



2018 Annual Report

**Bringing Ethics Awareness and
Training to our Communities**

Visit us online at: www.sharedethics.com



2018 Annual Report

April 3, 2019

Dear SEAC Member Community Leader,

Thank you for your membership and commitment in the Shared Ethics Advisory Commission (SEAC).

As a reminder, SEAC represents you, the local government entities of Lake, Porter and LaPorte Counties who have voluntarily committed themselves to the Code of Shared Ethics and Values and who work together to achieve the Commission's primary goals of:

- Heightening awareness of ethical issues within municipal government.
- Assisting municipal employees with the practical tools to make ethical decisions.

We accomplish this mission through regular training sessions, training materials, advocacy articles and an ongoing collaborative effort to enhance ethical behavior within participating governments.

As required by Article 6(c) of our governing Interlocal Agreement, SEAC hereby submits this annual report to our member communities to share more details about our actions during 2018, alongside many changes already instituted in 2019. I have organized the report into the following sections:

1. Structure and organization
2. Membership
3. Funding
4. Ethics Summit
5. Training
6. Candidate Ethics Pledge
7. Outreach and Media Coverage
8. 2018 and 2019 SEAC Goals

Thank you again for your membership and support of SEAC. Please feel free to reach out to me with any questions.

Sincerely,

Dan Klein, President SEAC

Dan.klein.55@gmail.com

219-746-1445

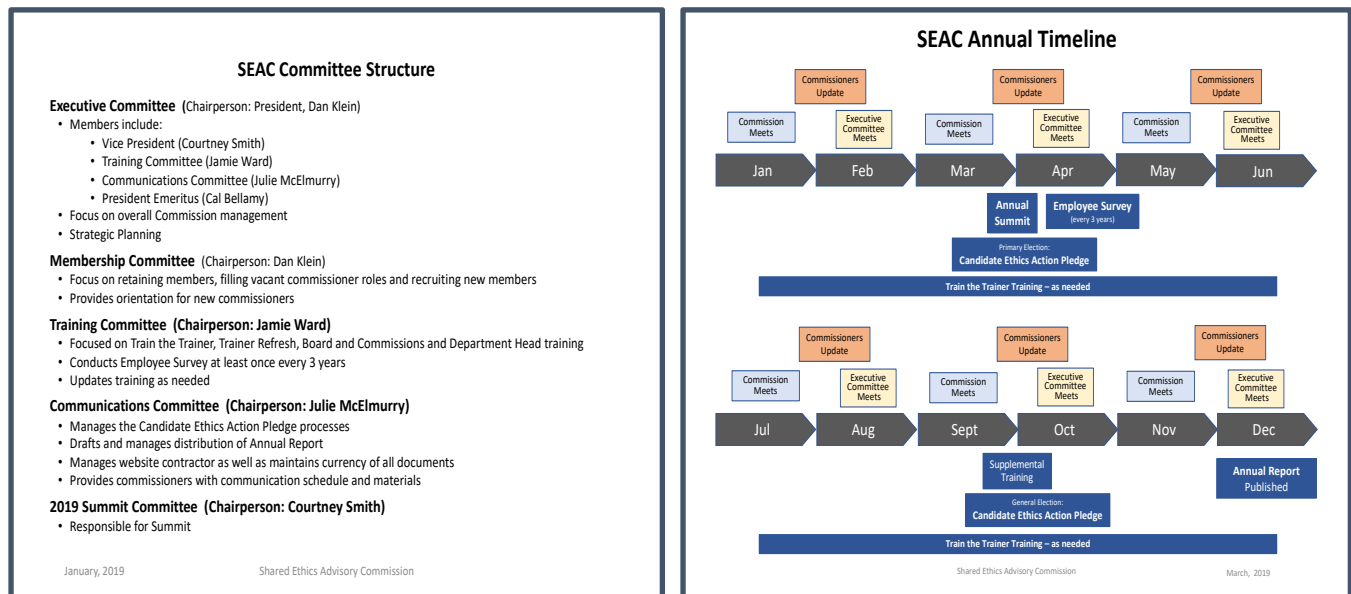
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1. Structure and Organization

SEAC experienced a significant change in leadership in 2018. Cal Bellamy stepped down as President after leading the organization since its early days. Cal's vision and leadership were instrumental in creating the well-respected and influential organization that SEAC has become. SEAC remains very grateful for his service and continued support during the transition. Dr. Steve Grandfield also stepped down as Vice President. We thank him for his service in that capacity. Dan Klein, Commissioner for Lake County, and Courtney Smith, Commissioner for Porter County, were elected as President and Vice President at the January 2018 meeting.

