



# The Torch

The official newsletter for Indiana state employees

December 2018

## SECC reaches \$1.5 million goal

'Lip Sync Battle,' basketball tournament highlights of successful charitable campaign

The [2018-19 Indiana State Employees Community Campaign](#) (SECC) got off to a roaring late-summer start at the Statehouse Market, and that enthusiasm never waned as the pursuit of a record-setting season of giving drew to a close just before Thanksgiving.

Days later, as the Torch was going to publication, it was clear the \$1.5 million goal set at the outset of the campaign had been reached. More details will be shared in a separate special announcement.

Reaching the goal was the "icing on the cake" of an SECC that could be viewed only as a success. State of Indiana employees gave at a pace exceeding even last year's enviable mark of more than \$1.4 million.

That is, of course, a testament to the giving nature of so many State of Indiana employees who made pledges to any number of nonprofit, 501 (c) (3) charities through payroll deductions, one-time donations or by contributing during special events.

In terms of the latter, 2018 was a



banner year that may have set a new high water mark in fun and creativity.

### From dunk tanks to slam dunks

This year's SECC Chairperson, Indiana Department of Revenue Commissioner Adam Krupp, was one of the most visible participants, and he helped lead the way in a campaign that was never short on enthusiasm.

Commissioner Krupp was among the first to step into a dunk tank during the SECC Kickoff event Aug. 30, moments after calling on his fellow state employees to

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## SECC reaches \$1.5 million goal

contribute to the campaign. The kickoff brought Indiana First Lady Janet Holcomb and “First Dog” Henry to the Statehouse Market for an afternoon of fun events that included opportunities to dunk Commissioner Krupp and many other agency heads.

This year’s chosen charity, [Project 44](#), was also revealed during the kickoff, and that partnership proved to be the perfect match as several more events were held to help that nonprofit’s goal of raising awareness of the [National Bone Marrow Registry](#).

Samantha “Sam” Smith, one of Project 44’s founders, was among the distinguished guests at the August SECC kickoff and she, like Commissioner Krupp, would prove to be a fixture at additional events.

Project 44 was started shortly after the death of Sam’s husband, Andrew Smith, a Butler University basketball standout who competed in back-to-back NCAA Championship games. Sadly, Andrew died after a short battle with a rare form of cancer, but his memory was seemingly at the forefront of every major SECC fundraising event, proving he was anything but forgotten.

Sam expressed gratitude to state employees for their efforts to throw Project 44 into the limelight in much the way Andrew Smith and his teammates put the Bulldogs in the national spotlight via their dual appearances in “the big dance.”

“We are so appreciative of the



*The team of Jeff Wright, Emily Hunter, Vicki Christ and Lindsay Van Gorkum took first place in Paddle Battle XIII in September. Representing the Indiana Public Defenders’ Office, the squad outpaced members of two dozen other agencies in one of the Indiana SECC’s signature events.*

generosity and effort behind this year’s campaign, and especially for the opportunity to further our mission and raise awareness for the Bone Marrow Registry,” Sam Smith said. “The SECC has provided an incredible partnership, and we’re extremely proud to participate in something so impactful within our community.”

### Fantastic beats... and where to find them

That impact was achieved in multiple ways, each of which fused heart and creativity to great effect.

One such example was the 13th Paddle Battle event in September, which drew participants from two dozen state agencies. Participants raced paddle boats on the White River Canal in an effort to raise SECC funds and take home the

beloved Paddle Battle Oar. In the end, it was a team representing the Indiana Public Defenders Office who claimed the coveted boating accessory.

As summer gave way to fall, the fun was far from over as two additional major events were held to close out the campaign in a memorable way.

Commissioner Krupp led the way in the Nov. 2 [Lip Sync Battle](#), appearing onstage in IGC-S as the spitting image of ‘90s rapper Vanilla Ice.

“Vanilla” was joined onstage by a host of DOR employees as the commissioner lip-synced the classic “Ice, Ice, Baby.” Not to be outdone, members of the Indiana Bureau of Motor Vehicles mimicked Milli Vanilli with a spot-on version of “Blame it On the Rain,” while Indiana State Personnel Department leaders had a blast with their rendition of Wilson Phillips’ loveably corny earworm, “Hold On.”

There was hardly an empty seat in the auditorium for that memorable show, which was held

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## SECC reaches \$1.5 million goal

in tandem with a silent auction and was initially scheduled as the campaign's swan song.

### But wait, there's more!

But the 2018-19 SECC was far from finished as Commissioner Krupp announced in early November that the charitable program would continue through Nov. 16. That gave participants plenty of time to practice for the campaign's formal curtain call, a 3-on-3 basketball tournament at the Indiana Governor's Residence.

With Gov. Eric Holcomb and various dignitaries from Butler University (including men's basketball coach LaVall Jordan) in attendance, eight teams of state employees took the court to raise money for Project 44. The weather wasn't exactly ideal for some half-court hoops the afternoon of Nov. 9, but that didn't stop anyone from enjoying the single-elimination tournament – win or lose.

In the end, a team representing Gov. Holcomb's office defeated a DOR squad led by Commissioner Krupp 10-6.



The inaugural State of Indiana Lip Sync Battle was one of the 2018-19 Indiana SECC highlights. Indiana Department of Revenue Commissioner and SECC Chairman Adam Krupp dressed as rapper Vanilla Ice and was backed by agency staff during a hilarious show in early November.

