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MORGAN COUNTY

August 2014

# Power of Purpose

Mooresville's Rex Nichols Insurance Agency still thrives after 29 years in business

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# FROM THE PUBLISHER

## Is your business in your heart?

"To be successful, you have to have your heart in your business, and your business in your heart." - Thomas Watson, Sr. (CEO of IBM, 1914-1956)

It is no real secret that a passion for your work is essential for success. These words emphasize a theme repeated by all the Business Leaders in this month's profiles.

In our cover story, Rex Nichols of Nichols Insurance Agency speaks of how he left a previous career because he had a heart to help people, and how the satisfaction of helping others has grown and sustained him for over 29 years. Rex's drive to help others is still so great, that his vision of a future retirement may surprise you.

Jessica Blakey also has a heart to help people, and at a very young age, she knew she wanted to be a nurse. In her story, you'll hear how she faced down an unexpected blow to her confidence and a sudden

illness to turn RN2U Home Health Care into a small business success. She'll also share why she's driven to help others and in the same

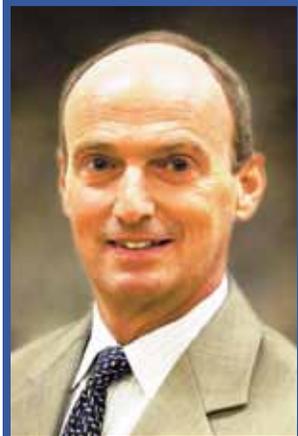
manner her philosophy on managing her support staff

Julie Lakes is an accomplished CPA, but her heart is with her store, Mooresville Open Market Antiques, and the ongoing treasure hunt associated with it. What Julie and her husband Sandy most enjoy is the thrill of finding the perfect antique at the perfect price, knowing they can find a customer to give it the perfect home. In this issue, Julie also shares why antique stores are a great fit for Mooresville.

These three Business Leaders spoke explicitly of the passion they have for what they do. They show that if you

love what you are doing, you will be successful. Or as Steve Jobs said, "The only way to do great work is to love what you do."

Enjoy this month's edition.



**Jim Hess**  
Owner & Publisher

The Morgan County Business Leader is published monthly and direct-mailed to Morgan County businesses free of charge. Subscribe at [morgancountybusinessleader.com](http://morgancountybusinessleader.com)

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# Antique shop owners optimistic for Mooresville's future

## Mooresville Open Market Antiques

Sandy and Julie Lakes, co-Owners  
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 Hours vary by season.  
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 info@mooresvilleopenmarketantiques.com  
 www.momantiques.com

### By Bob Sullivan

*Morgan County Business Leader*

Julie Lakes is an accomplished CPA with over 17 years ongoing experience, but what gets her most excited is pairing a rare treasure with a customer who will appreciate it. Julie received her love for antiques from her parents. She, her husband Sandy, and her father opened Mooresville Open Market (MOM) Antiques June 2007. The name is, in part, a tribute to Julie's mother, who had died before the store opened but "would have loved the idea," Julie explained. Julie's father remained active in the day to day activities of the store until his death earlier this year, and Julie knows her parents are pleased that the shop continues.

"My dad was in the U. S. Navy, so I grew up a little bit everywhere," said Julie. She came to Indiana at age 14, and was with the first graduating class of Lawrence North High School. Her parents were collectors, and Julie had a ceramic figurine collection. Upon graduating, she worked quality control for a local speaker company; she moved up to a similar position at the Indianapolis Airport. At that point, her career took "an unusual turn." As she watched the new runway construction, "I thought driving dump trucks looked like a lot of fun, so I talked to the owner, and he agreed on the spot to train me."

She drove for H and H Bulk Transports, and she had just as much fun as she hoped. She started dating driver and co-worker Sandy Lakes. They married in 1993 and she moved to Mooresville with him. "The company supported me when I returned to IUPUI to take classes for my CPA." She received her degree in 1996.

For the next ten years she worked for Slatery & HoIman, a mid-sized firm in Carmel. In 2007, she went into business in Mooresville for herself as a CPA. "I was working 100 hours a week, and you can't buy time."

Sandy and Julie purchased the building at 5 E. Main Street as an office front for the CPA firm. In the meantime, they had been helping Julie's father run an antiques booth in Zionsville. "We had this huge building, so we thought we'd move the antiques to the store." Julie and Sandy credit Rosemary Rogers for helping them start off right. Rosemary was transitioning her antique store Buffalo Gal



Sandy and Julie Lakes

into the Mooresville Arts Partnership.

"When we opened, there were five antique stores downtown, and I'd love for that to happen again," said Julie. "Customers come from all over to discover antique stores." Generally, antiques are bought by young collectors with a fascination for the past--clocks, appliances, figurines, furniture, brands-- the list is as varied as the clients. Collectors live in a metropolitan area and look for shops a short drive into the country, making Mooresville an ideal location.

Julie explained, "We stock our store ourselves, usually by attending trade shows; we pick, choose and authenticate that an item is antique (100 years or older) or vintage (starting 1970's)." For Julie and Sandy, there's a thrill to the treasure hunt--finding the perfect antique they know will fit a customer's collection. What might not fit the store can sell on Ebay or Craigslist, popular online sites once seen as a threat, but which most owners now use as a tool to move product.

Julie said, "I see better days ahead for us and for downtown." When she opened her business, she joined the local community groups: Mooresville Revitalization and the Chamber of Commerce, and now she is on the newly formed Celebrate Mooresville Marketing committee. "When travelers check out downtown Mooresville, great things happen. We have the potential to stand with Nashville and Zionsville as a cool town with neat things to do."

