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MORGAN COUNTY

August 2016

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*Aquatic Design
Creates Natural
Backyard Ponds*

Dan Lamberson



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Winning right here in Morgan County

One of the things I enjoy most about Morgan County and publishing the Business Leader here is the excitement and joy I find in the business community. So many of the business owners here love what they do and, I believe, that is the keystone for the successes they find.

I read a quote by comedian Chris Hardwick: "If you can build your career around your passions, then you're winning in life; that's one of the best things you can ask for."

While we find comedians funny, it's documented that their humor is based on universal truths and that's why we relate to it. And the universal truth in this comment really does apply to the success of many small business owners in Morgan County.

They are winning. Not just in business, but in life.

This month, we have a collection of business owners who have built a career – and successful businesses – around their passions. Some of them were hobbies, like Dan Lamberson's ponds and Josh Whitmey's showing horses. Some were interests that just had to be part of their lives like the use of business skills by dentist Mark Sanford and everything about horses for Andrea Whitmey.

It's not just a passion for something that



JIM HESS
From the Publisher

makes them successful, it's what they are doing with it. Business consultant Marcus Buckingham makes it very clear:

"Passion isn't something that lives way up in the sky, in abstract dreams and hopes. It lives at ground level, in the specific details of what you're actually doing every day."

With that in mind, I leave you to be inspired by the stories of Morgan County people who are living at ground level, in the specifics of their interests and passions and creating success.

I encourage you to consider your own passions and interests. Where will they lead you?

Business owners here love what they do and ... that is the keystone for the successes ...

BUSINESS LEADER[®] MORGAN COUNTY

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ESTABLISHED 2006
Vol. 11, No. 3

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The Morgan County Business Leader is published monthly and direct-mailed to Morgan County businesses free of charge. Subscribe at morgancountybusinessleader.com



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If our business bankers look a little out of their element, it's probably because they're much more comfortable on the go. After all, they prefer to spend their time hustling for their customers—not posing for pictures. Take a moment to speak with one of them, and you'll see exactly what we mean.



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By Elaine Whitesides

Morgan County Business Leader

Not every successful entrepreneur recognizes the perfect fit right away. Josh Whitmey and his brothers worked together in family businesses for several years, such as owning and operating sports complexes and Subway restaurants in the Indianapolis area. Josh was even working on a degree at IUPUI in sports management. But it didn't feel quite right.

Since early adolescence riding and showing horses was his hobby, and that felt right. So he packed up his belongings, including his horse, and moved to Tulsa where he enrolled in the equine science program at Rogers State University.

After graduating he moved back to Indiana where his father had retired on about 145 acres in Monrovia. He decided to start a horse business there. He purchased a stallion and started breeding and showing horses, winning along the way. His horses were dispatched all over the nation to be trained.

Bringing all the business home

His business sense told him it would be prudent to cut expenses and bring the training home. He also knew that to get to the next level in the equine arenas, he needed experienced and talented people to help him. He started looking for professionals to join him at the training facility and stable he was building on S.R. 39.

One person he chose was Andrea. She came from a family in Cassiopolis, Mich., who were heavily involved in showing horses. With the goal of eventually going out on her own, she was working in an apprenticeship with Steve Heckaman in Pilot Point, Texas. She was an assistant trainer and breeding manager there and was working with one of Josh's horses. Impressed with her work, Josh offered her a job. She accepted.

Within a couple of years, they were married and, sharing a passion for horses, busy building their shared vision of breeding, training, and showing horses, and everything that goes with that. For them, that included building a family with their three children; daughter, Alexis, and sons Parker and Lane.



Josh & Andrea Whitmey

They took on customers, stepped up showing, boarding, breeding and training. It's not only top-level equine business at Monrovia Equine. All levels of riding and training are available for local community residents.

