartland Continuum of Care coordinator position.

What made you decide to apply for the position as the first executive director of the Heartland Continuum of Care?

One of the benefits of doing the work I was doing for the church was that I got to see firsthand the way that people were investing their resources and time in trying to make the Springfield community a better place to live.

I was at a point where I was looking for a new way to invest in the community. Around 2019, I heard some of Erica Smith's presentations about using the Housing First model to address homelessness and that really interested me. I reached out to Lisa Clemmons Stott, who was the Downtown Springfield Inc. executive director at that time, and she connected me with John Stremsterfer of the Land of Lincoln Community Foundation. John mentioned that the Heartland position opportunity was one he knew was coming up.

You took the Heartland position a week before the COVID shutdown occurred. What was that like for you?

The position had never existed before, so I was stepping into a job that was new in every conceivable way. It was fascinating to learn about what everybody was doing and how they were doing it together, but it was challenging because it was hard to do tours of places and meet with people Everybody was working together in different ways in a true spirit of collaboration and all of the providers were focused on how they could provide services in the healthiest way.

How did you view your role in this brand-new position?

My focus out of the gate was to get to know everyone and try to figure out



Left to right: Emily, Ellie (9), Judson (6), Josh and Aviva (2). Left to right: Springfield Police Department Homeless Outreach Team Officer Michael Newman, Heartland Continuum of Care Housing Navigator Nick Dodson, Josh Sabo and City of Springfield Community Care Coordinator Shanon Allen at a community cookout in August 2022. PHOTOS COURTESY JOSH SABO

how I could support them, and to figure out what our community was doing and compare that to what was really effective elsewhere.

There's been a bit of a paradigm shift in our country around how homelessness is addressed. Because I was relatively new to the field, I had an opportunity to look around the country and figure out what is the most effective strategy, what is really working elsewhere, and how we can incorporate more of those practices here.

What do you wish the community knew about the people and organizations that serve the homeless?

One of the things I wish people understood was how much heart and soul goes into offering the programs that do exist in our community, and how challenging that is, because every single organization wishes they could do more. They know there are so many needs that are unmet. The conversation around homelessness can be very challenging for the community to have. Stigma and some of those things impact the conversation, and I think that can leave the front-line workers and those leading the organizations to feel unsupported.

What is the greatest reward of your job?

The most incredible thing is when you get to hear the story of a person who was unhoused who has now entered into a housing opportunity. That is the absolute most rewarding thing, how you hear about a person who was once homeless and is now thriving in a house. It's a beautiful thing, and it makes the heart dance to know all of the people that worked together to help create that opportunity.

Do you think your previous career in the ministry prepared you for your current position?

It did in a major way. In the ministry, the goal was to meet people where they were and to walk with them. I pursue this work in the very same way, whether it's working with the leader of an organization or with a person who is unhoused. The goal is to meet a person where they are and to help them progress in the best way.

What advice would you give to someone who may be considering a career in your field?

Motive is so important when it comes to this work. People who approach this work from an empathetic and compassionate motivation, it really leads to a different level of success. People become case workers or work in shelters not because there is monetary gain, but because at the end of the day they are helping some of the most vulnerable people in our community.

There is a wonderful opportunity for young people in this field, especially as we work to grow programs over the next several years to transform not just individuals' lives, but our whole community.

Greater focus on teacher recruitment and retention

State board data shows unfilled classroom positions reached five-year high in 2022

By Nika Schoonover

Illinois schools are still grappling with a teacher shortage that seems to only be getting worse, a recent survey by the Illinois Association of Regional Superintendents of Schools shows.

This mirrors the state's own data, which shows Illinois' teacher shortage is at the highest level in the last five years. More than 5,300 classroom positions, including administrative and support personnel, went unfilled in 2022, according to the Illinois State Board of Education.

As a result, teachers often have to absorb unsupervised students into their existing classes or fill in for subject areas in which they have no background.

"No matter how much we're trying, we're not filling all the positions and the ones we are filling are people who aren't necessarily qualified to teach what their assignment is," IARSS President Mark Klaisner said in a recent interview.

The IARSS, a trade group for the public officials who serve as an intermediary between local school districts and the Illinois State Board of Education, has surveyed nearly 700 school districts on the state of the teacher shortage crisis for the past six years. But this year's survey focused more intently on short- and long-term solutions proposed by school districts statewide.

According to the 2022 survey, 68% of districts reported fewer teacher applicants than the year before. And 45% of districts reported the shortage in their school had worsened from the year prior.

Klaisner said everyone involved in education needs to be heard when considering policy changes, as problems with teacher recruitment and retention have different causal mixes in different parts of the state.

"There are lots of people working on how to come to solutions," he said. "Some of it is related to money but a lot is related to reestablishing the teaching profession and, whatever that takes, we need to work with higher ed, we need to work with early childhood and everywhere in between."

One area of focus, Klaisner said, is improving the pipeline between education institutions and Illinois' K-12 schools by starting educator recruitment earlier. That could include programs that allow middle schoolers to shadow teachers.

Other policy recommendations in the IARSS

report include making college more affordable for prospective educators and increasing the pool of substitute teachers.

Improving the pipeline

The report emphasized the importance of making the teaching profession more desirable for prospective educators, outlining policy recommendations that would lessen financial burdens and encourage greater diversity.

Along with job shadowing programs, he advocated for dual credit programs that allow students to earn some college credit while in high school.

"We need to look for expedited routes that are going to be less expensive," Klaisner said.

The report also calls for direct state funding to key areas to encourage more diversity within the profession. This includes increasing funding from \$4.2 million to \$7 million annually for the Minority Teachers of Illinois scholarship; investing more money into the Illinois Teachers Loan Repayment Program which helps pay down student loan debt for Illinois college students that qualify to teach in low-income areas; and further increasing the state's Monetary Award Program by \$50 million.

Those MAP grants go to eligible college students and do not need to be repaid. While the program's funding has grown to \$601 million from about \$400 million in the past four years, the report suggested increasing it by \$50 million will ensure more teachers from minority communities will receive the grants.

To better fill gaps in the short term, Klaisner pointed to incentivizing teachers to complete additional subject endorsements, which can be done through the ISBE website.

"If you've got a good teacher who's willing to try something new, give them the appropriate endorsement, but then give them three years to be able to complete the coursework to be fully certified in that area," Klaisner said.

By giving teachers the time and space to complete supplemental endorsements, Klaisner said it will better equip them to fill in potential staffing gaps.

Other recommendations include observing how districts have used federal pandemic-era Elementary and Secondary School Emergency Relief, or ESSER, funds to help teachers get provisional licenses in shortage subject areas. Additionally, the survey recommends strengthening the state's educator prep programs by showing which paths have stronger results in teacher placement and success.

Several survey respondents also noted that a 2010 state law creating a lower tier of pension benefits for new employees has made the teaching profession less desirable from a compensation standpoint.

Increasing substitute teacher accessibility

When it comes to filling short-term gaps, the report focused on increasing the pool of substitute teachers.

"When you don't have enough classroom teachers, and then you don't have enough subs, then you've got classrooms that are literally empty. I mean, the children are in the room but there's no teacher," said State Rep. Sue Scherer, D-Decatur, who was also a teacher for 34 years in Decatur and Maroa-Forsyth.

Last April, Gov. JB Pritzker signed a package of four bills to address the shortage, including House Bill 4798, which allows currently enrolled teaching students with at least 90 credit hours to be licensed as substitute teachers.

According to the survey, 60% of respondents said HB 4798 has helped recruit and retain teachers.

In addition, 80% of districts support a plan which would increase the number of days retired teachers can substitute from 120 days to 140 days without affecting their retirement benefits.

The number was increased to 120 from 90 in a bill signed in April, but it was scheduled to expire in 2023. The idea was supported by 79% of IARSS survey respondents, and the report advocated for making the extension permanent.

The laws allowing college students to serve as substitute teachers is also scheduled to expire, and the report suggested making it permanent as well.

Nika Schoonover is a reporter with Capitol News Illinois, a nonprofit, nonpartisan news service covering state government. It is funded primarily by the Illinois Press Foundation and the Robert R. McCormick Foundation.

Innovative work by Illinois school districts is helping mitigate the teacher shortage

The release of the 2022 Educator Teacher Shortage Study is a reminder that Illinois' teacher shortage continues to be a burden on school districts.

Findings from this year's survey conducted by the Illinois Association of Regional Superintendents of Schools show 79% of responding districts reported an educator shortage problem, and nearly half, 45%, reported staffing shortages have grown worse.

While discussions at the statewide level continue to evolve, superintendents across the state have taken matters into their own hands and have begun to develop solutions at the local level to mitigate the problem. Across Illinois, school districts have formed partnerships with universities and community colleges that have aided in the development of education pathways and expanded dual-credit education courses – that transfer to teacher education – for high school students. Some districts have even looked outside of our country to fill classroom teaching roles.

By exposing students early to a career in teaching, public school districts are planting the seed in young people that teaching is a rewarding career and providing students on-the-job training while also giving them a head start on college coursework. This boost is critical in attracting more young people to the field and fighting back negative perceptions that teaching is not a worthwhile career.

What do these programs look like? Here are three examples of innovative work currently happening:

Peoria Public Schools: Local aspiring educators can access tuition assistance, professional mentorship and various stipends before graduating with a board-approved teaching position in hand through the District's Grow Your Own Program. PPS also utilizes a J1 Visa Sponsor and hired 28 international teachers from the Philippines two years ago. In January, the district oriented 10 new, highly experienced international teachers from various countries in the Caribbean and Africa and will be welcoming up By Brent Clark



to 30 more from that region for the 2023-2024 school year.

Ridgewood High School: Students at the high school in Chicago's west suburbs can get a head start on their education career by earning a certification/endorsement from the state of Illinois. In earning this endorsement, students complete college coursework and gain teaching methodology experience. All Ridgewood students who earned the endorsement over the past three years have continued to pursue their license at a four-year institution.

Okaw Area Vocational Center in Vandalia: Students from 13 surrounding districts can earn college credits, develop teaching plans and gain on-the-job training that helps them explore a future career in teaching at the Okaw Area Vocational Center.

These types of innovative programs are critical in helping schools alleviate teacher shortages in their districts. However, more progress is needed at the statewide level to comprehensively address the problem.

The Illinois Association of School Admin-

istrators is a unified voice for public school superintendents and central office administrators across our state. Our members continue to report concerns relayed from teachers that the retirement age of 67 for Tier 2 educators is too late. This problem is especially stark at the pre-K and earlyelementary levels.

Another concern is the high costs associated with attending a four-year university. An expansion of state and federal programs that offer full tuition waivers for people hired as teachers should be part of the mix of ideas to address the teacher shortage.

To close, the teacher shortage is a multi-faceted problem that will require a multi-faceted solution. The ideas mentioned above are only part of the answer. What remains clear is that efforts at the local level to boost the educator pipeline and retain current educators has been, and continues to be, a central component of addressing the teacher shortage.

Brent Clark is the executive director of the Illinois Association of School Administrators.