Sandy is a lifelong Mooresville resident. He works alongside Julie every day at the shop; he helps pick, restore and repair the treasures and maintains the building (which is almost 110

years old). His trucking career goes back over 35 years. "I lived in downtown Indy for about

six months, but I came right back. I much prefer the quiet and calmer pace of Mooresville."



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# Financially preparing for college

It's August and for many that means back to school. Having three kids of my own (one college graduate, one entering her sophomore year at Ball State, and the youngest starting high school) I've had close personal experience as well as the satisfaction of helping many, many others prepare financially for their own college financing challenges. My experience has led me to believe that there are three main ideas for parents to understand about finding at least some level of success in financially preparing for the college cost burden.

First, open an Indiana 529 plan right now. Really, right now. Go to [www.collegechoiceplan.com](http://www.collegechoiceplan.com), take the next 10 minutes and get the account opened with as little as a \$25 contribution. You'll potentially qualify for Indiana Income Tax credits of up to \$1000.00. And you'll begin moving in a positive direction in planning for those oh so large college bills just over the horizon.

Second, encourage your young person to get good grade and take as much dual-credit courses their school offers. Colleges compete for good students just like they compete for good athletes. And the amount of academic or merit-based scholarship dollars far, far, far exceeds the athletic scholarship dollars available. In 2013, there was over eleven billion dollars merit-based dollars available from colleges. Eleven Billion Dollars. (Note to editor: insert Dr. Evil picture here if not copyright infringement. If it is, then just leave the request in parenthesis so readers can be let in on the joke.)

Taking dual credit courses in high school can also impact how much you ultimately have to pay for college. Taking college courses in

high school is a lot more economical than taking them in college.

And third, be aware of college costs and their actual Return on Investment (ROI). People spend hours and hours researching the costs and value received before they purchase so many things: a car, a home, a cell phone, a blender. Yet when it comes to a college education, one of the most expensive purchases (next to their home) any of us will ever make, we listen to the college visit dog and pony show, take a 45 minute tour, get a free dining hall experience, then fork out tens of thousands of dollars if not more over the next four years and we never ask to see the fine print. Colleges and universities have return on investment numbers now available to potential "Investors". Spend some time finding out the costs and return on investment the colleges and universities your young person is looking at to help you make a wise decision

on where to spend those hard-saved college dollars. Go to [www.payscale.com/college-education-value](http://www.payscale.com/college-education-value) to see over 1500 colleges and university ROI rankings.

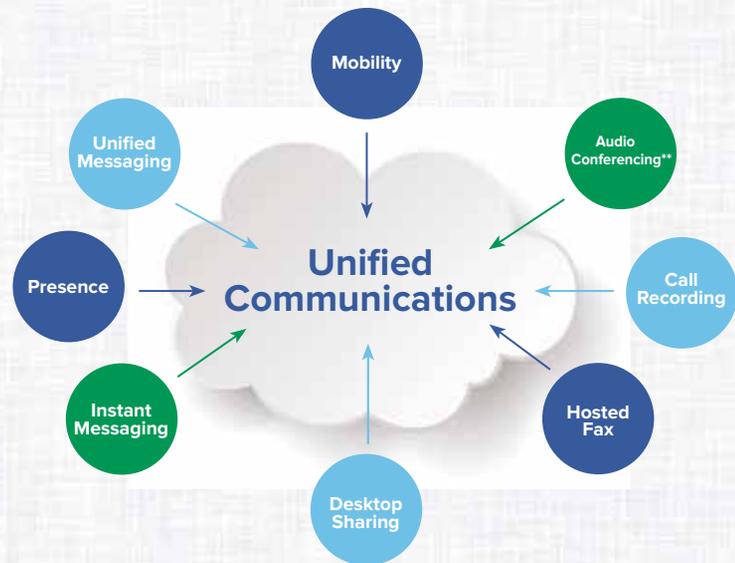
Bottom line: Open a 529 account NOW. Be prepared to pay more than you thought you'd have to and to qualify for less aid than you need. Research costs vs. results for the colleges and universities you like and above all: take dual-credit and other rigorous high school courses and GET GOOD GRADES!

The Binkley Wealth Management Group LLC is a fee-only Indiana Registered Investment Adviser located in Avon. Mr. Binkley can be contacted via email at [Jeff@thebinkleygroup.com](mailto:Jeff@thebinkleygroup.com) or phone 317.697.1618



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# Overcoming adversity and succeeding in business

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 Contact form on website.

### By Bob Sullivan

*Morgan County Business Leader*

"You'll never make it in that profession," Jessica Blakey's school counselor told her. As a new, single mother signing up for her first load of classes toward her Associate's Degree in Nursing, she never forgot those words. Jessica went on to have a career in nursing going back over 20 years. She started RN2U in 2011. "Later, I had that counselor as a patient, and I asked her why she had said that to me. 'I knew you would take my words as a challenge, and motivate yourself to succeed,' her patient answered. And she was right."

RN2U is a staff of four nurses and six specialists who travel directly to clients' homes to administer specialized nursing care. Some patients need short term treatment after a medical procedure--some are long term. RN2U covers Morgan, the surrounding counties, and a bit beyond. They are a Medicare and Medicaid certified service, and work with most private insurance. Last year, the company and staff received a "zero deficiencies" perfect rating from the State Board of Health.

