



2019

STATE OF THE COUNTY

PREPARED BY

INTERCESSION GROUP

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A SHARED MISSION



"He has shown you, O mortal, what is good. And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God." Micah 6:8 (NIV)

What would happen if our county came together to engage in the needs of our community with a shared mission?

Intercession Group began to ask that question not only of ourselves, but of the leaders in our county. In bringing attention to the areas of most need, our hope is to spark a movement. A movement of awareness, action and deepened community for all that live, work and play in Kosciusko County.

As you read through the data, ask yourself what if Kosciusko County came together to facilitate hope in our community. How would the future change for the next generation and generations that would call Kosciusko County their community? Join us as we seek to not just walk alongside those in need, but see revitalization in our community with our over 79,000 residents.

Jeri Purdy
Executive Director
Intercession Group

WHERE DO WE START?



The hardest question of any new project is "where do we start?" In an initiative that is so large such as this, that question weighed heavy on our board. After many meetings, prayers and hearing from leaders in our community, we have identified that starting the conversation was an important first step. The second step is to intentionally focus on our front line leaders of the community. Specifically in these four areas:

K-12 Education

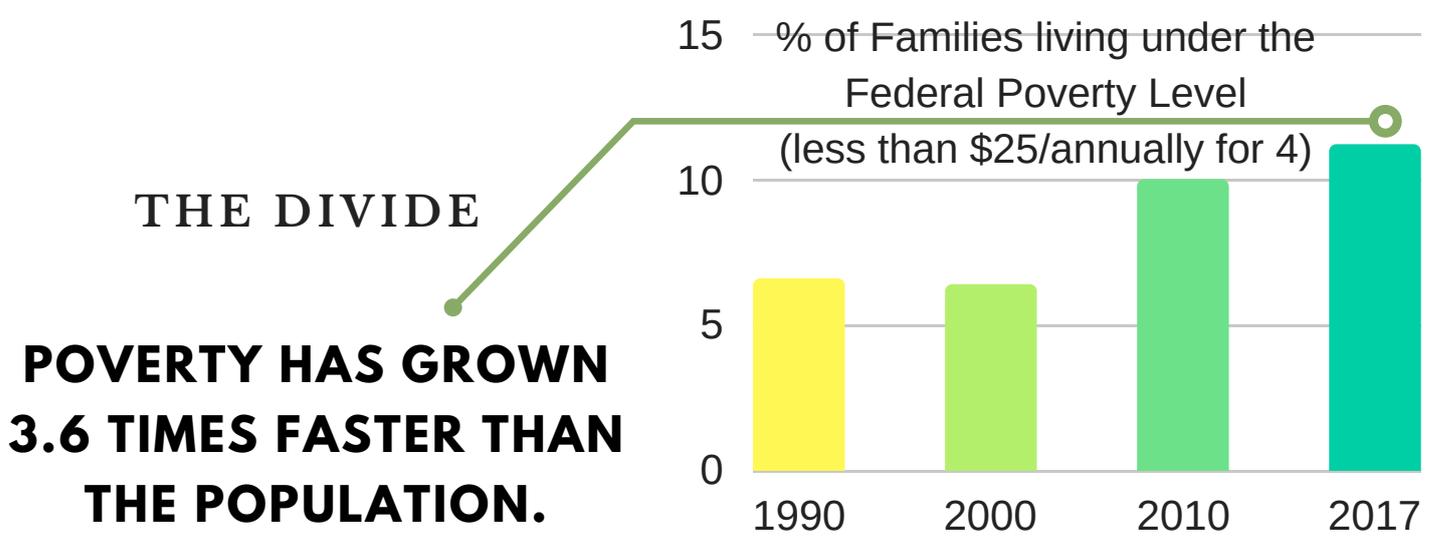
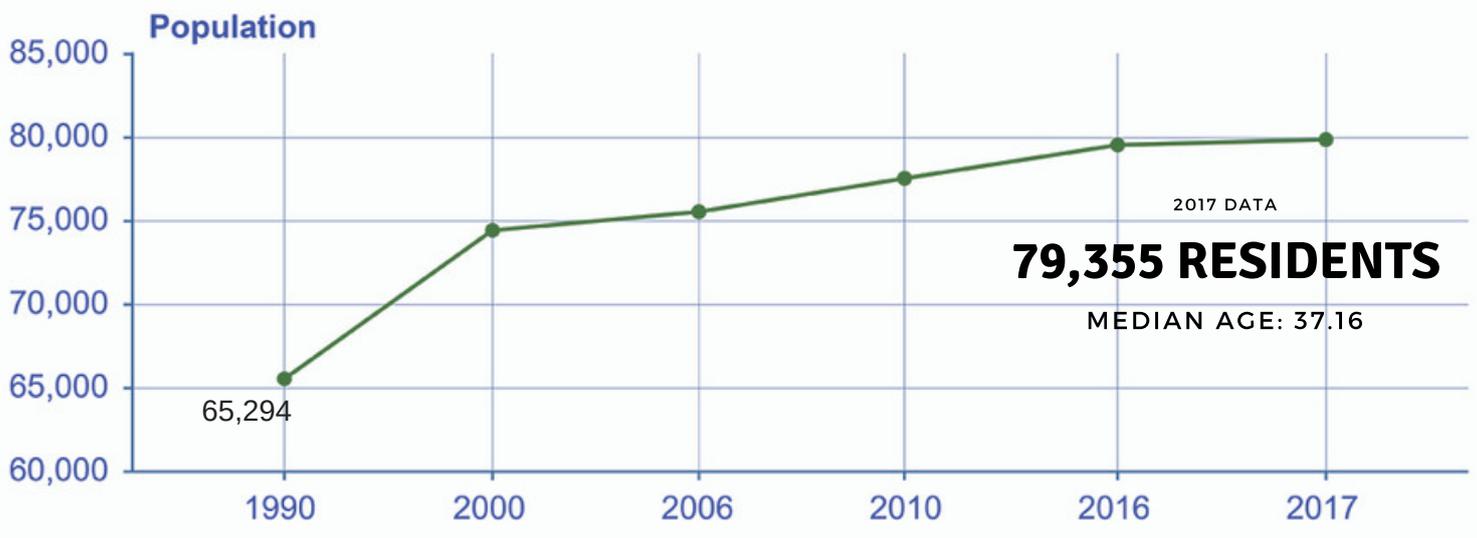
Business Landscape