The series of major events drew plenty of attention, but myriad smaller fundraisers were just as important to the record-setting SECC. Bake sales and chili cook-offs were big hits while unique ideas such as INDOT's Pinewood Derby-inspired wooden car race in the IGC-S atrium (during the Lip Sync Battle no less) proved that raising money for a good cause can be plenty of fun.

From selling pies of every sort to preparing Coney dogs with all the toppings, state employees pulled out all the stops in this year's campaign, and the effort will be reflected in the final total.

Beyond the funds raised for fantastic causes across the Hoosier State, the latest SECC showed how State of Indiana employees are willing to do just about anything to help charities – from dressing up like early '90s pop culture icons to taking a pie in the face.

The heart and soul of this year's SECC was, of course, found in the people who made it all possible.

"I am extremely proud of the hard work and dedication so many state agencies and employees exhibited to make this campaign a success," said Commissioner Krupp. "The collective generosity of Indiana's

public servants is inspiring. It was an honor to serve as the Indiana SECC chairman for 2018, and I look forward to supporting next year's chair as we continue to take the SECC to the next level."

Photos by DOR and INSPD  
Story by Brent Brown, INSPD



The 2018-19 Indiana SECC season was capped off with a 3-on-3 basketball tournament at the Indiana Governor's Residence Nov. 9. A team representing Gov. Eric Holcomb won the tourney, which was organized to raise money for this year's chosen charity, Project 44.

## EAP benefits to expand in 2019



### Additional counseling sessions and a new program focused on emotional wellness



Anthem's Employee Assistance Program (EAP) will place an even greater focus on mental and emotional health with an expansion of benefits for State of Indiana employees.

Beginning Jan. 1, 2019 Anthem EAP will begin offering up to **eight** free face-to-face counseling sessions with a licensed therapist to State of Indiana employees, their spouses, dependents and others living in their homes, per issue and per year.

The sessions can help with various issues, from a spouse's job loss to the death of a family member or pet to stress and anxiety that have spiraled out of control.

#### Getting started is easy.

Just call 1-800-223-7723 and select option 1. This will get you connected to a trained EAP representative. The representative will then help you find a therapist that fits your specific situation, and will even assist you in scheduling your initial appointment.

You can also schedule appointments through [LiveHealthOnline](#). If you choose to go this route, please let

the EAP representative know. All information shared is confidential, but if you're not comfortable speaking with a therapist there are other options. Just visit [www.anthemeap.com](http://www.anthemeap.com) and use the company code, **State of Indiana**. Through the website, you can also learn how to better manage finances, quit smoking, obtain legal advice, and more.

The new addition to the EAP, called "myStrength," is an online program available 24/7. Described as "a health club for your mind," the goal of myStrength is to "promote ongoing emotional wellbeing." Through the use of inspirational videos and quotes, articles and various tools for stress management, myStrength aims to help people struggling with depression, substance abuse issues, trouble sleeping and many other conditions that can have a negative impact on mental health.

#### Getting access to myStrength is also simple and convenient.

Go to [www.anthemeap.com](http://www.anthemeap.com) and click the members' log-in button on the left side of the screen. On the next page, enter the company code,

**State of Indiana**, click "log-in." You can then click on "myStrength" in one of the lime green boxes located on the right side of the screen. Then click "sign up" and you're ready to create an account.

Taken together, myStrength and the additional available counseling sessions in 2019 provide new avenues for State of Indiana employees to focus on their mental health and emotional wellness, in a confidential, easy-to-use fashion.

"These enhancements are fundamental to our continued focus of improving overall health among state employees and providing greater access to care," Indiana State Personnel Department Director Britni Saunders said.

Anyone with questions can call 1-800-223-7723 to reach EAP representatives directly.

The INSPD Benefits team can help with questions as well. Call 317-232-1167 or 1-877-248-0007 (toll-free for employees outside of Indianapolis), or email, [SPDBenefits@spd.in.gov](mailto:SPDBenefits@spd.in.gov).



## Two exciting enhancements are coming to the State of Indiana's wellness program in 2019

1. In the first quarter of 2019, all state employees and their spouses will be eligible to participate in a new Wellness Challenge portal. You read that right: even if you are not on the state's health insurance plan, you will still be able to participate in the challenges! Look for more details on our new portal in the near future.

For the last four years, Humana's Go365 wellness program has been a fun way for anyone on the State of Indiana health insurance plans to participate in steps challenges, track health goals, and complete activities. While Go365 has been a valuable

wellness partner, our time with them is coming to an end as we transition to our enhanced offering. **You will be able to redeem your Go365 points through December 31, 2018, so be sure to cash out any unused points by then.** If you have any questions related to Go365, please visit: <https://community.go365.com>.

2. Another exciting change beginning in 2019 is a brand new partnership with ActiveHealth Management. Starting January 1, ActiveHealth will be providing its patented technology and personalized approach for promoting healthy lifestyles to

all adult health plan members. This means in addition to facilitating biometric screenings and health risk assessments, ActiveHealth will offer digital, telephonic, and onsite health coaches. Three health coaches will be dedicated to the State of Indiana and travel throughout the state to work with employees and Wellness Champions at their work locations.

Additional information will be provided in the upcoming weeks to ensure you get the most out of these exciting additions, so stay tuned!

## It's not too late to get your flu shot!

If you have not received your flu vaccination, check out the [Flu Vaccine Finder](#). Just enter your zip code to find flu shot clinic locations near you.