Investments today can benefit generations to come

By Nicole Anderson

If the age-old adage "they grow up fast" is true, college expenses will be here before you know it. Planning ahead for post-secondary education expenses may be something you're thinking about, but you don't know where to begin. No worries. Here's an easyto-follow guide to creating a savings plan that will take advantage of tax savings while growing money for the future.

Where to begin?

Consider a common education savings vehicle known as a 529 plan; named for Section 529 of the federal tax code. Congress created this as a way for families to save for their children's post-secondary education. A 529 plan is an investment account that offers tax benefits when used to pay for qualified education expenses for a designated beneficiary. From an income tax perspective, these plans work much like a Roth IRA. You may contribute after-tax funds into the account and invest the money using the plan's investment line up. The funds grow on a tax-deferred basis and can be withdrawn tax-free as long as they are used to pay for qualified education expenses.

Where to purchase a 529 plan?

Nearly every state sponsors at least one 529 plan. Plans vary due to investment strategies, state income tax benefits, costs and other plan provisions. Though there are variations among the plans, one thing is consistent – a 529 plan purchased in a particular state does not limit your beneficiary to attend school in that state. Your 529 account can be used at eligible educational institutions across the United States and some study abroad programs. Students can also use 529 assets to pay for accredited trade school programs.

The Illinois' sponsored 529 plan is called Bright Start 529. This plan allows Illinois taxpayers to deduct 529 contributions up to \$10,000 per individual or \$20,000 for a married couple filing jointly.

Who can purchase a 529?

In addition to parents, 529 plans can be a great option for grandparents, relatives or friends who would like to invest in a loved one's future education.



What if educational goals change?

Many of us envision our children or grandchildren at a university or trade school, but that isn't always the path they take. If educational goals change, 529 funds can be transferred to another beneficiary or withdrawn. If the withdrawal is for nonqualified expenses, taxes and penalties will apply. Exceptions to the penalty include a beneficiary becoming incapacitated, attending a United States military academy or receiving a scholarship. In the case of a scholarship, non-qualified withdrawals up to the amount of the tax-free scholarship can be taken out penalty free, though you will pay income tax on the earnings.

Transferring beneficiaries within 529 plans is common and can also be helpful for achieving wealth transfer goals. Consider a Family Dynasty 529 Plan. This investment strategy intentionally overfunds a 529 plan so that the growing account can be used to pay for multiple generations of family members' education expenses. Bright Start 529 defines family members as children, siblings, nieces, nephews, cousins and grandchildren.

How did the SECURE Act impact plans?

The Setting Every Community Up for Retirement Enhancement Act of 2019 is intended to make it easier for Americans to save money in retirement by allowing more money to be invested in tax-advantaged accounts.

In the final days of 2022, Congress passed an update to the SECURE Act of 2019 and called it SECURE 2.0. It provides changes to some provisions of 529 plans. Starting in 2024, pending certain conditions, individuals may roll a 529 education savings plan into a Roth IRA. Thus, if your child gets a scholarship, goes to a less expensive school or doesn't go to school, the 529 investment can be rolled into a retirement account. These rollovers are subject to the annual Roth IRA contribution limits.

What's your next step?

The sooner you are able to plan for future education expenses, the better. Not everyone's plans will look the same, but being intentional with your investments now can benefit multiple generations and their plans for higher education. Contact your financial planner today and ask about starting a 529 plan.

Nicole Anderson, CFP[®] is a director of wealth management with Choreo, an independent firm focused on redefining the RIA's place in the wealth advisory industry. She helps clients navigate all areas of their financial lives.





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COLLEGES AND UNIVERSITIES

Sources: The individual colleges and universities. Ranked by 2022 enrollment.

	NAME/ADDRESS	PHONE	WEBSITE/EMAIL	TYPE OF INSTITUTION	CURRENT ENROLLMENT	TUITION	PRESIDENT/ CHANCELLOR	YEAR EST'D
1	Lincoln Land Community College 5250 Shepherd Road P.O. Box 19256 Springfield, IL 62794-9256	217-786-2200	llcc.edu info@llcc.edu	Community college	5,976	\$137/credit hour (in-district residents)	Charlotte J. Warren Ph.D., president	1967
2	University of Illinois Springfield One University Plaza Springfield, IL 62703	217-206-6600	uis.edu admissions@uis.edu	Public university offering bachelor's and master's degrees, one doctorate and graduate certificates in Springfield, Peoria and online.	4,198	\$9,645 per year/full-time undergraduate, \$5,316 graduate	Janet L. Gooch Ph.D., chancellor	1970
3	Illinois College 1101 W. College Ave. Jacksonville, IL 62650	217-245-3030	ic.edu admissions@ic.edu	Four-year private, liberal arts college offering campus and online degrees.	1,037	\$35,796 and includes books. Room, board and fees \$10,541	Barbara A. Farley, Ph.D.	1829
4	SIU School of Medicine 801 N. Rutledge (main bldg.) Springfield, IL 62702	217-545-8000	siumed.edu admissions@siumed.edu	Public education for medical students, graduate students, medical residents.	939	\$16,737 per semester tuition (no out of state)	Jerry Kruse, M.D., MSPH dean/provost	1970
5	Lincoln Christian University 100 Campus View Drive Lincoln, IL 62656	217-732-3168	lincolnchristian.edu info@lincolnchristian.edu	Four-year and postgraduate, private, offers bachelor's, master's degrees.	DND	\$14,820 per year/full-time undergraduate. \$561 per credit hour Master of Arts in counseling. \$494 per credit hour all other programs.	Silas L. McCormick J.D., Ph.D.	1944
6	Blackburn College 700 College Ave. Carlinville, IL 62626	217-854-3231	blackburn.edu admissions@blackburn.edu	Four-year, private, liberal arts work college, Presbyte- rian affiliated. Includes comprehensive transition program Blackburn & Beyond.	414	\$26,055 per year including fees, \$9,220 room and board. (\$5,000 tuition credit if participating in nationally recognized Work Program)	Gregory J. Meyer, D. Min	1837
7	St. John's College 729 E. Carpenter St. Springfield, IL 62702	217-525-5628	sjcs.edu information@sjcs.edu	Private, nonprofit, upper division, two year program of Bachelor of Science in nursing, graduate MSN program, LPN-BSN pathway, BSN-DNP.	90	\$11,925 / semester - BS nursing - 2 yr. program / second degree accelerated prelicensure; \$417 / hour - online RN to BSN program. \$916 cr hr- MSN.	Charlene Aaron, Ph.D. R.N.	1886

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INDEPENDENT PRIVATE SCHOOLS

	NAME/ADDRESS	PHONE	WEBSITE/EMAIL	CURRENT ENROLLMENT	PRINCIPAL/ DIRECTOR	GRADES	AFFILIATION	YEAR EST'D
1	Christ the King Elementary 1920 Barberry Drive Springfield, IL 62704	217-546-2159	ctkcougars.com	510	Pam Fahey	Preschool-8	Catholic	1957
2	Sacred Heart-Griffin High School 1200 W. Washington St. Springfield, IL 62702	217-787-1595	shg.org	500	Sr. Katherine O'Connor, O.P. president Kara Rapacz, principal	9-12	Catholic	1895
3	Springfield Christian School 2850 Cider Mill Lane Springfield, IL 62702	217-698-1933 217-787-7673 (Preschool)	scs.school scs@scs.school	483	Racheal Thurman	Kindergarten-8	Christian	1951
4	Blessed Sacrament Elementary 748 W. Laurel Ave. Springfield, IL 62704	217-522-7534	bssbruins.org	440	Nicole Kuhlman	Preschool-8	Catholic	1925
5	Our Saviour School 455 E. State St. Jacksonville, IL 62650	217-243-8621	oursavioursham- rocks.com	320	Stephanie VanDeVelde	Preschool-8	Catholic	1872
6	Little Flower Catholic School 900 Stevenson Drive Springfield, IL 62703	217-529-4511	little-flower.org	303	William Moredock	Preschool-8	Catholic	1948
7	Calvary Academy 1730 W. Jefferson St. Springfield, IL 62702	217-546-5987	caspringfield.org	293	Jessica Smith	Preschool-12	Christian Nondenominational	1977
8	Trinity Lutheran School and Preschool 515 S. MacArthur Blvd. Springfield, IL 62704	217-787-2323	trinity-lutheran.com	250	Alicia Klug	Preschool-8	Lutheran	1860
9	Our Savior's Lutheran School 2645 Old Jacksonville Road Springfield, IL 62704	217-546-4531	oursaviors-school.org	219	Carmen Yagow	Preschool-8	Lutheran	1962
10	St. Agnes Elementary 251 N. Amos Ave. Springfield, IL 62702	217-793-1370	stagnescatholic- school.org	207	Rachel Cunningham	Preschool-8	Catholic	1897
11	Lutheran High School 5200 S. Sixth St. Frontage Road E. Springfield, IL 62703	217-546-6363	spiluhi.org	153	Zachary Klug	9-12	Lutheran	1979
12	St. Aloysius Elementary 2125 N. 21st St. Springfield, IL 62702	217-544-4553	saintaloysius.org	145	Denise Reavis	Preschool-8	Catholic	1928
13	Routt Catholic High School 500 E. College Ave. Jacksonville, IL 62650	217-243-8563	routtcatholic.com	135	Daniel Carie	9-12	Catholic	1902
14	St. Patrick Catholic School 1800 South Grand Ave. East Springfield, IL 62703	217-523-7670	st-patrick.org	62	Michael Carlson	Preschool-5	Catholic	1910
15	Montessori Children's House 4147 Sand Hill Road Springfield, IL 62702	217-544-7702	montessorispring- field.org	59	Sue Harris	Preschool-6	Nonsectarian	1977
16	Concordia Lutheran Church- School-Preschool 2300 Wilshire Road Springfield, IL 62703	217-529-3309	concordiacares.org school@concor- diaspfld.org	30	Brian Carr interim principal	Preschool-8	Lutheran Church Missouri Synod	1931





WE CONTINUE TO BE STRONGER UNITED.

Throughout the 150-plus years we've been in operation, the IEA has achieved innumerable wins for educators, students and public education, as a whole. Our 135,000 members include classroom teachers, education support professionals, higher education staff and faculty, students and retirees. The work of educating our communities' youth is their passion, and it is our passion to amplify their collective voice for the betterment of all educators.



Trends in associations: flexing to meet the needs of today's professionals

There are nearly 3,000 business and industry associations in Illinois, representing tens of thousands of members. Associations play a key role in providing members with opportunities for professional growth, networking and education. Fulfilling these functions may look different year-to-year as the needs of memberships change to meet the needs of business and industry. Currently, the top trends in association management circle around mentorship; diversity, equity and inclusion initiatives; and learning to be effective in a hybrid environment.

Mentorship programs to support professional development

Debbie Lakamp, a certified association executive and president of the Illinois Society of Association Executives, said associations are increasingly recognized as the ideal place for individuals to seek mentorship and career guidance as they navigate career changes. Generally, mentorship programs in associations facilitate mentoring relationships between individuals at different employment levels, creating an opportunity to grow professionally and learn from peers.

In associations, mentorship opportunities are typically available to individuals who may or may not share the same employment title or work for the same company but who share a desire to learn from each other, continued Lakamp. You will also find associations can create mentorship opportunities between members and students in their professional field.

