



2024 Annual Report





SHARED ETHICS ADVISORY COMMISSION
SERVING NWI SINCE 2005

2024 Annual Report

January 15, 2025

Dear SEAC Member Community Leader,

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

SEAC represents 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 2024. We have organized the report into the following sections:

1. Structure and organization
2. Membership
3. Funding
4. Brand & Website Refresh Project
5. Ethics Summit
6. Training
7. Candidate Ethics Action Pledge
8. Outreach and Media Coverage
9. 2024 and 2025 SEAC Goals

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

Sincerely,

Courtney Smith, President SEAC
president@sharedethics.com



SHARED ETHICS ADVISORY COMMISSION

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1. Structure and Organization

SEAC is working effectively and efficiently with the current structure established in 2019 including the following committees: Executive, Training, Communications and Summit. This structure, along with regular Commission and committee meetings, has proven valuable in ensuring SEAC stays on track toward meeting our goals, while also discussing possible future projects and activities.

SEAC uses our volunteers (Commissioners and Joint Board of Delegate Members) along with periodic outside assistance to help with administrative functions. SEAC also uses the NIRPC location in Portage for in-person meetings and SEAC material storage.



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SEAC Committees

Executive Committee (Chair: President, Courtney Smith)

- Members include:
 - Vice President (Julie Wendorf)
 - Training Committee (Cecile LaCombe Petro)
 - Communications Committee (Julie McElmurry)
 - President Emeritus (Cal Bellamy)
- Focus on overall Commission management
- Strategic Planning

Training Committee (Chair: Cecile LaCombe Petro)

- Focus on Train the Trainer, Board and Commissions and Managers training
- Periodically conduct Employee Survey
- Update training as needed

Communications Committee (Chair: Julie McElmurry)

- Manage the Candidate Ethics Action Pledge process
- Draft and manage distribution of Annual Report
- Manage website contractor
- Ensure all key documents are current
- Provide commissioners with communication schedule and materials
- Maintain contact with media

Summit (Co-Chairs: Julie Wendorf, Sheryl Corey)

- Plan and host the Summit
- All Commissioners assist with Summit work



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2. Membership

During 2024 we saw various changes to our appointed Commissioners and Board of Delegates. This is not unusual given the nature of our volunteer organization including the fact that the Joint Board of Delegates is populated with elected officials.

Below is the most up-to-date list of member communities and their appointed Commissioners and Delegates. We currently have five communities in the process of finding new Commissioners and two communities in the process of finding new Board of Delegate members.

SEAC Commissioners and Joint Board of Delegates - Jan 16, 2025			
#	Community	SEAC Commissioner	Joint Board of Delegates Member
1	Burns Harbor	Neil Stout	Jennifer McHargue
2	Cedar Lake	Sheryl Corey	Jennifer Sandberg
3	Chesterton	Abbe Trent	Courtney Udvare
4	Crown Point	Julie Wendorf, Vice President	Andrew Kyles
5	Dyer	Julie McElmurry	Mary Tanis
6	East Chicago		
7	Gary	Dr Vanessa Allen-McCloud	Darren Washington
8	Hebron	Thomas Chihocki	Don Ensign
9	Highland		Thomas Black
10	Hobart	Dale Combs	Deborah Longer
11	Lake County	Cecile LaCombe Petro	Jerry Tippy
12	Lake Station		Bill Carroll
13	LaPorte County	Angie Carr	Randy Novak
14	Lowell	Cyndi Hughes*	John Yelkich
15	Merrillville	Richard Hardaway	Keesha Hardaway
16	Munster	Michael McIntyre	Wendy Mis
17	Ogden Dunes	Todd Larkin	Steve Grandfield
18	Portage		
19	Porter County	Courtney Smith, President	
20	Schererville	Sandra Davis	Janice Malinowski, President
21	St John		Beth Hernandez
22	Valparaiso	John Seibert	Peter Anderson
23	Whiting	Ken Zubeck	Steve Spebar
	President Emeritus, at Large	Cal Bellamy	--
	Advisor, at Large	Michael Suggs	--
	Advisor, at Large	Karen Marben	--
	Advisor, at Large	Tom DeGiulio	--

*Gold highlighted rows are members currently with no Commissioners or Board of Delegate members

"name*" = Advisor, not Commissioner (municipality employee)



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We encourage any member communities with a vacancy to fill them soon. Below we have included information regarding the duties of these roles for reference. SEAC is looking for Commissioners and Board of Delegates members who are eager to support the Code of Shared Ethics and Values and ready to work toward our goals of heightening awareness of ethical issues within municipal government and assisting municipal employees with the practical tools to make ethical decisions.