After a year working on the transition of leadership, SEAC also changed its committee structure in January 2019. The document below highlights the new structure and the general responsibilities for each committee. The included SEAC annual timeline lays out our activities visually, as well.

Finally, SEAC continues to utilize NIRPC for administrative assistance and meeting location.



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2. Membership

Our list of local, volunteer Commissioners also changed significantly in 2018. Below is the most up-to-date list of member communities and their appointed Commissioners. We currently have 5 communities (highlighted below) in the process of finding new Commissioners and we encourage those communities to fill those vacancies quickly.

Thank you to all of our past Commissioners for their service! And, thank you to all of our current and new Commissioners for their hard work in meeting our mission and for assisting as we transition leadership and committees.

SHARED ETHICS ADVISORY COMMISSION	
Community	Commissioner
Burns Harbor	Sarah Oudman
Cedar Lake	Bill Kuhn
Chesterton	Patricia Carlisle
Crown Point	
Dyer	Julie McElmurry
East Chicago	Dick Morrisroe
Gary	
Hebron	Merlin Foresman
Highland	Tim Huizenga
Hobart	Rich Weigel
Lake County	Dan Klein
Lake Station	Karen Curtis
LaPorte County	Samantha Everett
Lowell	LeAnn Angerman
Merrillville	Art Russell
Munster	Michael McIntyre
Ogden Dunes	Dr. Steve Grandfield
Portage	
Porter County	Courtney Smith
Schererville	Lynn Volkmann
St John	
Valparaiso	John Bowker
Westville	
Whiting	Al Spajer
At Large	Cal Bellamy
At Large	Jamie Ward
Advisor	Karen Marben
Advisor	Tom DeGiulio



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3. Funding

Member community dues continue to fund SEAC. We also received grants in 2018 to assist with our Summit and administrative needs. NIPSCO provided \$2,500 to assist with our Summit. The Discovery Alliance (a partnership of the Crown Point Community Foundation, Legacy Foundation, Porter County Community Foundation and Unity Foundation of LaPorte County) provided \$6,500 to assist with our Summit and \$1,000 to assist with website improvements.

Michael Griffin, Clerk-Treasurer of Highland, continues to support SEAC as the fiscal agent to manage fee invoices and issue all SEAC checks. We thank Michael for all of his service and advice.

4. Ethics Summit

Our 2018 Summit was well attended with great feedback. As usual, it was free of charge (with assistance from the NIPSCO and Discovery Alliance grants noted above) and open to the public. Of the approximately 190 attendees, 44% attended a previous Summit, 68% reside in Lake County, 77% were age 50 or older, and 63% work within the public sector. Rev. David Link, retired professor and dean from Notre Dame delivered the keynote address and participants discussed a series of ethics case studies facilitated by Rick Hug, retired professor from IUN.

Please join our 2019 Summit on April 4, 2019 at Avalon Manor where Thomas Kirsch, US Attorney for the Northern District of Indiana, will deliver the keynote address. We have more deliberately invited college students this year to increase diversity.

