

The background of the cover is a photograph of Douglas Pope, a man with glasses and a black leather jacket, smiling and leaning on a bar counter. Behind him are shelves stocked with various liquor bottles. The title 'Springfield Business Journal' is overlaid on the top left, with a yellow outline of Illinois behind the word 'Business'. The date 'January 2024' is in the top right.

SPRINGFIELD Business JOURNAL

January 2024

Douglas Pope discusses Broadgauge renovation

Notable construction projects of 2023

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In this issue:

SBJ articles



6

Q&A With Eric Klinner
By David Blanchette



20

Notable engineering and construction projects of 2023
By Catherine O'Connor



28

Sangamon County could see first wind farm soon
By Dean Olsen

12 MAJOR ENGINEERING FIRMS LIST • 18 MAJOR ARCHITECTURAL FIRMS LIST



10

Cover

Making the elegance of historical architecture relevant today

By David Blanchette
Photo by David Blanchette

Columns

35 Ask an attorney

By Thomas C. Pavlik Jr.

32 Professional development

By Kelly Gust

30 Medical news

38 Restaurant review

By Thomas C. Pavlik Jr.

36 Philanthropy

By Janet Seitz

41 New businesses

Making a plan

South African theologian Desmond Tutu is credited with the saying, "There is only one way to eat an elephant: a bite at a time."

We all have elephants standing in our way, tasks that we continually put off become they just seem too overwhelming to tackle. To spend weeks, or even months, working on a single task before crossing it off the to-do list often leads to discouragement, and the result is that it never gets done.

After several years of discussions about migrating the *SBJ* website from a clunky WordPress site to the same platform we use for *Illinois Times*, and another 18 months of designing, redesigning and migrating data, I'm pleased to report that the new website is now live and much more functional than what we had previously. We've added a calendar feature that allows you to search for business-related events, or even enter your own, and the new website enabled us to migrate to a better, more efficient platform for Biz Bites, our digital weekly newsletter.

Now I've decided that my 2024 goal is to take on more elephants, and I'm currently working my way through updating an online database of 3,310 area locations and a mailing list with 2,243 names. If I wait until I have time to sit down and comb through thousands, or even hundreds, of listings in one sitting it will never happen, but I can devote 15 or 20 minutes a day to the task. Bite by bite, I will eventually eat the elephant.

This issue includes our annual roundup of notable construction projects, and the efforts of Moving Pillsbury Forward are an excellent example of what can happen when a handful of citizens decide to tackle a significant problem (p. 20). The sheer size of the abandoned flour factory and extensive blight led to the city declining to take on the cleanup and redevelopment efforts, but Chris Richmond and Polly Poskin decided it was unacceptable to let it continue to deteriorate. While it will take years and millions of dollars to fully remediate the site and have it ready for redevelopment, it is amazing what has already been accomplished since MPF took possession of the property less than two years ago, engaging the neighborhood and community every step of the way.

As you prepare for the coming year, consider what elephants in your life you might be ready to take on. As the MPF website states, "Doing nothing is the worst possible outcome."



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Q & A
with
Eric Klinner

By David Blanchette

Eric Klinner has worked for AIA Illinois since 2006 and previously served as the managing director before being named executive vice president in September 2023. He was also the executive director of AIA Prairie Illinois, where he helped lead a successful formation and transition to their own chapter.

A native of Quincy, Klinner graduated from Quincy University with a degree in business administration and management. He and his wife, Dawn, have two daughters, Claire, age 13, and Ali, 16.

PHOTO BY JOSH CATALANO

Where were you born and raised, and what was your career experience before joining AIA Illinois?

I was born and raised in Quincy and went to Quincy University. I worked in retail management and sales, then I worked for an association management company running five to seven associations on a daily basis.

What made you want to be a part of the AIA Illinois team?

When I was in high school I wanted to be an architect, but once I started taking some of the math classes it just didn't work out for me. So when I had the opportunity to join the AIA Illinois team, it was great. I got to work with architects, and see their creative thought processes that they use when they are designing communities and buildings. It's something I really admire.

What is your favorite part of the AIA Illinois job?

I like meeting with the members, who are the reason that our association exists.

Why is the AIA important today, not only to architects but to other professions and the public?

Because of the way that we are able to support the architects in what they do, which is building a stronger community. We can have a hand in that, even though we are not actually architects. I enjoy being able to help support such meaningful change.

Are architects in a unique position to help address some of society's biggest challenges?

Absolutely. Their education and the skills that they have to design and enhance the built environment is just amazing. They help create functional spaces and foster sustainability, whether it be energy conservation or promoting healthier, more sustainable communities. These are big ways they can make a change in the world.

What do you wish the public knew about architects that they probably don't realize?

I want them to realize how much good an architect can do for a project, such as a school, office building, home or many other projects in the community. What architects can do for a project and the community is immeasurable – the way they can influence the project, how good they can make the project when they are consulted and used, as opposed to when an architect isn't used.

If people would take the chance to talk to an architect, they would realize that they could use their services more often.

What have you experienced as a member of the AIA Disaster Assistance Committee?

That has been one of the most moving experiences for me, to go from sitting at a desk helping architects to actually going out into the field with architects to be the boots on the ground and helping a community that

to talk through some different challenges and to collaborate. It is a networking and educational opportunity all in one. For me, it was a commitment to educating and improving myself in my association management career. It has provided opportunities to talk with like-minded association professionals and basically make our association better – a better way to represent architects. I would absolutely recommend anyone that is working in association management pursue it.



Left to right: Claire, Eric, Dawn and Ali Klinner. PHOTO BY TARA LONG PHOTOGRAPHY

has just experienced a terrible disaster. (The Disaster Assistance Committee) helps the residents get back to a normal life, inspecting buildings and allowing them to maybe go back in and collect their personal belongings. Unfortunately, sometimes it's telling them they can't go into those buildings again – it's too dangerous – so we are basically taking away their home, and that's the part that really hurts. But it's an amazing experience to be there and try to help people.

How has being a Certified Association Executive helped to advance your career, and do you recommend that path for others?

The Certified Association Executive designation has really helped me see a wider range of ways to run an association. It opens up the doors to work with and talk to more groups,

What advice would you give to young people who are just entering the workforce?

You need to get out of your comfort zone sometimes. Go network, even if you're shy or you think you're not a person who likes networking. Networking is one of the biggest things that can help your career.

What may people be surprised to learn about you?

I enjoy doing service work for the community. To be able to work with the Disaster Assistance Committee, teaching lessons with the Certified Association Executive program and some Habitat for Humanity houses that we've done as a staff have been very meaningful to me. I absolutely love working in the community.



B&B Electric has been family owned and operated for four generations. From left to right: Todd Brinkman, president; Kristin Miller, treasurer; Tim Brinkman, partner and executive vice president. PHOTO BY JOSH CATALANO

BEST PLACES TO WORK ALUMNI SPOTLIGHT:



By Holly A. Whisler



Named one of the Best Places to Work in 2020, B&B Electric, a licensed electrical contractor that delivers electrical solutions to commercial, institutional or industrial projects, is unique in that it has been a family-owned and operated business for four generations. Tim Brinkman, partner and executive vice president, is a member of the fourth generation to run the company alongside his father, Todd. “We’ve been fortunate to have a family-run business since 1962,” said Brinkman.

Entrepreneurship is part of the family makeup. Brinkman explained that his great-grandfather had a TV repair shop located at South Grand Avenue and 11th Street. His grandfather later started an electrical business that he operated out of the same building. It was then that the company was officially named B&B Electric. In 1977, Tim Brinkman’s father, Todd, joined the company as an apprentice electrician. Todd Brinkman has now served as president of the company since 1992.

Tim Brinkman distinguishes between change and progress at B&B Electric. “We don’t like a whole lot of change, but we do value progress.” Lack of change is reflected in the fact that B&B Electric has a very low rate of employee turnover. “Low turnover allows us to maintain a core

group of people who have a great deal of knowledge. Two guys in the office have 35 and 40 years of experience, respectively. In Springfield your reputation means a ton, and we rely on repeat customers who get used to seeing the same faces,” when B&B Electric comes in to do a job, Tim Brinkman explained.

Employee longevity speaks to the rich culture at B&B Electric. Tim Brinkman said, “We are at the forefront of safety. We want everyone to go home to their families at the end of the day.” He explained that they ensure safety by doing things the right way. This not only ensures the safety of employees, but it is also a reflection of two of the company’s values – quality and professionalism.

As for valuing progress, Tim Brinkman said they keep up with technology as it applies to the construction industry. “Technology has changed the way we approach construction projects. All foremen carry iPads, which allows us to be more effective. There are many new tools available to us, and we do our best to keep on top of technology.”

B&B Electric specializes in historical restoration projects, and cutting-edge technology is being applied there as well. Tim Brinkman said, “We are currently working on the north wing of the Capitol, which is our biggest project ever. It’s

tough, though, because the building is so very old, but it is a very rewarding project.” The job is slated to continue through the summer of 2025.

When asked what the next generation looks like for B&B Electric, Tim Brinkman said, “We lost a lot of experience in the field about 10 years ago, and I was concerned. Fortunately, we’ve had a lot of apprentices come to us through the union hall, and I’ve been impressed with the young people. We teach apprentices our way of doing things, and we want to hang on to those who uphold our ethics and find value in us. We hope they make their career with us at B&B.”

B&B Electric is four generations strong because of the way the company values people. Tim Brinkman added, “The construction industry has its highs and inevitable lows. We do our best to keep everyone busy during the slower times.” These practices have built loyalty over four generations.

Brinkman summed it up well. “Our reputation speaks volumes. We treat people the right way, we take care of our customers, and that brings us repeat business. Sometimes taking care of our customers is answering the emergency phone call in the middle of the night on a weekend when a business loses power. When we get that call, we answer it. Our customers know we’re there for them.”

Nominate your company for this year’s Best Places to Work, sponsored by United Community Bank and *Springfield Business Journal*. The winning companies will be profiled in the March issue of *SBJ* and all employees will be invited to a reception and awards ceremony.

Criteria to nominate your company:

- Must have been in business at least two years
- Be located in Sangamon County or Morgan County
- Have 16 or more employees (those with 15 or fewer are eligible for our small business awards program, 15 Under Fifteen)

Visit springfieldbusinessjournal.com and submit a nomination by Friday, Jan. 6, to be considered for recognition.



Douglas Pope inside the Broadgauge's storefront windows, a key feature of the building's adaptive reuse restoration project. PHOTO BY DAVID BLANCHETTE

Making the elegance of historical architecture relevant today

By David Blanchette

One of Douglas Pope's favorite activities is people-watching at the Broadgauge on the Petersburg square.

"I like to watch folks who haven't been there before walk through that front door," Pope said. "One hundred percent of them just start looking around, and I can see their jaws drop, and I really get a kick out of that."

Pope speaks as a proud parent would of the Broadgauge, an 1872 building that he purchased, restored and operates as a popular restaurant and event space. First-time visitors aren't the only ones who are impressed with the restoration results – Broadgauge was honored in 2022 with Landmarks Illinois' Richard H. Driehaus Foundation Preservation Award for Adaptive Reuse.

"Our award winners demonstrate the impact preservation has in our Illinois communities. It creates inspiring places where people want to live and visit, boosts jobs and economic activity and strengthens local pride," said Bonnie McDonald, president and CEO

of Landmarks Illinois. "We are proud to bring well-deserved attention to these preservation efforts, and the people who thoughtfully and beautifully preserved our historic places."

Pope is a Petersburg native who moved away for work. He founded the tech company HotPads, and still works for the real estate marketplace firm Zillow. During the pandemic, Pope decided to move back to Petersburg and work remotely and was re-introduced to an old friend.

"I grew up five blocks away from the Broadgauge, and during my childhood I'd walk past and sometimes into it. I've always been drawn to the mezzanine; it's just a really cool, wooden architectural feature," Pope said. "I started looking at old photos of what the Broadgauge had been, the floor-to-ceiling windows. It was a beautiful, stately building."