SHARED ETHICS ADVISORY COMMISSION

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Commissioners

Qualifications:

1. Not an employee of the appointing entity.
2. "... persons who live, work in or hold property in Lake, Porter or LaPorte Counties, Indiana." *
3. "These members should be persons of good character" *
4. Past and current members have included private citizens active in their community, such as retired officials or judges, lawyers, business executives, educators, and clergy.

Appointment:

<u>City</u>	<u>Town / County</u>
Nominated by Mayor	Nominated and
Approved by City Council	approved by Town/County Council

Duties:

1. Faithfully attend regular Commission meetings (every other month) and special meetings and events as needed.
2. Actively participate in the discussion, planning and execution of the Commission's work.
 - Support the Ethics Summit
 - Participate in Training activities
 - Help administer the Candidates Ethics Pledge process
 - Communication activities
3. Regularly update and maintain contact with community leaders and trainers serving your community.
4. Advocate and promote ethics in local government.
5. Commit to setting a strong example of integrity and high moral conduct.

*Interlocal Agreement



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Board of Delegates Members

Qualifications: Preferably an elected official from the member community, but a senior staff member is acceptable.

Appointment:

<u>City</u>	<u>Town / County</u>
Nominated by Mayor	Nominated and
Approved by City Council	approved by Town/County Council

Duties:

1. Faithfully attend Board of Delegate meetings (two to four meetings a year, called by the chairperson)
2. Elect a chairperson and determine which member community's clerk-treasurer will serve as fiscal administrator
3. Receive reports from the Commission on SEAC activities and programs
4. Review and set member community dues for the coming year
5. Review and approve SEAC's budget for the coming year
6. Advocate and promote ethics in local government.
7. Commit to setting a strong example of integrity and high moral conduct.

3. Funding

Member community dues continue to fund SEAC. Expenditures were higher than normal in 2024 largely because of the Brand & Website Refresh Project. The Joint Board of Delegates reviewed our financials, as is done multiple times per year, and recommended and acted on the rollover of a 180-day \$70,000 plus earned interest CD. This will help ensure that SEAC's financials stay healthy and grow. We expect to have normal spending in 2025 with our largest expected expenditure to be the Ethics Summit in the Fall.

Mark Herak, the Clerk-Treasurer of Highland acted as the fiscal agent for SEAC in 2024, helping to manage fee invoices and issue all SEAC checks. He has stepped down as of December 31st and Courtney Udvare, the Clerk-Treasurer of Chesterton has graciously agreed to take over as SEAC fiscal agent going forward. We thank Mark and his team for all their service and advice over the last few years and thank Courtney and her staff for stepping up to assist SEAC.



SHARED ETHICS ADVISORY COMMISSION















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4. Brand & Website Refresh Project

SEAC initiated and completed a Brand & Website Refresh project during 2024 with the help of outside contractor Mary Freda-Flores, who continues to provide support for our website. Mary assisted SEAC by creating multiple logo, and brand color and font options. She then updated the SEAC website sharedethics.com to reflect the new approved branding as well as to incorporate new, updated technology and features. SEAC then updated all its marketing and training materials to reflect the new branding including the creation of a new tri-fold marketing brochure.

Below is the new SEAC Brand Board and the front cover of the new tri-fold brochure. We encourage you to visit our website at sharedethics.com to see the updates there as well!

	SHARED ETHICS ADVISORY COMMISSION SERVING NWI SINCE 2005			
LOGOS				
				
PRIMARY COLORS				
#164A6F 	#7DA1B7 	#D99E30 	#D98E32 	#E6E6E6 
SECONDARY COLORS				
#377317 	#374C17 	#721773 	#C8A16B 	
FONTS				
HEADLINE FONT Neuton-Bold A B C D E F G H I J K L M N O P Q R S T U V W X Y Z 1 2 3 4 5 6 7 8 9	COPY FONT Open Sans-Regular A B C D E F G H I J K L M N O P Q R S T U V W X Y Z 1 2 3 4 5 6 7 8 9			
Bringing Ethics Awareness and Training to NWI Communities Visit us online at sharedethics.com				

	SHARED ETHICS ADVISORY COMMISSION SERVING NWI SINCE 2005
WHAT IS SEAC?	
	