The best protection against the flu is to get a flu shot every year

before the flu season starts. Since influenza viruses change over time, it is important to get a shot every year. Each year the vaccine is remade to include the types of flu virus expected to cause illness during that flu season. The vaccine begins to protect you within a few

days after vaccination, but the vaccine is not fully effective until about 14 days after vaccination.

If you are wondering if you should get a vaccine, a detailed list can be found at [Who Should Get Vaccinated against Influenza](#).

Happy Holidays from:

Invest In Your Health

# Your guide to the holidays around the state with the Indiana State Museum and Historic Sites

The holidays can get busy, between the dinners, parties and other obligations. But the season is also about connecting with friends and loved ones. The [Indiana State Museum and Historic Sites](#) has your family outings covered. From mansions with jaw-dropping holiday décor and visits with Santa, to horse-drawn carriage rides and New Year's Eve fun, there is something for every family – and every age.

Below are the Indiana State Museum and Historic Sites' top 10 holiday outings offered throughout the Hoosier State.

## Celebration Crossing

This daily experience at the museum will become your family's favorite holiday tradition, with plenty of memories to be made and holiday fun to be had. New this year, tinker in Santa's Workshop or create cardboard snowmen, snowballs and more in Santa's Front Yard. [Celebration Crossing](#) is open through Jan. 6, including Mondays in December. The museum is closed on Christmas Day.

## Home(s) for the holidays

Need some holiday décor inspiration? Visit [four homes at our historic sites](#) all decked out for the holidays during the month of December. See a 12-foot Christmas tree at T.C. Steele State Historic Site, garlands and trees on each floor of Culbertson Mansion and decorations inspired by Hoosier author Gene Stratton-Porter



herself at her home at Limberlost State Historic Site. This year, visit Lanier Mansion in Madison to see it decorated for the holidays for the first time – and see different rooms decorated according to different themes, including Indiana, nutcrackers, miniature houses from around Madison and traditional 1850s décor.

## Santa at the mansions

Skip “mall Santa” this year and bring your family for a next-level photo op with Santa in the beautiful Lanier Mansion. Santa will be there from 10 a.m. to 5 p.m. Dec. 9. At the event, hear live holiday music, get your photo taken and enjoy holiday fun for the whole family – all included with purchase of general admission.

## Holiday fun just for little ones

Fridays during Celebration Crossing offer special holiday fun just for preschoolers during [Preschool Fridays](#). Children ages 5 and younger and their families can explore the museum from 9 to 10

a.m. Dec. 7, 14, 21 and 28, and Jan. 4. During this time, enjoy early rides on the Santa Claus Express train, construct snowmen outside of Santa's house and participate in other interactive activities.

## Dining with Santa

Nothing says Christmas like [breakfast or supper with Santa](#) himself. On Dec. 9, 14, 15, 16, 22 and 23, enjoy breakfast with Santa in the L.S. Ayres Tea Room or Farmers Market Café. If you're a museum member, you can grab Supper with Santa Dec. 13. At either event, don't forget to ride the Santa Claus Express train and play in Santa's Workshop.

## A hibernation celebration

Who doesn't want to sleep in the winter? Well, Bear, apparently – he wants to stay up past hibernation time to see what all the fuss about snow is about. In a [new interactive theater piece](#), families with preschool-aged children are invited to learn about winter and help keep Bear awake. The play will take

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## Your guide to the holidays around the state with the Indiana State Museum and Historic Sites

place from 11 to 11:30 a.m. Dec. 14 to 16 and Dec. 28 to 30.

### Tea time

Chase away the winter cold with a warm cup of tea – and a tray full of pastries. All ages can enjoy a decadent, nostalgic lunch in the [L.S. Ayres Tea Room™](#), featuring favorites like chicken velvet soup and tea time treats. Families can also enjoy “[Tea and Theater with Your Lovey](#)” on Jan. 6, where little ones are invited to bring their stuffed animals for a tea party,

then enjoy a special showing of new interactive theater piece, *Bear’s First Snow*.

### The 12 days (after) Christmas

The celebrating doesn’t have to stop after Christmas. Dec. 26 through Jan. 6, enjoy 12 days of special programming during the “[12 Days of Winter](#)” in Celebration Crossing, featuring interactive story time in Santa’s (newly vacant) house, indoor “snowball” fights and a chance to construct your own snowmen in the Great Hall.

### And a happy New Year

Ring in 2019 with family-friendly events in Indianapolis or up in Geneva at [Limberlost State Historic Site](#). In Indianapolis at [Family New Year’s Eve](#), enjoy a balloon drop at 8 p.m. so even little ones can experience a countdown to “midnight,” and experience face painting, magic, music and more. At Limberlost, countdown to noon with a special balloon drop and enjoy crafts and games.

## FREE state employee admission to Children’s Museum Dec. 1 to 16



Celebrate and save this holiday at the [Children’s Museum of Indianapolis!](#)

From Dec. 1 to 16, all state employees receive free admission and \$12 youth admission (17 and under) -- a savings of as much as 33 percent off regular youth prices. There is a limit of four youth tickets per state employee.

To receive the discount, go to the museum box office, present your state ID or pay stub and driver’s license. This offer is good for immediate family members only.



There is always plenty to see and do at the Children’s Museum.

Visit *Jolly Days Winter Wonderland* and enjoy favorites like the two-story Yule Slide, Jingles the Jolly Bear and visits with Santa Claus.

Also, be amazed by the *Science of Ripley’s Believe It Or Not! Crawl*

through a life-size model of a 50-foot prehistoric snake, measure up to the world’s tallest man, and marvel at intricate micro-sculptures so small they fit in the eye of a needle. Follow your natural curiosity as you explore the real science behind the unbelievable.