Patients who qualify for home health care services are unable to leave their home, and have a specific need for skilled nursing. Jessica explained, "The goal of any home health care is to keep the patient from returning to the hospital once they've been sent home." Jessica said, "To us, you're not just a number. I personally handle the admissions process of every patient, and I am hands-on. My patients know from day one



Jessica Blakey

that they can contact me at any time if they have any questions. Specialists are trained in a specific area, and they may not think to look to see if the patient has enough food in their refrigerator, or make sure the patient has money to buy their medication. We do everything we can to see that the patient has everything they need."

Jessica grew up in Southport and remembers wanting to be a nurse at an early age. She received her Associate's in Nursing from University of Indianapolis, and in the years since, went on to receive her R.N. and B.S.N. from the same institution. She is continuing her studies, with a goal of earning her doctorate. After 10 years as a cardiac / ICU nurse, Jessica switched to home health care administration. In 2008, she joined the staff of St. Francis until she left to start her business. "I need change

every few years, and a colleague suggested I go into business for myself, because I always like learning something new," Jessica recalled. "They were right."

Jessica and David, her husband of 18 years, moved to Mooresville in 2010. In 2011, she formed RN2U and converted a portion of their home into office space. She opened in April of that year with a support staff of two. Just as she started to grow the business, she was struck by a devastating illness.

Jessica was diagnosed with malignant melanoma. "I had major surgery to have the cancer and my lymph nodes removed on my right side," In January 2012, with the business already open and growing, she received a clean bill of health without the need for follow-up chemo or radiation treatment. "I've been cancer

free and gung-ho for my business ever since."

After her patients, Jessica said her greatest focus is on her employees. To date, she has had no turnaround in her staff. "I've learned that, if anyone wants to leave, the majority of the time it's because of a miscommunication that can be worked out. Some things can't be helped, but ultimately, it's my responsibility to make sure my staff is happy to work here."

Looking back on her career, Jessica mused, "Nurses enter the field with an aspiration of helping people. In the past ten years or so, the field has changed. While the passion is still there, we are more bogged down with and spend much time with administrative concerns."

Jessica's husband David is an aircraft mechanic. They have three children. Josh, age 20, Jarod, age 16, and Jacob, age 13.



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## Six ways to tell if your business needs teambuilding and what to do about it

Do your employees seem disinterested, barely do enough work to keep their jobs, or hang around in cliques? Are errors occurring at the hand-offs between departments? Do you have an employee who "stirs the pot?"

How about one who's sullen and uncooperative or the opposite problem—artificial harmony while backbiting at the water cooler. Do they spend more time arguing than working?

Do you know how much this costs you? Without good teamwork, the work takes longer and there are more mistakes. Its serious stuff and I've seen companies fail because of it. A low-performing team causes you to lose money in droves. Here are 6 signs you need to do some deliberate teambuilding with your team:

- One employee doesn't know what the other's doing.
- They don't trust one another. When Bob in Sales hands his customer off to Lee in Operations, he doesn't trust that Lee will take good care of the customer.
- They may be rude or disrespectful to one another.
- There's unresolved conflict.
- They're moving slow and looking bored--they're not committed.
- Their work is sloppy; they don't have a sense of accountability. They're just not that into their jobs

Have you ever walked into a fast food restaurant, a bank, the grocery and been greeted with, well, nothing? You can tell from the first moment you see the employees that there's something wrong at this company. *How do your clients experience your team when they*

*call your business or walk into your facility?*

These are signs that your business could benefit from "teambuilding."

Teambuilding seems like a fluffy, nice-to-do activity that only large corporations can afford but I'm finding that biz owners who pay attention to teambuilding get teams who are committed—and committed team members get more done in less time and at less cost.

The good news is that it doesn't take long to do, doesn't need to cost a lot, and it gives you a substantial and unique competitive advantage--because not that many companies do it. In his book, *The Five Dysfunctions of a Team*, author Pat Lencioni makes a great point--

"...teamwork remains the one sustainable competitive advantage that's been largely untapped. [It's] almost always lacking within organizations that fail and often present within those that succeed."

When you take deliberate steps to build team trust, you'll start to see a greater spirit of cooperation immediately. You'll see better performance and your *team will get more done in less time and at less cost.*



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# Power of Purpose

*Mooresville's Rex Nichols Insurance Agency still thrives after 29 years in business*

**By Elaine Whitesides**  
*Morgan County Business Leader*

All small business owners have a reason they take the leap and hang out their shingle. When that reason sustains a business for 29 years, you know it has to be valid. In this case, it was also personal. As a social studies teacher, Rex Nichols supplemented his income by selling life insurance and he really enjoyed that. By 1995, he wanted something more. He sought a greater satisfaction by helping somebody. So, he rented an office at 16 S. Indiana in downtown Mooresville, leased a desk, bought a file cabinet, put in a phone line and started making calls to sell life insurance full-time.

Getting the satisfaction of helping somebody is bittersweet to Rex, but has become an even stronger purpose through the years. He said, "I dreaded taking that (life insurance) check to the survivor. It's not something you want to do, but you are glad you can do it. That's a time of need and presenting that check shows that we helped them do something that is going to help them go forward. The family is crushed and heartbroken most of the time, but they can continue their lives and have time to grieve. (Insurance allows) families some time to get through the period and begin to rebuild and move forward.

"It was scary when I quit teaching," Rex said. "I wasn't making much. But the Monrovia community where I taught showed their faith in me and supported me." Just over a year later in the fall of 1996, Nichols pounced on the opportunity to buy the building housing 31 S. Indiana. He says he thought the main street location would give his business lots of visibility and it was a bigger opportunity to grow. His thriving business is evidence of a good decision.