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5. Ethics Summit

SEAC held our 13th Ethics Summit on the morning of October 24th at Avalon Manor in Merrillville. Deborah Witzburg, City of Chicago Inspector General was the Keynote Speaker and Dr. Marlon Mitchell, currently the Superintendent of Thea Bowman Leadership Academy in Gary, did a wonderful job facilitating our ethics case discussion. We had over 160 people attend, and feedback from the attendees was very favorable. 86% of Summit attendees provided an evaluation with 100% of evaluators finding the Summit to be Satisfactory (70% more than satisfactory)

We thank all who attended and expect the 2025 Ethics Summit to be held sometime in the Fall of 2025.

SHARED ETHICS ADVISORY COMMISSION
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2024 ETHICS SUMMIT

THURSDAY, OCT. 24, 2024

8:00 - 8:30 am Registration and Breakfast
8:30-11:30 am Program

AVALON MANOR
3555 U.S. 30
Merrillville, Indiana

KEYNOTE SPEAKER
Deborah Witzburg,
Inspector General
for the City of Chicago

EVENT OPEN TO THE PUBLIC

Pre-Register Online at
sharedethics.com

Please RSVP: By Friday, Oct 11

Free Event
Registration required!

Supported by:
THE TIMES **nwi.com**
MEDIA COMPANY



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6. Training

The Training Committee continued to be very busy in 2024 providing a series of “Train the Trainer” sessions throughout the year. They also continued to distribute the Employee Ethics Guide along with copies/posters of the “Code of Shared Ethics and Values” to current member community employees along with elected officials and other appointed board and commission members.

“Train the Trainer” Sessions	
2023	2024
<ul style="list-style-type: none">• Lake County, Sept 21, Dec 6• Porter County, Nov 28• Schererville, Dec 12	<ul style="list-style-type: none">• Hobart, Feb 8• Valparaiso, July 30• Gary, Oct 17• Cedar Lake, Oct 21

SEAC also held a successful Management Ethics Training event on May 31st at Avalon Manor in Merrillville with David Limardi of Limardi Consulting, LLC presenting. The focus of the presentation was building an ethical organizational culture and was followed by spirited ethics case study discussion. The training, which was followed by lunch, was free for SEAC member community’s department heads, managers and supervisors. Over 160 people attended, and the response was very favorable!

We’re encouraging all member communities to focus on completing ethics training for all their employees and expect to provide more “Train the Trainer” sessions to help meet that goal. We continue to hear positive feedback for the updated training curriculum and videos!



BRINGING ETHICS AWARENESS AND TRAINING TO OUR COMMUNITIES

2024 MANAGEMENT ETHICS TRAINING

WHEN
Friday, May 31, 2024
9 am Registration
10 am Presentation
Noon Lunch

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

KEYNOTE SPEAKER
David Limardi, Limardi Consulting, LLC

Building an ethical organizational culture is imperative to long-term success and requires the constant attention of leaders. This presentation will explore the following concepts and provide ideas for the participants to consider and utilize at their discretion:

- What ethics is and is not.
- The important connection between trust and ethics in public sector organizations.
- The roots of ethical and unethical behavior in individuals.
- Ethical decision-making in practice

FREE EVENT for SEAC Member Community

- Department Heads
- Supervisors
- Managers

PRE-REGISTER ONLINE AT
sharedethics.com

RSVP:
By Friday, May 24, 2024

REGISTRATION REQUIRED!

VISIT US ONLINE AT sharedethics.com



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7. Candidates Ethics Action Pledge

SEAC once again invited candidates for all county offices in Lake, LaPorte and Porter Counties to sign our Candidate Ethics Action Pledge for both the Primary and the General elections in 2024. The Pledge is very straight-forward: it asks candidates to commit to providing ethics training for all employees for whom they are responsible, to support a comprehensive ethics policy with vigorous enforcement, and to support whistleblower protection for employees filing ethics complaints.

For the Primary election cycle response rates improved with the overall response rate of 71% of candidates (45 out of 63) signing the Ethics Pledge compared to a disappointing 36% in 2023. Response rates continue to vary county to county with 50% of Lake County candidates, 73% of LaPorte County candidates and 84% of Porter County candidates signing the Ethics Pledge.