## Timeless flight: Indiana Veterans' Home residents take to the air in vintage biplane

WEST LAFAYETTE -- Keith Reinert perhaps feels most at home sitting in the sunshine, taking in the warm rays and reflecting on a life of service to his country and his community.

Now a resident of the [Indiana Veterans' Home](#) (IVH) in West Lafayette, Reinert made his living as an architect in Gary, Indiana following a four-year stint in the United States Navy Air Corps during World War II. He was a plane captain who served on the USS Boxer, an aircraft carrier launched in late 1944 that spent the waning days of the war in the troubled waters of the western Pacific. During his service, he performed maintenance on various types of military aircraft.

As a result, Keith Reinert is no stranger to the seas nor the skies and even now, some 70 years later, he remains comfortable among the clouds.

"It felt well and I very much enjoyed it," Reinert said of a late-summer program that allowed him to once

again step inside the cockpit of a World War II-era aircraft. "[I have] lots of good memories of war planes."

The retired architect was among eight IVH residents who boarded a 1942 Boeing-Stearman biplane in August that set out on a skyward journey intended to rekindle pleasant memories in former military service members.

Darryl Fisher, founder of [Ageless Aviation Dreams Foundation](#), a Carson City, Nevada-based nonprofit that provides special flights to seniors and retired service members, took off from the Purdue University Airport and piloted the vintage aircraft around the IVH campus August 4.

Focused on safety and committed to bringing smiles to the faces of those who've given so much, Fisher's flights were met with enthusiastic responses from the distinguished passengers.

"It was thrilling to look upon the biplane before take-off," commented Henry Wynstra, a fellow World War II veteran. "The whole experience was absolutely thrilling."

Emily Larimer, IVH director of communication and technology, was perhaps as excited as the IVH residents about the flights, and she said she felt the event more than served its intended purpose.

"It's tough to overstate how cool this event was for us," Larimer said. "Our residents and their families had a magical day."

It was a break from the norm that simultaneously celebrated the veterans' service and provided an experience unlike any other. It was a brief flight that brought each of the men closer to Keith Reinert's beloved sun than some had ever been, and a nostalgic trip that embodied Ageless Aviation's ongoing coast-to-coast mission: "giving back to those who have given."

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*Keith Reinert was all smiles as he took flight in a Boeing-Stearman biplane the afternoon of Aug. 4 in West Lafayette. Reinert was a member of the Navy Air Corps during World War II.*



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## Timeless flight: Indiana Veterans' Home residents take to the air in vintage biplane

### Up in the air

Henry Wynstra followed his five-and-a-half years of service in the United States Air Force (then called the US Army Air Corps) by becoming a dentist in Wisconsin. A true “family man,” Wynstra’s greatest joy these days is spending time with his wife of 67 years, Margaret, known better to family and friends as “Susie.” The Wynstras have seven children and “a pile of grandkids and great-grandchildren” with whom they also share special moments. Henry’s experience Aug. 4 was attended by some of his loved-ones as he soared above IVH in Fisher’s 1942 Stearman.



Indiana Veterans' Home (IVH) resident Ken Westerhausen served with the Navy for four years during the Korean War. He was one of eight IVH residents to be part of the Ageless Aviation Dreams Foundation's special program last summer.

It wasn't the first occasion he'd donned an aviator hat, but this time the skies that welcomed him were certainly friendlier than they were when a teenage Henry enlisted in the US Armed Forces.

After his military service, Wynstra said he took some flying lessons, but those were in a Piper J-3 Cub, an aircraft of much the same vintage as the Stearman; the biplane, however, was still a new and altogether different experience for the 93-year-old Racine native.

While in the military Wynstra flew more than a dozen bombing missions aboard B-24 Liberators, ubiquitous bombing planes manufactured throughout the duration of World War II. Wynstra was a top turret gunner on those flights.

His Aug. 4, 2018 trip was likely far more pedestrian than any of those missions, but it was nonetheless something the retired dentist won't soon forget.

Creating new memories for the veterans as well as for their families was part of Larimer's goal when she led the way in organizing the flights, and everything panned out nearly exactly as she'd hoped.

“It was something special to see our vets and the aviators all interacting and swapping stories throughout the day,” she recalled.

Larimer sent in the application that allowed the program to take flight, and she had nothing but kind words for all who made it possible.

“AADF were amazing to work with,” Larimer said. “Their founder and organization president, Darryl Fisher, was excited that everything worked out perfectly and they were able to squeeze IVH into their 2018 flight schedule.”

That schedule has seen AADF crisscross the country, conducting flights in California, Oregon, Nevada, Indiana and 38 other states. Since its creation in 2011, AADF has

provided around 3,500 flights for seniors, primarily for former military members but also for other deserving individuals.

IVH is home to many heroes, so it goes without saying that the men and women who live there were more than deserving of the honor offered by AADF. Only eight residents were able to make the flight in August, but those former servicemen were participants in some of the United States' – and the world's – most pivotal military conflicts: World War II and The Korean War.

Decades later their service is still celebrated, their sacrifices far from forgotten.

### On cloud nine

Giving back to those who answered their nation's call is a motivating factor in IVH Volunteer Coordinator Keith Baker's work.