Josh said that because he and Andrea were familiar with so many equine businesses, "I knew their business models and was ready to adapt them here." But with this business, it's not a one-time business model adoption and done. Because of the nature of working with live animals, you have to adjust your business continually based on things like the prices of corn and hay. It's a never-ending juggling of changing conditions.

The Monrovia Equine and Small Animal Clinic

Just like bringing the training home, the couple built an animal clinic. "We needed it and found the need wasn't just limited to us," Andrea said. "We didn't come in to be in competition with other vets."

The original plan for the building design was to meet the needs of the equine operation, but was expanded to accommodate caring for domestic and farm animals as well as horses. There are examination, surgical and recovery rooms outfitted with equipment for treatments ranging from laser treatments to radiology, stem

cell services, breeding, and chiropractic services. Emergency services are available at reasonable costs 24 hours a day.

Dr. Sarah Kelly is the clinic's full-time veterinarian. She provides preventive, emergency and surgical care for animals ranging from dogs and cats to farm animals and, of course, horses. Chiropractor, Dr. Kathleen Inman, also serves the clinic. Grooming services have recently been added. The clinic does not serve exotic animals, reptiles, amphibians, fish, or birds of any kind.

The clinic works closely with the Morgan County Shelter. In fact, Miracle Molly, the Shelter's "Poster Dog" who was caught in a trap and had to have her leg amputated is a foster resident at Monrovia Equine Clinic.

Business is a way of life

"This is a lifestyle for us, not just a livelihood," Andrea said. "It's our life."

That being said, the couple does look at their endeavor through eyes for business.

Andrea said, "You have to not be afraid to pull positives from other professionals. Ask lots of questions. Pick out the valuable information and resources that benefit your current situation and apply them. Work hard to keep from getting stuck in the daily grind rut. Do one thing every day to promote your business. That could be a Facebook post, participating in a community event like the county fair, or putting an ad in a journal to advertise your business. Surround yourself with great people who share your vision."

The most important thing, both added, is to not be afraid because it really is easier than it sounds.

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Stress in the workplace



LARRY BAILEY
Wellness

To do our best work we must generate some tension and stress. It is ironic that the qualities most likely to make us successful in the work force - aggression, ambition, drive and energy - are those which are most likely to hurt us if not channeled in the right ways.

Fifty percent of the mortality from the 10 leading causes of death in the United States can be attributed to behavioral factors, including stress.

Job Stress: The Symptoms

The most common symptoms of excessive job stress are fatigue, insomnia, high blood pressure, headaches, ulcers, heartburn, inability to concentrate or relax, changes in appetite and waning sexual interest.

If not addressed, clinical depression may result from workplace stress. The depression may surface as impulsive or indecisive actions, irritability and anger, late arrival and a tendency to avoid colleagues.

What Causes Job Stress?

Work overload and personality conflict (especially with superiors) are two of the most common causes of job stress. Too much responsibility is another.

People in management jobs complain most often about work

overload, but they have an advantage they may not be aware of - flexibility. Through discussion, even confrontation, they have the power to change their workplace stress.

This option does not always exist for other workers, such as assembly line workers or those in routine clerical positions. Research shows that jobs that are perceived as repetitious can be just as much of a strain as the high-powered executive position.

Managing Job Troubles

The following tips can help all of us ease job troubles:

- Take care of yourself. Get enough sleep, food and exercise. Avoid alcohol, drugs, cigarettes, caffeine and sugar.
- See troubles as opportunities. Someone who annoys you can end up a friend, if you let her know you'd like her help.
- Manage your time. Your supervisor may be able to help you manage time better if you ask.
- Speak up. For example, if you are unsure about your chances for promotion, talk to your supervisor.
- Get support. Family, friends or coworkers can all be great sources of support.
- Enjoy your leisure time. If you do, you come to work in a good state of mind.

You can choose to try to make your work situation satisfying. If there are problems, you can choose to attempt a solution. Many choices are open to you. Which ones will you make?