Pope had a vision, and invested an undisclosed sum of his own money to purchase, restore and prepare the historic Broadgauge building for its current use. He

involved local residents Pete Olesen, a now-retired architect, and contractor Steve Ozella, who had previously worked together on several adaptive reuse projects in Petersburg, including the Three Pines Airbnb and the Hand of Fate Brewing Company.

Pope wanted the Broadgauge restoration to be meticulous, impressive and historically accurate. That also meant it was going to be expensive.

"There probably should have been a lot more moments where I said, 'We're going to spend what?' But there weren't too many negative surprises," Pope said. "Every time they hung a chandelier it was the best day for me, because lighting is the jewelry of a building, and once those went up I could really see how elegant and impressive the end result was going to be."

Pope wanted to maximize his investment and decided to temper the restoration cost by applying for the Federal Historic Preservation Tax Incentives program administered

through the U.S. Department of the Interior. The program allows a 20% federal income tax credit for the rehabilitation of historic buildings that are determined by the Secretary of the Interior to be certified historic structures.

In order to qualify for the tax credit, the Broadgauge restoration work had to be reviewed by experts from the State Historic Preservation Office of the Illinois Department of Natural Resources, who ensured the project met the Secretary of the Interior's stringent standards for rehabilitation.

Pope knew he couldn't meet those standards alone, so he enlisted the help of Stowe Olesen, another Petersburg native and the son of Pete Olesen. Stowe, a Chicago resident, has a background in construction management for the hospitality industry.

"Historic preservation is a laborious process. We went back and forth on a lot of things," Stowe Olesen said. "But from the very beginning, with the building's historic value and what we wanted to do with it, there was no question about the quality that we needed to make it a stunner in Petersburg."

Pope and Stowe Olesen had 1914 architectural prints for the Broadgauge that showed the historic storefront and mezzanine look they desired for the modern restaurant operation. Working with the State Historic Preservation Office, Olesen painstakingly adapted and modified the design to keep things historically accurate while maintaining the building's functionality.

The Broadgauge's storefront windows are the first thing that visitors see when entering the building. The developers had to add an extra set of windows with their own transoms and mullions across the top to maintain historical integrity while still letting in a lot of natural light.

Interior brick was typically not exposed and finished in a historic commercial building, so the Broadgauge developers couldn't paint original, interior brick work. However, due to potential structural issues, the developers were allowed to fill in the opening that existed between the upper ballroom and the ground floor.

Because of financial and time constraints, Pope and Stowe Olesen decided against rebuilding a large Greek-style cornice that adorned the top exterior corner of the original 1872 building.

All of the woodwork was painstakingly restored by James Nardulli from Williamsville, a historic craftsman who worked on the floors, staircase, mezzanine and ornamental

mouldings.

"It was always our intent to keep the historic character of the building," Stowe Olesen said. "We wanted people to feel like they were in an updated version of the original building."

The end result pleased the State Historic Preservation Office. Darius Bryjka was the project reviewer from the Illinois Department of Natural Resources, and he worked with Stowe Olesen to make sure the Broadgauge project met federal historic preservation standards.

"The project was mostly a pleasure to witness because of the high standards of the development and design team," Bryjka said. "Most of their choices they made of their own volition, and we didn't have too many additional requirements that led them to change their scope of work. The completed rehabilitation of the Broadgauge looks fantastic. I think it's a great project that the owner, and Petersburg, can be proud of."

Pope is pleased to have the federal tax credit for several reasons.

"It's definitely worth it, and it's also nice to have that stamp of approval by the National Park Service that says 'Yes, this was a historic building built during a historic time that has been restored to that period,'" Pope said.

The Broadgauge has been open for business since 2022, and Pope is already busy with the next stages of development that involve adjacent historic Petersburg-square buildings.

Pope is purchasing the old Veterans of Foreign Wars building to the north that is

connected to the Broadgauge. The VFW building will be the new location for the Broadgauge's Talisman Coffee Shop, which will expand its days of operation and add an ice cream and smoothie bar to appeal to more customer age groups. The VFW building will also allow the expansion of kitchen operations to accommodate the large number of special events and weddings held at the Broadgauge.

The Hubbard Building across the alley to the west will feature a second-floor bridal suite to host wedding parties that have been booked at the Broadgauge. Pope is still considering uses for the Hubbard Building's ground floor storefront.

Pope is pleased with the historical accuracy and the thriving restaurant and event space that he has achieved with the Broadgauge. He feels the project pays homage to John Brahm, who built the Broadgauge and other buildings on the Petersburg square.

"Brahm, by legend, was once the richest person in Menard County but later fell on hard times," Pope said. "Brahm invested his entire life savings into Petersburg, and I feel a strong connection to him. I have invested my entire life's savings into Broadgauge to restore it to its original grandeur."

"It is the most challenging thing I have ever done and the riskiest, but things are different now in Petersburg than they were in Brahm's time," Pope said. "It is by far the most supportive business community I have ever been a part of – everyone enjoys each other's success. I know John Brahm would be proud of Petersburg today."



The restored mezzanine level at the Broadgauge. PHOTO BY DAVID BLANCHETTE

MAJOR ENGINEERING FIRMS

Sources: The engineering firms.
Ranked by number of licensed engineers in Springfield/Jacksonville.
Number of full-time employees in engineering division may vary from total employee count.

	NAME / ADDRESS	PHONE WEBSITE / EMAIL	EMPLOYEES LIC. ENG.	ENG. DIV. 1	PARTNERS/ PRINCIPALS	NOTABLE PROJECTS	YEAR EST'D
1	Hanson Professional Services 1525 S. Sixth St. Springfield, IL 62703	217-788-2450 hanson-inc.com marketing@hanson-inc.com	57	200	Sergio Pecori Jeff Ball Ronda Folkerts Dennis Hollahan Mina Biggs	Smart City applications; Distillery Lab, Peoria; Abraham Lincoln Capital Airport Terminal; Springfield Rail Improvement Project; Springfield Sangamon Transportation Center; Illinois State Fairgrounds Coliseum Rehab; Emiquon water control structure, Havana; Commissioning for Sandy Grove Middle School commissioning (Cx), first net-positive school, N.C., Indianapolis Airport, JFK - Terminal-4 Energy Roadmap, BNSF Sandpoint, Idaho bridges, Fish habitat restoration bridge, Seattle.	1954
2	Crawford, Murphy & Tilly 2750 W. Washington St. Springfield, IL 62702	217-787-8050 cmtengr.com questions@cmtengr.com	47	120	Dan Meckes Bill Bailey Roger Austin Roger Driskell Brad Hamilton Stan Hanson	IDOT 1-55 six-lane expansion and Sixth Street Improvements; Hedley Drive and W. White Oaks Drive Intersection Improvements, Springfield; Sangamon County Water Reclamation District Combined Sewer Overflow improvements; Abraham Lincoln Capital Airport Airfield Improvements; CWLP Water Treatment Filter Expansion; Scheels Sports Park; Peoria Storm-water Program Management; Joliet Illinois Alternative Water Source Program; Master Plan for St. Louis Lambert International Airport; Downtown Bloomington Streetscapes, IL.	1946
3	Quigg Engineering 2351 S. Dirksen Parkway Springfield, IL 62703	217-670-0563 quiggengineering.com lquigg@quiggengineering.com	25	73	Lori L. Quigg	I-74 Mississippi River Crossing between Moline and Bettendorf, IA, IowaDOT Chicago to St. Louis High Speed Rail, IDOT Bureau of Railroads I-294 (Tri-State Tollway) Mile Long Bridge Reconstruction, Illinois Tollway IL Route 4 - Meredosia Tied Arch Bridge, IDOT District 6 IL Route 75 - Rock River to IL Route 2, IDOT District 2 Interstate 55 Reconstruction: Toronto Road to Sherman Boulevard/Business 55, IDOT District 6.	2006
4	WHKS & Co. 3695 S. Sixth St. Frontage Rd. West, Suite A Springfield, IL 62703	217-483-9457 whks.com springfield@whks.com	20	31	Fouad K. Daoud William K. Angerman Scott D. Sanford Scott Sweet Cory Chamberlain Chad Hodel Derek Thomas Tim Hrushka	Bridge replacements for Drawbridge Road and Churchill Road in Springfield; Bridge replacements for Taylor Road, Grove Road, and Garfield Avenue in Decatur; Brush College Road realignment in Decatur; Farmington Road realignment in West Peoria; IL 84 over Apple River bridge replacement in Hanover; I-74 over the Mississippi River; IL 17 over the Illinois River bridge in Lacon; IL 3 over Nine-Mile Creek roadway Realignment in Randolph County; I-80/I-74 interchange reconstruction and bridge replacement in Henry County; Tub Girder bridge project in Champaign County; New Water Treatment Plant for Glen Carbon; IL Rt. 104 Water Transmission Main for Otter Lake Water Commission; Water Treatment Plant Operation Trial for Collinsville.	1948
5	Hutchison Engineering, Inc. 1801 W. Lafayette Ave., P.O. Box 820 Jacksonville, IL 62650	217-245-7164 hutchisoneng.com info@hutchisoneng.com	18	44	Gregg Mounts Joe Hutchison Jim Burke Shane Larson	L Rte 9 Reconstruction - Bloomington, I-74 Corridor Expansion - Quad Cities, Hilldale Avenue Reconstruction - Washington Ridge Road Reconstruction - Grundy County US Rte 51-Business Reconstruction - Bloomington & Normal Various City Street Reconstruction for Carle Health Development - Danville, IL Rte 3/IL Rte 150 Reconstruction & ADA Improvements - Randolph County 19th Street & Mississippi River Shared Use Paths - Moline Rock Island Parkway & 85th Avenue Improvements - Rock Island Subdivision Design Services - Swift Pork Company (Beardstown) East and West State Street Improvements - Jacksonville Pioneer Parkway and North University St Improvements - Peoria County Highway 15 Widening and Resurfacing - LaSalle County County Highway 9 and County Highway 11 Improvements - Marion County Glen Avenue Construction Services - Peoria Ford County Windfarm Road Use Agreement - Ford County Capitol Avenue Improvements - Mount Sterling Beardstown Bridge Improvements - Beardstown.	1945
5	Veenstra & Kimm, Inc. 2417 W. White Oaks Drive Springfield, IL 62704	217-544-8033 v-k.net vk@v-k.net	18	34	Mark Henderson Christopher Kohlrus Gene Arnold Mark Vasconcelles Shalya Pfaffe	Central IL: Chatham Road over Jacksonville Branch Creek, I-55/I-72 Interchange Bridge Rehabilitation, Drainage Improvements at Wabash Ave. and I-72, Springfield Clinic - Main Campus East, West and West Wabash ADA and parking lot improvements, Blessed Sacrament School Addition, Stone Creek Subdivision, White Oaks Mall/LA Fitness, Mt. Pulaski High School Addition, IL Route 125 Resurfacing and Intersection Improvements. Peoria IL: IL 116 over Kickapoo Creek, UP Railroad, and Kickapoo Creek Road; US-24 and IL 116 Interchange Bridge Rehabilitation, Main Street over Farm Creek Bridge Rehabilitation. Northern IL: Lake Le-Aqua-Na State Park Roadway Improvements, Rock Cut State Park Site Improvements, East Moline Water Treatment Plant (Ultraviolet Disinfection Process), East Moline WWTP Improvements, US 150 over BNSF RR Bridge Replacement and Roadway Realignment (Galesburg), Cambridge Commercial Park - East Oak Street (Cambridge). Southern IL: I-57 over Pond Creek, I-57 over Middle Fork of Big Muddy River, IL 148 over Wolf Creek.	1961
6	Benton & Associates 1970 W. Lafayette Ave. Jacksonville, IL 62650	217-245-4146 bentonassociates.com info@bentonassociates.com	16	42	Reginald H. Benton Jamie L. Headman William J. Sleeman Kenneth E. Sturgeon Matthew B. Hardy Benjamin M. Spreen Douglas J. Erickson C. Cameron Jones Stefanie J. Ballinger	Jacksonville WTP; Taylorville water system improvements; new Taylorville WTP; US 67 Jerseyville Bypass; SNAWS rural water Round Prairie rural water Beardstown Sanitary District WWTP improvements; Jacksonville WWTP CSO; I-64 bridges - St. Clair county; I-55 bridges - Madison county; McDonough county transit facility; North Morgan rural water system; SMG Rural Water System; Beardstown flood damage improvements; Hayes residential/commercial development Jacksonville, Jacksonville WWTP; Pana Spillway, Intake & WTP Improvements, Taylorville West Main Cross Improvements, Taylorville East Main Cross Reconstruction, IDOT US 30-Stockton Resurfacing, IDOT US 30-Rock Falls Resurfacing, IDOT Bridge Repairs SIUE Entrance Road, IDOT IL 156-Waterloo Resurfacing and ADA Improvements. Astoria WTP Improvements, Industry Wastewater Improvements, Carrollton New Tank and Water Treatment Plant, Oldham County (KY) New WWTP, Sellersburg (IN) WWTP Improvements, Macon (MO) High Service Pump Station Improvements, Charlestown (IN) WWTP improvements	1970
7	Kuhn & Trello Consulting Engineers 109 N. Seventh St. Third Floor Springfield, IL 62701	217-679-0044 ktengr.com kkuhn@ktengr.com	15	26	Kevin L. Kuhn Michael J. Trello	New Railroad Overpass - Williamsville, IL; Repair Multi-Purpose Arena - Illinois State Fairgrounds; Repair and Resurface Roadways - Illinois State Fairgrounds; Multi Use Trail - Williamsville to Sherman; New Rest Area - Trail Of Tears North and South Bound - Anna, IL; New Spider Monkey Exhibit - Henson Robinson Zoo; New Health Sciences Building - SIUE; Replace Cooling Towers and Chillers - Illinois Capitol Complex; Various District 186 School Additions - Grant, Franklin, Blackhawk, Sandburg, Jefferson, Washington; Department of Military Affairs New Readiness Center - East Alton, IL; New Car Wash Facility - Willard Airport U of I; Building Addition - Fire Services Building U of I.	2013