Social Enterprise

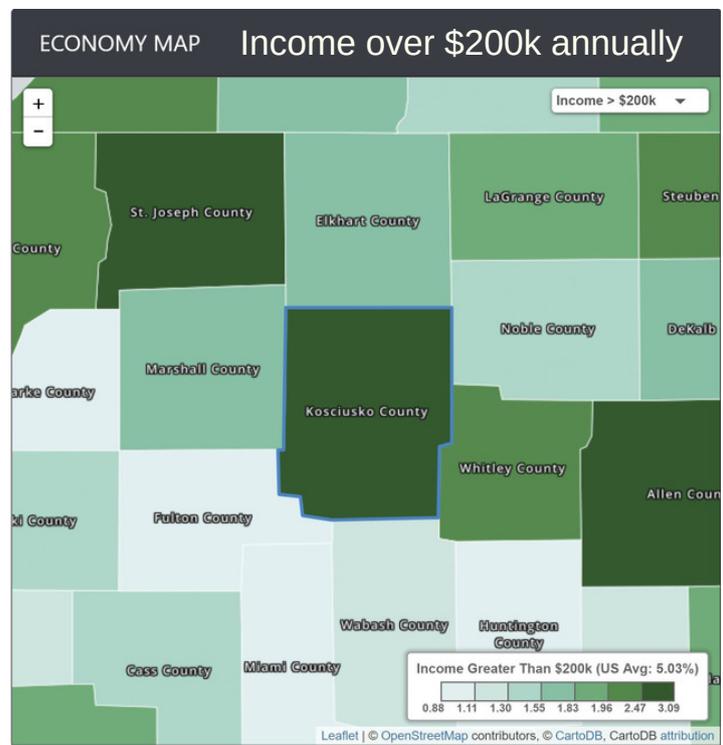
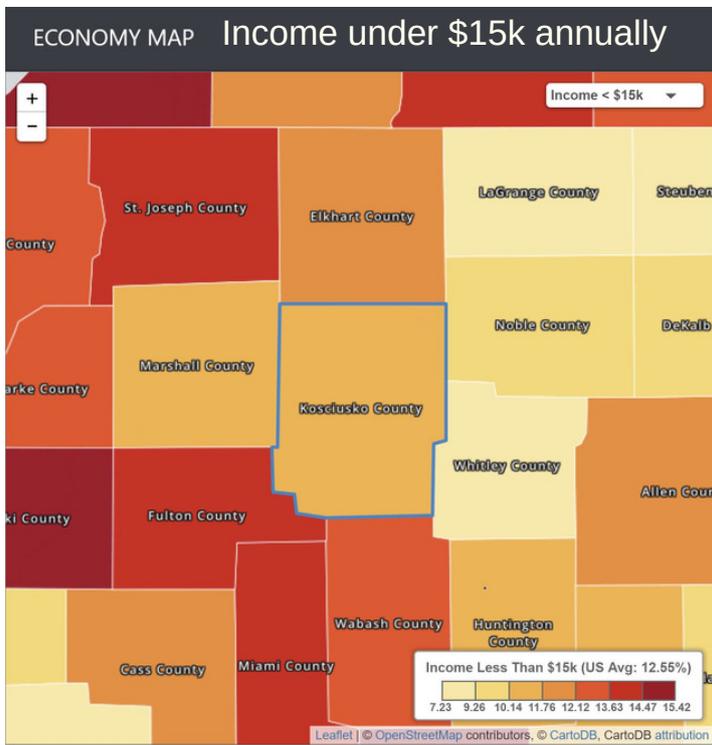
The Church