Larry Bailey has been a member of Indiana University Health's staff since 1992 and currently serves as President of both IU Health Morgan and IU Health Paoli Hospital. He holds a Bachelor of Science degree in Business from Indiana University and completed his MBA through Morehead State University. He is a member of the American Institute of Certified Public Accountants and the American College of Healthcare Executives.

Does your company offer an Employee Assistance Program?

An Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, when day-to-day activities are interrupted by stress. Common reasons to use EAP services include:

- Depression
- Stress and anxiety
- Conflict in the workplace
- Drug and alcohol abuse
- Family and marital problems
- Grief and loss

How it works

1. Obtaining EAP services can start with a phone call.
2. A qualified and caring EAP professional will make an initial assessment and help to determine how EAP may help.
3. A referral may be made to either an EAP network-licensed clinician for face-to-face problem-solving visits or to a local agency or resource.
4. If a problem requires long-term care or clinical services beyond the scope the EAP, a counselor will help identify appropriate resources, including referral to a mental health or substance abuse professional.

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This ain't your father's Social Security

Politics. Politics. Politics! We won't hear about anything else for the foreseeable future. So let's talk "third rail." Let's talk plainly about Social Security and specifically when you should start your benefit.

DISCLAIMER ALERT: This column is FOR INFORMATIONAL PURPOSES ONLY. Any action taken by you based on this column without discussing your particular situation with a knowledgeable adviser...

Well that would be just plain stupid! So don't do it. Talk with a knowledgeable adviser BEFORE taking any action.

When it comes to when to take your benefit, **CONSIDER THE ADVICE OF ALMOST A QUARTER OF BENEFIT RECIPIENTS:** They say to **START LATER.** Rodney Brooks reporting in the July 4th 2016 Washington Post writes "The third annual Nationwide Retirement Institute survey* of nearly 1,000 people 50 or older, approaching retirement or retired, found that 23 percent would change when they started drawing Social Security to a later age. And 24 percent of recent retirees said their benefits were less than expected."

* <https://nationwidefinancial.com/media/pdf/NFM-15550AO.pdf>

Plus, there's a bonus for delaying retirement. An individual reaching the full-benefit age in 2015 (66 years old) receives an additional 8 percent benefit for each year they delay receiving benefits. Delay until 70, and their benefit is 32 percent higher. **HOWEVER; THE MAX BENEFIT** for that 70 year old is \$3,501 a month in 2015. **DO THE NUMBERS,** the **MAXIMUM** Social Security benefit is \$42 grand. Can **YOU** live at your present lifestyle



JEFF BINKLEY
Finance

on \$42 grand?

(I'll just let that question hang out there...)
I've written in these pages before that the quality of your future health, both financial and physical, rests largely on your own shoulders. The choices you make now are the foundation of your future. This survey validates my belief.

"Thirty-seven percent of current retirees said health problems keep them from living the retirement they expected. And 80 percent of recent retirees say those health problems came earlier than expected. In fact, health care expenses keep one in four current retirees from living the retirement they expected."

"You know I really **COULDA**. I truly wish I **WOULDA**. And now I recognize I **SHOULDADA!**" is a statement too many people come in my office and confess to me. Some in tears.

Unlike them, many of you still **CAN**. Some of you have the **WILL**. Now it's time to say, "I **SHALL!**"

None of what I have written above should be construed as buy or sell recommendations for any investor without thoroughly discussing your specific situation with a professional advisor. The Binkley Wealth Management Group LLC is a FEE-ONLY Independent Indiana Registered Investment Advisory Firm and is not compensated by commissions in any way. Mr. Binkley can be contacted via email at Jeff@thebinkleygroup.com or phone 317.697.1618

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What today's employees want

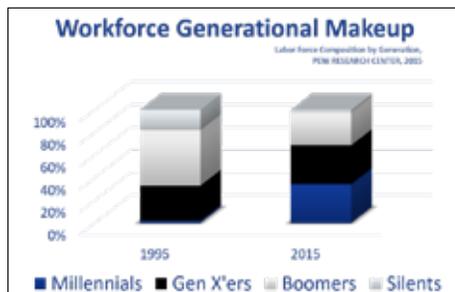
An experience common to many business leaders is knowing how to keep employees engaged, happy, and on-board. Understanding what today's employees want can be complicated. We could chalk it up to what business leaders for decades have chalked it up to... the old generation gap. But there's more to it.