2024 PRIMARY ELECTION - SEAC CANDIDATE ETHICS PLEDGE STATISTICS			
County	Total # of Candidates	# of Candidates who signed the Pledge	% of Candidates who signed the Pledge
Lake County	14	7	50%
LaPorte County	30	22	73%
Porter County	19	16	84%
TOTAL	63	45	71%

For the General election response rates improved with the overall response rate of 66% of candidates (35 out of 53) signing the Ethics Pledge compared to a disappointing 43% in 2023. Response rates continue to vary county to county with 86% of Lake County candidates, 52% of LaPorte County candidates and 82% of Porter County candidates signing the Ethics Pledge.

2024 GENERAL ELECTION - SEAC CANDIDATE ETHICS PLEDGE STATISTICS			
County	Total # of Candidates	# of Candidates who signed the Pledge	% of Candidates who signed the Pledge
Lake County	7	6	86%
LaPorte County	29	15	52%
Porter County	17	14	82%
TOTAL	53	35	66%




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As in 2023, SEAC purchased ads from the NWI Times to publicize the Pledge signing and signers as voters make their decisions and to encourage candidates to sign the Pledge. Below are examples of the ads for both the Primary and General elections.



The Shared Ethics Advisory Commission (SEAC) is pleased to unveil its new look. While our logo and branding is changing, our mission to bring ethics awareness to Northwest Indiana remains true.

We hope municipalities across Lake, LaPorte and Porter counties will continue to join us in picking up the torch to shed light on ethics awareness.

Each election, SEAC asks candidates running for local office to pledge to provide their employees with training on ethical decision-making. For the May primary election, every Northwest Indiana candidate for county offices has been asked to sign the Ethics Pledge. When you vote, we hope you will consider ethical government as one of your reasons for selecting a candidate.

Courtney Smith
SEAC President

CANDIDATES WHO HAVE SIGNED THE PLEDGE

LAKE COUNTY

LAKE COUNTY COMMISSIONER, DISTRICT 2 • REPUBLICAN • JERRY TIPPY
LAKE COUNTY COMMISSIONER, DISTRICT 3 • REPUBLICAN • KIMBERLY POLAND
LAKE COUNTY COMMISSIONER, DISTRICT 3 • DEMOCRAT • MICHAEL C. REPAY
LAKE COUNTY CORONER • DEMOCRAT • DANIELLE E. CARTER
LAKE COUNTY CORONER • DEMOCRAT • DAVID J. PASTRICK
LAKE COUNTY RECORDER • DEMOCRAT • REGINA PIMENTEL
LAKE COUNTY SURVEYOR • DEMOCRAT • BILL EMERSON JR.

LAPORTE COUNTY

LAPORTE COUNTY AUDITOR • REPUBLICAN • RHONDA GRAVES
LAPORTE COUNTY AUDITOR • REPUBLICAN • MIKE ROSENBAUM
LAPORTE COUNTY AUDITOR • QUANA EDWARDS
LAPORTE COUNTY CIRCUIT COURT CLERK • DEMOCRAT • ANGELA HENZMAN
LAPORTE COUNTY COMMISSIONER, DISTRICT 2 • DEMOCRAT • MIKE KELLEMS
LAPORTE COUNTY COMMISSIONER, DISTRICT 2 • REPUBLICAN • STEVE HOLIFIELD
LAPORTE COUNTY COMMISSIONER, DISTRICT 7 • REPUBLICAN • TIMOTHY J. STABOSZ
LAPORTE COUNTY COMMISSIONER, DISTRICT 3 • REPUBLICAN • JOE HANEY
LAPORTE COUNTY COMMISSIONER, DISTRICT 3 • DEMOCRAT • RANDY NOVAK
LAPORTE COUNTY CORONER • REPUBLICAN • LYNN SWANSON
LAPORTE COUNTY CORONER • DEMOCRAT • MARK P. BAKER
LAPORTE COUNTY COUNCIL AT-LARGE • REPUBLICAN • ADAM KORONKA
LAPORTE COUNTY COUNCIL AT-LARGE • REPUBLICAN • BRETT H. KESSLER
LAPORTE COUNTY COUNCIL AT-LARGE • DEMOCRAT • ANTHONY WICKS JR.
LAPORTE COUNTY COUNCIL AT-LARGE • DEMOCRAT • SCOTT FORD
LAPORTE COUNTY COUNCIL AT-LARGE • DEMOCRAT • MIKE MOLLENHAUER
LAPORTE COUNTY COUNCIL AT-LARGE • DEMOCRAT • TIMOTHY CAVINDER
LAPORTE COUNTY RECORDER • REPUBLICAN • ELZBIETA BILDERBACK
LAPORTE COUNTY RECORDER • CAMILLE MERRITWEATHER
LAPORTE COUNTY TREASURER • REPUBLICAN • DAN BARENIE
LAPORTE COUNTY TREASURER • REPUBLICAN • JUANITA HANEY
LAPORTE COUNTY TREASURER • DEMOCRAT • JOIE WINSKI