For the first six years, Rex was the sole member of the agency and he says he kept hustling to write policies. Then he hired Terri Speck as a customer service representative. After 23 years, she still serves agency clients and was joined by several other employees including Lori Pridemore, Franci Bain and Janet Arthur. Growth steadily continued as Kirk Witt, David Nichols and Mike Nichols came on board. As they each became more experienced, the business really took off.

Rex says he is not handy at all. "I can't build or fix anything," Rex said. "The only thing I have ever built in my whole life is this insurance agency." After 29 years his business is still flourishing. He says the best step he ever took was hiring agents to grow. And the building and growth of his business continues.

"I mull decisions over," Rex said. "Every time we get to a point, I ask, 'Do I hire another person or stay where I am?' Every hire is a risk. It's a commitment and it has to be a feasible opportunity for them. It takes time for them to learn and thrive and I want them to see the growth potential." In the end, he admits that for him, it has always paid off to hire that person and move forward. Every person working in the agency including support staff is licensed and most were hand-picked by Rex.

Rex says he believes there are two kinds of agents. One

## Nichols Insurance Agency

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Email: rex@rexnicholsinsurance.com  
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builds on relationships and the other goes by the book and the technical facts. Although there is a need and a place for both types of agents in the industry, he is the relationship person. That is also how he hires.

He has never advertized for employees. He looks for people with a good work ethic, values and honesty. "You know your community and you know who you would like to associate with and want to work with. I am always looking for people and keep them in the back of my mind," Rex said. Then when the time comes to add to the agency, he says, "I know the type of person I am looking for and I just go through my rolodex and find the perfect one." Yes, he calls to recruit them.

## *"I realized I needed a plan.*

*I thought we better have some direction because of the growth. It was difficult to make a business plan because all I knew was that I was going to work hard until I succeeded.*

## *But I knew I needed a real plan."*

"Every person I hired, I have known through some sort of relationship; some were students, some I knew the families or spouse's families. I knew the quality of people I had. It was a conscious decision because I hired good, honest people that you would be glad to associate with even if you weren't working with them." With a shrug he adds, "So far it has worked. It's easy if they're people you like to be around."

The business is always evolving and that means change is needed and, as Rex said, "I realized I needed a plan. I thought we better have some direction because of the growth. It was difficult to make a business plan because all I knew was that I was going to work hard until I succeeded. But I knew I needed a real plan." Erie Insurance helped him with the business plan development and the document still is a dynamic driver for the business.

"It's something we have to look at every couple of years to see if we are doing well, what we should be doing or if we have to make modifications," Nichols said, but added that other tweaks and changes are made in between the two-year formal review cycle.

Leadership is another aspect of the business that Rex mulls over and takes very seriously, especially as it affects his em-

ployees. He is always trying to find fun and motivating ways to challenge them. "Every person is motivated by different things," Rex said. "Money doesn't motivate everyone."

"I'm probably the world's worst manager of people," Rex said. "But somehow it's working. I am not a micro-manager. I hold them accountable and responsible and let them shine."

The competitive nature of the industry makes contests and regular recognition ways of sharing success. Building individual development through a collaborative environment where everyone cooperatively shares new learning and knowledge freely is another. Rex says a lot of it has to do with the people he has hired. "Everyone in here is so close that it's very family-like. That can be good and bad, but I don't think I'd have it any other way. I think everyone here feels like they are a part of the success of the agency."

In order for a business owner to build a thriving enterprise it is the same now as it was when he started. To new business owners, Rex offers this advice, "I think they have to commit to it and dedicate themselves to it. Work ethic has a lot to do with it and you have to have a good product."

Time management is also a challenge that doesn't change. He found that being a referee at high school and college football and basketball games was a stress reliever for him,

but also demanded time along with work, family and community. He quit when he turned 60 years old, but is proud to have served and been inducted into the Indiana Football Hall of Fame as a referee in 2009.

Rex has been married to Pam for more than 20 years and together they have a blended family of six children. Besides David and Michael who work in the agency with Rex, Kami, Laurie, Lisa and Lindsey are all successful adults in their chosen paths. The family moved to Mooresville 10 years ago. Rex said, "We are solid here. Mooresville is a good town with good people. It's a safe place to live. It's a town you can get around in and we've got people who care about one another."

Rex still works hard in his business every day to be able to offer auto, home, life and other insurance products, but he is looking at the time when he will slow down. "The agreement says I may take time off, but I will have a desk here. I want to come here. I enjoy it. I enjoy the people. I'll be selling life insurance to people."

Going back to his purpose for hanging that shingle in July, 1995, he still gets great satisfaction from helping somebody... and likely will for a long time to come. The reason to start a small business can be a very powerful thing.

# Is your water making you sick?

Did you know that the lack of many illnesses in the United States is credited to modern plumbing?

In the early days of our country, water was usually drawn from nearby rivers, streams, lakes or springs. In more heavily populated areas, the water was delivered by some of the first water mains which were constructed of hollowed out logs.

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Please contact Anita at 317-831-5279 to schedule a no cost evaluation of your particular needs. We can help you answer your questions and concerns about your homes comfort system.



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# Seven tips to stay motivated for the long haul



I have found that staying motivated for the long haul is both challenging and necessary.

As we deal with the fast pace and ups and downs of life and business, we all need skills and attributes to help us stay positive and on course. We come to learn that growing a business is a process that requires patience, flexibility, trust, and

the ability to deal with uncertainty, among other things.

Entrepreneurship is no longer something someone is just "born to do," instead it is something we learn. Through practice and patience, we have the ability to change what is not working and enhance what is working so that we can successfully grow our business.