This report compiles research and data from the US Census, Kosciusko Chamber of Commerce, Kosciusko County Community Foundation, Kosciusko Economic Development Corporation, Orthoworx, NE Indiana Regional Partnership, BEA, Purdue Fort Wayne and Stats Indiana. This research is broad in scope but is in no way comprehensive. Recommendations outlined serve as a starting point for you and your organization to consider where you might begin.

OUR COUNTY



Data Sources: KEDCO, STATS IN and Purdue Fort Wayne



As the population continues to rise so does the job market in Kosciusko County. The estimated 10-year growth is primed to outpace the state average. However, the divide becomes more apparent. Kosciusko County exists in the extremes knitting a new socioeconomic fabric of our community.

\$54,482

Median Household Income

\$60,349

Yearly Household Expenditures

2.2%

Unemployment Rate

COST OF LIVING	Kosciusko	Indiana	USA
Overall	86	87	100
Grocery	88.7	94.4	100
Health	86	83	100
Housing	80	70	100
Median Home Cost	\$149,100	\$130,200	\$216,200
Utilities	95	97	100
Transportation	77	96	100
Miscellaneous	98	97	100

1.9% vs 7.9%

315% Growth in the Hispanic/Latino Population since 1990

\$51,351 vs \$37,767

Full time males make 1.36 times more than female employees

22.3%

Bachelor's Degree or Higher in adults 25 years or older

Low unemployment, growing diverse population and outspending the median income

THE CULTURE OF



OUR SCHOOLS

13, 154

Total Students

6,442

Total Students
in Free/Reduced Lunch Program (49%)

1 in 6

599

Kids are in Poverty (14.2% under the age 18)

616

Total Students
with Limited English Proficiency (5%)

Total Teachers

CHILD POPULATION BY RACE/ETHNICITY: 2016

	Number	Percent
White	16,019	83.0%
Black	445	2.3%
Hispanic	2,525	13.1%
Asian	246	1.3%
American Indian	56	0.3%
Total	19,291	

"People do not go into the teaching profession to be millionaires. It is a service profession and a mission field. These [teachers] are our life changers inside the classrooms leading our next generation."



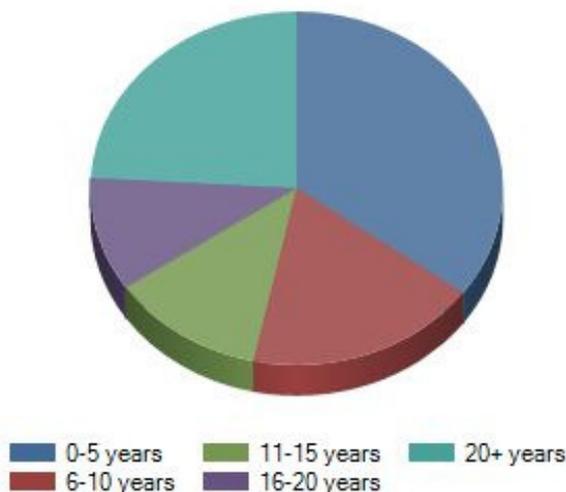
Dr David Hoffert, Warsaw Community Schools

The average pay for an Elementary School Teacher in Warsaw, Indiana is \$35,893 per year.



Over the past decade, the average classroom teacher salary has increased by 15.2% but after adjusting for inflation, the average salary has actually decreased by \$1,823 or 3.0%.