PORTER COUNTY

PORTER COUNTY COMMISSIONER, DISTRICT 1, SOUTH • REPUBLICAN • CORRIE SHARP
PORTER COUNTY COMMISSIONER, DISTRICT 1, SOUTH • REPUBLICAN • DEAN MORETTON
PORTER COUNTY COMMISSIONER, DISTRICT 1, SOUTH • REPUBLICAN • EDWARD K. MORALES
PORTER COUNTY COMMISSIONER, DISTRICT 1, SOUTH • DEMOCRAT • DAN L. WHITTEN
PORTER COUNTY COMMISSIONER, DISTRICT 3, NORTH • DEMOCRAT • DANE V. LAFATA
PORTER COUNTY COMMISSIONER, DISTRICT 3, NORTH • REPUBLICAN • JIM BIGGS
PORTER COUNTY COUNCIL AT-LARGE • REPUBLICAN • ANDY BOZAK
PORTER COUNTY COUNCIL AT-LARGE • REPUBLICAN • MIKE BRICKNER
PORTER COUNTY COUNCIL AT-LARGE • DEMOCRAT • BOB DERUNTZ
PORTER COUNTY COUNCIL AT-LARGE • DEMOCRAT • SYLVIA GRAHAM
PORTER COUNTY COUNCIL AT-LARGE • REPUBLICAN • MICHELLE HARRIS
PORTER COUNTY COUNCIL AT-LARGE • REPUBLICAN • NATE WILKING
PORTER COUNTY COUNCIL AT-LARGE • DEMOCRAT • ERIK WAGNER
PORTER COUNTY SURVEYOR • DEMOCRAT • KEVIN D. BREITZKE
PORTER COUNTY TREASURER • DEMOCRAT • LAURA SHURR BLANEY
PORTER COUNTY TREASURER • REPUBLICAN • JIMMY ALBARRAN

2024 PRIMARY ELECTION SEAC CANDIDATE ETHICS PLEDGE STATISTICS

COUNTY	NUMBER OF CANDIDATES	NUMBERS OF CANDIDATES WHO SIGNED THE PLEDGE	PERCENTAGE OF CANDIDATES WHO SIGNED THE PLEDGE
LAKE COUNTY	14	7	50%
LAPORTE COUNTY	30	22	73%
PORTER COUNTY	19	16	84%
TOTAL	63	45	71%

SIGN THE PLEDGE AT [SHAREDETHICS.COM/2024PLEDGE](https://sharedethics.com/2024pledge)



Established in 2005, the Shared Ethics Advisory Commission (SEAC) represents local municipalities in Lake, LaPorte and Porter counties.

SEAC brings ethics awareness and training to the Region. Our member municipalities voluntarily commit themselves to the Shared Code of Ethics & Values.

Each election, SEAC asks candidates running for local office to pledge to provide their employees with training on ethical decision-making. For the November general election, every Northwest Indiana candidate running for a county office has been asked to sign the Ethics Pledge.

When you vote, we hope you will consider ethical government as one of your reasons for selecting a candidate.

Courtney Smith
SEAC President

CANDIDATES WHO HAVE SIGNED THE PLEDGE

LAKE COUNTY

COMMISSIONER, DISTRICT 2 • REPUBLICAN • JERRY TIPPY
COMMISSIONER, DISTRICT 3 • REPUBLICAN • KIMBERLY POLAND
COMMISSIONER, DISTRICT 3 • DEMOCRAT • MICHAEL C. REPAY
CORONER • DEMOCRAT • DAVID J. PASTRICK
RECORDER • DEMOCRAT • REGINA PIMENTEL
SURVEYOR • DEMOCRAT • BILL EMERSON JR.