Callan E.H. Stapleton, executive vice president and president of business and education services at Illinois Bankers Association, also serves as the secretary and treasurer of ISAE. He added that mentorship programs offer numerous benefits, including improved leadership skills, bridging skill gaps, increased employee engagement and expanded networking opportunities. Studies show that 87% of mentors and mentees report feeling empowered by participating in a mentorship program. Mentorships provide individuals with valuable career and personal advice that helps them navigate day-to-day challenges while developing the skills necessary to achieve their career goals. By Holly A. Whisler



Diversity, equity and inclusion initiatives

Lakamp emphasized that associations, no matter the industry, have had an increasing focus on diversity, equity and inclusion initiatives. Many associations are at the forefront of DEI education, providing valuable guidance and resources to help their memberships navigate policies, implementation strategies and engagement on these important topics. By taking a leadership role in DEI education, associations are helping their members embrace DEI strategies and policies.

In addition to providing education and resources, associations are taking substantive steps to promote diversity, equity and inclusion within their organizations, according to Lakamp. By building a strong DEI culture of belonging within their membership base, associations advocate for DEI cultures within their organizations. Through various DEI workshops and sessions, associations are becoming vocal advocates in their respective industries. Virtual and hybrid events are here to stay

The pandemic pushed business and associations' daily operations into the virtual world, said Stapleton. Many people were forced to learn in real time how to hold committee meetings, board meetings and continuing education sessions in the virtual arena that were both productive and engaging.

While the learning curve was steep at times, the central Illinois association executives met virtually and helped each other through the process. And even once in-person meetings were possible again, the trend continued, helping each other through the learning curve of running successful hybrid events. Like everything in life, virtual and hybrid events offer benefits and challenges, but there is consensus they are here to stay.

Lakamp and Stapleton both encourage individuals in association management to engage with the Illinois State Association Executives, a chapter of the Association Forum, which brings together central Illinois association executives to learn from and support one another in managing highly effective and interactive nonprofit organizations.



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MAJOR ASSOCIATIONS

	NAME/ADDRESS	PHONE WEBSITE	MEMBERSHIP	PRESIDENT	MISSION	YEAR EST'D
1	Illinois Education Association 100 E. Edwards St. Springfield, IL 62704	844-432-1800 ieanea.org	135,000	Kathi Griffin	To effect excellence and equity in public education, to be an advocate for public education employees and to serve as a voice for our students across the state.	1853
2	Illinois Federation of Teachers 700 S. College St. Springfield, IL 62704	217-544-8562 ift-aft.org	103,000	Daniel J. Montgomery	Members fighting powerfully for a strong union and the future we all deserve.	1936
3	Illinois REALTORS [®] 522 S. Fifth St. Springfield, IL 62701	217-529-2600 IllinoisRealtors.org	50,000	Michael Gobber	We protect property rights and advance the real estate profession.	1916
4	Illinois State Bar Association 424 S. Second St. Springfield, IL 62701	217-525-1760 isba.org	28,000	Rory Weiler	Promote the interests of the legal profession and improve the administration of justice, the quality of members' professional lives and their relations with the public.	1877
5	Illinois CPA Society 524 S. Second St., Suite 504 Springfield, IL 62701	217-789-7914 icpas.org	22,600	Geoffrey Brown	To enhance the value of the CPA profession.	1903
6	Illinois State Medical Society 600 S. Second St., Suite 200 Springfield, IL 62704	217-528-5609 isms.org	12,000	Rodney S. Alford, MBA	To educate, advocate for, and support the health and wellbeing of the people of Illinois and the physicians who care for them.	1840
7	National Federation of Independent Businesses (NFIB) 600 S. Second St., Suite #101 Springfield, IL 62704	217-523-5471 nfib.com/Illinois	11,000	Chris Davis state director	The voice of small business, advocating on behalf of America's small and independent business owners, both in Washington, D.C., and in all 50 state capitals. NFIB is nonprofit, nonpartisan and member-driven.	1943
8	Illinois State Dental Society 1010 S. Second St. P.O. Box 376 Springfield, IL 62704	217-525-1406 isds.org	6,200	Richard Bona D.D.S.	Ensuring professional success of our members and optimizing the oral health of Illinois citizens through education, legislation and communication.	1865
8	Illinois Principals Association 2940 Baker Drive Springfield, IL 62703	217-525-1383 ilprincipals.org	6,300	Raul Gaston	To develop, support and advocate for innovative educational leaders.	1971
9	Mid-West Truckers Association 2727 N. Dirksen Parkway Springfield, IL 62702	217-525-0310 midwesttruckers.com	4,300	Don Schaefer executive vice president	To promote the economic and safe operation of trucks and provides safety training, drug and alcohol testing, insurance, licensing and permit services.	1961
10	AIA Illinois 201 East Adams St., Suite 1A Springfield, IL 62701	217-522-2309 aiail.org	4,250	Leanne Meyer-Smith, AIA	Empowered by members to champion the profession of architecture.	1946
11	Illinois Manufacturers' Association 220 E. Adams St. Springfield, IL 62701	217-522-1240 ima-net.org	4,000	Mark Denzler	The IMA is the unifying voice for manufacturers in Illinois working to strengthen the business climate for innovators and creators in the manufactur- ing field. The IMA is boldly moving makers forward.	1893
12	Illinois Nurses Association 911 S. Second St. Springfield, IL 62704	217-523-0783 illinoisnurses.com	3,600	Tori Dameron	To work for the improvement of health standards and availability of health care services for all people in Illinois, foster high standards for nurses, stimulate and promote professional development of nurses and advance their economic and general welfare.	1901
13	Illinois Chamber of Commerce 215 E. Adams St. Springfield, IL 62701	217-522-5512 ilchamber.org	3,500	Todd Maisch	The unifying leader of policies that support growth in Illinois' dynamic and diverse economy.	1919
14	Illinois Trial Lawyers Association 401 W. Edwards St. Springfield, IL 62704	217-789-0755 iltla.com	2,000	Patrick A. Salvi II	Achieve high standards of professional ethics, uphold laws and secure and protect the rights of those injured in their persons or civil rights.	1952
15	Illinois Funeral Directors Association 3 Lawrence Square, Suite 2 Springfield, IL 62704	217-525-2000 ifda.org	1,388	Cathleen Johnson	Advancing the funeral service profession through advocacy and value.	1881



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Sunsetting a nonprofit organization

By Carey Smith

When Donna Jean Gibney became president of the board of directors for King's Daughters Organization in 2005, she met with the previous president and the financial adviser who laid out some difficult news. While the organization's investments were doing well, money was being pulled from principal every year to meet ongoing expenses.

"We needed to face this. We had to make a decision. Either we do something, or it would be forced upon us," said Gibney.

Sunsetting a nonprofit organization happens for a variety of reasons. Sometimes a nonprofit is created to attain a specific, one-time goal and dissolves after that goal is met. But more often sunsetting is due to a lack of resources, namely money and volunteers.

The historical legacy of a nonprofit can be a formidable barrier. King's Daughters Organization provided retirement accommodations to older women without families beginning in 1893, before retirement homes became the norm. After presenting the dilemma to the organization's membership, Gibney says the initial reaction was, "We can't. We can't possibly. It's been so many years. You feel you have all these women from over 100 years looking over your shoulder. A lot of us had our hearts in the home. It was more than just a building. The whole concept of closing was hard to talk about."

As board president, Gibney realized, "The only way we could ever come up with something that would still hold the organization together and not fall apart was for people to feel they were involved" in the discussion and decision-making. Gibney reminded members of the difference between an organization and its mission, and that their mission could be broader than just operating the home.

A year of discussion resulted in the sale of the home to Benedictine University in May 2007, with thoughtful care taken to support the staff and residents through the transition. Many members of King's Daughters Organization continue to volunteer support and care for former residents.

In September 2007, King's Daughters Organization placed its funds with the Community Foundation for the Land of Lincoln, and now gives grants to organizations which support seniors in our community, continuing in a new way to support the original mission.

The pandemic has wreaked havoc on the



The Carrie Post King's Daughters Home for Women operated from 1895 to 2006. After the home closed, the King's Daughters Organization found other ways to further its mission of serving seniors in the community. PHOTO COURTESY SANGAMON LINK

nonprofit world. With crowd sizes limited, the ability to hold in-person fundraising – the bread and butter for many nonprofits – was paused. Nonprofits which relied on volunteers struggled to keep going, even as many nonprofits such as food pantries and other social service organizations were hit with unprecedented demand.

MacMurray College in Jacksonville had been struggling financially for years before the pandemic. Without an endowment, cash flow was key. With aging buildings in need of modern infrastructure overhaul, attracting new students was increasingly difficult.

Within a week of stay-at-home orders being declared in Illinois, the college announced it would close in May 2020. MacMurray initiated plans for students to transfer to a variety of colleges throughout central Illinois, and the aging buildings and contents were auctioned off.

David Ekin was a member of the board of trustees when MacMurray closed. He resigned and then joined forces with a couple of other lifetime trustees and the leadership of the college's alumni board to form the MacMurray Foundation & Alumni Association.

Ekin stresses that the organization is entirely new. "Anytime another college or nonprofit closes, anything that comes along related to that has baggage. People view it as a continuation of something that has already failed."

Though independent and not a formal successor organization, the Mac Foundation, as

it is known, continues the legacy of the college. A partnership with the Jacksonville Area Museum resulted in Mac Hall, a section of the museum which includes memorabilia, archives and records from MacMurray College.

The Mac Foundation initially offered scholarships to students who were displaced by the closure of MacMurray College. As this need dissipated, the criteria broadened to offer scholarships to the Mac Family, relatives of alumni, and broadened again to include anyone sponsored by a Mac alum, such as neighbors or family friends. In the last two years alone, the Mac Foundation has provided \$80,000 in scholarships, and this effort is ongoing.

Many of the nonprofits in our community continue to struggle with fallout from the pandemic and the associated lack of funding and volunteers, no doubt contemplating sunsetting. These organizations are often the lifeblood of our community, providing basic life supports for our most at-risk citizens, as well as much-needed cultural, artistic, educational and communitybuilding opportunities. How resilient will we be through the next national crisis?

Carey Smith manages the Enos Park Neighborhood Gardens, which relies heavily on donations and volunteers to continue its work in serving the community. She also attended Blackburn College during its lean years and is thankful it was able to transition to the thriving institution it is today.

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WOMEN'S EVENT CALENDAR

Join Illinois Women in Communications on Thursday, April 20, for a luncheon from 11:30 a.m.-1 p.m. at Illini Country Club. The theme for the April program is Power Isn't a Dirty Word: Reclaim Yours Through Grace.

Power is a loaded word, often associated with negative and predatory behaviors. We've all seen and experienced leaders who were driven by ego, competition and a win-at-all-costs mindset. Consequently, many women, including leaders and highly accomplished professionals, hold back and play small, hesitant to step fully into their power. In this session, you'll learn three key strategies to use grace in fueling your power and stepping more fully into your potential as a leader, a colleague, a partner and a human being.

