

By Linda Margison

Photos by
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Young Professionals

Owning a business or helping make one a success are ways we can contribute to a thriving community. In this special section, you'll meet eight young professionals, all under 40, who are using their talents to help make Bloomington a great place to live and work.



Josh McGlothlin.

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McKee Financial Resources

Josh McGlothlin,
Investment Advisor Representative

Now entering his fifth year in the financial industry, 35-year-old Josh McGlothlin decided in 2018 to leave the corporate banking industry and build his career at an independent financial services firm, McKee Financial Resources. As an investment advisor representative, he specializes in building and maintaining wealth for his clients, while keeping a focus on financial planning.

A Bloomington native who studied business at Ivy Tech Community College-Bloomington, McGlothlin changed his focus from corporate to independent because he wanted the flexibility and freedom to provide professional advice that's tailored and unique for each of his clients. "I want to help people make the best decisions and present ways to make that happen," he says. "I coach them, create action plans, and make sure we have open communication throughout, allowing both parties to give feedback at any time."

McGlothlin has learned that building relationships and trust is the most valuable part of the work he does. "I'm able to make such an impact, regardless of wealth or status," he says. "It's very humbling. People are looking at me and trusting me with their lifetime savings." McGlothlin encourages people to research the financial advisor market, work with a fiduciary, and challenge advisors to prove that their investment strategies turn into solid future returns.

For information, call 812-477-8522.



Ryane Hawkins.

Terra Sana Wellness

Ryane Hawkins, Owner

Raised by parents who were massage therapists, Ryane Hawkins, 35, learned the value of massage at a young age. "I knew how much of a difference massage and bodywork can make for a person," she says. After training at Associates of Integrative Health in Bloomington, she ventured out of state to find her own career path and earned a biology degree at the University of North Carolina.

After traveling around the country to learn, train, and expand her experiences, Hawkins moved back home to Bloomington in 2018. She is now opening her own spa, Terra Sana Wellness, which she describes as a place of sanctuary and restoration that includes massage therapy, infrared saunas, and on-site child care for her clients. Embracing her role as a generalist, Hawkins says she focuses on what clients need at the time. "Sometimes we are focused on the muscular system, sometimes it's about the nervous system, and sometimes it's just about that person having a chance to feel cared for," she says.

Hawkins is grateful to be back in Bloomington with so many other massage therapists. "Ultimately, in this field, collaboration is more effective than competition," she says. "I hope to continue building this business that lets me engage with as many practitioners as I can." For more information, visit terrasanawellness.com.



(l-r) Chris Summers, Kala Ratcliff, and Jeff Miller.

Harrell-Fish Inc.

Chris Summers, Senior Project Manager;
Kala Ratcliff, Senior Service Director;
Jeff Miller, Director of Virtual Construction

Chris Summers, Kala Ratcliff, and Jeff Miller have different responsibilities in separate departments at Harrell-Fish Inc. (HFI), but they all agree that their attraction to joining the company included how HFI supports and empowers young professionals like them.

"The leadership team has really fostered an environment that has allowed me to determine my own path and make my job what I want it to be," says Ratcliff, 33, who has worked there for five years and is now senior service director. Originally from Lake Village, Indiana, Ratcliff earned a bachelor's degree in business administration from St. Joseph's College and an MBA from Indiana Wesleyan University. She and her husband, Justin, have one child. "As a growing company, HFI is still so family-based, and that's a big part of it."

Summers agrees. "We are a family," he says. "The owners of our company have created this wonderful atmosphere that is very accepting, with everyone working toward the greater good. We embrace moving in the right direction and working relentlessly toward our goals and our pursuits. They make every individual here feel like you're the biggest part of the company."

Summers, 32, grew up in Fishers, Indiana, and earned a degree in mechanical engineering from Purdue University. As senior project manager, he has worked at HFI for seven of his 10 years in the industry. He and his wife, Ashley, have three young daughters.