It's true that people from different generations want different things. But our research shows that people want certain core features from their jobs, no matter their generation.

Still, it's good to understand the generational differences before we examine their core similarities.

The workforce generational makeup

In 1996 Baby Boomers made up nearly 50% of the workforce with Gen X'ers making up 30%. In 2016, there are 4 generations in the workforce. Boomers have dropped to 29% and as of the 1st quarter 2015, Millennials (aka Gen Y) surpassed Gen X'ers and are now the largest generation in the workforce.



The members of each of these 4 generations desire very different things from life and from work. And it's no wonder! They've each had very different influences.

People are the way they are because of where they were born, when they were born, and events during their formative youth/teen years.

When asked, "Why do you work?" each generation gives a very different reason (See the table below).

So how does a business leader use this information?

Take Millennials for instance. In their upbringing, parents and teachers reached down to them and made them feel special. They were raised in democratic homes where they had



ROGER ENGELAU
Business Coach

a say. (As a Boomer, my parents didn't sit me down and ask me where I wanted to go on vacation). Millennials assume they're going to be involved. What that means for you as a business leader is that you don't want to leave them sit in a cubicle for 2 years before asking their opinion. They want to talk with people who are running their show. The more involvement they feel, the more likely they'll stay.

You'll keep good employees longer if you take the time to get to know each of your team members as individuals. Using generational information can help.

Yet, after culling through numerous articles, we cross-referenced each generation's top desires and found that there are core worklife desires that everyone has. Here are the top 5 desires that cross generational lines:

1. Challenging, engaging, and meaningful work
2. Work that enables him or her to exercise some discretion and control
3. Respect and appreciation from managers and colleagues
4. Growth and development
5. Work-life balance; time for leisure and private life

As you consider the culture at your company, you might list the ways it does and doesn't support these core desires. Maybe involve some key employees and engage a team to help you. The resulting list could give you an actionable roadmap that will keep your employees engaged, happy, and on-board.

Head Business Coach and Owner of Inspire Results Business Advising, based in Mooresville, Roger Englau applies his significant business expertise to help business owners improve their business, income, and lifestyle and his clients enjoy record profits. Book a complimentary exploratory meeting <http://bit.ly/timewithRoger>, call 317-908-5809, or email Roger@InspireResults.com

Generation	Influencing events	Why do you work?
Silent Generation 1930-45	The Depression, didn't have much, needed basics like food and shelter, fought and won WWII	To make a living
Boomers 1946-64	Vietnam/anti-war, Civil Rights, the moon-landing, flower-power and peace, optimism	To make a profit
Gen Xers 1961-70	Persian Gulf War, space shuttle explosion, downsizing, latchkey kids, AIDS, 3-Mile Island, video games	To make product
Millenials 1982-2004	Digital natives, 9/11, Columbine social media, diversity, environment, democratic parenting	To make a difference