Guest speaker Tess Fyalka serves as Director of People Operations for O'Shea Builders and has a private coaching practice, Angle Coaching & Communications. She specializes in leadership development coaching as well as team coaching and facilitates the Soul and Science of Leadership for Women, a small group coaching program designed to support women in stepping into their full potential as leaders in every capacity.

Luncheons are open to all IWIL members and their guests. Registration is \$22 for members and guests through April 14; \$27 on or after April 15. Online registration will close on April 17 and walk-ins are welcome at the event.

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COMMUNITY SERVICE ORGANIZATIONS

Sources: The individual service organizations. Ranked by number of members. Many groups are meeting online at this time. Contact the groups for more information.

	NAME/MEETING ADDRESS	PHONE WEBSITE/EMAIL	MEETING TIME(S)	# OF MEMBERS	CONTACTS	DUES	MISSION STATEMENT	YEAR EST'D
1	American Business Club of Springfield Inn at 835 835 S. Second St. Springfield, IL 62701	217-725-4690 abcspringfield.com GPKoehler@comcast.net	First and third Thursdays, 12 p.m.	450	Geno Koehler	\$360 annually includes lunches	Inspiring mobility and independence.	1925
2	King's Daughters Organization 205 S. Fifth St., Suite 530 Springfield, IL 62701	217-789-4431 kdospringfield.org kdo@cfil.org	Once a month	350	Kim Cochran	Varies by circle	To aid the elderly in our community through both direct volunteering and financial support by way of our grant program.	1893
3	Junior League of Springfield Varies 2800 Montvale Dr. Springfield, IL 62704 (Main office)	217-415-2891 jlsil.org presidentjlsil@gmail.com	Second Tuesday Sept June	110	Kristina Barbee	\$135 active members, \$145 new members	An organization of women committed to promoting voluntarism, developing the potential of women and improving communities through the effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable.	1939
4	Rotary Club of Springfield - Downtown Maldaner's Restaurant (2nd Floor) 222 S. Sixth St. Springfield, IL 62701	217-566-4326 spirotary.org	Mondays, 5:30 p.m.	45	Randy Erford	\$360 annually	Service above self. Projects that promote literacy and combat hunger in our community, working with Rutledge Youth and sponsoring student participation in the Rotary Youth Leadership Awards program and providing grants to numerous nonprofits and international projects.	1913
5	Sertoma Club of Springfield MCL Restaurant & Bakery 2151 Wabash Ave. Springfield, IL 62704	217-891-2782 spfldilsertoma.com album1@aol.com	First and third Mondays, 12 p.m.	42	Cheryl Pence	\$180 annually plus meals	SERTOMA = SERvice TO MAnkind. Areas of service: projects to benefit hearing impaired, including hearing aids for low-income seniors, assistive listening equipment for public venues; support for other community needs including Boys & Girls Club, Golden Laurel Awards, national heritage projects.	1954
6	Springfield Jaycees Lincoln Library 326 S. Seventh St. Springfield, IL 62701	springfieldjaycees.net spfldjaycees@gmail.com	Third Wednesday, 6:30 p.m.	40	Emily Watts	\$68	Aspiring to build leadership skills by creating positive change in the community. Notable projects: Downtown Fourth of July fireworks, Holiday Lights Parade, United to Beat Malaria, Camp New Hope, World Clean-up Day. Encouraging new projects to combat food insecurity in Springfield.	1939
7	Kiwanis Club of Springfield - Downtown Loukinens' 517 S. Fourth St. Springfield, IL 62701	downtownkiwanis.org info@downtownkiwanis.org	Wednesdays, 12 p.m.	38	Dave Newton, Jay Boulanger	\$156 annually, plus meals	Kiwanis is a unified group of members and partners dedicated to improving the lives of children in our community. Kiwanians impact our community through our service- leadership programs.	1922
8	Rotary Club of Springfield - South MCL Restaurant & Bakery 2151 Wabash Ave. Springfield, IL 62704	rotarysouth-spi.org rotarycarl6460@gmail.com	Thursdays, 12 p.m.	36	Carl Affrunti	\$200 annually, plus meals	Service above self. Youth literacy and health.	1966
9	Rotary Club of Springfield - Sunrise Hoogland Center for the Arts 420 S. Sixth St. Springfield, IL 62701	217-652-4371 springfieldrotarysunrise.org springfieldrotarysunrise@ gmail.com	Wednesdays, 7 a.m.	34	Brian Barstead	\$75 quarterly plus meals	Service above self. Grants to local nonprofits that serve youth. Literacy projects at Graham School. This I Believe essay contest for high school youth in collaboration with WUIS - NPR IL. Rotary Youth Exchange. Support for Rotary Foundation efforts to eradicate polio and fund other international projects that change lives.	1987



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COMMUNITY SERVICE ORGANIZATIONS

	NAME/MEETING ADDRESS	PHONE WEBSITE/EMAIL	MEETING TIME(S)	# OF MEMBERS	CONTACTS	DUES	MISSION STATEMENT	YEAR EST'D
9	Springfield Noon Lions Club Visit the website for meeting information.	springfieldnoonlionsclub.com spfnoonlionsclub@gmail.com	First and third Tuesdays, 12 p.m.	34	Mike Garcia	\$125 annually, plus meals	Mary Bryant Home for the blind and visually impaired eyeglass recycling program, Camp Lions for Blind and Deaf Youth, Students Can See.	1919
10	Springfield Frontiers International MCL Restaurant & Bakery 2151 Wabash Ave. Springfield, IL 62704	217-553-9582 springfieldfrontiers.org Hemingway_Larry@yahoo. com	First and second Fridays, 12 p.m.	30	Larry Hemingway Sr.	\$165 annually, plus meals	"Advancement through Service" by harnessing the cooperative influence and energy of the members and directing that influence and energy towards solutions to major issues which are civic, social, educational and racial in nature.	1953
11	Rotary Club of Springfield - Midtown Venue on the Curve 1029 Wabash Ave, Springfield, IL 62704	224-434-0846 tflorencethomas@yahoo.com midtownspringfield.org	Tuesdays, 12 p.m.	21	Trevelyn Florence- Thomas	\$40 quarterly plus meals	Service above self. Projects that promote local programs for literacy and equal opportunity for students of District 186, particularly Washington Middle School, The Outlet and the Million Word Reader Club. Also Rotary Youth Leadership Academy (RYLA), sponsoring and hosting international exchange students and other international and local projects to continue the work of eradicating the polio virus around the world.	2003
12	Springfield Breakfast Optimist Club Cathedral Church of St. Paul 815 S. Second St. Springfield, IL 62704	217-546-5021 dmc14444@gmail.com	Fridays, 7 a.m.	16	Dick McLane	\$40 semi- annually	Friend of Youth. By providing hope and positive vision, Optimists bring out the best in kids.	1960
13	The Zonta Club of Springfield Illini Country Club 1601 S. Illini Road Springfield, IL 62704	217-787-8680 zonta.org facebook.com/zontaclub- springfield springfield@zontadistrict6.org	Second Wednesday, 5:30 p.m., August-June	15	Carol Borecky	\$140 annually, plus meals	Works to improve the lives of women and girls worldwide through service and advocacy. Local projects reflect that mission.	1939
13	Rotary Club of Springfield - Westside Brickhouse Grill & Pub 3136 lles Ave. Springfield, IL 62704	217-836-6024 facebook.com/Springfield- WestsideRotary rotarywestside@gmail.com	Wednesdays 12 p.m.	15	Nicole Pacheco	\$155 quarterly with meals, \$100 with- out. Under age 36, \$50 without.	Service above self. Focusing on children and literacy.	2008
14	Altrusa International of Springfield Laurel United Methodist Church 631 South Grand Ave, West Springfield, IL 62704	facebook.com/ AltrusaSpringfieldIL altrusaspringfield@gmail.com	Third Monday, 6:30 p.m.	14	Janine Drew	\$90/ annually	Altrusa International provides community service, develops leadership, fosters international understanding and encourages fellowship by an international network of volunteers desiring to further the principles of the Association.	1948

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Autism in the workplace – from awareness to acceptance

By Carey Smith

How many autistic adults are employed in your workplace? If your workplace does not engage in transitional programming for autistic teens, your answer might be zero. But you may not be correct.

Many autistic adults are well versed at masking, which is the ability to take on nonautistic traits in order to appear neurotypical to others. This ability to fake it is helpful in the workplace, but it also takes a lot of energy and focus, and can prove to be exhausting.

Awareness of autism in children is fairly prevalent, and the resources to support them as they learn to navigate the world are widely available. However, in spite of approximately 5.4 million adults having autism spectrum disorder, the lack of employment opportunities, awareness and resources keep a majority of these highly talented people out of the workforce. According to MyDisabilityJobs.com, "It is estimated that 85% of American adults with autism that have a college education are unemployed."

As the saying goes, 'if you've met one autistic person, you've met one autistic person.' Adults on the spectrum are highly individual in personality, values and support needs. To an outsider, an individual's autism may be noted as mild. However, by definition, all autistic individuals have support needs, which vary by individual, and can also differ day to day due to the toll of masking or other stressors.

Like many in the disabled community, autistic adults face substantial barriers to employment. Though it is illegal to discriminate against disabled applicants, the interview process itself can end employment aspirations for these adults just by the very nature of its neurotypical communication style. Autistic individuals often have a challenging time with novel situations, maintaining eye contact and reading social cues, all of which can make an undesirable first impression on potential employers.

For those who do make it through the interview process, many autistic adults do not disclose their diagnosis because of a prior history of being ostracized, infantilized or otherwise treated poorly in the workplace due to a disability disclosure.

Though statistics vary, studies estimate only about 20% of autistic adults are employed



despite the desire for gainful employment. Many who are employed work part time or are underutilized for their education and skills. This inability to access the workplace often leads to increased stress from poverty and a lack of medical insurance as most autistic adults do not qualify for Social Security Disability Insurance.

The transition to adulthood and its lack of support systems can be the beginning of a downward spiral into depression or other mental health issues and an overall lack of agency for oneself. It is no wonder that the life expectancy of an autistic individual is 20-plus years less than that of a neurotypical individual. Another notable factor is the fatal self-harm rate among autistics, which is significantly higher than the national average.

Inclusion of autistic adults in the workplace works well when basic empathy is practiced, along with the understanding that we don't all learn, work or communicate the same way. If you want to know how you can help autistic people thrive in the workplace, ask them. Many autistic employees are well aware of the barriers they face, and small accommodations can often reap big benefits.

Though it's hard to generalize the abilities of autistic adults, the differently-wired brains of autistic individuals can provide a unique skill set otherwise not found in a neurotypical workplace. Some autistic adults can hyperfocus, completing projects in record time. Some may be able to analyze problems and processes, developing solutions that may otherwise not seem possible. Many autistic individuals excel in creative ventures.

A skilled manager who understands autistic communication and work styles may make a significant difference in workplace satisfaction and success of an autistic employee.

Autistic people are worth investing in. They want what you want: a place in society, the ability to support themselves and to lead a life of their own choosing. Like you, autistic individuals have gifts to share with society. They just need the opportunity and support to do so.

Support autistic individuals in the workplace. Amplify autistic voices if you are able to do so. Help make a society that includes and values all of us.