Here are seven ways to stay motivated for the long haul:

### 1. Make/Renew your Commitment.

Being committed to one's business venture is essential to staying motivated for the long haul. When we make a commitment to ourselves and our business, we are able to move beyond fears, doubts and insecurities that in the past may have held us back. When we are most challenged is when we need to be committed the most.

**2. Be Agile/Flexible.** Being agile and flexible feeds our personal and professional growth just like Coach Popovich of the World Champion San Antonio Spurs always looks to tweak and keep his team performing at a high level...despite being the longest tenured coach in any of America's four major sports leagues.

**3. Develop a support network.** A support network includes friends, colleagues and family who celebrate our successes and help us through our challenging times. Equally important to calling a support person to celebrate a success is calling to ask for help or express a difficulty.

**4. Stay Balanced.** When we are balanced within ourselves by getting enough rest, having healthy eating habits and taking care of our spiritual needs, we are better able to cope with challenges.

**5. Be Realistic.** Being realistic means that we know and expect ups and downs while growing and operating our business. It is inevitable.

**6. Choose a positive attitude.** Having a positive attitude is a choice we can make at any moment of any day. A positive outlook and attitude is a necessity in staying motivated for the long haul.

**7. Stay Present.** When we stay present to our business and to ourselves, we stay out of fear and worry. We "stay in the day" in our minds by not projecting our fears into the future or worrying about something that may or may not happen. Sometimes it helps to remind ourselves that all is okay for today.

Staying motivated for the long haul is a one-day-at-a-time journey. Enjoy the ride!



Jack Klemeyer

Jack Klemeyer is the founder and head performance coach of GYB Coaching ([www.gybcoaching.com](http://www.gybcoaching.com)). Contact him at [Jack@GYBcoaching.com](mailto:Jack@GYBcoaching.com).

# New Ear Specialist to serve Mooresville area

*Dr. Brent Bencoter continuing practice of retiring physician, Dr. George Hicks*



The Midwest Ear Institute, P.C., announces that Brent J. Bencoter, M.D., has joined their practice and will be seeing patients in their Mooresville location at 904 N. Samuel Moore Parkway. Fellowship-trained in Otolaryngology and Neurotology, Dr. Bencoter specializes in hearing disorders, chronic ear disease, Meniere's disease, and facial nerve disorders. Dr. Bencoter will also do cochlear implants to restore hearing function for the profoundly hearing impaired, as well as treat acoustic neuromas and other skull base tumors. He will be practicing in Mooresville alongside licensed audiologist Diane G. Gardner, M.S., CCC-A, who not only tests hearing for the Midwest Ear Institute but also prescribes, fits, and services hearing instruments.



A Missouri native, Dr. Bencoter received his undergraduate and medical degrees from the University of Missouri-Columbia. His residency in Otolaryngology—Head & Neck Surgery was at the Loyola University Medical Center in Chicago. Certified by the American Board of Otolaryngology—Head & Neck Surgery, Dr. Bencoter is also a member of the American Academy of Otolaryngology—Head & Neck Surgery and the American Neurotology Society.

Midwest Ear Institute President, neurotologist Dr. Vincent B. Ostrowski, commented, "Dr. George Hicks has been seeing patients in the Mooresville area for many years but has recently retired, so we are delighted to have been able to find such a highly-skilled otologist to continue to serve our patients there."

#### About the Midwest Ear Institute, P.C.:

Founded in 1996, the Midwest Ear Institute, P.C., ([www.midwestear.com](http://www.midwestear.com)), is a private practice with offices in Indianapolis and Mooresville. The main office at 7440 N. Shadeland Ave, Suite 150, on the northeast corner of Indianapolis, is also the site of their Balance Center, where diagnostic studies of the balance mechanisms of the inner ear are done. Hearing instruments are dispensed by licensed audiologists at all locations through Medical Hearing Aids, LLC. Both the Midwest Ear Institute and Medical Hearing Aids ([www.medicalhearingaids.com](http://www.medicalhearingaids.com)) are recipients of the Angie's List Super Service Award.



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# Morgan County CVB names new executive director

The Morgan County Convention and Visitors Commission is pleased to announce the selection of the first full-time employee at the Morgan County Convention and Visitors Bureau (CVB). After a successful period of time working with tourism consulting firm Teresa Anderson and Associates to get the organization up and running, the decision was made to bring on an experienced tourism professional to lead the organization. Indiana tourism industry veteran Tosha Daugherty will begin as the organization's new executive director on July 9, 2014.

Daugherty is a graduate of the University of Indianapolis with a BA in History and Spanish and an MA in History. She has previously worked in various aspects of the tourism industry, with a background that includes experience at a major attraction, parks and recreation office and a popular resort hotel. Most recently, Daugherty has handled various marketing, communications and digital responsibilities for Visit Bloomington, where she has been employed for more than 10 years. She has also been listed as one of the Most Influential Tourism Professionals on Twitter, most recently appearing at number 39 on the 100 person list. Daugherty is originally from southern Indiana and has been a resident of the Morgantown area for more than a dozen years, where she currently resides with her husband and son.

"We are very pleased to have found someone with the right experience who also lives in the surrounding area. Tosha's background, especially her experience at Visit Bloomington makes her a great choice to lead the Morgan County CVB into the



future," said Ann Lankford, president of the Morgan County Convention and Visitors Commission. "We're excited to welcome her to the organization."

In the coming months, Daugherty will make it a priority to visit as many of the county's tourism related businesses as possi-



ble, to connect with owners and employees who are the foundation of a successful local tourism industry. The Morgan County CVB will also be focusing on creating a more visible presence online and setting up new office space that will also function as a local visitor information center. The CVB office will be located at 109 E. Morgan Street in Martinsville, in a shared space with the Martinsville Chamber of Commerce. An open house will be planned in the near future to celebrate the new visitor information space.