2018 ETHICS SUMMIT
 Thursday, March 29, 2018
 Avalon Manor
 3555 U.S. 30
 Merrillville, Indiana

Please Share Invitation with others

8:00 AM
 (Registration / Hot Breakfast)

 8:30 AM Promptly
 (Program - Keynote and Case Study Discussion)

 11:30 AM
 (Adjournment)

Keynote Speaker:
 Rev. David Link
 Dean Emeritus of the University
 of Notre Dame School of Law

Co-Sponsored By:

RSVP:
 By Friday March 16, 2018
 No charge, but reservations required
reservations@sharedethics.com
 or (219) 706-9018

2019 ETHICS SUMMIT

WHEN
 Thursday, April 4, 2019
 8:00 a.m. Breakfast/Registration
 8:30 Presentation

WHERE
 Avalon Manor
 3555 U.S. 30, Merrillville, Indiana

KEYNOTE SPEAKER:
 THOMAS KIRSCH, US ATTORNEY FOR
 THE NORTHERN DISTRICT OF INDIANA
WWW.SHAREDETHICS.COM

EVENT OPEN TO PUBLIC

PRE-REGISTER ONLINE
 Eventbrite:
<https://www.eventbrite.com/e/shared-ethics-advisory-commission-2019-ethics-summit-tickets-57265744953>

RSVP:
 By Friday, March 29, 2019
 Free event
 Registration required!

SPONSORS

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5. Training

We considered 2018 to be our “Year of Training” with a focus on getting all of our communities to provide ethics training to their municipal employees. To that end, we provided a Train the Trainer session for new trainers in April. In addition, we provided our biennial Boards and Commissions Training in September. We also provided an ad hoc ethics training session for NIRPC.

This focus on training in 2018 sets us up well for our once-every-three-year employee survey focused on measuring the effectiveness of training as well as the ethics climate in each community. Member communities will receive this survey in early April. We have contracted with Purdue Northwest Department of History and Philosophy (Institute for Social and Policy Research) to administer the survey, tabulate the results, and provide analysis and reporting. We expect to see final reports sometime in May 2019.


Bringing Ethics Awareness and Training to our Communities

**2018 Board and Commission
Ethics Training**



***What You Need To
Know About Ethics***

Dr. James B. Dworkin
*Chancellor Emeritus and Professor of Management
Purdue North Central*

Date	Time	Location
Thursday, September 27 th	Dinner begins at 6:00 pm	NiSource 801 E 86th Ave, Merrillville

Registrations are limited to the first 110 participants.
RSVP by 5:00pm on Friday, September 21st
with full name and community of each attendee.
Attendees must pass through a security checkpoint at this venue and
must have their name listed on the RSVP list prior to admittance.


Reservations@sharedethics.com or 219-706-9018

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6. Candidates Ethics Pledge

SEAC continued its practice of inviting candidates for all county, city, town and township offices in Lake, LaPorte and Porter Counties to sign its Candidate Ethics Action Pledge for both the 2018 primaries in April and the 2018 general election in November.

- Primary: 170 candidates signed the pledge
- General Election: 138 candidates signed the pledge


Shared Ethics
ADVISORY COMMISSION
BRINGING ETHICS AWARENESS AND TRAINING TO OUR COMMUNITIES

2018
Candidate Ethics Action Pledge

If elected to the office I seek, I commit myself to being an advocate for ethical practices within my realm of responsibility. Specifically, I pledge to support in my unit of government to the extent of my authority and ability:

- Ethics training for all employees.
- A comprehensive ethics policy and vigorous enforcement.
- Whistleblower protection for employees filing ethics complaints.

Dated: _____

_____	_____
Community	Signature
_____	_____
Office Sought	Printed Name

Return by: April 20, 2018.

Return to: Pledge, Shared Ethics Advisory Commission, 6100 Southport Rd., Portage, IN 46368

KD_Shared Ethics Advisory Commission__ - 2018 Ethics Action Pledge-C2.DOCX

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7. Outreach & Media Coverage

The work of the Commission has received widespread media coverage. We thank the local media for their strong support of our efforts to promote ethical decision making. We have listed articles in print and other citations of media coverage below. Please note that the print articles and the same articles from the Internet, where links are provided, may have slightly different titles, and some online articles may only be provided for a limited period of time.

We appreciate the work of Pat Earnest, prior Crown Point Commissioner, for her continuous efforts to track our media coverage and to keep our website up-to-date and relevant.