Teacher Count 2016-17 by Years of Experience



3,000

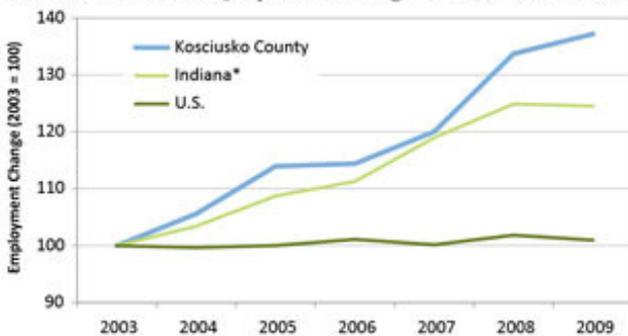
the average number of students a teacher impacts in his/her career

OUR BUSINESS



LANDSCAPE

Medical Device Employment Change Index, 2003 to 2009



*Indiana's figures exclude Kosciusko County's employment.
Source: IBRC, using Bureau of Labor Statistics data

KNOWING THE HISTORY AS WE MAKE DECISIONS AND KNOWING THE DECISION WE MAKE TODAY ARE LEAVING SOMETHING BETTER THAN WE RECEIVED IT. THAT'S MY PERSONAL MISSION BUT SHOULD BE ALL OUR MISSIONS.

Rob Delp, Zimmer Biomet

78%

Percentage of Orthopedic Employment in the state (13,000 out of 16,700)

\$17 BILLION

Annual revenue generated by our region's orthopedic companies

Orthoworx, 2016

State and Local Tax Effects, 2009 (\$ millions)

Tax Effects	Indirect Business Taxes	Personal Taxes	Corporate Taxes	Social Insurance Taxes	Total
Kosciusko County	\$ 46.4	\$ 27.2	\$ 18.2	\$ 0.7	\$ 92.6
Rest of Indiana	\$ 15.9	\$ 3.4	\$ 1.8	\$ 0.8	\$ 21.8
Indiana Total	\$ 62.3	\$ 30.6	\$ 20.0	\$ 1.4	\$ 114.4

Source: IBRC, using results from the IMPLAN modeling software

Orthopedic Capital of the World and much more!

Employment by Industries in Kosciusko County

The closest comparable data for the county of Kosciusko County, IN is from the public use microdata area of Kosciusko & Marshall Counties PUMA, IN.