*The Morgan County Convention and Visitors Bureau is the official destination marketing organization for Morgan County, Indiana. The goal of the MCCVB is to unify and lead the area's travel and tourism industry in marketing Morgan County as a visitor destination, thus enriching our community's overall quality of life through direct visitor spending and related economic development.*  
[www.visitmorgancountyin.com](http://www.visitmorgancountyin.com) [www.facebook.com/visitmorganco](http://www.facebook.com/visitmorganco)

## Networking Opportunities

### Martinsville Chamber of Commerce:

The regular monthly meeting on the third Friday at 11:30 AM at the Morgan County Administration Building, 180 South Main Street. For more info, please contact the Chamber office at (765) 342-8110 or visit its website: [www.MartinsvilleChamber.com](http://www.MartinsvilleChamber.com)

### Rotary Clubs:

Martinsville meets every Tuesday at noon at the First Presbyterian Church, 240 East Washington Street, Martinsville. Mooresville Decatur meets every Wednesday at 7:30 AM at Jones Crossing Banquet Center, S.R. 67 and Allison Road, Camby.

### Business Networking International:

Morgan County Connections meets every Wednesday Morning at the Mooresville Public Library, 220 West Harrison Street, from 8:00am to 9:30am. For more information call Angela Kath at 317-445-9827.

### Mooresville Chamber of Commerce:

The regular monthly meeting on the third Thursday from 11:30 AM to 1:00 PM. The meeting location is Jones Crossing Banquet Center at the corner of S.R. 67 and Allison Road. Lunch (\$7 members, \$10 non-members) For more information call the Chamber office at 317/831-6509 or visit its website: [www.MooresvilleChamber.com](http://www.MooresvilleChamber.com).

### Morgan County Toastmasters Club:

Weekly meeting every Thursday evening at 6pm at Franciscan St. Francis Hospital 1st floor Conference Room.

### Business & Professionals Exchange:

This Hendricks County meeting takes place each Tuesday from 8:15-9:45 a.m. at West Central Conservancy District, 243 S County Road 625 E, Avon. More information at [www.b-p-e.org](http://www.b-p-e.org).

### Networking Business Women of Morgan County:

NBW of MC meets on the second Thursday at 11:30 AM at the Mooresville School Administration Building next to the Post Office on Carlisle Street. Bring your own lunch. For more information, call Patti Wilson at 317-856-9801.

### Rediscover Martinsville:

An Indiana Main Street U.S.A. Association. For information: PO Box 1123, Martinsville, IN 46151. (765)352-8261 or [www.rediscovermartinsville.com](http://www.rediscovermartinsville.com), e-mail: [rediscovermartinsville@gmail.com](mailto:rediscovermartinsville@gmail.com).

### Morgantown Merchants Association:

The Morgantown Merchants Association meets at the Fire Station on dates to be announced. For more information call Sharon Zimmerman at the Stitchery Mill at 812-597-5997 or on [www.MorgantownIndiana.com](http://www.MorgantownIndiana.com).

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# What's a non-compete anyway?

You're ready to hire someone. But you don't want to lose your clients if things don't work out. What do you do?

One easy way to protect your business is to have your new employee – or independent contractor – sign a non-compete agreement.

The agreement basically prevents or prohibits the person from stealing your clients, or using your systems and procedures to build a business exactly like yours without your permission. If the person ignores the agreement, there is a penalty built in to the document – and you have something to take to court.

To stand up in court, the non-compete agreement must be limited in time, scope and geographic area. Let's talk about that means:

1. **Time** – you can only prevent them from talking to your clients or customers for a certain period – one year is usually standard.
2. **Scope** – you can't prevent them from talking to people about things other than you and your business!
3. **You usually have to limit them to a geographic area as well** – so “cannot open another law firm within 5 miles of KJD Legal” is good. “Cannot open another law firm anywhere” is not

The best time to have a non-compete signed is when you hire the person. Make it part of your standard procedures.

I hope you found this helpful. For more information on how KJD Legal helps small businesses, go to our website at [kjlegal.com](http://kjlegal.com) or check out our membership site, [stopbythelegaldepartment.com](http://stopbythelegaldepartment.com)



Kathy Davis

Kathy Davis is an attorney, and owner of KJD Legal LLC. Kathy focuses her practice in the areas of business and real estate. More information can be found on her website, [www.kjlegal.com](http://www.kjlegal.com). Kathy can be reached at 317-721-5290 or at [kathy@kjlegal.com](mailto:kathy@kjlegal.com).

## Franciscan St. Francis Health receives high marks from U.S. News & World Report

Several clinical programs at Franciscan St. Francis Health's Indianapolis and Mooresville hospitals are in the limelight for excellence, according to U.S. News & World Report, which released its 2014-15 Best Regional Hospital rankings.

The Indianapolis campus is ranked fifth overall in Indiana and high-performing in gastroenterology and gastroenterology surgery, geriatrics, gynecology, nephrology, neurology and neurosurgery and pulmonology.

The Mooresville campus was ranked 13th overall in the state and its orthopedics program was recognized as high-performing.

Both hospitals ranked well above the state and national averages in patient satisfaction.

“Our physicians, nurses and support staff continually work to improve clinical processes while using their extensive knowledge, experience and skills to ensure better outcomes and superior care for our patients,” said Robert J. Brody, regional president and chief executive officer for Franciscan St. Francis. “We're pleased their efforts have been recognized.”