Carey Smith is an autistic adult with an autistic child. In addition to being a freelance writer, she manages the Enos Park Neighborhood Gardens, is an autism advocate and volunteers to make her community a more vibrant and accepting place for everyone.



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HEALTH & HUMAN SERVICE NONPROFIT ORGANIZATIONS

Sources: IRS Form 990, Return of Organization Exempt from Income Tax. Forms provided by Guidestar.org • Ranked by net assets.

NAME/ADDRESS	PHONE WEBSITE/EMAIL	NET ASSETS/ ANNUAL REVENUE	CALENDAR/ TAX YEAR	PRINCIPAL	MISSION	YEAR Est'd
YMCA of Springfield 601 N. Fourth St. Springfield, IL 62703 4550 W. Iles Ave. Springfield, IL 62711	217-544-9846 springfieldymca.org	\$29,021,965 \$6,353,010	1/1/2020- 12/31/2020	Angie Sowle, CEO	The YMCA puts Christian principles into practice through programs that build a healthy spirit, mind and body for all.	1874
Hope 5250 S. Sixth St. Frontage Road Springfield, IL 62703	833-585-5437 217-585-5437 hope.us communicatinghope@hope.us	\$27,008,599 \$45,459.935	7/1/2020 - 6/30/2021	Clint W. Paul president /CEO	To provide state-of-the-art services in the most in- clusive environment to encourage persons to fulfill their individual potential though evidence-based treatment, advocacy and community education.	1957
Catholic Charities Diocese of Springfield in Illinois 1625 W. Washington St. Springfield, IL 62702	217-523-9201 cc.dio.org	\$25,795,167 \$11,003,677	7/1/2021- 6/30/2022	Steven E. Roach executive director	To extend to all the healing and empowering presence of Jesus.	1925
Girl Scouts of Central Illinois 3020 Baker Drive Springfield, IL 62703	217-523-8159 getyourgirlpower.org	\$18,903,073 \$5,522,967	10/1/2020- 9/30/2021	Pam Kovacevich CEO	Builds girls of courage, confidence and character who make the world a better place.	1956
Abraham Lincoln Council Boy Scouts of America 5231 South Sixth St. Road Springfield, IL 62703	217-529-2727 alincolnbsa.org askabe@scouting.org	\$14,323,853 \$1,183,908	1/1/2021- 12/31/2021	Jeff Whitten scout executive/CEO	To prepare young people to make ethical choices over their lifetime by instilling in them the values of the Scout Oath and Law.	1920
Ronald McDonald House Charities of Central Illinois 610 N. Seventh St. Springfield, IL 62702	217-528-3314 rmhc-centralillinois.org ak@rmhc-centralillinois.org	\$14,261,673 \$2,307,643	Extended to 11/15/22	Amber Kaylor CEO	Provides a supportive place for families to stay while their child is receiving medical care, and supports programs that directly improve the health and well-being of children.	1986
Central Counties Health Centers, Inc. 2239 E. Cook St. Springfield, IL 62703	217-788-2300 centralcounties.org info@centralcounties.org	\$13,637,484 \$12,793,093	7/1/2019 - 6/30/2020	Heather Burton president/CEO	Making quality care accessible.	1999
Central Illinois Foodbank 1937 E. Cook St. Springfield, IL 62703	217-522-4022 centralilfoodbank.org foodlist@centralilfoodbank.org	\$12,401,523 \$17,823,321	6/1/2021 - 5/31/2022	Pam Molitoris executive director	Our mission is to provide food, and develop aware- ness of and creative solutions for food insecurity.	1982
Midwest Mission Distribution Center 1001 Mission Drive Pawnee, IL 62558	217-483-7911 midwestmission.org office@midwestmission.org	\$7,312,604 \$8,334,108	1/1/2021- 12/31/2021	Chantel Corrie executive director	Bringing the hearts and hands of God's people together to transform resources into humanitarian relief.	1999
Land of Lincoln Goodwill Industries 1220 Outer Park Drive Springfield, IL 62704	217-789-0400 llgi.org info@llgi.org	\$4,816,609 \$26,441,511	7/1/2019 - 6/30/2020	Ron Culves president/CEO	Providing people the skills and resources to become self-sufficient through the power of work.	1938
Senior Services of Central Illinois, Inc. 701 W. Mason St. Springfield, IL 62702	217-528-4035 centralilseniors.org	\$3,428,134 \$3,944,762	10/1/2021 - 9/30/2022	Carol Harms executive director	Supporting and serving seniors with non-medical services to promote independent living and enrich quality of life.	1967
Kidzeum of Health and Science 412 E. Adams St. Springfield, IL 62701	217-679-2123 kidzeum.org info@kidzeum.org	\$3,233,592 \$738,476	1/1/2021- 1/21/2022	Leah Wilson executive director	Create Experiences of learning and discovery through play for children of all backgrounds and abilities.	2018
Habitat for Humanity of Sangamon County 2744 S. Sixth St. Springfield, IL 62703	217-523-2710 habitatsangamon.com executivedirector@habitatsangamon.com	\$3,074,739 \$2,865,495	7/1/2021- 6/30/2022	Colleen Stone executive director	Dedicated to eliminating substandard housing and homelessness worldwide and to making adequate, affordable shelter a matter of conscience and action.	1989
Jewish Federation of Springfield, Illinois 1045 Outer Park Drive Suite 320 Springfield, IL 62704	217-787-7223 shalomspringfield.org sjf@shalomspringfield.org	\$2,158,385 \$514,395	1/1/2021 - 12/31/2021	Nancy Sage executive director	To serve the Jewish people through coordinated fundraising, community-wide programming, services and educational activities.	1941



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HEALTH & HUMAN SERVICE NONPROFIT ORGANIZATIONS

Sources: IRS Form 990, Return of Organization Exempt from Income Tax. Forms provided by Guidestar.org • Ranked by net assets.

NAME/ADDRESS	PHONE WEBSITE/EMAIL	NET ASSETS/ Annual revenue	CALENDAR/ TAX YEAR	PRINCIPAL	MISSION	YEAR EST'D
Sojourn Shelter & Services 1800 Westchester Blvd. Springfield, IL 62704	217-726-5100 sojournshelter.org sojdirector@gmail.com	\$1,854,441 \$1,696,147	7/1/2020- 6/30/2021	Angela Bertoni, CEO	An emergency shelter, crisis management services, education and court advocacy for adult and child victims of domestic violence.	1975
Boys & Girls Clubs of Central Illinois 300 S. 15th St. Springfield, IL 62703	217-544-0548 bgccil.org info@bgccil.org	\$1,699,198 \$3,234,528	7/1/2021- 6/30/2022	Tiffany Mathis CEO/ executive director	To enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.	1956
Springfield Urban League 100 N. 11th St. Springfield, IL 62703	217-789-0830 springfieldul.org	\$1,643,335 \$14,506,065	7/1/2020- 6/30/2021	Marcus E. Johnson president/CEO	Empowering those who struggle to secure economic self-reliance, parity, power and civil rights.	1926`
Contact Ministries 1100 E. Adams St. Springfield, IL 62703	217-753-3939 contactministries.com	\$1,310,566 \$933,293	7/1/2020- 6/30/2021	Cindy Drum executive director	Providing emergency and transitional shelter with life skills and training, as well as food, clothing, financial assistance and referrals.	1979
Family Service Center of Sangamon County 919 S. Spring St. Springfield, IL 62703	217-528-8406 service2families.com fsc@service2families.com	\$1,219,341 \$2,795,313	7/1/2020- 6/30/2021	Karen Cox executive director	Committed to improving the lives of families in central Illinois through foster care, adoption and counseling services.	1863
Fifth Street Renaissance P.O. Box 5181 Springfield, IL 62705	217-544-5040 fsr-sara.org	\$1,102,842 \$1,831,127	7/1/2019- 6/30/2020	Penny Powell executive director	Assists individuals and families in difficult situations by providing transitional housing and opportunities to acquire education, employment and housing.	1979
Rutledge Youth Foundation 151 N. Bruns Lane Springfield, IL 62702	217-525-7757 rutledgeyouthfoundation.org	\$962,206 \$4,979,786	7/1/2020 - 6/30/2021	Martin Michelson executive director	To assist abused and neglected youth in becoming productive, independent members of society.	1952
The James Project 907 Clocktower Drive Springfield, IL 62704	217-546-3532 thejamesproject127.com office@thejamesproject127.com	\$950,703 \$262,209	1/1/2020- 12/31/2020	Olivia Hayse executive director	Recruits and supports dedicated foster parents through the provision of homes and services.	2012
Compass for Kids 501 S. Fourth St. Springfield, IL 62701	217-691-8103 compassforkids.org molly@compassforkids.org	\$913,581 \$2,877,618	6/1/2021- 5/31/2022	Molly Berendt executive director	To provide academic and social-emotional support to empower children and families underserved by our community.	2016
Phoenix Center 109 E. Lawrence Ave. Springfield IL 62704	217-528-5253 phoenixcenterspringfield.org	\$898,813 \$1,136,382	1/1/2021 - 12/31/2021	Jonna J. Cooley, Ph.D., executive director	To support central Illinois' LGBT community with programming for promoting equality, health and well-being, and social and educational growth.	2001
Helping Hands of Springfield 1023 E. Washington St. Springfield, IL 62703	217-522-0048 helpinghandsofspringfield.org	\$896,525 \$1,000,953	7/1/2018- 6/30/2019	Laura Davis executive director	To provide shelter, support and housing for people at risk of, or experiencing homelessness in the community.	1989

<section-header>

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HEALTH & HUMAN SERVICE NONPROFIT ORGANIZATIONS

Sources: IRS Form 990, Return of Organization Exempt from Income Tax. Forms provided by Guidestar.org • Ranked by net assets.