“I have met and continue to meet

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## Timeless flight: Indiana Veterans' Home residents take to the air in vintage biplane

amazing people," Baker, who joined the facility about 19 months ago, said. "[I'm] mainly referring to the residents, but being the volunteer coordinator for IVH, I get to help those who want to help our residents as well. So I have considered myself doubly blessed." Baker was a big help the day of the AADF program as well, assisting the veterans with entering and exiting the plane. The event came together quickly and time was of the essence, so making the experience something special for each honored flight participant took teamwork. Also lending a hand in various ways that day were IVH Director of Nursing Kathy Hall and IVH Superintendent Linda Sharp. In the end, it was a total team effort that clearly paid off for all involved.

"The smiles say it all, and the residents are still talking about it," Baker said.

Baker is still smiling as well.

"I still say that I have the best job ever and this day was no different," he said. "I was on cloud nine being able to help many of them participate in this."

Both Larimer and Baker noted they are hopeful another round of flights can take place in 2019.

"We are hopeful that AADF and Purdue Aviation will be up for flying additional residents next year as well," said Larimer. "Our residents are still talking about what a great day it was and now we have more who are excited to participate."



*Henry Wynstra was one of eight residents of the Indiana Veterans' Home to take flight in a vintage airplane last summer. Wynstra is a veteran of World War II.*

### A moment in the sun

Ken Westerhausen was another of the men who boarded the Boeing-Stearman on that special August day. Westerhausen, 86, was a member of the United States Navy for four years during the Korean War. The AADF event was the first time he flew in such an aircraft.

"I definitely enjoyed it," the retired accountant said succinctly.

Westerhausen, a father of two, is a golf aficionado, counting that sport among his favorite activities. While in the Navy he was promoted to the rank of petty officer, second class, a rank comparable to sergeant in the Marine Corps and Army. He also earned the National Defense Medal and Good Conduct Medal for his service.

The five others who participated were Charles Gates (Air Force), Bruce Fry (Army), James "Dick" Wolf (Army), Thomas Marsh (Army) and Robert Greenburg (Air Force).

Much of the happy event was captured on video and in photos, which were later posted online. Readers can see the IVH video [here](#).

The reactions recorded on that sunny August day show just how much the AADF experience meant to former soldiers who gave much to their communities and to their country. The flights were another way of thanking those men for their service.

Call it a well-deserved "moment in the sun."

"All of our residents had a great time and anytime we can provide them a special opportunity like this, we jump at the chance," Larimer said. "These are the types of experiences we always hope we can provide for our residents, and [they] certainly make everything we do here at IVH worthwhile when it works out so well for them."

*Photos provided by Indiana Veterans' Home  
Story by Brent Brown, INSPD*



## Award-winning ‘#DORGivesBack’ encourages volunteerism, community service

From assembling bikes for kids to building homes for families in need to landscaping at an organization helping homeless veterans get back on their feet, members of the Indiana Department of Revenue (DOR) are all-in on giving back.

Through a program launched earlier this year called “#DORGivesBack,” 139 employees logged more than 550 hours of community service, working with nonprofits such as Habitat for Humanity and the Boys and Girls Club of America.

It was a wide-reaching affair that touched the lives and hearts of many, and the enthusiasm with which the program was received by employees appears to have exceeded all expectations.

DOR Chief Communications Officer Emily Landis summed it all up this way: “As proud public servants, DOR employees are committed to serving Indiana by giving back to our customers, teammates and the community.”

Though recognition was never the goal, the tireless work didn’t fly under the radar of [Serve Indiana](#), an organization dedicated to increasing visibility of volunteerism across the state, administering grant programs and establishing a strategy for volunteer efforts. DOR was duly honored at the Nov. 8 [Serve Indiana Awards for Excellence](#) (SIAE) ceremony in Indianapolis, taking home the 2018 Government Entity Volunteer Award.

### Back to the start

Landis said “#DORGivesBack” began with a challenge from DOR Commissioner Adam Krupp, who sought to encourage at least 20 percent of the agency’s employees to volunteer for community service.

The call was heard – loud and clear – and DOR employees went right to work.

Together, they constructed homes for Habitat for Humanity and built bicycles for foster children involved with the Boys and Girls Club. The

committed crew also cleaned and landscaped at HVAF (Hoosier Veterans Assistance Foundation) of Indiana, Landis said.

The number of volunteers, as well as the hours they logged, surpassed Commissioner Krupp’s initial goal, helping make inroads toward community outreach.

Landis said the work “reflects a positive, kind and enthusiastic trend” in the agency’s continued efforts to connect with the people they serve, helping “bridge the gap” between government and constituents.

It also has a natural tendency to create smiles, altering attitudes and spreading cheer in ways few other activities can match.

“Serving the greater Indiana community through volunteerism generates positivity while allowing our team to grow as a family, knowing they have improved the lives of others along the way,” the

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*Seen here are Indiana Department of Revenue employees and interns who participated in the #DORGivesBack program at HVAF, Indianapolis.*

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## Award-winning '#DORGivesBack' encourages volunteerism, community service



The #DORGivesBack program saw Indiana Department of Revenue employees build bicycles for foster children.

commissioner explained. “By helping families fulfill their dreams of entering newly-constructed homes, enabling veterans to enjoy a freshly-landscaped yard, and delivering bicycles to foster children, the DOR family has been able to bring smiles to the faces of those we serve in our traditional role.”

### An agency cornerstone

Though it’s been in place for less than a year, #DORGivesBack is now a pillar of the agency’s community service goals. It’s an agency-wide effort Landis called a “core value” of DOR, adding the program “has become an amazing opportunity for DOR employees to volunteer as a unified organization while also supporting Indiana charitable organizations.”