Media Coverage in 2018 / 2019 to date

January 26, 2018	Michigan City News-Dispatch article, titled, "Ethics Commission elects new officers." http://www.thenewsd Dispatch.com/features/article_22830c81-fd64-568c-ae31-79503ba5f77b.html
March 25, 2018	NWI TIMES article by Cal Bellamy, titled, "Public sector ethics is a work in process." http://www.nwitemes.com/opinion/columnists/guest-commentary/guest-commentary-public-sector-ethics-is-a-work-in-process/article_7396e981-9438-5183-b39f-bbe938b6e592.html
March 30, 2018	NWI TIMES article by Bill Dolan, titled, "Trying to make good people better." http://www.nwitemes.com/news/local/govt-and-politics/elections/cal-bellamy-passes-the-ethics-torch-to-a-new-leadership/article_36ae86e6-1e07-53fe-9c09-8526ff83e007.html
May 8, 2018	NWI TIMES report by Cal Bellamy, titled, "Candidates in 2018 primary sign ethics pledge." http://www.nwitemes.com/news/local/govt-and-politics/guest-commentary-candidates-in-primary-sign-ethics-pledge/article_b24e59c4-e5e6-5ccf-9e11-4ca7e1f3fbcd.html
September 27, 2018	Articles in <i>The Regional News</i> and <i>Westville Indicator</i> , titled "What is the Shared Ethics Advisory Commission?" (LaPorte County newspapers available through Kiel Media).
October 30, 2018	Chesterton Tribune article, titled "Candidates sign ethics pledge." http://www.chestertontribune.com/Elections/which_candidates_did_and_didn.htm
November 1, 2018	The Regional News article, titled "2018 Primary candidates sign ethics pledge."
November 1, 2018	Westville Indicator article, titled "2018 Primary candidates sign ethics pledge."
November 4, 2018	NWI TIMES guest commentary by Cal Bellamy, titled "2018 candidates sign ethics pledge." https://www.nwitemes.com/opinion/columnists/guest-commentary/guest-commentary-primary-candidates-sign-ethics-pledge/article_f94f6b8a-0603-5527-9ea5-3071061f816e.html
January 26, 2019	NWI TIMES article by Allie Kirkman, titled "New ethics commission president takes 'the bull by the horns'" https://www.nwitemes.com/news/local/lake/new-ethics-commission-president-takes-the-bull-by-the-horns/article_240dcaa0-9906-5498-ba71-9a7fffd472cc.html

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8. 2018 and 2019 SEAC Goals

SEAC achieved most of its goals in 2018 with the exception of the Strategic Plan and upgrading SEAC's website. These have become a focus for 2019.

SEAC 2018 Goals

- Complete and implement Strategic Plan
- Transition to new leadership
- Continue to promote new community membership especially in LaPorte County
- Declare 2018 the "Year of Training" in preparation for the 2019 Employee Survey
- Present train-the-trainer sessions as needed
- Host
 - Ethics Summit (Spring)
 - Board and Commission Training (Fall)
- Achieve financial sustainability by increasing membership, adjusting member dues and/or seeking grants, sponsorships, corporate or public fundraising
- Work to achieve the maximum affordable benefit from the NIRPC partnership
- Maintain and upgrade SEAC website

SEAC approved the 2019 Goals as listed below in our January meeting. The continued transition of new leadership and new members will provide both opportunities and challenges to embrace in 2019.

SEAC 2019 Goals

1. Finish leadership transition, moving from the formation/growth stage to a broader management structure emphasizing efficient operation, effective delivery of services all done in a sustainable manner (Strategic Planning)
2. Host the Ethics Summit
3. Solicit signatures on the Candidate Ethics Action Pledge from primary and general election candidates and publicize the results
4. Refine and electronically administer the Employee Ethics Survey and publish the results
5. Host Train the Trainer training as needed
6. Host Department Head Training
7. Continued focus on filling Commission vacancies and increased engagement of all Commission members with the community leadership they represent
8. Continue to upgrade the SEAC website to effectively tell the SEAC story