NAME/ADDRESS	PHONE WEBSITE/EMAIL	NET ASSETS/ ANNUAL REVENUE	CALENDAR/ TAX YEAR	PRINCIPAL	MISSION	YEAR Est'd
Springfield Center for Independent Living 330 South Grand Ave. West Springfield, IL 62704	217-523-2587 scil.org scil@scil.org	\$868,943 \$528,268	7/1/2021 - 6/30/2022	Pete Roberts executive director	A service and advocacy organization for anyone with a disability.	1985
M.E.R.C.Y. Communities 1344 N. Fifth St. Springfield, IL 62702	217-753-1358 mercycommunities.org info@mercycommunities.org	\$842,597 \$908,590	7/1/2020- 6/30/2021	Amy Voils executive director	To provide housing and supportive services to foster the independence of homeless women with children and at-risk women with children.	1999
Mini O'Beirne Crisis Nursery 1011 N. Seventh St. Springfield, IL 62702	217-525-6800 miniobeirne.org	\$727,182 \$622,027	7/1/2019- 6/30/2020	Jen McMillin executive director	To prevent child abuse and neglect by providing emergency, temporary care, 24 hours a day, 365 days a year, for children who may be at risk or whose parents are experiencing some type of crisis.	1988
Inner City Mission 714 N. Seventh St. Springfield, IL 62702	217-525-3940 innercitymission.net	\$675,111 \$1,065,697	1/1/2021- 12/31/2021	Scott Payne executive director	Helping the homeless find their way home by giving what is needed to bring about lasting joy, peace and stability. Shelter, sustenance, clothing, teaching and Christian mentorship are all elements of the stable environment provided in order to expand joy and peace in each person's life, family and community.	1983
AgeLinc 2731 S. MacArthur Blvd. Springfield, IL 62704	217-787-9234 agelinc.org	\$617,345 \$5,177,758	10/1/2020- 9/30/2021	Carolyn Austin CEO	To help older adults live and age well. We work to create an awareness of aging and caregiving issues and encourage development and coordination of services to address those issues.	1974
Youth Service Bureau 2901 Normandy Road Springfield, IL 62703	217-529-8300 ysbi.com	\$552,222 \$953,125	7/1/2019- 6/30/2020	Katina Kooi executive director	Provides services to at-risk youth who are, or are at risk of becoming, runaway, abused, neglected and/ or homeless.	1977
The Parent Place 314 South Grand Ave. West Springfield, IL 62704	217-753-8730 tppos.org bhammen@tppos.org	\$520,894 \$407,672	7/1/2021 - 6/30/2022	Bridgett Hammen executive director	To teach positive parenting skills and techniques to nurture the families in our community and aid in the prevention of child abuse and neglect.	1974
Community Child Care Connection 2801 W. Lawrence Ave. Springfield, IL 62704	217-525-2805 4childcare.org	\$507,743 \$2,082,999	7/1/2021 - 6/30/2022	Erica Romines executive director	Assisting families and child care providers in obtaining education, and quality, affordable child care to help children and families reach their greatest potential.	1994
Prairie Center Against Sexual Assault 3 W. Old State Capitol Plaza Suite 206 Springfield, IL 62701	217-744-2560 prairiecasa.org	\$315,731 \$1,028,169	7/1/2020 - 6/30/2021	Christine Ferree executive director	To alleviate the suffering of sexual assault victims and to prevent sexual violence by providing emergency room response, medical advocacy and trauma counseling.	1978
Prevent Child Abuse Illinois 528 S. Fifth St., Suite 211 Springfield, IL 62701	217-522-1129 preventchildabuseillinois.org	\$308,444 \$813,996	7/1/2021- 6/30/2022	Denise McCaffrey	To prevent child abuse by providing statewide leadership through education, public awareness, support for community initiatives, and advocacy.	1990
Big Brothers Big Sisters of Central Illinois 928 S. Spring St. Springfield, IL 62704	217-753-1216 bbbscil.org	\$211,778 \$518,318	1/1/2018 - 12/31/2018	Jeanne Stahlheber CEO	To create and support one-to-one mentoring relationships that ignite the power and promise of youth.	1972
Sparc 232 Bruns Lane Springfield, IL 62702	217-793-2100 spfldsparc.org	\$203,452 \$11,058,507	7/1/2020 - 6/30/2021	Douglas McDonald CEO	To help individuals with developmental disabilities improve the quality of their lives.	1951

SHG says so long to a good habit

By Scott Reeder

Soon, for the first time in its storied 128-year history, a member of a religious order will no longer be at the helm of Sacred Heart-Griffin High School.

Sister Katherine O'Connor, the longtime president of the school, is retiring and a search is on for her replacement.

The Dominican sister has led the Catholic school for 18 years and plans to study theology in San Antonio in her retirement.

"I think SHG has changed with the world. There's a lot more technology," O'Connor said. "I think learning has changed a lot. It's much more collaborative learning. The teacher facilitates learning rather than being the one who gives out all the information. We've always been blessed with very, very outstanding teachers. That's really what makes SHG what it is: the strength of our teaching staff."

O'Connor has a servant's heart for her pupils. The 76-year-old can be seen doing everything from rearranging cafeteria chairs to taking students' temperatures during the pandemic.

Amanda Brown was one of the students who graduated in the midst of the COVID 19 outbreak.

"Sister Katherine's probably the most kind, caring, considerate and faithful person that I've ever met," she said. "Her overall presence brought positivity, kindness and love in the halls of Sacred Heart Griffin. ... She made it her goal to know every student on a personal level. I don't think there was a moment where I wouldn't randomly run into her in the halls where she wouldn't stop me and ask how I was doing."



Sister Katherine O'Connor PHOTO COURTESY SHG

Brown said Sister Katherine is omnipresent at the 500-student school.

"I don't think I went to a single Sacred Heart-Griffin event that she wasn't present – whether it was a football game or a big assembly – you'd always see her somewhere in the crowd talking with students, with parents, and being really friendly and open to everyone."

O'Connor has been a part of the Dominican order for more than 50 years. She said she took her vows at a time of optimism and hope.

"I grew up in Crystal Lake, Illinois. It was a

small community. It was not a suburb of Chicago – not as it is now. My dad did commute to work every day to Chicago. He worked for the post office. I had the Dominicans in grade school at St. Thomas in Crystal Lake. And then I went to high school at Marion Central, which is a regional Catholic high school in Woodstock, Illinois. I had Holy Cross sisters there. I really liked what I saw in the Dominican sisters. They seemed happy and were always very friendly and willing to help others.

"It was that era of John Kennedy and Pope John the 23rd. John Kennedy was saying, 'Ask not what your country can do for you, but what you can do for your country."

Having a layperson leading the school will be a change.

"Sister Katherine made a great impact at Sacred Heart-Griffin High School," said Springfield Bishop Thomas Paprocki. "It's an end of an era, not having a Springfield Dominican sister in that position. There's a search going on now for her successor. Most likely it will not be a Springfield Dominican sister. And so that will be a significant change."

But O'Connor said she is optimistic about the school's future.

"We have really worked hard to make sure that our faculty and administration know what our Dominican mission is, and whoever is hired as president will continue helping people to learn about our mission. The mission isn't just in the Dominican Sisters. But the Dominican mission is a gift to the church."

Scott Reeder, a staff writer for Illinois Times, can be reached at sreeder@illinoistimes.com.



Central Illinois Golf Outings

APRIL

8 - Rail Masters Tournament, The Rail Golf Course, 217-525-0365.

9 – The Masters Nine-Hole Shotgun. Long Bridge Golf Course, 217-744-8311.

29 – Night Golf, Two-Person Alternate Shot. Pasfield Golf Course, 217-698-6049.

MAY

4 – Ladies League. Country Hills Golf Course, 217-632-7242.

6-7 – The Rail Shootout, The Rail Golf Course, 217-525-0365.

27 – Two-Person Red, White and Blue Tournament. Piper Glen Golf Club, 217-483-6537.

JUNE

3 - Mason County Democrat Outing. Country Hills Golf Course, 217-632-7242.

4 – Ladies Scramble, Piper Glen Golf Club, 217-483-6537.

10-11 — Central Illinois Amateur. Piper Glen Golf Club, 217-483-6537, Lincoln Greens Golf Course, 217-786-4111.

17 – Henning Memorial. Country Hills Golf Course, 217-632-7242.

18 – Red, White & Blue Individual Stroke Play. Bunn Golf Course, 217-522-2633.

24 – Shootout, Piper Glen Golf Club, 217-483-6537.

24-25 – Women's City Tournament, Bunn Golf Course, 217-522-2633. Lincoln Greens Golf Course, 217-786-4111.

29-30 – Memorial Health Championship presented by LRS. Panther Creek Country Club, 217-546-4431.

JULY

1-2 – Memorial Health Championship presented by LRS. Panther Creek Country Club, 217-546-4431.

1 – Over 50/Under 50 Tournament. Country Hills Golf Course, 217-632-7242.

4 – Flag Event. Piper Glen Golf Club, 217-483-6537.

The Rail Open, The Rail Golf Course, 217-525-0365.



15 – The Mulligan, formerly the One-Person Scramble, Lincoln Greens Golf Course, 217-786-4111.

15 – Night Golf, Two-Person Alternate Shot. Pasfield Golf Course, 217-698-6049.

22-23 – Players Invitational Tournament, Country Hills Golf Course, 217-632-7242.

29-30 – Springfield Men's City Tournament. Bunn Golf Course, 217-522-2633. Lincoln Greens Golf Course, 217-786-4111.

AUGUST

5-6 – Springfield Men's City Tournament. Lincoln Greens Golf Course, 217-786-4111. Bunn Golf Course, 217-522-2633, Piper Glen Golf Club, 217-483-6537, Panther Creek Country Club, 217-546-4431.

25 – Ed Kane Memorial, four-person 1 gross 1 net ball, Bunn Golf Course, 217-522-2633.

26-27 – Club Championship, Piper Glen Golf Club, 217-483-6537.

28 – Senior Scramble, The Rail Golf Course, 217-525-0365.

SEPTEMBER

9-10 – Round the Town. Bunn Golf Course 217-522-2633. Lincoln Greens Golf Course, 217-786-4111.

10 – NFL Kickoff Nine-Hole Shotgun. Long Bridge Golf Course, 217-744-8311.

30 – Season Pass Holder Appreciation, Lincoln Greens Golf Course, 217-786-4111.

30 – Night Golf, Two-Person Alternate Shot, Lincoln Greens Golf Course, 217-786-4111.

30 - Two-person Triad Tournament, Piper Glen Golf Club, 217-483-6537.

OCTOBER

8 – Chili Man Four-Person Scramble, Hard Course Day. Lincoln Greens Golf Course, 217-786-4111.

21 – Hard Course Day, The Rail Golf Course, 217-525-0365, Piper Glen Golf Club, 217-483-6537.

NOVEMBER

4-5 – Hy-Vee Two-Person Turkey Shoot. Bergen Golf Course, 217-753-6211. Pasfield, Golf Course, 217-698-6049.



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Beneficial ownership: What business owners need to know

After Sept. 11, 2001, the federal government passed the Patriot Act with the intention of deterring and punishing terrorist acts in the United States and around the world, enhancing law enforcement investigatory tools and other purposes, some of which include:

To strengthen U.S. measures to prevent, detect and prosecute international money laundering and financing of terrorism;
To subject to special scrutiny foreign jurisdictions, foreign financial institutions and classes of international transactions or types of accounts that are susceptible to criminal abuse;
To require all appropriate elements of the financial services industry to report potential

money laundering;
To strengthen measures to prevent use of the U.S. financial system for personal gain by corrupt foreign officials and facilitate repatriation of stolen assets to the citizens of countries to whom such assets belong.

As you have likely noticed since the Act was passed, you are now required to provide very detailed information to banks when you open accounts so that they can monitor your activity and report anything suspicious to the government. One of the things you are required to provide to the bank is information regarding the beneficial owners of any entity such as a corporation or a trust.

Building on the Patriot Act, the Corporate Transparency Act was passed in 2022. To help enforce the CTA, the U.S. Treasury's Financial Crimes Enforcement Network (FinCEN) issued a final rule requiring most corporations, limited liability companies and other entities registered to do business in the United States to report information about their beneficial owners. The rule was originally intended to go By Sarah Delano Pavlik

into effect on Jan. 1, 2023, but was extended to Jan. 1, 2024.

Simply put, the rule requires most corporations, limited liability companies, and other entities created in or registered to do business in the United States to report information about their beneficial owners – the persons who ultimately own or control the company, to FinCEN.