LAPORTE COUNTY

AUDITOR • REPUBLICAN • MIKE ROSENBAUM
CIRCUIT COURT CLERK • DEMOCRAT • ANGELA HENZMAN
COMMISSIONER, DISTRICT 2 • DEMOCRAT • MIKE KELLEMS
COMMISSIONER, DISTRICT 2 • REPUBLICAN • STEVE HOLIFIELD
COMMISSIONER, DISTRICT 3 • REPUBLICAN • JOE HANEY
COMMISSIONER, DISTRICT 3 • DEMOCRAT • RANDY NOVAK
CORONER • REPUBLICAN • LYNN SWANSON
CORONER • DEMOCRAT • MARK P. BAKER
COUNCIL AT-LARGE • REPUBLICAN • ADAM KORONKA
COUNCIL AT-LARGE • REPUBLICAN • BRETT H. KESSLER
COUNCIL AT-LARGE • DEMOCRAT • SCOTT FORD
COUNCIL AT-LARGE • DEMOCRAT • MIKE MOLLENHAUER
RECORDER • REPUBLICAN • ELZBIETA BILDERBACK
TREASURER • REPUBLICAN • DAN BARENIE
TREASURER • DEMOCRAT • JOIE WINSKI

PORTER COUNTY

COMMISSIONER, DISTRICT 1, SOUTH • REPUBLICAN • EDWARD K. MORALES
COMMISSIONER, DISTRICT 1, SOUTH • DEMOCRAT • DAN L. WHITTEN
COMMISSIONER, DISTRICT 3, NORTH • DEMOCRAT • DANE V. LAFATA
COMMISSIONER, DISTRICT 3, NORTH • REPUBLICAN • JIM BIGGS
COUNCIL AT-LARGE • REPUBLICAN • ANDY BOZAK
COUNCIL AT-LARGE • REPUBLICAN • MIKE BRICKNER
COUNCIL AT-LARGE • DEMOCRAT • BOB DERUNTZ
COUNCIL AT-LARGE • DEMOCRAT • SYLVIA GRAHAM
COUNCIL AT-LARGE • REPUBLICAN • MICHELLE HARRIS
COUNCIL AT-LARGE • DEMOCRAT • ERIK WAGNER
SURVEYOR • DEMOCRAT • KEVIN D. BREITZKE
TREASURER • DEMOCRAT • LAURA SHURR BLANEY
TREASURER • REPUBLICAN • JIMMY ALBARRAN
OGDEN DUNES COUNCIL, WARD 2 • DEMOCRAT • SCOTT J. KINGAN

2024 GENERAL ELECTION CANDIDATE SEAC ETHICS PLEDGE STATISTICS

COUNTY	NUMBER OF CANDIDATES	NUMBERS OF CANDIDATES WHO SIGNED THE PLEDGE	PERCENTAGE OF CANDIDATES WHO SIGNED THE PLEDGE
LAKE COUNTY	7	6	86%
LAPORTE COUNTY	29	15	52%
PORTER COUNTY	17	14	82%
TOTAL	53	35	66%

SEAC has been asking candidates to sign the Pledge for the last 10 years and we are committed to challenging all local candidates to support the Pledge, recognizing that it represents a commonsense approach that leads to an obvious community benefit. SEAC ethics training helps prepare public employees to apply ethical decision-making in circumstances encountered in the course of their day-to-day duties. The improved response rate is encouraging, and we hope to reach our goal of 100% signing this simple, straightforward Ethics Pledge very soon!

Bringing Ethics Awareness and Training to NWI Communities

Visit us at sharedethics.com



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8. Outreach & Media Coverage

The work of the Commission has received widespread media coverage in 2024. Thanks are owed to local media for their strong support of our efforts to promote ethics. 2024 Media coverage is listed below.