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MAJOR ENGINEERING FIRMS

Sources: The engineering firms.
Ranked by number of licensed engineers in Springfield/Jacksonville.
Number of full-time employees in engineering division may vary from total employee count.

	NAME / ADDRESS	PHONE WEBSITE / EMAIL	EMPLOYEES LIC. ENG.	ENG. DIV.1	PARTNERS/ PRINCIPALS	NOTABLE PROJECTS	YEAR EST'D
8	Lin Engineering, Ltd. 3261 S. Meadowbrook Road Springfield, IL 62711	217-679-2928 lineng.com flin@lineng.com	14	29	Fred Lin	Washington Park pond bridge, north structure, Springfield; Eastbound MLK Bridge to westbound I-55/I-64 bridge modification plans in St. Clair County; Illinois 9 retaining walls from I-74 to Carnahan Drive in Bloomington; IDNR park improvement projects; Woodford and Marshall County Fish and Wildlife Areas; Stephen A. Forbes Park in Kinmundy; Burning Star State Park in DeSoto, Matthiessen State Park in Ulica, Springfield Valley State Park in Bureau County, Illini State Park in Marseilles, Goose Lake Prairie State Park in Grundy County; Illinois 89 over Illinois River bridge in Spring Valley; Bridge and culvert repair along Illinois 53 from Illinois 62 to Rand Road in Cook County; I-80 reconstruction from Ridge Road to Houbolt Road in Will County; I-290 bridges from Leavitt Street to Racine Avenue, Chicago; Bally's Casino Chicago Structural Design - Retaining walls, bridges, park and riverwalk; Elgin O'Hare Western Access; Rohwing Road Bridge and Interchange, Western Terminal Interchange Flyover Bridge Design I-495 Drainage Study; Irving Park Road to Devon Avenue; Devon Avenue over Illinois 53 bridge; Park-Pierce-Ketter Roadway Plans; Tri-State Tollway over Grand Avenue; Tri-State Tollway over UPRR; Windsor Drive over Tollway I-88/I-294 SB ramp.	1991
9	Cummins Engineering Corporation 135 W. Lake Shore Drive Springfield, IL 62703	217-726-8570 cumminsengineering.com kim@cumminsengineering.com	9	20	Kimberly S. Cummins	Eighth Street Bridge Replacement near the Sangamon County Water Reclamation District, Sangamon Valley Trail from Centennial Park to Irwin Bridge Road. Staking and Roadway construction observation for wind farm projects in Macon, Logan, and DeWitt counties. Erection engineer for the 5th & 6th Street high speed rail overpass bridges. Restoration of the Vachel Lindsay Bridge, Interstate 55 Bridge Improvements at South Grand Avenue and near Lincoln. Design and construction inspection of Christian County CH 12 cold-in-place pavement recycling and overlay, west of Pana. Site plan and parking lot design for District 6 Sign Shop in Springfield. City of Clinton overlay and ADA ramp improvements on Center Street. Various bridge replacements in Sangamon, Christian, and Logan counties. Various surveys and right-of-way negotiations.	1998
9	Andrews Engineering 3300 Ginger Creek Drive Springfield, IL 62711	217-787-2334 andrews-eng.com marketing@andrews-eng.com	9	35	Kenneth W. Liss Douglas W. Mauntel Bradley J. Hunsberger	Various Illinois DOT-Statewide Hazardous: Advanced Contractor; US Dept. of Veteran Affairs; US D.O.E.; Residential development remediation Geneva, IL; Coal Combustion Residual (ASH) management/design under state and federal programs Central and Southern Illinois; RCRA, CERCLA, TSCA permits/corrective action south-side Chicago; IDOT-High Speed Rail corridor (construction inspection, health and safety, environmental).	1974
10	Hampton, Lenzini & Renwick 3085 Stevenson Drive, Suite 201 Springfield, IL 62703	217-546-3400 hlrengineering.com hlr@hlreng.com	7	14	ReJena Lyon Steven W. Megginson	University of Illinois Civil Engineering Retainer, Elgin O'Hare I-490 IL 19 Construction Inspection, IDOT Phase I and Phase II Replacement of US 51 over Sugar Creek, Macomb Armory, IDOT I-74/I-57 Interchange, Meredosia Bridge Const. Layout, 9th & Dodge St. Bridges HSR Tier III, Illinois State Fairgrounds 8th St. Rehabilitation, 11th St. Extension Const. Layout, Harrah's Casino Expansion - Metropolis.	1965
10	Patrick Engineering 300 W. Edwards St., Suite 200 Springfield, IL 62704	217-391-3500 patrickengineering.com cburger@patrickco.com	7	13	Daniel P. Dietzler Patrick Cassidy Chris Burger	FutureGen 2 pipeline and surface facilities (Jacksonville), ADM electrical projects in Decatur, CSX Railroad 14 bridges in East Central Illinois, wind farm siting assistance for Logan, Mason, Morgan, Livingston, Pike and Woodford counties; solid waste facility siting in Pike, Macon and DeWitt counties; mine subsidence monitoring near Williamsville.	1954
11	Greene & Bradford 3501 Constitution Drive Springfield, IL 62711	217-793-8844 www.gnbil.com kashifs@greeneandbradford.com	6	6	Kashif Syed Joseph Greene	CWLP Carbon Capture Construction Layout, IDOT PTB 197-031 Superstructure Replacement I-72, Drury Inn parking lot rehab in Springfield, Abraham Lincoln Capital Airport Construction Layout, Malibu Jacks Springfield Ride Structural Design, Pizza Ranch Topographic Survey, Walmart Survey in Springfield, IDOT PTB 202-039 - Crash Analysis Illinois 157 to South 23rd Street in St. Clair County, IDOT PTB 207-035 Superstructure Repairs (multiple structures), IDOT-Traffic Studies for US 51 Business in Decatur; IDOT-Bridge Repairs for 8-Bridges on I-64 over streams in Wayne County; IDOT-Construction Inspection & Surveying for Superstructure Replacement of 7-span Bridge on I-74 over Vermilion River, Three-Sided Culvert TR303 over Lake Fork, Pana; Bridge Rehabilitation on FAS 2583 Over LaMoine River, Schuyler County; Sunset Lake Spillway Inspection and Repairs, Girard; Menard Water Main Expansion Design and Construction Inspection, Menard County; Ward III Volentines Addition of Storm Sewer in Taylorville; Lincoln Tower Apartments Structural Rehabilitation, Springfield; Woodlake Estates Dam Inspections, Springfield; Starbucks Site Development and Foundation Design, Lincoln; Rainstorm Car Wash Site Developments, Springfield; Various ALTA, LOT, Topo Surveys, FEMA Certifications, Property Surveys and Site Developments.	1972
11	Bacon Farmer Workman Engineering & Testing 421 South Grand Ave. West Suite 1A Springfield, IL 62704	217-679-6254 bfwengineers.com brotherham@bfwengineers.com	6	9	Chris Farmer Mark Workman	I-55 Rehabilitation, north of Litchfield; IL 71 Widening & Reconstruction in Yorkville; IL 37 Shoulder Widening & Resurfacing north of Benton; I-64 Reconstruction, west of Mt. Vernon; I-70 Reconstruction/Rubblization, east of Effingham; I-57/I-74 Interchange Reconstruction (Champaign); US 150 (Bloomington Road), Mattis Avenue projects (Champaign), I-270 from I-55/I-255; I-55 Elkhart section rehab.	1996
12	Feezor Engineering 406 E. Walnut St. Chatham, IL 62629	217-483-3118 dfeezor@feezorengineering.com	5	18	Daniel Feezor Jenny Feezor Aaron Karlas	Prairie State Energy Campus - Residuals Management, Bridgeton Landfill Heat Extraction System, West Lake Landfill Remedial Investigation.	2000
12	Martin Engineering Company of Illinois 3695 S. Sixth St. Frontage Road W. Springfield, IL 62703	217-698-8900 martinengineeringco.com mecmail@martinengineeringco.com	5	20	Philip G. Martin Steven R. Walker Adam R. Pallai Tyler K. Walker	Springfield: Premier Pickleball Center, Kiwanis Park improvements, CWLP Coalhouse Road improvements, Lake Springfield Area sanitary sewers, Scheels Sports Park, Sangamon Valley Trail-Phase 4. Rochester: Residences at Cardinal Hill Crossing. Decatur: Oakley Sediment Pond declassification, Nelson Park Boat Ramp. Litchfield: West St. John/Jefferson/Sargent Street improvements, Edwards Street improvements, Ferdon Street improvements. Mount Zion: Village West/Traffic signals.	1982
13	HDR Engineering 2040 W. Iles, Suite C Springfield, IL 62704	217-585-8300 hdrinc.com springfieldinfo@hdrinc.com	4	15	Matthew Cochran Tom Hein	Alton Water Treatment Plant improvements, Livingston Treatment Facility improvements, freshwater and marine fisheries production and research facilities across the country including the Little Manistee River Weir and Thompson State Fish Hatchery, Michigan; Roxbury State Fish Hatchery, Vermont; and State-Wide Fish Hatchery Facility improvements, Maine. Chicago to St. Louis High-Speed Rail Project, IDOT Long-Range Transportation Plan, city of McHenry Comprehensive Plan, Chicago Metropolitan Planning Agency, Infrastructure Investment and Jobs Act (IIJA) Advisory Services and Grant Support.	1917