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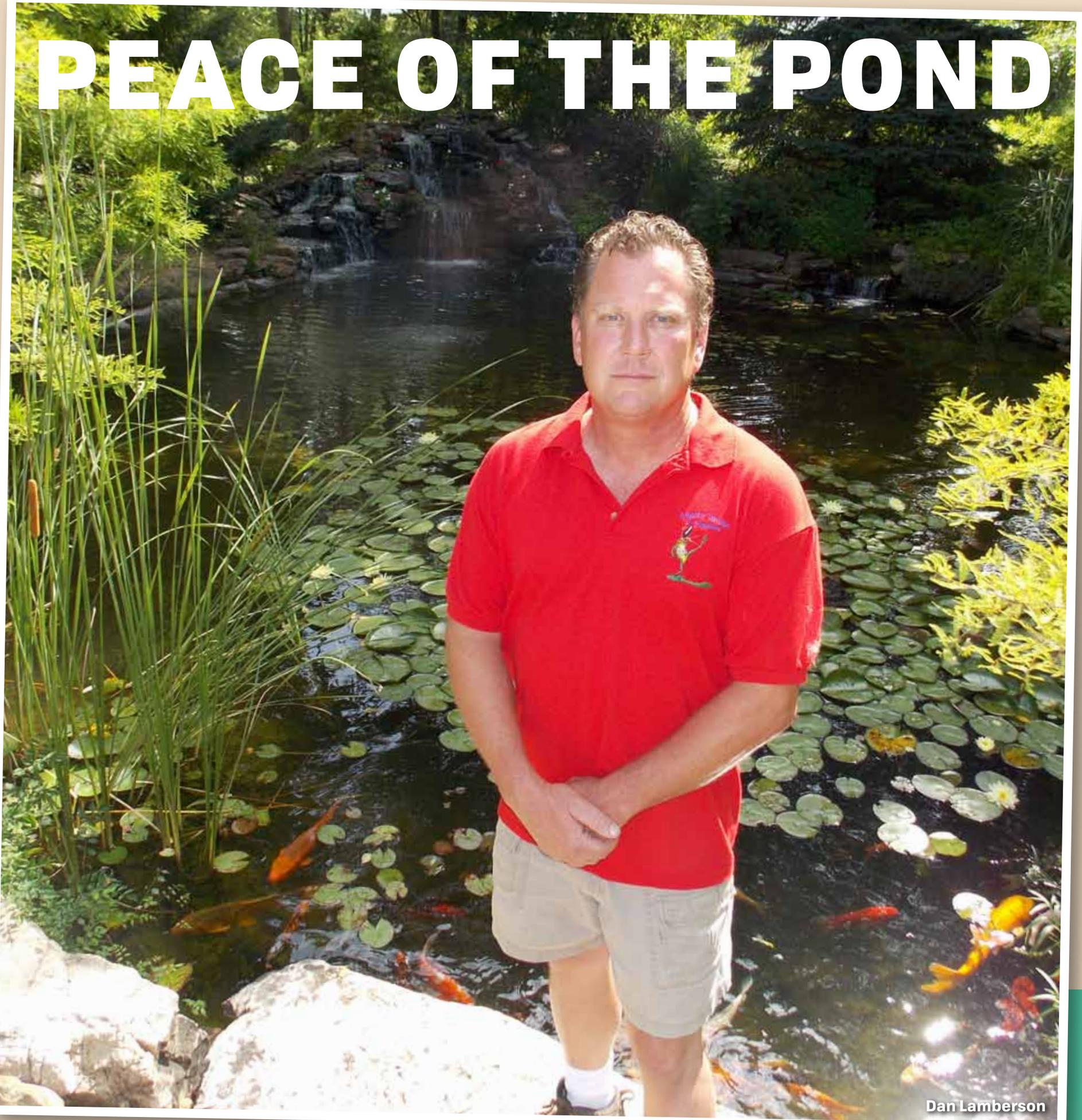
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PEACE OF THE POND



Dan Lamberson

Aquatic Design Creates Natural Backyard Ponds

By Elaine Whitesides

Morgan County Business Leader

Remember as a kid spending hot summer days collecting tadpoles, turtles, and crawdads by the lake or pond? What a delight to watch the waggling little tails of the tadpoles and to marvel at the claws and shells of lake dwellers.

Dan Lamberson loved it, too. In fact, he created miniature lake environments in his backyard for the critters he collected so he could observe them as they grew. He would dig a hole and create a fountain and waterfall with the garden hose. Being 12 years old, he wasn't concerned with the water bill at all.