Good things are on the horizon as well, as Landis indicated the agency hopes to continue to see #DORGivesBack grow and flourish.

Approximately 150 employees signed up to help out Gleaners Food Bank at the end of

November, with the goal of putting together food packs destined for senior living facilities, schools and community centers. Having already established partnerships with a handful of nonprofits through previous work, Landis said future plans involve creating “more opportunities for our teams to volunteer with even more organizations.”

The employees know the agency leaders “have their back” as well, as DOR’s top staffers have helped facilitate and coordinate volunteer efforts for employees wanting to be part of the program. That has made the process to be part of something truly beneficial to the community a lot less, um, taxing.

The positive work has also created a buzz within DOR as more and more employees choose to be part of #DORGivesBack each day.

“We are already seeing more divisions within DOR wanting to volunteer as a team-building activity,” said Landis.

### Awards reception

With plenty of accomplishments in the rearview mirror, the road ahead looks to take DOR volunteers to places where they can continue to spread the good. But #DORGivesBack has already made such a positive impact on the lives of displaced children, families in need and homeless former service members that, less than a year since its inception, the fledgling program is turning heads and taking home accolades. After receiving the honor at the SIAE ceremony, agency leaders were grateful, humbled and eager to get back to work on #DORGivesBack.

“Upon receiving the award, I felt so grateful,” remarked DOR Director of Strategic Planning Azalea DeFord. “[I was] grateful to be able to do something meaningful with amazing team members and fellow public servants, [and] grateful to see how our efforts to give back have gone a long way.”

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## Award-winning '#DORGivesBack' encourages volunteerism, community service



*The Indiana Department of Revenue received the 2018 Government Entity Volunteer Award during November's Serve Indiana Awards for Excellence ceremony. Seen here are DOR personnel Emily Landis, Julie Fletcher, Commissioner Adam Krupp, Bob Grennes, Michelle Cain and Azalea DeFord.*

DeFord called #DORGivesBack “a reflection of our spirit of care and commitment to serving Indiana.”

“I’m honored and proud to be part of a team that supports and encourages community service,” echoed DOR Director of Internal Communications Julie Fletcher.

Landis called the program “a true blessing” and indicated that being part of it has paid positive dividends even in the workplace.

“We may not be talking taxes, but the work we are doing is helping others and allowing us the opportunity to better get to know our own team members to ensure we are doing the best job we can do at DOR,” she said.

It’s all part of the agency’s continued mission: a commitment to serve Hoosiers, said Michelle

Cain, director of external communications.

“DOR’s mission facilitates an environment of serving Indiana, both as customers and through giving back to our communities,” Cain said. “The #DORGivesBack program allows the DOR team to come together and help build our communities through service and by utilizing our great employees.” Commissioner Krupp sees community service as an integral part of daily life. Public service and community service are synonymous, he believes, and the two go hand-in-hand.

“Being a true public servant is more than just performing daily tasks at work,” the commissioner said. “It’s a mindset and a way of life. In addition to day-to-day responsibilities, we wanted to inspire DOR employees to serve

Hoosiers by giving back to our communities. The #DORGivesBack program is our platform to do that.”

Being honored by Serve Indiana appears to have motivated a group of employees already dedicated to doing all they can to help others in need. The agency certainly deserves to bask in the glow of its recent award, but it’s obvious they can’t wait to see what’s next for #DORGivesBack.

“We were genuinely excited to be nominated for the award, and hearing our name announced as the winner was a thrill,” Commissioner Krupp said. “Being the first government entity to receive this award from Serve Indiana is a badge of honor we will wear with pride.”

*Photos provided by DOR  
Story by Brent Brown, INSPD*



# Four Tips for Homebuyers

Are you in the market to purchase a home? Unsure where to start? [The Indiana Housing and Community Development Authority](#) (IHCDA) is here to help with a few tips that will help you get started:

- 1. Check your credit score.** When purchasing a home your credit score is very important. This number – typically between 300 and 850 – is designed to represent your credit risk, or likelihood of paying your bills on time. There are many websites available that offer free credit scores.
- 2. Determine what you can afford.** When in the market for a home it is important to know what you can afford. The quickest way to estimate a reasonable range for your home purchase is to multiply your annual salary by 3 on the low end and 4 on the high



end. So if you make \$50,000 a year, you should be looking at homes priced between \$150,000 and \$200,000.

- 3. Organize your documents.** Depending on your unique situation, there are several documents you might need when applying for a home loan. These include, but are not limited to, tax returns, pay stubs, bank statements, credit history, gift letters, photo ID and renting history.
- 4. See if you qualify for an IHCDA**

**homebuyer program.** If you are in the market to buy a home [take a few minutes](#) to see if you are eligible for one of our homebuyer programs. While each program has unique benefits for the homebuyer, if you are eligible, they can assist with making your down payment, getting a low interest loan and offering a tax credit or mortgage credit certificate.

For more information about the homebuying process, and programs offered by IHCDA, please visit: [homeownership.in.gov](http://homeownership.in.gov).



## Discounted tickets to upcoming Pacers games

State employees can save on two Pacers games in December.

Games:  
Milwaukee Bucks, Wed. Dec. 12  
Atlanta Hawks, Mon. Dec. 31

Discounted prices:  
Balcony level: starting from \$5  
Krieg DeVault Club level: \$35  
Lower Level Center Court: \$75

Check out [this flyer](#) for details.