Under the rule, a beneficial owner includes any individual who, directly or indirectly, either (1) exercises substantial control over a reporting company, or (2) owns or controls at least 25% of the ownership interests of a reporting company. Both of these standards are defined in the rule.

Companies that must report under the final rule must provide information relating to the company, including the full legal name of the company; the corporate address; the location of the company's initial registration; and its Internal Revenue Service Taxpayer Identification Number.

For the company's beneficial owners, information that must be reported includes: the owner's full name, date of birth and address; a unique identifying number and issuing jurisdiction from a current photo identification document issued by the U.S. government or a non-expired foreign passport, and an image of the same identification document.

Failure to comply with these reporting requirements can result in penalties ranging from \$25,000 to approximately \$250,000 and also criminal liability.

In addition to beneficial owners, applicants of reporting companies formed after Jan. 1, 2024, must be reported. An example of an applicant is the organizer named on the articles of organization for an Illinois corporation or limited liability company. It is possible that for convenience your attorney or another party filed for your articles of organization as the organizer. Under the final rule, for newly formed entities, you will now be required to provide that person's information to FinCen as well.

Updated and corrected reports to report any change to information previously reported concerning a reporting company or its beneficial owners must be filed within 30 days of when the change occurred. For example, if your attorney was your organizer and changes his or her information, you will be required to file an updated report within 30 days. Therefore, it may be advantageous to have an owner named as the organizer.

Reporting companies will have one year (or until Jan. 1, 2025) in which to file their initial reports once the rule becomes effective. Any reporting companies created or registered after Jan. 1, 2024, will have 30 days to file their initial reports.

FinCen estimates that 32,556,929 entities will have to file reports in the initial year and that 4,998,468 entities will have to file reports every year after the first year. The total costs for filing reports is estimated to be \$21.7 billion in the initial year and \$3.3 billion in each subsequent year.

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MEDICAL NEWS

Another fine for Blue Cross

Health insurer fined \$605K by state for violating network adequacy law

By Dean Olsen

It's unclear whether a \$605,000 fine that the parent company of Blue Cross and Blue Shield of Illinois recently paid to the state for violating a "network adequacy" law will result in Springfield Clinic returning to the insurer's preferredprovider network.

Between 55,000 and 100,000 central Illinois patients covered by Blue Cross plans lost innetwork access to the clinic's medical providers and other clinic services in November 2021 as part of a contract dispute between the Blue Cross – the largest health insurance company in the state – and the clinic.

Thousands of Blue Cross-insured patients have had to transfer their care from their longtime physicians to doctors outside the Springfield-based multispecialty group or potentially face higher out-of-pocket health care costs.

Talks between the two sides appear to have stalled. Neither would talk about the status of negotiations when asked to comment on the state's "market conduct exam" of Blue Cross' statewide networks and the fine, both of which were made public March 9.

According to the Illinois Department of Insurance, Blue Cross paid the state fine after the department conducted the examination of networks from Nov. 2, 2020, through Sept. 28, 2022.

The state's report documented several violations in the state's Network Adequacy and Transparency Act. The insurance department said in its announcement that Blue Cross' parent, Chicago-based Health Care Service Corp., "agreed to take corrective action based on the exam findings."

Despite the departure of Springfield Clinic's more than 650 doctors, physician assistants and nurse practitioners in 80 different specialties, the state's evaluation didn't say there was an inadequate supply of medical providers in Blue Cross' networks in central Illinois or the rest of the state.

Blue Cross spokesperson Dave Van de Walle said in a statement that the insurance department's findings "affirm BCBSIL's belief that our networks offer our members adequate access to care across every Illinois county." But Springfield Clinic spokesperson Zach Kerker said the \$605,000 fine, on top of a \$339,000 fine Blue Cross received in March 2021 for failing to inform the state about the clinic's removal from in-network status, "confirms that BCBSIL has a pattern of violating federal and state law."

Kerker said in a statement, "Our patients continue to be denied access to their trusted providers and have a right to the coverage for which they have paid."

Some employers and individuals have left Blue Cross and switched to other insurers to keep in-network access to Springfield Clinic providers. The limited supply of specialists at other physician groups in the Springfield area has led to long waits for some former Springfield Clinic patients still covered by Blue Cross, Kerker said.

"Waiting six months or more to see a health care provider is unacceptable, yet it has become the norm for BCBS patients in central Illinois," he said. "That's why tens of thousands of patients have left BCBS to regain access to Springfield Clinic."

Blue Cross' parent company, Health Care Service Corp., includes Blue Cross plans in Illinois, Montana, New Mexico, Oklahoma and Texas. The corporation posted total annual revenues of \$49.3 billion and profits of \$1.46 billion in 2022, reflecting a profit margin of about 3%, according to documents filed with the National Association of Insurance Commissioners.

HCSC posted total revenues of \$45.9 billion in 2021, \$44.1 billion in 2020 and \$38.5 billion in 2019.

Van de Walle said Blue Cross officials worked with department officials "throughout the audit to resolve remaining areas of concern and develop plans to adjust some of our operational systems and processes. Market conduct exams are a normal part of doing business, and such exams are just one of the ways we actively work with regulators to ensure we are best serving the needs of our members."

Department spokesperson Caron Brookens, in an emailed response to a request from *Illinois Times* for an interview, said, "The market conduct exam found no inadequacies in patientto-provider ratios."

Brookens said the exam did find that Blue Cross' provider directories listed incorrect travel times in some cases. Directories are required to show consumers the distance to a provider based on a consumer's ZIP code and how long it takes to drive to a provider, she said.

"As a result, the corrective action related to the provider directories will affect the entire state, including Springfield," she said. "It includes corrective action such as updating provider directories and creating a new audit procedure for the provider directors to make sure that doctors listed as in-network are currently in-network."

The market conduct exam began in November 2020, before the contract termination between Blue Cross and Springfield Clinic took place, Brookens said. After the termination, the examination of Blue Cross was expanded to review plan years 2019 through 2022, she said.

State Rep. Sue Scherer, D-Decatur, who has advocated for Blue Cross members who lost access to their doctors because of the contract dispute, didn't return a phone call seeking comment on the state's latest findings and fine. She represents the 96th District, which includes much of Springfield and parts of eastern Sangamon County and northern Christian County.

Scherer introduced legislation in 2022 that failed to progress in the General Assembly but that she said would have strengthened the state's regulatory power over health insurance providers and reduced "ghost networks" of doctors listed in insurers' network directories who aren't accepting new patients.

Among other findings, the department's market conduct review of Health Care Service Corp., said the company was "not meeting the statutory requirements in verifying the provider directories information via its audit process."

The report is available online at bit.ly/bcb-sexam.

Dean Olsen is a senior staff writer at Illinois Times. He can be reached at dolsen@illinoistimes. com, 217-679-7810 or twitter.com/DeanOlsenIT.



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Sound mind, sound body, sound success

Physical and mental health will boost your career

By Kelly Gust

When asked what we want to be when we grow up, no one says, "Fit and healthy." Instead, we think of our education, training and various ways we might wish to spend 40-50 hours per week. When we enter the workforce, our jobs often take priority over our fitness. Many of us have made the choice (or been forced) to stay late at work and sacrifice our personal time. As we age, we devote time to family and home, reducing our personal time even more. While our precious personal time decreases, our stress level, and often our waistlines, tend to increase.

As a busy professional and working mom, I had to face these challenges head-on. I ran track in high school and always enjoyed running. It's a great way to burn calories and clear my head. But when my kids were little, it was hard to find 30 minutes for a quick jog, or even a walk. I found myself feeling cranky and resentful; feelings that followed me into the office and surely made me less effective at work.

My favorite running shoe is ASICS, which I only recently realized is an acronym for "Anima Sana In Corpore Sano." This Latin phrase translates to "sound mind in a sound body." This has become my mantra, encouraging me to balance mental health, physical health and business success. Since prioritizing my health over the past five years, I've maintained my weight and kept my blood pressure, cholesterol and other health indicators in check. In addition, the endorphins I get from exercising keep me pumped and energetic enough to run a successful consulting business and keep up with my kids.

Have you ever considered how your health is impacting your career success? Taking care of your health allows you to have more energy, increase productivity and be more effective in all areas of your life. You can't pour from an empty cup. If you've put your health on the back burner, the time is right to reprioritize. To retain employees, companies are putting more emphasis than ever on flexible scheduling, work-life balance, and physical and mental health benefits. If you're wondering whether your career could use a health-boost, consider these work-related benefits of improved fitness:



Enhanced creativity, focus and problemsolving ability

A 2019 study by the *British Journal of Sports Medicine* found that morning exercise improves attention, visual learning and decisionmaking. To work on your problems, you need to step out of them. Fresh air, sunshine and a change of scenery will clear your mind, allowing you the mental clarity to generate better solutions to situations you're facing at work.

Increased motivation and production

When you start the day with a good sweat from exercise, you arrive at work feeling energized and accomplished, rather than resentful and sluggish. It's like you already won the day. Further, regular exercise curbs unhealthy snacking and helps actively manage cortisol, a hormone that helps us stay alert but can contribute to stress and weight gain when unregulated.

Fewer absences

The sedentary lifestyle we have adopted in the U.S. is taking a toll on our bodies. We sit an average of 7.7 hours per day. All this sitting sends signals to our brain that we're powered down, and this low-energy position is creating health effects that cost the U.S. billions. A 2021 study in the Journal of Occupational and Environmental Medicine reported that obesity results in an average of three more days off work per employee per year. Even more alarming, a 2020 National Library of Medicine article reported that sedentary behavior increases mortality, cardiovascular disease, cancer risk, hypertension, osteoporosis and depression. Achieving career success is difficult if you're too sick to show up.

If your health has been on the back burner, or you need a way to kick your career into high gear, make this your year. Start simple, with a quick lunchtime walk or light stretching between meetings. Take the stairs. Park farther away. Pack healthier snacks. Maybe skip the sugary morning coffee drink.

Once you master these habits, push it further. Get up a little earlier to exercise, slowly increasing to one hour. Set your gear out the night before. Prep healthier meals. Schedule time on your calendar to hit the gym. Involve your friends for moral support.

A sound mind in a sound body is key to elevating your effectiveness at work or gaining a competitive edge when applying for that big promotion. Good mental and physical health will benefit your career success in many ways, so get busy getting healthy. SBJ



Kiwanis Club of Springfield-Downtown – making an impact

By Janet Seitz

Kiwanis is a global organization of volunteers dedicated to the club's mission statement of improving the world one child and one community at a time.

The Kiwanis Club of Springfield-Downtown engages the central Illinois community through partnerships, events, charities, projects and more. "We love being a part of Springfield and supporting the community in a variety of ways," said Dave Newton, club president.

Newton has been involved with Downtown Kiwanis since 2013. "I came to speak to the group on behalf of the charity I was working for, and I was hooked," he recalled. "I got involved because I wanted to support the community and children's projects, and Kiwanis was perfect for that. I had no idea that it could be as simple as joining this amazing organization. Through members, speakers, partners and local charities, I'm deeply involved in our community in a variety of ways."