MAJOR ENGINEERING FIRMS

	NAME / ADDRESS	PHONE WEBSITE / EMAIL	EMPLOYEES LIC. ENG.	ENG. DIV.1	PARTNERS/ PRINCIPALS	
13	WSP USA, Inc. 3200 Pleasant Run, Suite A Springfield, IL 62711	217-546-7455 wsp.com	4	11	Jim Wolfe Kevin Lentz	Interstate 64 Wabash River Bridge, Mazonia Braidwood mine reclamation, Springfield downtown one-way to two-way street conversion analysis, Logan county bridge, Springfield Airport complex improvements, Illinois State Police Memorial Park, Sinnissippi Dam redesign.
13	Prairie Engineers 2475 W. Monroe St. Springfield, IL 62704	217-605-0403 prairieengineers.com info@prairieengineers.com	4	15	Lisa Kramer Darren Forgy	Lock 33 Hennepin Canal repairs, Missouri River Navigation Obstruction Removal Design, Scott Air Force Base Cybersecurity Command Building Rehabilitation, Watershed Plan and Environmental Documents for Puerto Rico canals, Fox River De Pere and Kaukauna Dam Abutment repairs, IDOT Bureau of Operations various projects.
14	ReStl Engineers TX, LLC 975 S. Durkin Dr., Suite 205 Springfield, IL 62704	317-691-4241 restltx.com	3	2	Robert Boellner	University of Illinois in Springfield – various projects including the new student union, student housing renovations, cooling towers replacement, Sangamon Auditorium lighting controls; University of Chicago – various housing, HVAC and research laboratory projects; Illinois State University Capen Auditorium.
15	Bemers Schober Associates, Inc. 1 N. Old State Capitol Plaza #310 Springfield, IL 62701	217-528-6030 bemersschober.com info@bsagb.com	2	11	Ian Griffiths Darren Johnson John Miller Wendy Thorson Matthew Veriha Joseph Dettlaff Brian Meulemans	HEALTHCARE- HSHS St. John's Hospital: Fourth Floor Renovation, Electrophysiology Cath Lab Expansion, WCC Recladding + Remodel, Exterior Lighting, Madison Street Parking Ramp, Infusion Center & Medical Oncology Clinic; HSHS St. Mary's Hospital: Cath Lab Replacement, Intensive Care Unit Remodel, MOB Remodel; HSHS St. Francis Hospital: Domestic Water Booster Pumps, Patient Floor Remodel, Air Handling Unit Replacements, Emergency Generator Upgrades; HSHS Holy Family Hospital: Chiller Replacement, Infrastructure Improvements, Chapel Renovation; HSHS St. Elizabeth's Hospital: Interventional Radiology Suite, Fifth Floor Patient Rooms, Emergency Department Remodel; HSHS St. Anthony's Memorial Hospital: Sleep Lab and Diagnostics Relocation, Orthopedic Inpatient Remodeling, Cath Lab Addition -COMMERCIAL- Brother James Court; Lincoln Land Community College; Concordia Village; District 186 Schools; Springfield Park District; Capital Development Board.
16	Fehr Graham 2160 S. Sixth St., Suite D1 Springfield, IL 62703	217-544-8477 fehrgraham.com mbrown@fehrgraham.com	1	2	Michael W. Gronewold Joel P. Zirkle Noah J. Carmichael Matthew A. Johnson Nathan P. Kass Jason T. Stoll Seth Gronewold Todd Shankland Ryan Wickss	Bus pad reconstruction, Lincoln Correctional Center, Kennay Farms Distillery Rickhouse (structural), Rochelle, IL, Well House No. 11 (structural), Freeport, IL, US 34 over OVER TR 162 bridge replacements, Warren County, I-74 over French Creek bridge replacements, Knox County, Dixon ITEP bike path boardwalks/retaining walls; Springfield; Mill Creek Estates, Phase II; Kreston Place Subdivision; YMCA of Springfield-Downtown site development; Meadowbrook Road extension; Structural design: Lincoln Tomb Receiving Vault rehabilitation; IDOT Hanley Building Plaza waterproofing; Springfield Housing Authority Office addition.



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Scheels Sports Park development on track

"There is no delay in any of the financing"

DEVELOPMENT | Dean Olsen



Land immediately north of Scheels is included in the footprint of Scheels Sports Park at Legacy Pointe on Springfield's south side. The park, being developed as a public-private partnership, is scheduled to open in spring 2025. Grading work that began in April is expected to resume in spring 2024, and crews will begin underground work as weather permits in the next few months, according to Legacy Pointe Development partner Dirk McCormick. PHOTO BY DEAN OLSEN

Scheels Sports Park at Legacy Pointe remains on track to be fully operational by spring 2025 on Springfield's south side despite recent questions from City Council members about the way public money will flow to the project and the viability of private financing scheduled that will cover half of the total \$67 million in costs.

The assurances about timelines and dollars came from Ryan McCrady, president and chief executive officer of the Springfield Sangamon Growth Alliance, a Springfield-based economic development organization.

"There is no delay in any of the financing," McCrady told Illinois Times. "There is no delay in the project."

McCrady spoke on behalf of Legacy Pointe Development, the Springfield-based private investor group working with the City Council to build the 95-acre sports park.

The park is expected to attract youth sports tournaments from across the country and host local sports practices and games. It is being built through a unique public-private partnership with a private financing from Legacy Pointe, hotel-motel taxes, city sales taxes and property tax incentives from units of local government including the city, Sangamon County and Springfield School District 186.

Public money hasn't been spent on project costs yet. But several City Council members raised concerns in November in response to a request from Legacy Pointe Development that the council authorize \$1.4 million in spending on equipment for the site from hotel-motel tax revenues that had been accumulating since 2021.

Ward 2 Ald. Shawn Gregory said at the council's Nov. 14 committee-of-the-whole meeting that he thought the development

agreement between the city and Legacy Pointe called for city funds to be spent only on infrastructure and not other project costs.

City Corporation Counsel Gregory Moredock said eligible project costs go beyond roads, sewers and related infrastructure, so the request from the developers was within the scope of the agreement.

Ward 3 Ald. Roy Williams said it appeared to him that Legacy Pointe was seeking the hotel-motel tax revenue now because the seven local banks planning to lend the developers money for the project "haven't signed off yet."

Williams has said he worries that the project won't benefit hotels and restaurants throughout the city as originally promised.

"We do a whole lot for this developer that we don't do for other developers," he told Illinois Times.

Williams said he was dismayed by what

appeared to be a delay in financing from the banks. He said he was under the impression that the banks – the identities of which haven't been made public – were going to finalize their commitment to assist Legacy Pointe with financing shortly after a groundbreaking ceremony near Scheels on Sept. 20.

He said he wondered whether the banks' commitment to the project was wavering.

"Something's just not quite right for this project," Williams told the newspaper. "I want it to be a success. ... but the jury is still out."

However, McCrady said there's nothing irregular or unexpected about funding from the banks not being available yet or the developer requesting an advance on the \$4.6 million in accumulated hotel-motel taxes.

"None of those items are unexpected," he said. "If the banks weren't committed to the project, we wouldn't have had a groundbreaking."

The \$4.6 million has been collected since the council increased the hotel-motel tax citywide to 8% from 7% in October 2021. Twenty-five percent of the current hotel-motel tax is being set aside for sports complex construction costs.

An ordinance authorizing the city to spend all or part of the \$4.6 million in initial city spending on the complex, including the \$1.4 million for air structure equipment, is needed because that spending authority wasn't part of the current fiscal 2024 budget passed by the council in February, McCrady said.

Money from the banks isn't needed by the developers yet, McCrady said. Drawing on funds that have been committed by the banks too soon would incur unnecessary interest charges, he said.

Val Yazell, director of Springfield's Office of Planning and Economic Development, said it appears all financing packages from the banks should be finalized by the end of the year.

Legacy Pointe Development partner Dirk McCormick issued a statement on the project's status, saying: "The financing process is moving forward as anticipated, with remaining approvals expected in the coming weeks. ... We broke ground on the Scheels sports park on Sept. 20, and shortly after that, crews began mass grading the land as that is the first step for this project. Because we are now into the winter, the mass grading work has paused and will resume in the spring. In the meantime,

crews will begin working on the underground work as weather permits in the coming months."

The sports park's enclosed, 150,000-square-foot air structure – billed as the largest permanent inflated building of its kind in the world and allowing for year-round use – is expected to begin operating in late 2024, Yazell said.

The outdoor fields are expected to begin operating in spring 2025, she said.

Yazell told the council in November that the council soon will receive monthly updates on the flow of city money to the project and the need for future council votes on spending as the project progresses.

City officials are working to ensure that the city doesn't exceed its pledge to fund half of eligible project costs, she said.

The \$1.4 million requested for equipment at the domed structure falls within the city's 50% commitment, Moredock said.

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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MAJOR ARCHITECTURAL FIRMS

Sources: The architectural firms.
Ranked by number of local registered architects.