SEAC Media Coverage in 2024	
Date	Coverage
Nov 21, 2024	The Reginal News article, "Government Ethics: Reaching for Summit" by Cal Bellamy
Nov 17, 2024	NWI Times article, "Reaching for the Ethics Summit" by Cal Bellamy Link to article
Nov 3, 2024	NWI Times ad highlighting 2024 General Election Candidates who signed the SEAC Candidate Ethics Pledge Link to ad
Nov 2, 2024	NWI Times article, "Two-thirds of Northwest Indiana candidates sign ethics pledge" by Dan Carden. Link to article
Nov 1, 2024	LaPorte County Herald-Dispatch article, "SEAC pleased with the response rate for pledge" Link to article
Oct 23, 2024	NWI Times article, "Davich: This is why 'ethics' should join you in the voting booth this election" by Jerry Davich. Link to article
Oct 20, 2024	NWI Times ad highlighting 2024 General Election Candidates who signed the SEAC Candidate Ethics Pledge.
Oct 10, 2024	LaPorte County Herald-Dispatch article, "SEAC to hold Ethics Summit"
Sept 29, 2024 & Oct 2, 6, 10, 2024	NWI Times, "The Times Cares" Ethics Summit Ad.
Sept 30, 2024	NWI Times article, "Northwest Indiana Influential Women Association honors Region's 'most influential women'" by Joseph S. Pete. Link to article
Sept 29, 2024	NWI Times article titled, "2024 SEAC Ethics Summit". Link to article
Sept 26, 2024	The Regional News article titled, "Registration Open for SEAC Ethics Summit, 10-24"
Sept 12, 2024	The Regional News article titled, "What's in a name" by Cal Bellamy
Sept 8, 2024	NWI Times article titled, "Names and symbols carry meaning" by Cal Bellamy. Link to article
Aug 23, 2024	LaPorte County Herald-Dispatch article titled, "Shared Ethics Advisory Commission unveils new branding, website"
Aug 23, 2024	NWI Times article titled, "Ethics commission updates it's branding" by Dan Carden. Link to article
July 28, 2024	NWI Times article titled, "3 NWI Gems" by Cal Bellamy. Link to Article
July 25, 2024	The Regional News article titled, "3 NWI Gems" by Cal Bellamy
July 2, 2024	Post-Tribune article titled, "Impactful Decision" by Alexandra Kukulka and Michelle Quinn
May 6, 2024	NWI Times article titled, "Majority of Northwest Indiana candidates sign ethics pledge" by Dan Carden Link to article
May 2, 2024	The Reginal News article titled, "Primary Election Candidates Sign Ethics Pledge"
April 14 & May 5, 2024	NWI Times ads highlighting 2024 Primary Candidates who signed the SEAC Candidate Ethics Pledge



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9. 2024 and 2025 SEAC Goals

SEAC is happy to share that we were able to complete ALL our 2024 goals. It was an aggressive set of goals, more than a “normal” year at SEAC given our Brand & Website Refresh project.



SHARED ETHICS ADVISORY COMMISSION
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SEAC - 2024 Goals

1. Host Ethics Summit **COMPLETED**
2. Host Manager Training **COMPLETED**
3. Solicit signatures of the Candidate Ethics Action Pledge from primary and general election candidates and publicize the results. **COMPLETED**
4. Support our member communities in getting Ethics Training completed for all their employees. **COMPLETED**
5. Complete the SEAC Brand & Website Refresh project, including a rollout via local media. **COMPLETED**
6. Provide regular updates via the media on Commission activities and goals. **ONGOING**
7. Continue the focus on filling Commission vacancies and expanding Commission membership to municipalities who have yet to join, especially in LaPorte County. **ONGOING**

Bringing Ethics Awareness and Training to NWI Communities
Visit us online at sharedethics.com

SEAC approved the 2025 Goals as listed below at our January 2025 meeting. We plan to continue our hosting of the Ethics Summit and Board & Commission Training in 2025, and we will continue our focus on aiding member communities in their employees' ethics training. 2025 is an off year for elections, so there will be no Candidate Ethics Action Pledge process.



SHARED ETHICS ADVISORY COMMISSION
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SEAC - 2025 Goals

1. Host Ethics Summit
2. Host Board & Commission Training
3. Commemorate SEAC 20 Year Anniversary
4. Explore feasibility of providing a “Train the Trainer” event to enhance the skills of ethics trainers within the SEAC member communities
5. Support our member communities in getting Ethics Training completed for all their employees
6. Provide regular updates via the media on SEAC activities and goals
7. Continue the focus on filling SEAC vacancies and expanding membership to municipalities who have yet to join, especially in LaPorte County

Bringing Ethics Awareness and Training to NWI Communities
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