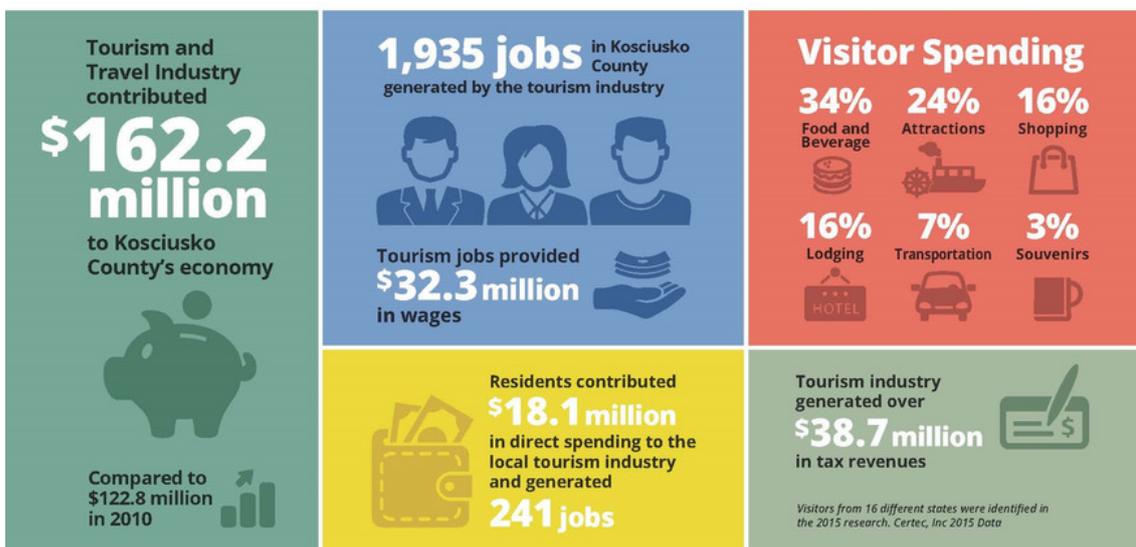


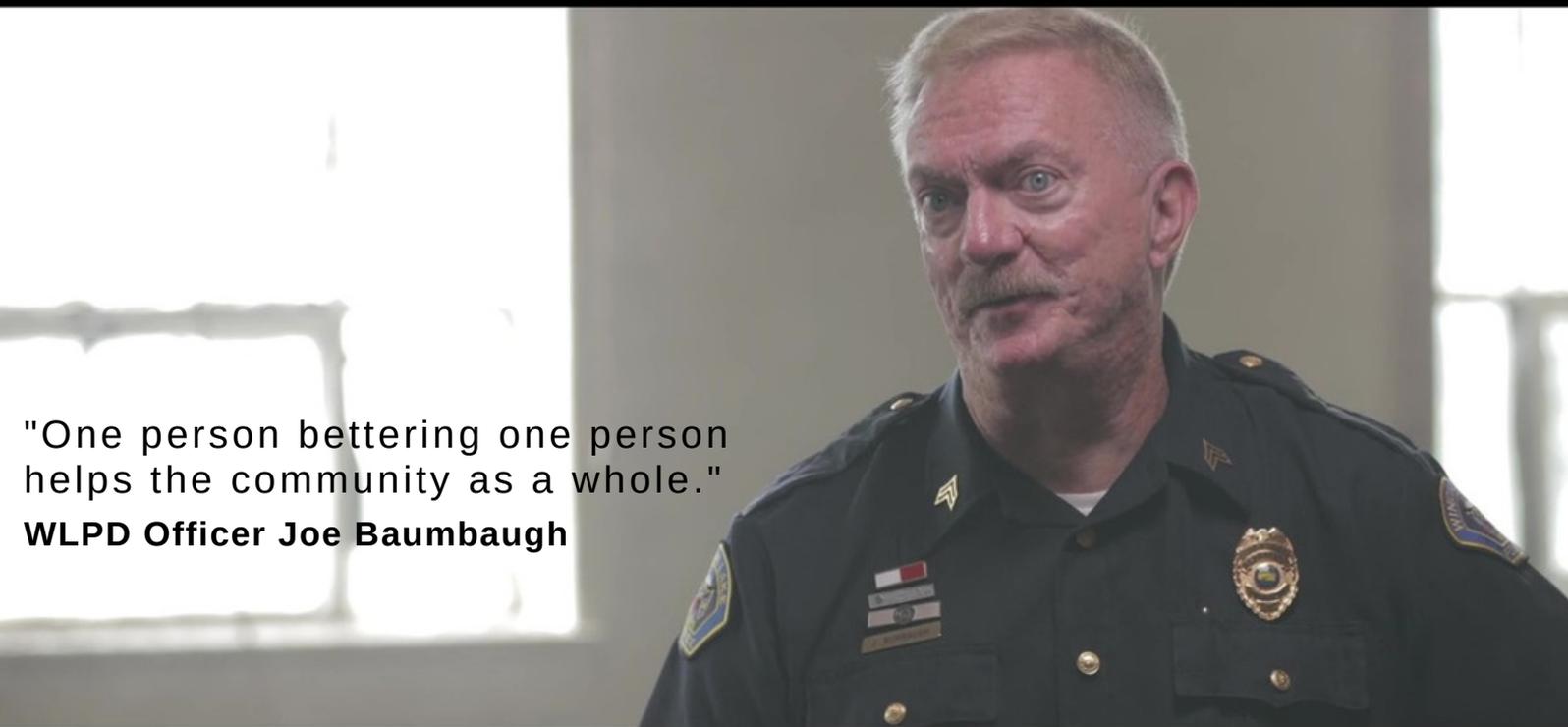
Dataset: ACS 5-year Estimate
Source: Census Bureau

DATA USA:



Tourism and Travel Industry Economic Impact in Kosciusko County

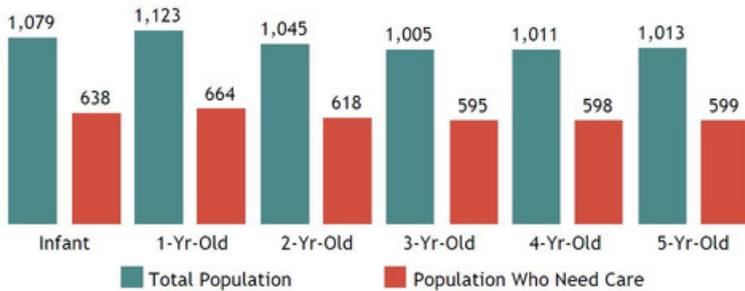




"One person bettering one person helps the community as a whole."
WLPD Officer Joe Baumbaugh

Childcare Crisis: Who will care for the youngest among us?