	NAME / ADDRESS	PHONE WEBSITE / EMAIL	NUMBER OF LOCAL REGISTERED ARCHITECTS	NUMBER OF LOCAL FULL TIME EMPLOYEES	PRINCIPALS	NOTABLE PROJECTS	YEAR EST'D
1	Graham & Hyde Architects 1010 Clocktower Drive Springfield, IL 62704	217-787-9380 grahamandhyde.com info@grahamandhyde.com	8	21	Jamie Cosgriff Kevin Handy David Leggans Ben Dockter	Sandburg Elementary School addition, Black Hawk Elementary School addition, Fairview Elementary School addition, Southeast High School Auditorium, Ball-Chatham schools, North Mac athletic facilities and high school addition, Mount Pulaski High School, Sullivan High School, South Jacksonville, Jacksonville Eisenhower and Jacksonville Washington elementary schools, Lutheran High School, Vachel Lindsay and Ridgely elementary schools, Canton High School Culinary Arts & Science Lab, Farmington K-12 School Building, Beardstown Water Park, Cherry Hills Church, St. Agnes Church, First United Methodist Church, Christ the King Parish Center, Cathedral of the Immaculate Conception, United Methodist Center, Carrollton Bank, Memorial Department of Human Resources, Memorial Medical Center Oncology Unit renovation, Hoogland Center for the Arts, Lincoln Trail College Technology Center.	1968
2	Farnsworth Group 3201 W. White Oaks Dr. Suite 100 D Springfield, IL 62704	217-528-3661 f-w.com ebroche@f-w.com	5	20	Paul Wheeler	Illinois State University School of Nursing, Illinois Treasurer - Chase Bank Renovation, Medics First, Memorial Daycare, Springfield District 186 school additions, Sangamon County Complex addition and renovation, Springfield Clinic Lab Facility, Springfield Clinic main campus renovation and addition, UIS Brokens Library renovation, Springfield Clinic Pediatrics.	1976
3	Crawford, Murphy & Tilly 2750 W. Washington St. Springfield, IL 62702	217-787-8050 cmtengr.com questions@cmtengr.com	4	120	Dan Meckes George Cain Chris Stritzel Roger Austin	New Public Works facility in Springfield, UIS Performing Arts Center entrance, Springfield, Plummer Sports Park Complex, Edwardsville; Executive Aircraft Hangar Complex, Bloomington; Pace Bus Facility renovation, Wheeling; Pace Pedestrian overpass bridge/access buildings, Illinois I-90 Tollway, Hoffman Estates; Central Illinois Utility Operations Facilities, Peoria and Decatur; SMTD Bus Storage Renovation; Sangamon County Water Reclamation District, Sugar and Spring Creek Wastewater Plants; airport vehicle/equipment storage buildings, Peoria and Bloomington; Fiducial Office renovation, Springfield; Sorling Northrup, Ltd. office building renovation, Springfield; CWLP new filter building addition; MidAmerica St. Louis Airport terminal expansion; administration building renovation, Metropolitan St. Louis Sewer Solids Management Facilities.	1946
3	Berners Schober Associates, Inc. 1 N. Old State Capitol Plaza #310 Springfield, IL 62701	217-528-6030 bernersschober.com info@bsagb.com	4	11	Ian Griffiths Darren Johnson John Miller Wendy Thorson Matthew Veriha Joseph Dettlaff Brian Meulemans	HSHS St. John's Hospital: Fourth Floor Renovation, Prairie Heart Electrophysiology Cath Lab Expansion, WCC Recladding + Remodel, Exterior Lighting, Madison Street Parking Ramp, Infusion Center & Medical Oncology Clinic, New Intensive Care Unit; HSHS Medical Group: Litchfield Primary Care MOB, Edwardsville Clinic Imaging, Springfield MOB; HSHS St. Mary's Hospital: Cath Lab Replacement, Intensive Care Unit Remodel, MOB Remodel; HSHS Holy Family Hospital: Infrastructure Improvements, Chapel Renovation; HSHS St. Elizabeth's Hospital: Interventional Radiology Suite, Fifth Floor Patient Rooms, Emergency Department Remodel; HSHS St. Anthony's Memorial Hospital: Sleep Lab and Diagnostics Relocation, Lab Equipment Replacement, Orthopedic Inpatient Remodeling, Cath Lab Addition; Springfield Plastics, Westar Hangars, Auburn; Blackburn College practice facilities, Carlinville.	1898
3	Evan Lloyd Associates 1630 S. Sixth St. Springfield, IL 62703	217-789-7011 evanlloydarchitects.com tsmith@evanlloyd.com	4	10	Timothy B. Smith	Springfield: BOS Center renovation and expansion, Centre @ 501 (Chamber office and apartments), Altorfer Catepillar facility, Illinois State Police Credit Union, Waterways Building renovation, Engrained Brewery, Obed & Isaacs and Wm. Van's Coffee Shop, Prairie State Bank, Friar Tuck, County Market, Sangamon County Health Department renovation, Connor Co. Distribution/Sales Facility, Horace Mann interior renovations, Sherman: Illini Bank, new park and amphitheater, County Market, St. Mary School addition, Taylorville. Legence Bank corporate headquarters, Eldorado. National Bank and public library, Litchfield. Springfield Plastics expansion, Auburn. Blackburn College indoor practice facility, Carlinville.	1969
4	Melotte Morse Leonatti Parker 213 1/2 S. Sixth St. Springfield, IL 62701	217-789-9515 mmpltd.com architect@mmpltd.com	3	7	David J. Leonatti T. David Parker	New elementary school, Springfield; Renovation of 100 apartments, Alton; Franklin and Grant middle schools, Springfield; Interior design for several commercial offices, Springfield; Housing Authority upgrade and renovation projects in Springfield, Benld, Carlinville, Jacksonville, Decatur and others; New public works complexes in Fulton and Marshall counties; Mount Pulaski Courthouse Historic Site; Bushnell-Prairie City Elementary School renovation, Bushnell; Lincoln-Herndon Law office Building Renovation; Renovate school and police buildings, Carrollton; 28 housing units, Virden; Children's Garden Lincoln Memorial Garden, Springfield.	1978
4	J.H. Petty and Associates, 3220 Executive Park Drive Springfield, IL 62703	217-787-2844 jhp@jhpa.biz	3	6	Joseph H. Petty	Abraham Lincoln Capital Airport terminal expansion, LLCC Aviation Center classroom addition at ALCA, OSF clinics in Peoria, Urbana, Danville, Pekin, Rantoul, Morton Office building for Psychological Center. Elevate trampoline parks in Champaign, Milan and East Peoria, Pittsfield. New gymnasium and classroom addition for Villa Grove CUSD #302. Lake Land College president's office, conference center, new Alumni Center and new Work Force Building. New security entrance addition for Harmony-Emge School District 75, Helping Hands Homeless Shelter, new Sangamon County coroner's office and autopsy suite, new secured entrance for Auburn High School and Middle School, numerous projects for Belleville School District, and master plan for Robin Roberts Stadium.	1991
4	Steckel-Parker Architects 2941 Happy Landing Drive Springfield, IL 62711	217-793-6444 steckelparker.com dave@steckelparker.com	3	5	David E. Steckel	Levi Ray & Shoup office complex, Brandt Consolidated, Taylorville school district gymnasium, Dick Van Dyke Appliance World, Prairie Eye Lasik building, Pepsi distribution center and office, United Community Bank, La-Z-Boy Furniture Galleries, D'Arcy's Pint, Springfield District 186 projects, Pasta House, Jennings Auto Sales. Country Lane Memory Care, Riverton. Prairie Power, Jacksonville.	1964
4	John Shafer & Associates 1230 S. Sixth St. Springfield, IL 62703	217-744-9036 shafer-arch.com john@shafer-arch.com	3	4	John Shafer	NECA Office Building, Springfield, Central Illinois African American History Museum, Henderson Eye Center, Anderson Electric, ISD Jacksonville, Heartland Credit Union, Bunn Corporate Office, Illinois Education Assn., Administrative Office of the Illinois Courts, Illinois Baptist State Assn., Shelter Insurance, Novanis Building, Illinois Assn. of School Administrators, Illinois Times, Midwest Technical Institute - various locations, LLCC Taylorville, Tri-City Public Library, Springfield Priority Care, LLCC Montgomery Hall, AGCO-GSI Corporate HQ expansion, New Salem restoration, Jefferson Terrace renovation, LLCC Medical Center renovation, 629 E. Adams St.	1992
5	Cowdrey and German DESIGNED aRCHITECTURE 1305 Wabash Ave. Springfield, IL 62704	217-546-5730 designed-architecture.com cg@designed-architecture.com	2	3	Scott Cowdrey	Rolling Meadows Brewery, Nipper Wildlife Sanctuary, Nehemiah expansion. Downtown streetscape enhancement, Litchfield, Rexx Battery in Springfield and Jacksonville, Macoupin County Animal Shelter, Carlinville, Nature's Grace and Wellness Center, Vermont.	2007

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Chris Richmond and Polly Poskin formed Moving Pillsbury Forward, a nonprofit tasked with overseeing environmental remediation and redevelopment of the blighted 18-acre site. PHOTO BY BEN ROMANG

Notable engineering and construction projects of 2023

By Catherine O'Connor

Engineering the future: moving Springfield forward

The work of Moving Pillsbury Forward, the nonprofit created to take ownership of the former Pillsbury flour mill complex at 1525 E Phillips St., is to prepare for environmental cleanup and future redevelopment and is key to the story of the biggest engineering project in Springfield, spanning more than a century.

It's a startling fact that in 1929, as the nation faced a stock market crash that would result in severe economic downturn and long before we knew of wheat-gluten allergy, one of the country's most important industries was planting its roots in Illinois' capital city with an eye to building a breadbasket for the world.

The progressive Minneapolis-based Pillsbury Company developed a shining engineering achievement in Springfield, with its two massive flour mills working in tandem, as well as a grocery-baking

operation. A third flour mill was added in 1938, later enlarged with post-WWII steel-frame construction, expanding the plant's bakery mix facility, fashioned from 30,000 tons of concrete. According to Chris Richmond, the retired Springfield fire marshal who has been coordinating the work of MPF, by the 1940s the plant would eventually grow to cover 18 acres, consuming more than 50% of the power generated by City Water, Light and Power.

As Richmond explained, "Pillsbury was to become an economic juggernaut, supporting and sustaining community growth." With 800,000 square feet of multistory buildings, some erected with locally manufactured materials from Springfield's Poston Brick Company, the plant was bisected by rail tracks that supplied thousands of bushels of grain to be unloaded at the head house, where it was weighed and stored in silos soaring above the factory buildings.

Pillsbury's local workforce swelled from 300 to 850 during the years of the Great Depression, and the post-WWII baby boom sent markets soaring. By 1955, the number of workers at the plant peaked at 1,500 employees working in three shifts, Richmond told a sizable crowd who attended one of several public tours MPF offered during the past year.

At its height, Pillsbury was a source of community pride producing specialty flours, baking products, fragrant snacks, brownie and cake mixes that were loaded onto rail cars and tractor-trailers daily as they made their way to fill America's grocery store shelves. Families of former employees and neighborhood residents shared stories of how rows of trucks hauling wagons filled with grain would park along 15th Street and wait their turn to unload. Drivers made the most of this time by enjoying lunch from sandwich carts owned and operated by local entrepreneurs.

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Anderson Electric, INC. Rodney Frey 3501 S. Sixth St. • Springfield, IL 62703 217-529-5471 www.anderson-electric.com	Gano Electrical Contracting, INC. Adam Craddock 701 Caldwell • Jacksonville, IL 62650 217-243-1414	Senergy Electric, Inc. Matthew Giacomini 519 N. Elm St. Williamsville, IL 62639 217-566-2826 www.senergy-electric.com
B & B Electric, INC. Todd Brinkman 3000 Reilly Dr. • Springfield, IL 62703 217-528-9666 • www.bnblectric.net	Mansfield Electric Co. H. Edward Midden, III 4425 Peoria Rd. • Springfield, IL 62702 217-523-0811	Technical Solutions & Services, Inc. Jeff Pennington 1309 Woods Farm Ln, Springfield, IL 62704 217-836-7346
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The 1960s saw the number of silos at the Pillsbury mills complex increase to 160, providing capacity to hold 3 million bushels of grain, the concrete exteriors painted with the latest invention to abate combustion – asbestos paint.

During the next three decades, mechanical engineering innovations such as the forklift and pallet would streamline operations and expand production at Pillsbury while the need for manpower would decline.

By 1991, in spite of Pillsbury setting milling production records, its status as a hub of agriculture commerce would forever change. The company's workforce was reduced to 450, and Cargill, an American global food corporation, purchased Pillsbury Company and eventually closed the grocery and bakery divisions. This move would permanently halt operations at Springfield's one-time premiere food production business in 2001. Cargill then reduced the plant to a grain storage facility, and in 2008 sold the abandoned behemoth for scrap.



Recognizing the impact of Pillsbury's vacant, mammoth footprint on the surrounding neighborhood and community at large, experts came together in 2005 for a mini-design charrette to generate ideas. The public brainstorming sessions resulted in a report offering reuse strategies to deal with the former site that is now considered toxic brownfield land. Its crumbling structures are in need of demolition and environmental clean-up that carries an estimated price tag of \$8 million.

With the city unwilling to step in due to liability concerns, the site languished in legal limbo for years until a core group of dedicated community volunteers, optimists and professionals decided that it wasn't acceptable for the industrial skeleton to continue to be a blight on the community. Hard-working citizen leaders like Richmond, whose father

once worked at Pillsbury, and Polly Poskin, a longtime advocate for older neighborhoods, have succeeded in raising community awareness through public meetings, tours and outreach presentations, recently securing the

financial support needed to ready the site for remediation and potential redevelopment.

Nearly a century after Springfield celebrated Pillsbury's grand opening, remediation efforts got underway to rid the 18-acre site of asbestos-contaminated elements, lead-based paint and other toxins found in the water and soil on the site. This work is being accomplished in part with grant funding from the U.S. Environmental Protection Agency and congressional funding through the U.S. Department of Housing and Urban Development, under the direction of Joel Zirkle of Fehr Graham, an Illinois-based engineering and environmental company, and Chapman Environmental Services, an integrated environmental management and consulting firm.

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Adaptive reuse improves health care

Transforming the former Shop 'n Save grocery store at 206 North Grand Avenue W. into a state-of-the-art simulation lab for students of Illinois State's Mennonite College of Nursing and the new headquarters for emergency medical services provider Medica First is an excellent example of adaptive reuse: the renovation and reuse of existing structures for a new purpose.

Repurposing the 55,000-square-foot space vacated by the grocery store provides support to the community in terms of increased access

to health care, tax generation and employment opportunities in a well-established residential neighborhood.

Medics First occupies the 45,000 square feet on the east side of the renovated structure which has a refreshed and extended façade designed by O'Shea Builders, the general contractor for the project. Included is 25,000 square feet for vehicle storage, 4,500 square feet for office space, 4,000 square feet for living quarters and 11,500 square feet for future tenant buildout.

The west portion of the structure houses

Illinois State's Mennonite College of Nursing, a combined effort with Memorial Health's hospital network that offers transfer students a traditional bachelor of science in nursing program. The 10,000-square-foot facility is broken down into classrooms, a lounge area with a kitchen, administrative offices and conference rooms, according to Bridget Ingebrigtsen, brand director for O'Shea Builders.

Due to an ongoing shortage of nurses, Memorial Health is investing in local nursing education to increase the supply of registered nurses needed to staff its five area locations in Taylorville, Decatur, Lincoln, Jacksonville and Springfield, according to Kevin England, senior vice president and chief administrative officer for Memorial Health. With an investment of \$25 million in nursing education locally, Memorial Health hopes to graduate 500 BSN students who will continue to work in the region.

"When we started talking to ISU about forming a public-private partnership, this location close to the hospital and medical facilities was key to accessing clinical sites, where the Memorial system hosts 600 students per academic semester," said England. In addition, proximity to Medics First will allow students the bonus of learning about specialized advanced medical transport



A warmly lit gathering area for students in the transformed former grocery store. PHOTO BY CATHERINE O'CONNOR

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Clint Smith of Illinois State University and Memorial Health chief administrative officer Kevin England in the 3D virtual reality patient care learning lab. PHOTO BY CATHERINE O'CONNOR

and potentially the ability to ride along on emergency calls.