Many of us left behind the fun of critter-watching and transforming dirt holes into ponds in our youth, but not Lamberson. By high school he built a real pond in his parent's backyard. After seeing it, friends and neighbors asked him to build ponds in their yards, too. So throughout college where he was studying environmental science, he made extra money by taking water samples for the United States Environmental Protection Agency – and building ponds.

Lamberson graduated from Indiana University and took a job with the Indiana Department of Environmental Management. He purchased two acres of meadowland and a little one-bedroom house on State Road 39 and spent time on what had by now become a major hobby: designing and building ponds. It wasn't long before the site was filled with ponds, trees, plants, and paths, and included permanent homes for critters like fish, tadpoles, turtles and crawdads.

It didn't take long for others to notice and for him to realize that his hobby was becoming bigger and more expensive. So to offset his expenses, he again turned to creating pond environments for others, thus the origins of his business, Aquatic Design & Supplies, Inc. That was just about 25 years ago. He had a full-time crew working for him and a retail store on the property where he sold pond supplies, materials, and aquatic plants and animals such as snails and Koi fish.

Lamberson was working a job full-time, a business full-time, and then he married Karel and they started a family, which eventually included three children. His daughter, Kali, now 24, is a Ball State graduate and works locally as a graphic designer. His son, Christopher is 15 and his daughter, Joanna, is 11. Both the younger children invest time in the business. The family lives in Mooresville since the original home and property evolved into their business.

He was one busy man – one very tired and busy man. “I didn't think that far ahead,” Lamberson said. “I figured it would be a secondary income to my job. I just followed my heart and it took its own form. I was just kind of dragged behind the current of the popularity of ponds. At times I felt I had a lion by its tail.”

His wife, Karel, agreed that he needed to make a change. So 12 years ago, he quit his job with the state and followed his passion, making Aquatic Design & Supplies, Inc. a full-time endeavor. Lamberson, like so many other small business owners, faces the challenge of maintaining the standards of the business

and dividing his time between family and work. He made some very conscious decisions and continues to live by them.

“Being a small company, it's been harder to purposely not grow too big. I don't want to get too many crews out to the point that I can't control the quality. I realize that me as an owner, I am only one person. I can only do so much and still have a family life. I don't want to get to the point where I become completely absorbed by the business.”

He makes a good point when he says, “Your instinct is to take as many jobs as you can, but you have to rein yourself in and understand you can only do so much if you want to maintain your own standards. I guess the main thing is I always knew that if I grew too much, I would lose the quality aspect because I can't be in all places at one time.”

Even though Lamberson wants to control his growth, he also makes a conscious effort to expand the business in specific ways. Behind the decisions he makes is his personal belief in educating the public and providing sustainable and environmentally sound options that are good for the future.

Expansion into aquaponics

Installations of ponds is seasonal work and the question for businesses of that sort is always what to do on the “off season.” Lamberson read an article several years back about aquaponics, which interested him. Basically, aquaponics is the combination of aquaculture (raising fish) and hydroponics (cultivating and growing plants in water). It is “a system of aquaculture in which the waste produced by farmed fish or other aquatic animals supplies nutrients for plants grown hydroponically, which in turn purify the water.”

Lamberson's aquaponics systems grow fish like tilapia and perch in aquariums while growing vegetables above the aquarium in containers with grow lights. The water is recirculated from tank to garden, using the fish waste as nutrients that fertilizes the plants and then is filtered back into the tank. The fish and the vegetables are edible, which promotes water conservation and sustainable living without pesticides and fertilizers. “It's a cycle,” Lamberson said. “When you take a fish out, you put a new one in. When the crop of vegetables is harvested, you plant something else.”

Developing and selling the aquaponics systems year-round opened another market for him: people who prefer to live ‘off the grid’ and maintain self-sustaining lifestyles. He stocks survivalist supplies and equipment throughout the year.