Brody also acknowledged the many achievements earned by other clinical service lines, particularly the award-winning cardiovascular program. Franciscan St. Francis was recognized by Consumer Reports (August 2014) as among the best in Indiana for heart bypass surgery.

This year's Best Regional Hospitals rankings showcase more than 720 of the nation's 5,000 hospitals.

“The data tell the story – a hospital that emerged from our analysis as one of the best has much to be proud of,” says U.S. News Health Rankings Editor Avery Comarow. “A Best Hospital has demonstrated its expertise in treating the most challenging patients.”

This marks the third consecutive year both the Indianapolis and Mooresville hospitals have been singled out as high-performing by the national magazine.



And you're invited...

We hope you can join us for Morgan County Business Leader's October Cover Party sponsored by First Merchants Bank. Come for food, fun and networking at the Business Leader's Premier Cover Party. Connect with your community's business leaders, enjoy appetizers, and win prizes in this fast-growing, business-to-business networking event, as we honor cover subjects:

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## Morgan County Leadership Academy

The Morgan County Leadership Academy had their monthly session in Martinsville for the month of June with 22 MCLA participants and leaders in attendance. The day started out at the Martinsville City Fire Station with an informative presentation presented by Morgan County Sheriff Robert Downey, Acting Asst. Chief Roger Wiltermood, and State Police Sgt. Rich Myers about the law enforcement in Morgan County. The participants watched a captivating video about the history of law enforcement in Indiana. Mayor Phil Deckard presented about the City Infrastructure Maintenance as well as Dallas Tincher educating the participants about the Waste Facility Management process.



After the presentations the academy took a full tour of the fire station while learning about the operations and responsibilities in firefighting. MFD Chief Carter and Firefighter Eric shared what it takes behind the scenes to provide their services. The group then had lunch in Martinsville while discussing their group projects for this year's class. After lunch, Jail Commander David Rogers took the group on a full tour of the jail in Martinsville. The participants learned much about the process of incarceration and the daily routines of the inmates. Following the jail tour was a live demonstration by Deputy Richard Clayton and "Dart" the K-9 who showed us the techniques and abilities of the K-9 unit.

There was a vast amount of insight that the participants experienced in this month's class. Hearing the challenges and stories of each presenter brought a new level of awareness of the responsibility that Safety, Law Enforcement, and Public Works takes to operate. Most of the participants were exposed to a complex infrastructure that few civilians are able to experience. There was a great appreciation for what our county officials deal with on a daily basis. The session was a great success thanks to MCLA board member, Sarah Crone, who set up the entire experience for the class.

## United Way of Morgan County cuts ribbon at new office



The Mooresville Chamber of Commerce held a ribbon cutting Wednesday July 17th at the new Mooresville office of United Way of Morgan County in the Town Court building on Indiana Street. With other Morgan County dignitaries present, Jim Hess, Mooresville Chamber President, & Diana Roy, United Way Area Director, cut the ribbon.

## 2014 CFMC grant cycle open August 1

The Community Foundation of Morgan County Matching and Arts Grant application period for 2014 will begin on Friday, August 1, with applications due by 4 p.m. on Friday, September 5.

Nonprofit organizations and groups interested in completing projects to benefit Morgan County are encouraged to apply for a Community Foundation of Morgan County Matching Grant or Arts Grant. Projects must be completed during the grant period of November 1, 2014 to June 15, 2015.

Applications will be available online at the CFMC website at [yourCFMC.org](http://yourCFMC.org). The online application platform offers an easy-to-

use system that will allow applicants to choose between a CFMC Arts Grant or a Matching Grant.

Printed applications will not be available or accepted this year as the CFMC continues implementing its online application system. Applicants can save applications as they compile needed information.

### Application Criteria

There are two separate CFMC programs, Matching Grants and Arts Grants. Matching Grants require that the grant applicant must raise an amount at least equal to what they ask for on their application. Arts Grants require no matching funds.

In the past, the foundation has awarded grants as small as a few hundred dollars to as much as \$15,000. Applicants should note that most grants awarded will be between \$500 and \$2,000.

Selection criteria include, but are not limited to: innovative solutions to a significant community issue, impact on the community, ability to carry out the project, and how the project will increase community awareness of the identified funding priority and the CFMC.

### Free "How to Apply for Grants" Seminars

The foundation will offer two identical free "How to Apply for Grants" seminars which will review the CFMC grant application process and share tips on how to effectively present the organization and the project the grant



Community Foundation of Morgan County, Inc.

would fund. These seminars will be held at the Academy Building in Mooresville located at 250 N. Monroe St. from 6:00-7:00 p.m. on Tuesday, August 5, and at the Martinsville CFMC Office located at 56 N. Main St. on Wednesday, August 6 from 6:00-7:00 p.m.

Sessions will be led by Tom Zoss, executive director of the CFMC and Corey Howard, program officer. Organizations interested in applying are encouraged to plan on having a representative attend one of the sessions, especially as applications will be online this year. Zoss has noted that in the past some applications submitted could not be considered for reasons that were explained during one of the seminars.

### Obtaining Applications

Applications for the grants will be available online via the CFMC website beginning August 1, and remain online until 4 p.m. Friday, September 5.

More information on the CFMC Matching and Arts Grants will be available on the foundation's website at [yourCFMC.org](http://yourCFMC.org). Individuals may also call the CFMC offices toll-free at (855) 280-3095, and ask to speak with Corey Howard, CFMC Program Officer.