HOW MANY YOUNG CHILDREN LIVE IN THE COUNTY AND NEED CARE?
 3,713 Young Children Need Care



3,713

Number of children that need childcare

46%

Cost a single parent pays for childcare

1,298

Number of spots available

How many households are struggling?

ALICE, an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mloyed, are households that earn more than the U.S. poverty level, but less than the basic cost of living for the county. Combined, the number of poverty and ALICE households equals the total population struggling to afford basic needs.

Poverty	ALICE	STRUGGLING	Above ALICE
3,018 HH 10%	6,522 HH 22%		20,052 HH 68%

Transformational change begins when we start seeing data as the people we live, work and interact with daily

What are the economic conditions?

The **Economic Viability Dashboard** evaluates community conditions for ALICE in three core areas. Each is an index with a scale of 1 (worst) to 100 (best).

Housing Affordability	Job Opportunities	Community Support
good (71)	good (68)	fair (53)

"I firmly believe individuals change the world. People can decide to make a difference where they are every day."



Suzie Light, Kosciusko County Community Foundation

146 adults; 26 children

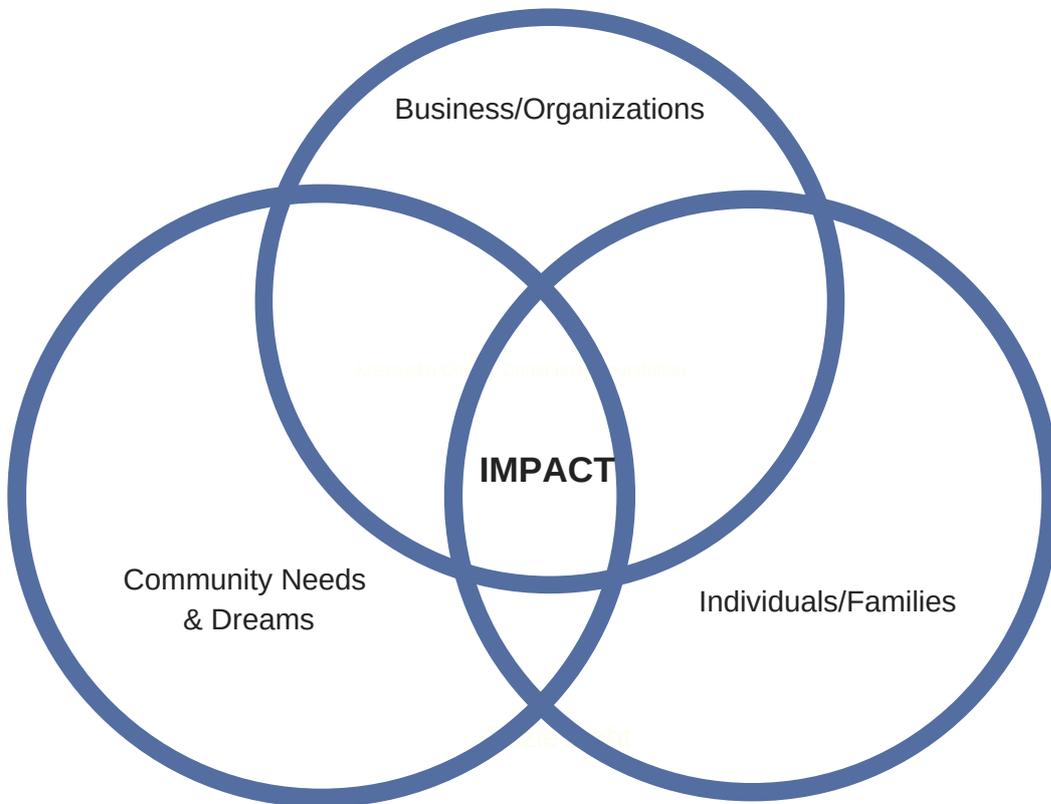
Homeless served at Fellowship Missions

202,493

Reports of Child abuse and neglect under age 18, 2015

3rd

Meth Lab Ranking in the State, 2015



60+

Social Service Agencies

300+

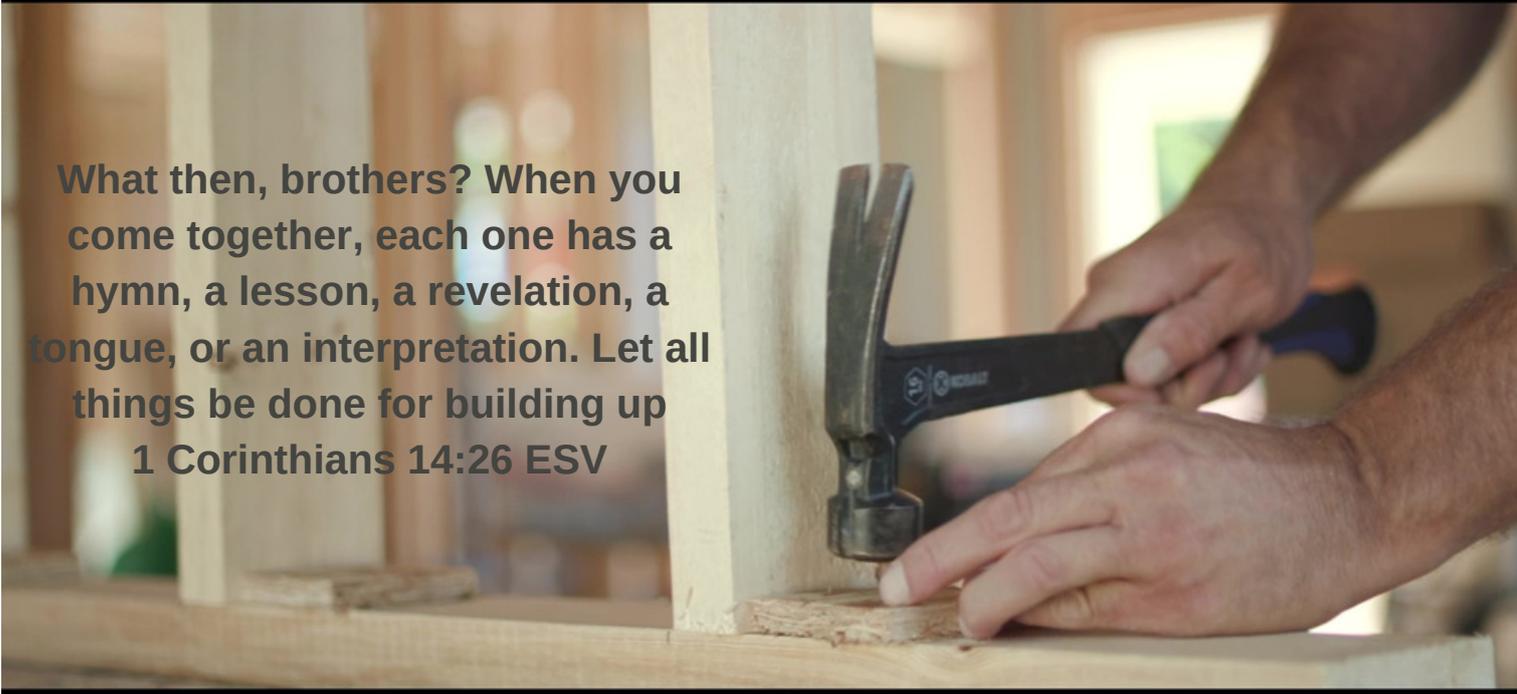
Charitable Fund available through KCCF

671

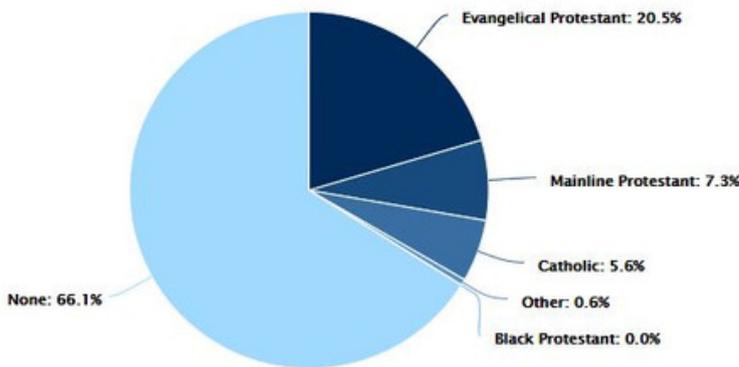
Registered Non Profits

THE CHURCH

What then, brothers? When you come together, each one has a hymn, a lesson, a revelation, a tongue, or an interpretation. Let all things be done for building up
1 Corinthians 14:26 ESV