The first cohort of 33 nursing students began classes at the new Springfield location in the fall of 2023. The facility is built to support a class size of 45 junior and 45 senior-level nursing students, according to Clint Smith, Springfield site administrator for Mennonite

College of Nursing.

Students at the Springfield facility benefit from innovative tools such as virtual reality simulation labs where they use VR headsets to experience patient care in 3D. When students from the campus in Normal visit they are envious of this cutting-edge learning opportunity, said Smith.

A Green Family Stores automotive building boom

Green Family Stores has built the largest Hyundai sales showroom in the 14 central United States region at 601 Stanford Ave. in Springfield, according to Time Nice, executive general manager. The previous Hyundai facility on South Dirksen Parkway will remain open as a dealership for used vehicles and a service center. In addition, Green Family Stores has locations on West Iles Avenue, West Wabash Avenue and South Sixth Street.

Indianapolis-based Custom Facilities Incorporated is the mega-design/construction company that built the Stanford Avenue facility. The company worked with Green to implement what is known in the auto industry as a Design Intent Document that specifies style and appearance criteria for buildings representing the Hyundai brand.

Custom Facilities Inc. has designed more than 500 dealerships nationwide, and is the expert in executing marketing and display concepts that the Original Equipment Manufacturers want to promote in each branded sales environment, according to Nice. The result is a grand showroom floor with 20-foot ceilings, lit by a south-facing wall of windows and second-floor mezzanine with office space.

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Green Family Stores opened its new Hyundai dealership on Stanford Avenue Nov. 1. PHOTO COURTESY GREEN FAMILY STORES

The new Hyundai dealership is hard to miss with its massive 188,000 square feet of modern structural space combined with vehicle display area. "After 14 months – start to finish – in construction, our final D.I.D. compliance review approval is expected very soon," said Nice. "In addition to being the largest auto showroom in our community by far, there are features like large glass windows that allow customers to watch as their cars are in the service process," said Nice.

With an eye toward future growth in the battery electric vehicle market, the Green Hyundai location has state-of-the-art level three charging stations available for electric vehicle drivers, regardless of whether they purchased their cars from Green, said Nice.

Future plans for Green Family Stores include breaking ground for a new 25,000-square-foot Subaru sales facility across from the new Hyundai dealership. The building and relocation of Green's

Subaru store is expected to be completed by mid-2025.

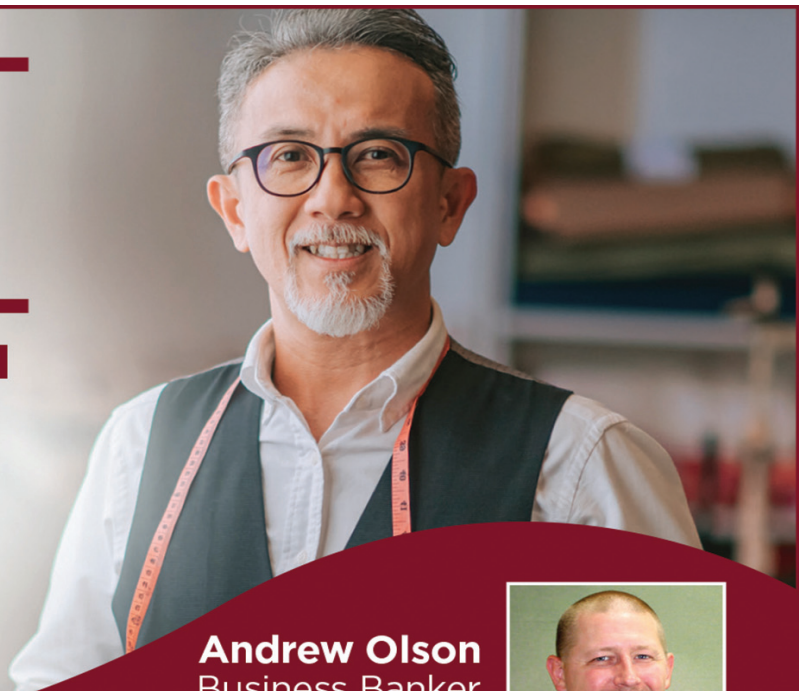
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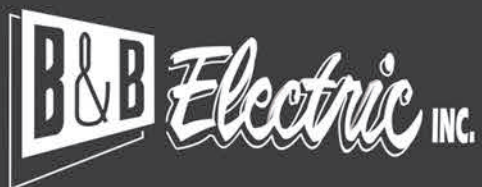
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An aerial photograph of a single white wind turbine with three blades, each tipped with red. The turbine is situated in a dense, green forest. A dirt road or path leads towards the base of the turbine. The lighting suggests it might be late afternoon or early morning, with long shadows.

Sangamon County could see first wind farm soon

German company seeks approval for first phase of four-county project

By Dean Olsen

A German clean energy company plans to file applications with Montgomery and Sangamon County officials early in 2024 for approval to construct the first phase of a four-county, \$450 million wind farm development known as Grand Prairie Energy Park.

UKA Group's North American affiliate, based in Stuart, Florida, would build about 60 wind turbines in northern Montgomery County, southeastern Sangamon County, northeastern Macoupin County and west-central Christian County, and eventually generate 350 megawatts of electricity.

That amount is equivalent to about half of Springfield's power needs, though the electricity would be sold on the national power grid, according to UKA North America Project Developer Adam Wilson.

A state law that took effect in January 2023, largely removing the ability of local governments to block or severely restrict the development of wind and solar projects that meet state guidelines, will make it easier for

UKA to operate in Illinois, Wilson said.

Grand Prairie would bring Sangamon County its first wind farms.

Wilson said UKA, which has operated overseas for 22 years and began operations in the United States six years ago, is committed to working with individual communities to boost economic development while helping Illinois reach its long-term goals for reducing climate change-causing fossil fuel emissions.

"We're not just coming in here to build something and then walk away from it," Wilson said. "We intend to be good neighbors. So it's important for us to let everybody know that we intend on being part of this community going forward."

No significant or organized opposition to Grand Prairie Energy Park has emerged at this early stage, but UKA officials expect there may be public concerns about potential disruption of the rural landscape and safety issues related to humming and sunlight flickering caused by the windmill blades.

UKA says the project will be safe, quiet and won't pose significant harm to wildlife.

"Honestly, we're talking about such large tracts of land and such setbacks," Wilson said. "You really don't know the effect of a wind turbine in terms of sound unless you're standing under it. The decibel level is not that big, primarily because they're so high up."

Wilson added: "The biggest complaint is the visuals. Some people think a wind turbine looks majestic. Others think they look awful."

The first phase of the project alone – 17 to 23 wind turbines, mostly in Montgomery County and some in Sangamon County – would create 67 construction jobs that would last 12 to 18 months, and nine permanent jobs once the project is operating, Wilson said.

Annual lease payments to local landowners in this phase would likely be more than \$1 million.

"This translates to reinvestments in local farms, spending more money on local businesses, continuing family legacies and

more," a UKA fact sheet on the project said.

The first phase would likely generate more than \$1.05 million in total annual property taxes for Montgomery and Sangamon counties every year for more than 30 years – the expected life of the wind turbines, according to UKA.

"This means significant funds for schools health care, tax relief – or freezes – infrastructure and more," the fact sheet said.

The wind turbines would be in unincorporated rural areas, and not in incorporated cities and villages.

But the first phase of Grand Prairie, to be completed in late 2025 or early 2026, would connect to major power lines at City Water, Light & Power's Westchester substation on Springfield's south side. The connection to the substation would take place through an overhead power line along a new bicycle trail that UKA would like to create, Wilson said.

The second and third phases of the development would cover the Virden area in Macoupin and Sangamon counties and the Pawnee area in Montgomery and Sangamon counties.

The Virden-area project, involving 14 to 17 wind turbines, and possibly some solar-power panels, would produce 100 megawatts and connect to an electrical substation in that area.

UKA hopes to complete this phase in May 2026.

The Pawnee-area project, producing 100 megawatts with 14 to 17 wind turbines and possible solar arrays, would connect to a substation in that area and possibly be completed in fall 2027.

Using the newest technology and construction innovation, the wind turbines in the project would be larger than most in central Illinois and the rest of the state, UKA officials said.

Each turbine would generate more power, as well, while taking up about the same amount of farmland – about one acre apiece, once completed, officials said.

Most wind turbines operating in Illinois generate two to three megawatts, while UKA's wind turbines each would generate between 6.5 and 7 megawatts, Wilson said.

UKA's wind turbines would be 377 tall at the "hub," or the center portion of the structure where the blades are attached. That's more than 40% taller than most earlier-generation wind turbines and taller than the Statue of Liberty.

The UKA wind turbines would extend 656 feet tall at the tip of the top blade, or about 55 stories high.

Rural Farmersville resident Tom Murphy, 72,

a retired farmer whose brother farms the 320 acres Murphy owns in Montgomery County, said he would receive almost \$100,000 in annual rental income per year for the two UKA wind turbines the company plans to build on his land.

Murphy said he supports the project, noting that he generates about \$90,000 a year in rental income for all of his farm ground now.

Montgomery County chairperson Doug Donaldson, a Republican from rural Hillsboro, said he is "not a fan" of wind farms and didn't appreciate state lawmakers taking away most local control from county governments on wind and solar power developments.

He said Montgomery County officials have received numerous inquiries from alternative energy developers since the state law was passed, mostly along partisan lines, by the Democratic-controlled General Assembly.

Some people in Montgomery County don't want wind turbines coming to the area, and some farmers don't welcome the prospect of having to farm around the structures, Murphy said.

"It seems to me the majority of people are for it," he said. "I see it overall as a good thing, not only for me, but for the community and the county tax-wise."



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HSHS donates 190 beds to Hospital Sisters Mission Outreach

Hospital Sisters Health System (HSHS) has donated 129 hospital beds to Hospital Sisters Mission Outreach as it standardize its beds across the health system. By the time the first project phase is finished, 190 beds taken out of service will be donated from five hospitals in Illinois and Wisconsin, including HSHS St. John's Hospital in Springfield; HSHS St. Joseph's Hospital in Breese; HSHS Holy Family Hospital in Greenville; HSHS St. Francis Hospital in Litchfield and HSHS St. Mary's Hospital in Green Bay, Wis.

This is an unprecedented influx of a highly needed item for Mission Outreach's international partners. Erica Smith, executive director of Mission Outreach, says hospital beds are the No. 1 requested item, and they are already being shipped out to hospitals in other countries such as Tanzania, Nigeria and Lebanon, with more to go.

"I recently was in Uganda, and I saw a hospital where in the pediatric ward the children were on the floor recovering from surgery because there are no beds there," says Smith.

Usually when beds are requested, Mission

Outreach sends one or two in the recipient's 40-foot container packed carefully with other medical supplies and equipment requested by the recipient. Ratish Kumar, biomedical engineer with Mission Outreach says, "We never had a situation like this before where we can meet our recipient's need for an entire year."

Kumar points out that Mission Outreach is the only Medical Supply Recovery Organization in the nation that is affiliated with a health system. Kumar says, "That gives us an enormous opportunity to work in partnership with the 15 (HSHS) hospitals and see how we can streamline the donations and better serve our recipients overseas." This large donation of beds is an example of streamlined donations processing efficiently so they can start being used by international partners as soon as possible.

"It's been a huge success," says Smith. "We had one example of beds that we got in Green Bay that were on a container to Tanzania within two weeks. So it's amazing, it is a blessing for us, and it's also a blessing for many people around the world who

otherwise may not have something as simple as a hospital bed to receive care or recover in."

HSHS is pleased to see the donations ship out as well. "It's an honor to share these beds with Mission Outreach and watch our mission extend through their ministry. A nurse once stood beside a bed in Green Bay caring for a patient, and now that bed is in Tanzania, where another nurse stands nearby, with the same passion to bring healing to their patients. It's powerful to have that connection across the globe, to know that we share resources and our mission," says Diamond Boatwright, president and CEO of HSHS.