K-Karts, Laundromat Libraries and Play It Forward are the group's main programs, Newton said. Downtown Kiwanis funds seven K-Karts at HSHS St. John's Children's Hospital. K-Karts contains activities or items that provide comfort for pediatric patients and their families. "We are forever grateful for the partnership with Kiwanis Springfield-Downtown," said Katie Sundby, primary program director at the hospital. "They committed to purchasing a new K-Kart every year for seven years. This is the seventh year and will total \$35,000."

Sundby said Kiwanis purchased a sibling cart for the Neonatal Intensive Care Unit, three sensory carts for Imaging, Pediatric Rehabilitation and the Pediatric Unit, a cart for Pediatric Surgery and a gaming cart for the Trauma Center. This year's cart recipient is to be determined.

"These carts help with calming patients, distracting patients and providing activities and support for siblings. Overall, the carts help HSHS St. John's Children's Hospital provide the best possible care," said Sundby. "The goal is to try and make a kid forget they are in a scary hospital. The K-Karts help do just that, whether they are grabbing a game from the surgery cart before a procedure to play while they wait, feeling sensory overloaded so they utilize sy Junet Senz



Left to right: Tom Bazan, Elizabeth Bazan, President Dave Newton, President-elect Jay Boulanger and the staff of Capital City Cleaners, who cleaned the donated sports equipment for the Play It Forward program. PHOTO COURTESY DOWNTOWN KIWANIS

the sensory cart to calm themselves, or even use a sensory cart to develop new skills for delayed children. No matter what it is, they are always helping provide the best possible care."

"I was tremendously lucky to be employed at St. John's Children's Hospital when the K-Karts program began," said Newton. "I cannot tell you how great it felt to walk by these K-Karts on an almost daily basis and see the important role they played in the care process for these kids. They make the hospital experience much more manageable for kids, and in turn, speed up the healing process. Downtown Kiwanis has truly had a tremendous impact on sick kids treated at St. John's."

Other local Kiwanis efforts include Laundromat Libraries (K-Libraries), which are small libraries created for local laundromats and the new downtown YMCA. Play It Forward, the current donation drive, collects used kids' sports equipment that will be donated to underserved kids in the community. Kiwanis takes the burden of equipment expense out of the equation so kids can participate in sports.

The group has also funded teddy bears for ambulances as a comfort item, golf clubs for kids through the Springfield Golf Club, the Meals that Matter program through Compass for Kids, Christmas gifts for the elderly, and supported Kiwanis Park and Kiwanis field.

Additionally, Kiwanis members serve as

mentors to Key Club members at high schools across central Illinois, support the Salvation Army by ringing the bells and assist with parking cars at the Illinois State Fair to raise funds for Downtown Kiwanis.

"The greatest challenge," said Newton, "has been trying to support all the local organizations and charities that we want to support. There is always need and we try to do our best to help out in whatever ways we can. This, of course, is the greatest reward. We truly have an impact on the community. This is not a group that doesn't follow through. This is a group that brings ideas to life and makes a true impact in central Illinois.

"I'm tremendously proud of the individual Kiwanis members and their willingness to take on or head up projects," Newton added.

The community can support the Kiwanis by partnering with the group or joining Downtown Kiwanis. "It's rare for us to say no to a partnership, and our members love being involved in the community in a variety of different ways," he said.

For more information on how to get involved or provide other support, visit www. downtownkiwanis.org. **SB**

Janet Seitz is a local communications professional, writer and artist. To share your story, contact her at janetseitz1@gmail.com.



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By Thomas C. Pavlik

What with many former downtown businesses relocating elsewhere, downtown dining options have diminished as well. As a result, I'm generally on the lookout for anything new that pops up. I must have been asleep at the switch, however, as I completely missed that Replay Lounge is more than just a bar – it's also a restaurant. I hope that the word gets out and that Replay stays open for lunch throughout the week.

The first thing I noticed when I walked in was that seating at the bar consists solely of swings. Yup swings like we used to have fun with on our childhood playgrounds. Although there's a sign warning that patrons use them at their own risk, I would think the people-watching potential is pretty great later in the evening when patrons have had a few belts - especially one of the many frozen concoctions swirling around behind the bar. In any event, the structure does look solid, and it certainly is unique.

Although there is some seating that seems more appropriate for a club (think bottle service), there are several areas that contain more traditional tables and chairs. I liked the seating near the front window - it's always nice to see the world walk on by.

I visited twice, both times later in the lunch hour as a solo diner. On my first visit I wasn't sure if Replay actually served food, but the incredibly pleasant bartender quickly set me straight, got me set up with a menu, and told me to sit wherever I wanted. Unfortunately, the crowd was a bit sparse both trips, although it was doing a pretty good takeout business both times.

Replay advertises that it offers Cajun food, but there's plenty on the menu to satisfy pretty much anyone. Although I didn't try it, I was particularly curious





"Jerk chicken burger. Left: Cajun chicken pasta

about the deep-fried deviled eggs, which are offered as a starter (\$8). These babies are breaded and topped with shrimp and teriyaki. Fried asparagus and fried pickles (both \$7) also caught my eye.

On a side note, even though many of Replay's menu items are deep-fried, the smell is not noticeable, and I arrived back at my office without that aroma having penetrated my clothes – which I'm sure the rest of my office appreciated.

Replay offers a handful of signature items such as stuffed salmon (grilled salmon stuffed with cream cheese, spinach, and sundried tomatoes served with a creamy Cajun sauce, with two sides, \$23.50), chicken and waffles (\$12.50) and Cajun chicken pasta (\$16.50). There are several salads available (each \$6.50, \$9 with chicken) and a variety of burgers and sandwiches (\$8.99 - \$12.50). And then, of course, there are wings (tons of options) as well as fried shrimp, fish and chicken.

Replay also has a separate small plate menu with items priced between \$3 and \$6.50. Philly cheese sliders and the street tacos both looked promising.

On my first visit I opted for the giardiniera burger (\$12.50) and fries. Cheese is an option, and it came with onions and pickles in addition to the giardiniera. This burger was a rock star. It was well-seasoned, had a nice crust but was still juicy, and was well-sized. I appreciated that the bun had been hit with some butter and browned on the flat top. The giardiniera provided a nice hit of acid that played well against the beef. There was enough of it to make a strong appearance, but not enough to overpower or make the burger a mess to eat. It reminded me of one of my favorite burgers in South Bend that my wife and I used to love when we were first dating in law school. The fries had clearly just come out of the fryer, and they were also wellseasoned with what appeared to be sea salt flakes. I really appreciated that the kitchen wasn't afraid to aggressively season the dish.

On my second visit I went with the fried fish and chicken combo (\$12.50). It comes with fries, and you have a choice of walleye or catfish. I went with the catfish, which came out nice and flaky. Both it and the chicken had flavorful crusts that were deeply browned but not burned. Together with whatever seasoning Replay uses, it created a nice mix of complex flavors that both contrasted and complimented the fish and chicken.

Replay has got something good going on here, and I'd encourage everyone to give it a shot – as I'd like to see it stick around for lunch service. I doubt you'll be disappointed.

Address: 217 South Fifth St., Springfield Phone: 217-670-2761 Website: www.replayloungeil.com Hours: Lunch Hours: Monday – Friday 11 a.m. to 2 p.m.

New businesses

Sangamon County new business registrations, Feb.16 - March 15, 2023

Salon Two One Seven, 445 S. State St., Rochester. 827-1128. Faith Kathleen Lindsey and Kristen M. Thomas.
In Depth Nutrition LLC DBA Healthy You Coaching, 151 Genoa Drive. 309-306-1646. Mary P. Pierce.
Tri-County Stump Removal of Springfield, 2775 Green Valley Road. 415-9122. Eric Kornack.
The Gingerbread House Daycare Center, 711 Durkin Drive. 971-8353. Emma Sexton.
Bite Force, 100 N. First St., Riverton. 415-3164. Matthew Cawley.
Lucky Duck Pet Sitting, 3504 Lytham Drive. 720-1711. Bernadette Kerr.

Artificial Light, 404 Lexington Drive, Rochester. 971-9035. Jesse Metzger.

EngraveD DESIGNS, 1212 Hawthorn Ct, Chatham. 891-0141. Donald Eugene Mulkins.

Springfield Properties, 130 Ivy Glen, Chatham. 652-9958. Sarah Grussenmeyer.

Carmean Consolidated, 11970 Wayside Meadows Road, Glenarm. 341-3386. William J. Carmean Jr.

BLT Vending, 77 Michele Drive, Pawnee. 415-5973. Bradley Thompson.

Dabble, 614 East North Grand Ave. 971-6781. Amanda L. Terry, Ashley N. Striplin.

Sweet Pea Consignment, 432 N. Main Pl z, Chatham. 483-8200. Carrie M. Walker.

Eye of the Beholder Tattoo Studio, 315 Chatham Road, Suite 112. 777-1543. April M. Weller.

Hodge Podge Heaven, 2501 Wabash Ave. 801-1598. William P. Logan Jr.

Stake Center Location LLC, 2144 S. MacArthur Blvd, Suite 2A-Room 1. 336-515-7521. Stake Center Locating LLC.

R&B Properties Inc., 3717 Cranleigh Blvd. 414-1181. Robert Kaydo Underwood, Brianne Marie Underwood.

Studio 410 Salon LLC, 410 W. Jefferson St., Auburn. 438-6710. Ashley Kiel.

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New businesses

Sangamon County new business registrations, Jan.16 - Feb. 15, 2023

Next Gen Ranking, 1328 N. Ledlie. 652-4122. Gage Bohn.

Relaxing Spa, 526 S. Grand Ave. West. 312-319-1988. Liyun Liu.

Vapor Maven, 2502 Dirksen Parkway. 447-210-2295. Harminder Thind.

Vapor Maven, 2670 South Fifth St. 479-957-6464. Harminder Thind.

Springfield Investment Firm, 2501 Chatham Road. 331-236-8000. Little John.

The Launch Pad Beer Company, 2 S. Old Capitol Plaza. 415-6767. Andrew Joseph Leach, Zach Bell.

Broken Child Clothing, 2811 Monmouth Court, Apt. A. 685-6391. Darrell Hubbard III.

Nex Trek Travel, 2905 Ontario. 899-3219. Rebecca Lacy.

Just Because ... 2911 Stanton. 306-4855. Lisa M. Highley, LLC.

Cascade Lawn Care, 8275 Cascade Road, Rochester. 971-1631. Barry Houmes.

EmmilyB Creations, 3309 Robbins Road, #1058.618-830-6086. Mili Burnette.

Lanya's Hair & Eye Lashes Salon, 101 N. Illinois Blvd. 816-5854. Lisa L. Lewis-Williams.

Underdark, 4216 Chinquipin Road. 361-5691. Travis Taylor.

Next Level Auto Services, 30310 E. Frontage Road, Farmersville. 671-3909. Dallas B. McClellan.

A&Q Smoke Shop, LLC, 2528 E. North Grand Ave. 553-9950. Quinetta Lawrence.

The O.C.D. Cleaner, 1800 E. Morgan Street Front. 210-1546. Paige N. Metzger.

Height Media, 3113 Saint Helens Court. 622-1374. Joshua Catalano.



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