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Timothy Blevins, Nelson Road, Electrical for Accessory  
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Bryce Richer, Rinker Road, Electric for Accessory  
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Raymond Dietrich, Autumn Rise Drive, Single Family Residence  
Jason Hunt, Letterman Road, Pole Building  
Michael Bodine, Fox Cross Drive, Patio Enclosure  
Eric Blackwell, State Road 67, Commercial Demolition  
Andy Tinsley, Wigal Road, Residential Addition  
Kenneth Shupe, State Road 42, Pole Building  
Tony Shropshire, Sunderland Drive, Single Family Residence  
Jeffery Williams, Perry Road, Pole Building

### Sheriff's Sales

Current updates available at [http://morgancountyjail.org/index\\_003.htm](http://morgancountyjail.org/index_003.htm)

Note: If you need any further information, please contact the attorney listed per each sale. We do not know what debts are owed on the properties, the condition of the home, and we do not have keys to the residence. All sales are held at 2:00 p.m. at the Morgan County Sheriff's Department. If you are the successful bidder, you will be asked to bring in the full amount of the bid by 4:00 p.m. that same day. Funds must be in the form of a cashier's check. We do not accept letters of intent to purchase from your bank. Not responsible for typographical errors.

# U.S. Surgeon General leads conversation at Indiana Tobacco Control Meeting

National, State and local leaders met today to discuss tobacco control and cessation efforts in Indiana and across the United States. Hosted by the Indiana State Department of Health's Tobacco Prevention and Cessation division and State tobacco control partners, the "2014 Partner Information X-Change: Not Another 50 Years," took place at the Marriott East in Indianapolis.

Special guest, Acting U.S. Surgeon General Boris D. Lushniak, M.D., M.P.H., discussed the 50th Anniversary of the Surgeon General's Report. In 1964, the first federal government report linking smoking and poor health, including lung cancer and heart disease, was released, laying the foundation for tobacco control efforts in the U.S.

Released earlier this year, the 2014 Surgeon General's Report, *The Health Consequences of Smoking: 50 Years of Progress*, gives updated estimates on the human and financial tolls of the cigarette smoking epidemic, finding that it kills close to half a million Americans a year and costs more than \$289 billion each year in direct medical care and economic loss. In just the past 50 years, 20 million Americans have died because of smoking.

"The Surgeon General's report shows us the progress that public health has made over the years and highlights just how far we still need to go," said State Health Commissioner William VanNess, M.D. "Tobacco use sadly remains the leading preventable cause of disease, disability and death in Indiana and in the U.S."

According to the report, if current trends continue, 151,000 Indiana youth will become smokers and die prematurely. This is 9.5 percent of those age 17 and younger—almost one of every 10 Hoosier kids.

On a positive note, Dr. VanNess announced today that Indiana's adult smoking rate has decreased to 21.9 percent. This is a statisti-



Acting U.S. Surgeon General Boris D. Lushniak & Jennifer Walker, Morgan County Tobacco Program Director

cally significant decrease from 25.6 percent in 2011.

"Local and state tobacco control partners work diligently each and every day to address and combat this public health threat," said Miranda Spitznagle, Director, Tobacco Prevention and Cessation at the Indiana State Department of Health.

The Indiana Tobacco Quitline is a free service to help Hoosiers quit smoking. Call 1-800-QUIT-NOW to learn more or visit [www.QuitNowIndiana.com](http://www.QuitNowIndiana.com) or [www.EQuitNow.com](http://www.EQuitNow.com).

### Key Points:

- The 2013 adult smoking prevalence rate for Indiana is 21.9%. This is a statistically significant change from 2011 (25.6%).
- 21.9% of adults in Indiana, over 1 million people, were current smokers in 2013. Indiana adult smoking prevalence has declined significantly since 2011.
- Morgan County's adult smoking rate is currently 24%, down from 29.8% in 2007.
- Fewer adults in Indiana are smoking. Since launching in March 2006, The Indiana Tobacco Quitline has provided over 100,000 Hoosiers with free, evidence-based support and resources to aid in their quit attempts.
- Although Indiana's overall adult smoking prevalence rate has declined, the high smoking prevalence rates among Indiana's most vulnerable populations, such as low income, youth, veterans and minorities, illustrate why tobacco use greatly impacts our state. Tobacco use is the leading preventable cause of death in Indiana. Indiana's tobacco control program continues to raise Hoosiers' awareness of tobacco prevention and control issues.

For more information about the 50th Anniversary of the Surgeon General's Report, visit <http://www.surgeongeneral.gov/library/reports/50-years-of-progress/index.html> For more information about the Indiana State Department of Health, visit [www.Statehealth.in.gov](http://www.Statehealth.in.gov). For important health and safety tips, follow us on Twitter at @StateHealthIN and on Facebook at [www.facebook.com/isdh1](http://www.facebook.com/isdh1).

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# YOU INSPIRE US EVERY DAY

From the birth of your child to their first steps to their wedding day, life is full of blessed days. And days that just don't go as planned.

It's these moments in your life that inspire us every day at Franciscan St. Francis Health – Mooresville. It's why we provide the only labor and delivery program in Morgan County. It's why we have a state-of-the-art emergency room with a medical staff trained in groundbreaking emergency protocols for heart attacks and strokes, an award-winning intensive care unit and a world renowned center for hip and knee surgery. And why we offer you and your family advanced cancer care, outpatient surgery and convenient lab and imaging services.

And it's why after 100 years of serving Central Indiana, we're committed to caring for you and your family for years to come.



 **Franciscan**  
ST. FRANCIS HEALTH  
Mooresville

 **Franciscan** ST. FRANCIS HEALTH  
*A century of inspiring health*  
**100**

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