"The bed project is the ideal collaboration," says Smith. "It may seem like a lot of work and sometimes we may even wonder how much does this cost or what's the return on investment? For me, the return on investment is that when I go to Uganda next time, I don't see a kid recovering from surgery on the floor. And to that kid and to his or her parents this is why we do this work, and this is the mission of our sisters and our health system."

Prairie Heart Institute hosts heart walk and health fair



The Prairie Heart Foundation will host Powered by Prairie, a heart walk and health fair, on Feb. 24, 8-10:30 a.m., at Williamsville High School Fieldhouse, 900 S. Walnut St., Williamsville.

All of the proceeds benefit local Prairie cardiac rehab services in Breese, Decatur, Effingham, Greenville, Highland, Litchfield, O'Fallon, Shelbyville and Springfield.

Donations will support new equipment, participant incentives, specialized programs, colleague training and facility improvements.

Get powered up as you and your loved ones walk your way to a healthy heart. This low-impact, fun event for all ages will include a variety of activities to fuel your heart-healthy journey with prize drawings throughout the morning. Register at

prairieheart.org/heart-walk by Feb. 16.

To create a special fundraising page to celebrate you, your loved one and/or your team, visit justgiving.com/campaign/poweredbyprairie.

For more information or questions, contact Brandy Grove, Prairie Heart Foundation manager of philanthropy, at brandy.grove@hshs.org or 217-814-5177.

WOMAN'S EVENT CALENDAR

Illinois Women in Leadership will host a luncheon on Thursday, Jan. 25, from 11:30 a.m.-1 p.m. at Illini Country Club. Sparkle Sanders will speak on the topic "What Am I Bringing to the Table?"

As strong, gifted, and powerful women in the marketplace, many of us desire a seat at the table. But do you know what you bring to the table? Are you aware not only of the gifts, talents, and abilities you bring, but also of the unique value-add that only you can contribute?

In this session, you will learn three clues to helping you identify and know what you bring to any table and environment. You'll gain a better understanding of yourself, your make-up, and what drives you to bring success and significance to those around you.

Sanders is a certified trainer, speaker and coach with Maxwell Leadership. Her responsibilities include Strategy Consulting, Leadership Training, Executive Coaching, Business & Life Coaching, and Keynote Speaking. She has 19 years of experience in strategy and brand development and owns Addspark Consulting, Inc. where she helps businesses, ministries, and organizations of all sizes. Additionally, Sanders is the founder of Beautiful Truth, LLC, a global encouragement ministry that encourages people all over the world through the word of God and self-leadership principles.

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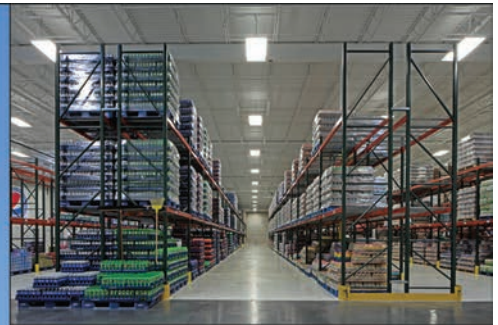
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New Year's resolutions for a stronger business

By Kelly Gust

The start of a new year can be filled with a sense of optimism about what's to come, but for some entrepreneurs it can also be a time of high anxiety, not knowing what might happen in the months ahead. This year will surely bring a few surprises, but you don't have to wait and be reactive. Building a strong business means being proactive and building resiliency, establishing the systems and processes that allow for problem-solving, adaptation and ongoing change. The list below contains a few best practices to consider implementing for a stronger business that can adapt to whatever life throws at it.

Develop a strategic plan

Sure, the pace of change in today's market makes planning difficult. But without a plan, business owners are stuck in reaction mode. With a good strategic plan, shifting in the face of change becomes a how question rather than a what question. That is, instead of, "What are we going to do?" an owner can remain focused on "How are we going to achieve what we planned?" If you don't have a strategic plan, it's time to get one. If you already have a plan, keep it updated to account for changes in your finances, your business goals or your market.

Establish an advisory board

Wouldn't it be great to have a group of trusted advisers dedicated to helping you make better business decisions and refine your long-term goals? An advisory board could consist of as few as two to four or as many as 10-15 members, paid or unpaid, each with a beneficial background or specialty. An advisory board is a proven way to get valuable advice on running your business at a low cost. Yet, few entrepreneurs have one. Consider whose advice you trust, and who can bring skills and perspective that would benefit your business.

Project your financial results

Cash-flow projections help ensure you have the money you need to meet your expenses and achieve your goals. Estimate your cash intake and outflow each month. Now, track your cash flow as the year unfolds and make adjustments to keep your business on target. If you get off-



track, you'll know sooner and can analyze why and adjust. Projections can be done in a simple spreadsheet.

Practice time management

It's essential for entrepreneurs (and everyone, really) to organize their days and make sure they're doing the right things at the right time. Use your calendar to block time for daily, weekly, monthly and quarterly tasks you need to complete. Good time management also prevents over-committing and burnout. Put everything on your calendar to ensure you've allocated time for all your important business and personal tasks. When over-commitment threatens, let your calendar be your alibi for what you've already committed to, or adjust as needed.

Embrace AI

Simple AI enhancements can boost your productivity and capacity to innovate. You can use AI tools to analyze data, do research, chat with customers, improve your communication and create marketing content. AI output still needs a human touch to validate findings, quality-check results and guard against potential bias, but the productivity gains can be realized for basic tasks with minimal risk.

Document your processes

Many owners keep critical knowledge about business operations inside their own head. As your company grows, this creates bottlenecks, as well as the risk of your company falling apart if something should limit your ability to be at work. Get the important knowledge out of your head and documented on paper

in the form of standardized, repeatable and trainable procedures.

Clean up your space

A cluttered, messy or dilapidated space creates a bad environment for both customers and employees, and signals that deeper problems are likely happening. So get your act together and clean up. A clean workplace means things are running well and often leads to increased productivity and an empowered team ready to tackle other improvements. Cleaning up and performing repairs can also be good team-building activities.

Manage your team's performance

Performance-management tools encourage open dialogue, employee engagement and goal achievement. Talking about performance with your staff on a regular basis also gives you the chance to say things like "good job" and "thank you." Finally, performance management helps you to identify up-and-coming talent, clarify training needs, shape succession plans and help make more objective compensation decisions.

Don't try to make sweeping changes all at once. Implement one idea from this list, and when you've mastered it, come back for another one. With these processes for managing your goals, decisions, finances, time and people, you'll be ready to face whatever challenges lie ahead this year and beyond.



Kelly Gust is the CEO of HR Full Circle, a Springfield-based consulting firm that provides talent management and human resources consulting to organizations of all sizes and stages.

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Why leaders should read: My three books

By Ed Wojcicki

When I was new to management, the boss announced that all department heads would be assigned a book to read and that it would later be discussed as a group. I was skeptical at the time, but in hindsight, I'm forever grateful. That assignment spurred me on to read many more books on leadership, management and even some biographies. I gained insights from these books that guided me throughout the remaining 40 years of my career. I enjoy reading so much that I often use #LeadersRead on LinkedIn to post books I've read, or view titles that have made an impact on other leaders.

I found that reading made me a better person, leader and manager, and these are three books that helped me along the way:

In Search of Excellence, Thomas J. Peters and Robert Waterman, 1982

Good to Great, Jim Collins, 2001

Dare to Lead, Brenè Brown, 2018

In Search of Excellence, written by Tom Peters and Robert Waterman, is based on a study of 43 of America's best-run companies from a diverse array of business sectors. Peters and Waterman describe eight basic principles of management – action-stimulating, people-oriented, profit-maximizing practices – that made these organization successful.

Two principles that remain with me are having a bias for action and management by wandering around. Having a bias for action refers to taking immediate action, including simply reacting to something, instead of taking time to think it through thoroughly. Peters called this the ready-fire-aim strategy for success. It may not be the best plan for every situation, but it has its merits.

Over the years I would hear others scoff at this approach, as if it were completely foolish. Personally, I appreciated the strategy. I found it was often better to try something, evaluate what worked and what didn't, and then modify future actions accordingly. An insightful corollary of this advice comes from American author Steven Pressfield who says, "Start before you're ready." In other words, you may not have the luxury of planning out each step of a process, and as a leader it's up to you to take the first step and trust that you will figure it out along the way.

The other principle from Peters and Waterman that I utilized is called management by wandering around, or walking around – MBWA for short. This style of business management encourages the manager to get out from behind the desk and walk around the workplace at random and in an unstructured manner. Regularly observe what's happening on the front lines with your employees and your customers and check on equipment to make sure everything is in good working order. Ask staff about their ongoing work, responding to their needs and taking note of their wants.

Many days when I worked at University of Illinois Springfield as the chief of staff to the chancellor, I really didn't need an office. I walked around campus and people would stop me and express their concerns. I was able to advance their cause on the spot. I never had the need to use an intercom or phone until the pandemic. Instead, I walked to people's offices and talked with them in person about whatever was on my mind. I never saw this as a time-waster because I was building relationships, and having a bond with staff is invaluable.

A book that enhanced my perspective when it

comes to putting people first is *Good to Great* by Jim Collins. Collins explains that it's crucial for any organization that wants to go from being good to great to prioritize hiring the right people for the job, and only then should an organization move forward with developing and implementing the business strategy. From this came the truism: Take care of your people, and they'll take care of your business.

Later in my career, *Dare to Lead* and other works by Brenè Brown, a researcher and self-proclaimed storyteller, helped me understand how much people appreciate a leader's deliberate expressions of vulnerability – admitting weaknesses, failures and doubts. Brown studies and writes about vulnerability, shame and empathy, with the latter gaining more attention in leadership training than ever before. "Imperfections are not inadequacies; they are reminders that we're all in this together," she says.

Ed Wojcicki is retired from all full-time jobs after enjoying executive management roles for 44 years at an association, a university, a few newspapers and a magazine. He is the author or co-author of three books and can be reached at edwojcicki@gmail.com.

What are your three books? Or one book? Or six? Send your list to me at edwojcicki@gmail.com, with or without explanation. With your permission, I'll compile the lists and share them on social media. Some may appear in future articles. Please use "My books" in the subject line.

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New laws

By Thomas C. Pavlik Jr.

Our legislature has been at it again, passing a slew of new bills that have now been enacted into law.

Mandatory paid leave

Perhaps the most significant new law is the "Paid Leave for All Workers Act." Illinois was the third state to pass a law requiring employers to provide paid leave to employees that can be used for any reason whatsoever. Employees will be provided with 40 hours of paid leave per year. Employers can make the 40 hours available at once, or can opt to have it accrue at one hour for every 40 hours worked. If an employer decides to use the accrual method, employees may carry over unused time from year to year. If not, an employer can enforce a use-it-or-lose-it policy.

Although employers may decide to permit employees to use paid leave earlier, workers must be permitted to do so by the latter of 90 days from hiring or March 31, 2024. Employers can require seven calendar days' notice if the leave is foreseeable. Where it's not, it must be provided as soon as practicable.

Employers are required to place notice of these rights and are also required to maintain certain records for each employee.

Violations of the act are punished harshly – employees have a private cause of action for compensatory damages, including attorneys' fees. And there is a \$2,500 civil penalty for each separate offense that goes to the state for use in enforcing this new law.

Wage transparency

Although this one isn't set to go into force until 2025, it's a law that other progressive states like California, Colorado and New York have passed. There's also an effort being made at the federal level to enact a similar law.

Essentially, any employer with more than 15 employees is required to include pay scale and benefits in all job postings. Job postings are not required, but if they are employed the act has to be followed.

The policy behind the law is to remove barriers to equal pay. Those in support believe that pay secrecy keeps minorities and marginalized groups at a disadvantage when negotiating for salaries, which in turn perpetuates gender and racial wage gaps. In my experience, which is anecdotal, those employers who are familiar with the law oppose it.

As with mandatory paid time off, there are still

penalties for non-compliance which can include, in certain cases, fines as high as \$10,000.

So, get ready to develop a pay scale if you want to use job postings to help find employees.