Artwork by  
Jerry Williams

# Connect to care with INconnect Alliance



**The gift of caring starts here.**

**INconnectAlliance.org**

Message from the Office of Aging. This material was prepared by FSSA in collaboration with the Indiana Department of Health & Human Services, Centers for Medicare & Medicaid Services. The contents provided are solely the responsibility of the author(s) and do not constitute an offer of any services of HHS or any of its agencies.

The holidays are a wonderful time to reconnect with loved ones we don't see often.

Unfortunately, awareness of their struggles with everyday tasks or changes in eating, mobility or health might become a concern.

The Indiana Family and Social Services Administration (FSSA) Division of Aging wants to remind you that help is found with INconnect Alliance — an informative resource helping individuals connect to options for care within their communities and homes.

Share the gift of caring this holiday season.

Help starts with a visit to [INconnectAlliance.org](http://INconnectAlliance.org) or a call to **1-800-713-9023**.

Happy Holidays!



**HOLI-YAY!**

**AT THE INDIANA STATE MUSEUM**

**NOV. 23, 2018 – JAN. 6, 2019**  
**DISCOVER GREAT HOLIDAY ACTIVITIES**  
**AT INDIANAMUSEUM.ORG**

**Celebration CROSSING**



# You CAN be a part of the Canstruction Competition!

## State of Indiana *Holiday* **CANSTRUCTION COMPETITION**



We're pleased to announce the 2018 State of Indiana Holiday Canstruction Competition!

Canstruction is a canned food drive and design competition in one. Teams of state employees will build a structure of their choice entirely of cans of donated food. Teams will

compete for two awards: Most Cans Donated & Best Structure. All state agencies are invited to participate, and there is no limit to number of teams

per agency. At the end of the competition, the structures will be dismantled and all food will be donated to a local food bank or other charity chosen by the participating team.

Teams can build their structures in any work location where they

won't create safety issues or otherwise impact operations. The structures must be completed between Dec. 3 and Dec. 19, and winners will be announced Dec. 21.

This is a great opportunity to assist a local charity during the holidays while having fun showcasing your teamwork and design skills!

[Register your team](#)

[Click here](#) for complete rules and additional details.

## WGU Indiana offers \$75,000 in scholarships to veterans



To honor all those who have served our country, WGU Indiana is offering \$75,000 in scholarships for veterans, active-duty military, reservists and military family members who want to earn a bachelor's or master's degree in high-demand fields including IT, business, K-12 education and health professions, including nursing.

Applications are being accepted through Dec. 31, 2018 for the [WGU Salute to Veterans Scholarship](#). Each scholarship is valued at up to \$3,000 – \$750 per six-month term for up to four terms.

"We are so grateful for those who choose to serve our nation through military service," said WGU Indiana Chancellor Emeritus Allison Barber.

"As a wife of an army veteran who served for 21 years, I know that military men and women develop many valuable competencies that can help them accelerate in a competency-based degree program like WGU Indiana's. For these students and their families, the often unpredictable military lifestyle requires the kind of flexibility that an online university offers them."

WGU has been recognized for 11 consecutive years by [Military Advanced Education & Transition](#) as a "Top School" and for seven consecutive years as a Military Friendly® School. WGU Indiana currently serves more than 630 students who are active-duty military personnel, veterans or dependent family members of military personnel, which makes up roughly 11 percent of WGU Indiana's student body.

WGU Indiana degree programs are designed to meet the needs

of adult learners and provide the flexibility veterans and their families need. WGU's competency-based education allows students to take advantage of their knowledge and real-world experience to move quickly through material they already know, focus on what they still need to learn and accelerate their programs, saving both time and money.

The WGU Salute to Veterans Scholarship is open to new students who have been officially admitted to WGU and are a U.S. military veteran, active-duty or retired military, reservist, military spouse or child. Multiple scholarships will be awarded for this competitive program, and scholarships will be awarded based on a candidate's academic record, readiness for online study and current competency, as well as other considerations. Learn more at [www.wgu.edu/veterans](http://www.wgu.edu/veterans).



# Exhibits on display at the Indiana State Library

## Lego Soldiers and Sailors Monument

Visitors to the Indiana State Library's [Young Readers Center](#) can see a startling recreation of one of the Circle City's most cherished and iconic monuments.

The Young Readers Center is currently home to a 7-foot-tall Lego replica of the Soldiers and Sailors Monument that resides in downtown Indianapolis. The sculpture will be on display until Feb. 14, 2019.

Indiana artist Jeffrey Allen Smythe, of Center Grove, used in excess of 65,000 Lego pieces to build the replica monument. Construction lasted 15 months, including three months of planning and sketching. Pieces used to create the sculpture, which includes a roughly 6-foot square base area, were obtained from existing kits, Goodwill stores, auction houses and via online retailers and re-sellers. The piece was constructed at a 1:48 scale to accommodate Lego minifigures.

Smythe, who attended the Herron School of Art and Design and graduated from IUPUI with a degree in interior design, said, "I rediscovered a passion for Lego when my nephew outgrew his Lego sets and they ended up unassembled in storage tubs. I began sorting through the storage tubs and seeing which of his old sets I could rebuild from scratch."

"The monument is my first major build and was completed in March



of 2018 for BrickWorld Indy," Smythe added.

The sculpture will be decorated with lights for the holidays and may be viewed during the library's regular operating hours. Please contact [Suzanne Walker](#), Indiana Young Readers Center librarian, with any questions.

## Medicine and Death exhibits

Two new exhibits at the Indiana State Library showcase the history of medicine and the inevitability of death.