Religions Adherents In 2010



34,030

Total Church Goers

45,325

Unreached

249

Churches

2 /sq mi

Number of churches per person per sq mi

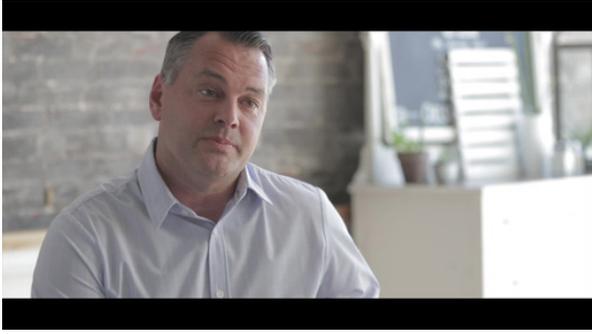
Leading Christian Denominations in Kosciusko County Indiana

Evangelical Denominations	15,520
Catholic Church	4,758
American Baptist Churches	83
Assemblies of God	272
Christian Churches and Churches of Christ	3,285
Church of the Nazarene	437
Episcopal Church	611
Evangelical Lutheran Church	179
International Church of the Foursquare Gospel	48
Presbyterian Church	1,135
Seventh-Day Adventist Church	36
United Methodist Church	5,266

Non-Denominational Christians in Kosciusko County Indiana

Independent, Non-Charismatic Churches 2,400

OUR IMPACT



"Growth always has an investment behind it. For businesses, our greatest investment is in our people."

Rob Delp, Zimmer Biomet



"Humans desire a relationship. They desire somebody that is willing to sit down and take the time to talk with them. Knowing that somebody really does care."

Dr. David Hoffert, Warsaw Community School



"It isn't an 'or' choice. 'Should a woman be at the table or a man?' It's how about a woman AND a man. The 'and' will make us stronger."

Suzie Light, Kosciusko County Community Foundation



"If we work together we have the privilege of putting an incredible dent in the people who are suffering. In terms of poverty, people going through struggle. The dream is to start to figure out how walls can come crashing down. For there to be this united embrace...I am for you and I believe that you are for me even though we are different."

Kondo Simfukwe, Mission Point Church



"There are needs that are met everyday behind the scenes by officers that no one ever know about. Officers paying for meals for hungry families. We see it first hand every day."

Sargent Joe Baumbaugh
Winona Lake Police Department



Education

Business

Social

Church

THE LEGACY OF THE COMMUNITY

THE FUTURE OF OUR COMMUNITY

THE IMPACT OF THE COMMUNITY

THE COMPASS OF THE COMMUNITY

PRAY

PRAY

PRAY

PRAY

- The 1 in 6 in poverty
- The front line leaders: teachers, staff, and administration
- Eyes to see the inequality and hurting

- Our local business leaders
- Co-laboring well
- See work as our mission field
- Continued growth and innovation

- For the marginalized and in need
- Eyes to see the needs of our neighbors
- The youngest and oldest
- Front line workers: police, sheriff, firefighters, government, social service providers

- Deep love and unity
- Shared mission to reach the hurting and unreached
- Meet physical and spiritual needs of the community
- Those still waiting to say "yes" to a relationship with Christ our Savior

BUSINESS/ORGANIZATION INVESTMENT

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BUSINESS/ORGANIZATION INVESTMENT

- Adopt a school, classroom, teacher or child each year
- Give community investment days for employees to serve
- Start a High School intern learning program
- Flex time for parents to attend children's school activities

- Engage in community and employee conversations about their lives
- Empower high potential leaders
- Invest in leadership development
- Start a mentor program
- Encourage White Space Time

- Engage in community and employee conversations about their lives
- Plan a company giveback day, event
- Use your industry for impact
- Create a Social Enterprise Team
- Creatively find ways to attract new talent through benefits, charity or mission

- Understand your employees core values.
- Don't be afraid to partner with a church or religious organization for a shared cause
- Give opportunity for faith in the workplace
- Respect a different opinion

INDIVIDUAL INVESTMENT

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INDIVIDUAL INVESTMENT

- Adopt a teacher, student or classroom
- Read to a classroom once a year
- Teach Junior Achievement
- Be a lunch buddy
- Ask how to help

- Do your work with excellence and in worship
- Continue learning
- Be a mentor
- Invest in the next generation

- Volunteer
- Be a good neighbor
- Be a mentor to a child in your life
- Donate to causes that align with your passions
- Challenge yourself to meet 5 new people in your spheres of influence every 6 months

- Find a home church
- Serve within your home church
- Be a Kingdom and bridge builder
- Invite others to serve with you
- Love people as God loves you
- Invest in devotional time each day