Corporate Transparency Act

This is a big one that most people don't know about yet, although it was addressed in the March issue of SBJ. Starting Jan. 1, 2024, all corporations, limited liability companies and other entities will be required to provide information about those that own or control the entity to the federal government. That information includes the owner's full name, date of birth, 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. The reporting extends to me and my legal assistant if s/he was the one who submitted the formation documents to the state of Illinois. Failure to comply with these reporting requirements can result in penalties ranging from \$25,000 to approximately \$250,000 and also criminal liability. Those subject to the law have until Jan. 1, 2025, to comply. Reporting will be done through an online portal that has not yet been set up. The feds estimate that 32,556,929 entities will be subject to this law in this first year. What could possibly go wrong?

Child social media influencers

Illinois is the first state to pass a law mandating that minor social media influencers must be compensated. Effective as of July 1, 2024, anyone under 16 years of age that appears in at least 30% of the content for which an adult receives compensation is entitled to a portion of the gross earnings, which the adult must place in a trust account for the benefit of the child upon reaching 18 years of age. The minimum amount required to be set aside is one-half of the content that includes the minor. For example, if the minor is in 100% of the content, then one-half of the earnings must be set aside in trust. The act allows the minor to sue the adult if the law is not followed.

In connection with the signing of the bill, the governor's office stated that children "deserve to be shielded from parents who would attempt to take advantage of their child's talents and use them for their own financial gain."

Expect to see more legislation along these lines, especially regarding the issue of a minor's informed

consent to allow his or her likeness to be used online for all to see.

No Zoom while driving

Although one would think this would be self-evident, the Illinois Vehicle Code prohibits video conferencing while driving.

Digitally altered sexual images

AI and the ever-evolving cyber landscape drove Illinois to enact a law entitling victims of a sexual digital forgery to sue the perpetrator for \$10,000. Frankly, I am saddened that things have come so far that we need such a law.

Firearms

Under the Firearm Industry Responsibility Act, effective as of August of this year, gun manufacturers that engage in unsafe and unlawful marketing and sale will be held accountable for actions contributing to gun violence in Illinois communities. The act prohibits advertising and marketing that encourages para-military or unlawful private militia activity and advertising to individuals under 18 that encourages the use of a firearm in an unlawful manner including advertising the uses of cartoons, stuffed animals and clothing targeted toward children.

Education

In another first in the United States, starting in 2024 public libraries face a loss of funding if books are removed from circulation for personal, political or religious reasons. Also, within 24 hours of learning of an alleged incident of bullying, schools must now inform the parents or guardians of such conduct. The law also expands the definition of bullying to include harassment based on physical appearance, socioeconomic status or homelessness.



Thomas C. Pavlik is an attorney with Delano Law Offices in Springfield.

This article is for informational and educational purposes only and does not constitute legal advice.

100+ Who Care in Springfield

By Janet Seitz

Members of the 100+ Who Care in Springfield play a bit of a numbers game. The group's intent is to recruit at least 100 people who will donate \$100 each with the goal of voting for and awarding \$10,000 to a local nonprofit, all in under 100 minutes.

Jenny Vaughn, board president, summed up the event as "Donate. Nominate. Educate. Celebrate. Your donation is your event ticket – \$100 per person or \$150 per couple. With your donation you get to nominate your favorite local nonprofit. Three will be selected at random. If your charity is chosen, you or a selected representative gets the opportunity to share the charity's mission and the impact this donation could have for the organization. Everyone in attendance gets a chance to vote. After the votes are tallied, a winner is presented with a check." It is an evening of socializing, networking and coming together to make an impact in Springfield and surrounding communities.

Vaughn recalled her journey with the organization that began two years ago when Matt Price, a friend and fellow board member, extended an invitation. "What intrigued me from the start," she said, "was the unique concept – making a donation without knowing its destination. Throughout the course of the event, you get to learn about incredible local charities and foster connections with like-minded individuals dedicated to making a meaningful impact in our community."

What makes 100+ Who Care in Springfield stand out is its unique approach to philanthropy, Vaughn said. "We've turned giving into a dynamic and engaging experience. Instead of pre-determining where donations go, our donors contribute without knowing the destination. The element of surprise adds excitement to the process."

The 100+ Who Care in Springfield gathered in November for its sixth giving event that resulted in a \$10,000 check presented by Chapter Director Kasey Miller to Safe Families for Children Springfield/Decatur. With the incredible community support the event received, 100+ also granted \$500 to the runner-up organization, Titan Fuel, which benefits Ball-Chatham students in need.

In addition to attendees' contributions, Vaughn said sponsorships and community



Safe Families for Children was the nonprofit chosen to receive the \$10,000 raised at a Nov. 9 event hosted by 100+ Who Care in Springfield. PHOTO COURTESY 100+ WHO CARE IN SPRINGFIELD

partnerships play a pivotal role in achieving goals. "They not only help cover overhead costs but also increase our potential to give \$10,000 at each event."

Charity nominations are made by attendees present at the event. The more attendees from the charity's organization, the greater the chances of being selected and receiving the donation. The only requirement is that the nominated charity not have won in the past five years. Previous recipients include: The James Project (spring 2023); Pure Haven (2019); Kidzeum (2018); Compass for Kids (2017) and The James Project (2016).

"Through the generosity of 100+ Who Care in Springfield," said Olivia Hayse, executive director of The James Project, "we have been able to tangibly meet the needs of foster children who are without homes, clothes, care and other necessities."

"Children in our county are going without homes, beds and the basic necessities they need to survive," said Hayse. She explained that the funds from 100+ Who Care in Springfield have allowed The James Project to multiply its support of foster children placed in homes in Sangamon County. Specifically, it has provided more than 20 mattresses, bed frames and mattress protectors, along with sheet sets and pillows. Additionally, it

provided comfort items and hygiene kits to more than 25 foster children.

Hayse reported that the 100+ support enabled them to purchase items and assemble comfort kits for teens who are staying in agencies and provide care kits for infants going directly into foster care. "The level of support offered to these children would not be possible without the generous support of 100+ Who Care in Springfield," she said.

"Our events are not just about giving," Vaughn added, "they're about learning and connecting. Attendees discover local charities on the spot, gaining insight into their impactful work. This, coupled with the opportunity to network with passionate individuals, creates a sense of community and shared purpose that extends beyond the act of donation. In essence, 100+ Who Care in Springfield transforms the act of giving into an interactive and community-building event, making it a distinctive and memorable experience for our attendees."

To learn more about 100+ Who Care in Springfield, visit 100plusspringfield.com or <https://www.facebook.com/100plusSpringfield>.

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

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Lake Springfield Tavern

By Thomas C. Pavlik Jr.



Given my fondness for tavern fare, I was surprised I had never been to Lake Springfield Tavern. I've driven by hundreds of times, and I don't think I even recognized that it was a tavern. Folks tell me that Lake Springfield Tavern has been around since Stevenson Drive was a dirt road. And, from exterior appearances and the condition of the parking lot, it didn't appear that much had changed since those days. And that's something we're thankful for.

LST, as Lake Springfield Tavern is known, is your traditional bar and restaurant. The walls are wood paneled, much like a cottage, and decorated with signs for various beverages and video screens. The seating is tight and close together, and the footprint isn't all that big. Of course, this being Springfield, video gaming is

available. On a side note, unlike many taverns throughout town, LST's men's bathroom was very clean.

We visited on a rainy day and LST was almost full. Five of us managed to grab a high-top in the corner close to the kitchen. (Diners can see in, and it's a tight space. The staff were like acrobats moving here and there as they cooked on the line.)

I appreciate that every Monday LST lists its daily specials for the week on its Facebook page, which include such diverse options as sloppy joes, spaghetti, goulash and meatloaf. Wednesday is always fried chicken, and Friday is always fried fish (walleye, bluegill and catfish). As for the menu, it's what you would expect from a tavern – salads, burgers, sandwiches and Butch's

pizza. Oh, and naturally enough, there are also horseshoes (including a walleye version, which I can't ever see ordering for myself).

The five of us started with a bowl of chili. Our server brought out a bowl of onions and a bowl of cheese as an add-on for no additional cost. This was tavern chili, with a healthy layer of grease sitting on top that easily combines with the other elements once mixed thoroughly. The consensus was that it needed more spice and had too many beans, but we all ate it. Of interest, I went back a few weeks later with a friend and again ordered a bowl. This time there was a much better meat-to-bean ratio and a bigger and bolder chili flavor.

For some reason I decided to go with the spaghetti, which was that day's special. It didn't

really pair with chili, but I figured why not. It was a rather large helping, and it came with a piece of nicely toasted garlic bread. The sauce was a meat sauce reminiscent of a weeknight family pasta dinner when I was growing up and had just a hint of grease. I'm one who usually likes a higher sauce-to-meat ratio, so I appreciated that LST's version was about 50/50. I enjoyed every bit.

Two others in the group went for the breaded pork tenderloin sandwich. It looked hand-breaded, it was a perfect brown but not overdone, and it came with a nicely toasted bun. It also came with a decent helping of fries and coleslaw. For the health-conscious, it's also available grilled. There were no complaints, just clean plates.

Another of the group went with the Joe Crain "Code Red" Burger. It was a good name as this was a quarter-pound ground-chuck patty topped with pepper jack cheese, chipotle sauce, jalapenos and onion straws. It looked a little messy to eat, but my guest enjoyed the jolt of heat from the sauce and jalapenos. He also found the crunch from the onion straws to be a fun textural element.

Our last diner went with the walleye sandwich. It came with chips and rye bread with onions, tartar sauce and pickles available on request. He found the fish to be well-seasoned (including a nice dash of salt) with a crunchy



crust and flaky flesh. He would have preferred fries over chips, so we all donated some of ours to him. He otherwise enjoyed his dish.

There's definitely a regular crowd at LST, but non-regulars and first-timers are certainly welcomed. Service was attentive and incredibly friendly. LST's staff wants you to be happy, and it shows. We also appreciated that our food was served simultaneously – a rarity with so many of LST's competitors.

With reasonable prices, solid tavern food and good service, it's no wonder Lake Springfield Tavern has been around so long. Here's to many more years. Nice job, guys.

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New businesses

Sangamon County new business registrations, Nov. 16 - Dec. 15, 2023

Big Mac Performance, 1063 Circle Drive, Chatham. 319-850-7296. Andrew Draven McGhghy.

Elegant Extensions, 2208 E. Cedar St. 652-4918. Mariah Guest.

Power Pilates, 1 Cottonwood Drive, Chatham. 341-1991. Carolyn Schreyer.

Comfort Control Heating and Cooling, 11060 Sulphur Springs Road, Loami. 652-9245. Valerie Jolene Kessler.

Billy Sunday 1909 Celebration, P. O. Box 4845. 341-9782. Ministerial Alliance of Springfield.

InHomeTechs, 2001 Carrington Court. 494-0279. Kerry Ford.

Ultra Body Weight Loss, 420 Crossing Drive, Suite 3, Sherman. 494-4443. John Folkerts.

Midwest Event Rentals, 2911 Stanton St. 303-2345. Nathan Ryan Highley.

Smith Family Management, 9100 Johns Creek Road, Loami. 341-5307. Chelsea Smith.

Alexander Custom Improvements, 3500 N. Dirksen Parkway, Lot 109. 412-5645. Ryan Alexander.

Fair Price Retail Sales, 3053 E. Carpenter St. 685-1745. Rocky J. Browder.

Keeping It Clean, 800 S. Durkin Drive, Apt. 449. 816-6478. Paula M. English.

The Queen of Clean, 2017 Stockton Drive. 717-7185. Natalie Werts.

Subie City, 3211 Vigal Road. George Alan Argo, Cooper Alan Argo.

All-N-1 Tax Service, 2830 S. Glenwood Ave. 606-9579. Leslie Ingram.

Gentle Threads, 207 W. Jefferson St., Auburn. 565-3123. Anna Gentle.

Provision Arms and Ammo, 2321 Shabbona Drive. 891-2310. Larry L. Beck Jr.

Rightbyu Property Management, 2801 Wellington Drive. 414-0916. JR Hinchey.

Rose Remodeling and More, 6583 Wesley Chapel Road, Chatham. 816-1997. Justin K. Rose.

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