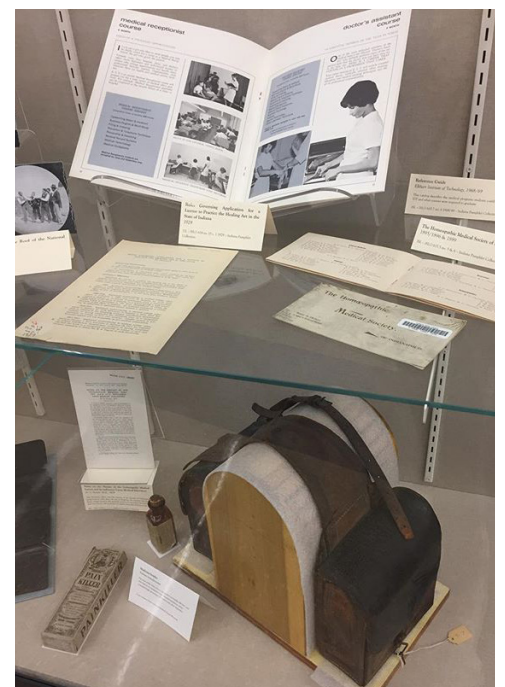
**"The Practice of Medicine"** in the first floor Exhibit Hall looks at the advancement of medical knowledge and the education of physicians and allied health professionals from the 19th century onward. Topics ranging from pharmacology to hospitals to women's contributions to medicine are presented.

Rare examples of early 1800s American medical texts from the Indiana State Library's historical print collections are on display. The medicine exhibit features artifacts on loan from the Indiana Medical History Museum, including medicine bottles, instruments and a doctor's saddlebags.

The second floor Great Hall exhibit, **"The Business of Death,"** contemplates mortality. Items displayed cover subject matter about cemeteries, death records, funeral homes and mortuary science.

Both exhibits are free and open to the public during regular business hours and will remain on display through January 2019. The Indiana State Library is located at 315 W. Ohio St. in downtown Indianapolis.

For hours of operation, directions and parking information, click [here](#).



# INDOT offers scholarships to engineers in training



The Indiana Department of Transportation (INDOT) is offering civil engineering students

scholarships and paid employment during summer breaks and upon graduation.

Students must be accepted or enrolled full time in one of Indiana's certified civil engineering schools and apply using the form at [www.INDOTScholarship.IN.gov](http://www.INDOTScholarship.IN.gov). Applications for the 2019-2020 academic school year must be submitted by Dec. 31, 2018.

INDOT's scholarship program uses federal funds to offer \$3,125 per semester or \$2,083 per trimester for up to five years of post-secondary civil engineering education. Scholarship funds can be applied to educational expenses, fees and books. In return, recipients work for INDOT in full-time, paid positions.

Students must be accepted or enrolled full time in one of Indiana's Accreditation Board for Engineering and Technology (ABET) certified civil engineering programs. Eligible programs include Purdue University Fort Wayne, Purdue University, Rose-

Hulman Institute of Technology, Trine University, University of Evansville, University of Notre Dame, University of Southern Indiana, and Valparaiso University.

Learn more about the INDOT Engineer Scholarship program application process at [www.INDOTScholarship.IN.gov](http://www.INDOTScholarship.IN.gov).

Students or parents with questions may contact Workforce Development Manager K.D. Thurman at [talentmanagement@indot.in.gov](mailto:talentmanagement@indot.in.gov) or 317-234-8551.

## Upgrade to a Real ID at BMV Mobile Branch

As of Oct. 1, 2020, all Hoosiers must have a Real ID to board a commercial flight or enter certain federal facilities.

State employees can now upgrade to a Real ID at the BMV's mobile branch located in the Indiana Government Center South in December. Visit [IN.Gov/BMV](http://IN.Gov/BMV) to schedule an appointment and select "ROOM 6 December 18-19." Walk-in customers are welcome on a first-come, first-serve basis with limited availability.

- 9 a.m. to 3 p.m. Tues., Dec. 18 in Conference Room 6
- 9 a.m. to 3 p.m. Wed., Dec. 19 in Conference Room 6

Please bring all required documentation to prove your identity, Social Security number, Indiana residency and lawful status. Also, if you have had

a name change, additional documentation is required (marriage license, divorce decree or court order).

### Required Documents:

Identity documents include (one document required):

- Unexpired U.S. Passport or Passport card
- Original or certified copy of a birth certificate

Lawful status documents include (one document required):

- Certificate of citizenship
- Certificate of naturalization
- Unexpired permanent resident card

Social Security documents include (one document required):

- Social Security card
- W-2 form
- Pay stub containing name and Social Security number



Indiana residency documents include (at least two documents are required):

- U.S. Postal Service change of address confirmation
- Indiana voter registration card
- Utility company, credit card, doctor or hospital bill issued within the last 60 days

Don't get grounded – upgrade to a Real ID before the 2020 deadline. Visit [RealID.in.gov](http://RealID.in.gov) for an Interactive Documents Guide of required documentation.



Available at the  
DNR Customer Service Center-Rm. W160 A

# Holiday Gift Pack



**Give the Gift that lasts all year!**

## Gift Pack includes:

- 2019 State Park Annual Entrance Permit
- \$65 Inn -or- Camp gift card
- Outdoor Indiana Magazine-1 year subscription

**SAVE  
\$31**



**BUY NOW!**

- For a limited time -

**InnsGifts.com**

Visit the DNR Customer Service Center or order online and have your pack mailed directly to your recipient.

Offer ends  
12/31/2018

**DNR**  
Indiana Department  
of Natural Resources