The veteran of the group, 35-year-old Miller has seen HFI grow three-fold in his 13-year tenure. Originally from Bluffton, Indiana, and a graduate of Purdue University in construction management, Miller runs HFI's Fort Wayne office as director of virtual construction. Miller and his wife, Julayne, have two sons.

"We've seen extreme and tremendous growth in the past 13 years," Miller says. "When I started, we had about 100 people, and now we're around 320. The ownership team has led us to this point. I have continued to be trained in my professional and personal lives by these great mentors, who have led me down this path."

Miller added that when he decided to move back to his hometown in northeastern Indiana, the team opened an office in Fort Wayne and retained him. "Our leadership team has led us down a path to be leaders in the industry," he adds.

HFI is a mechanical contracting and service firm specializing in the construction, industrial, health care, commercial, food service, residential, and energy industries. HFI performs and excels in all areas, including plan and spec work, design/build, full 24-hour emergency service and maintenance, and construction management. For more information, visit harrell-fish.com.



Brandi Conder.

Jill's House Memory Care

Brandi Conder,
Hospitality Specialist

Brandi Conder believes people should eat food they want, so when she was offered the position as culinary director at Jill's House Memory Care Assisted Living, Adult Day Services, and Intergenerational Preschool, she had only one stipulation—the freedom to offer choices and individuality to the residents' menus. "I think it's really important to get to know everyone on an individual basis because that makes people feel special," Conder says. "I can tell you what each one of our residents likes and dislikes in their food. I can tell you how each one likes their coffee or what they like to drink."

All staff, residents, and families of Jill's House appreciate Conder for her kindness, thoughtfulness, and attention to details.

Since starting, she has earned her Certified Dietary Manager and Certified Food Protection Professional credentials, and has been promoted to Hospitality Specialist. She makes Jill's House, located at 751 E. Tamarack Trail, a warm and comfortable home.



(l-r) Kevin Vail and Grace Oeding.

Monroe County YMCA

Grace Oeding, Volunteer;
Kevin Vail, Membership and Northwest Branch Director

Born and raised in Bloomington, 19-year-old Grace Oeding's exposure to the Monroe County YMCA began early. Her mother, Allison, walked there while she was pregnant with her, and Oeding's aunt, Shannon Kane, is its chief financial officer. Although Oeding had gone to camp from the age of 5, she didn't volunteer until she was about 10 when her aunt urged her to work concessions for Family Fun Night. By 14, she was teaching free swim lessons to kids during the spring break Splash program.

"After my aunt introduced me to volunteering there, I just kept finding new opportunities to help the community and it's been really amazing," she says, adding that she worked as a lifeguard and camp counselor, and still teaches swim lessons and volunteers with the adaptive martial arts program. "I've been a swimmer ever since I was a kid—that's always been a passion of mine—and it's been really great to bring that passion to other young swimmers."

Oeding, an Indiana University student studying speech and hearing sciences, stays involved because she values the community benefit. "People go there to work out, but it's so much more than that," she says. "The Y brings so many opportunities to kids in the community, like swim lessons and summer camp, that they otherwise wouldn't be able to experience."

"I definitely see myself continuing to volunteer for as long as I possibly can, because I've just fallen in love with adaptive martial arts," she says. That program is like a traditional martial arts class, but with accommodations for people with different abilities. "The students are so passionate about learning this skill and it's so inspiring. I had no experience in martial arts, but I've gotten my yellow belt along with the students."

Kevin Vail, 32, who is membership and Northwest YMCA branch director, says volunteers like Oeding are not only important from an operational and financial standpoint, but also because they help build community and impact lives. "A volunteer, at the end of the day, means we have an advocate," he says. "They're connected to our mission, and they're connected to what we're trying to achieve."

Vail, who is originally from Valparaiso, Indiana, studied recreation at IU and fell in love with the city. He previously worked in the golf and country club industry, but he wanted to pursue a more accessible form of recreation after his son was born. "There's just such a strong sense of family and community here that I can't imagine raising my child in any other place," he says. For information, visit monroecountymca.org.