Educating customers and the next generation

Aquatic Design projects have included courtyard ponds for several schools as well as learning labs. Some of the labs include aquaponics systems. “We have lesson plans made up for teachers (at all grade levels from elementary to high school).”

As a small business owner, Lamberson says he has “done a lot of things against the business model.” But he thinks it the right thing to do for customers. “I help the DIY-ers. I encourage them to bring in pictures of their site and I try to give them the benefit of my experience, give them some tips and tricks to guide them along the way. I want them to be successful.

Building a pond and waterfalls takes a special eye and feel in order to look and feel like it is natural. Not just in building the pond, but in maintaining it, too. “I want to educate customers as to why things are happening,” Lamberson said. “I encourage them to let Mother Nature do her thing and balance it all with plants, fish, and a good bio filtration. You know, obey the laws of nature and use the beneficial bacteria to create a balanced ecosystem.”

He says customers come in saying they need a chemical or treatment to kill algae or clear up the water in their pond and often go home with a plan to work with nature instead. In time

Come to AquaFest on Aug. 6

The second annual AquaFest will be held on Saturday, August 6 from 10 a.m. to 7 p.m. at Aquatic Design & Supply. Demonstrations and classes will be held on topics related to the self-sustaining lifestyle such as canning and wetland filtration systems. Visitors can learn how to milk a goat and sample emergency prep foods, too.

they come back to tell him it all worked out and the pond has been great.

“I don't subscribe strictly to any one vendor,” Lamberson said. “I look for quality, functionality and reliability in the products I offer, not just price point. It's one more way to look out for the customer and give them the quality they deserve.”

Lamberson admits that one of his favorite things to do in his work is giving what he calls The Snail and Tadpole Show at the schools. “I enjoy teaching kids; I love the enthusiasm when kids see critters.” He uses that enthusiasm to teach about the environment and balance in nature.

Aquatic Designs grounds are a destination

It's not just the kids' enthusiasm for the critters, but Lamberson's as well that has made the ponds and landscaping created at the business site a family destination. Over the years the ponds at Aquatic Designs have attracted families to spend some time on the banks feeding the fish, walking the paths from waterfall to fountain to pond, or pausing with a drink or sandwich beneath the trees at a picnic table.

“It's fun to see people who came as kids now bring their own children,” Lamberson said. “It makes me feel good that people enjoy what I have created.”

While it is obvious that Lamberson loves to hang around the ponds, too, he appreciates the value of what he has built as far as marketing and advertising for his business. He says that the grounds provide the opportunity for customers to use all their senses and experience a natural setting. “They decide they want a piece of nature at home, too.”

Business is building long-term relationships

Long-time customers light up Lamberson's eyes. In addition to new generations visiting, he often has to say good-bye to old friends. “Women come in and tell me about their husbands dying,” Lamberson said. “But then they say, ‘the pond was his baby, we gotta keep it going.’ I consider customers like my family and we have done ‘in memory of’ plaques for several.”

According to Lamberson, “Customers must be treated the way you want to be treated. In today's world, contractors can be here today and gone tomorrow. I need to have to be able to go home and sleep at night. If I don't do people right, it will stay with me. You don't run from your problems, just face it and keep going. You can dread it, but you get it under control and build relationships.”

Dan Lamberson is an example of a person with an interest and passion who has made it his life's work and a successful business. His goal was to build ponds and create environments in nature that people love. “I stuck with my niche, the aquatics. I did not want to be a jack-of-all-trades and master-of-none. I am plenty busy enough dealing with aquatics. I don't have to add another lion.

“My dad and grandfather, when they quit working, they died right away. I want to be a crotchety old man out here helping people with their ponds...”

Aquatic Design & Supplies, Inc.

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A Good Fit at Monrovia Dental Practice

Monrovia Family Dentistry

Dr. Mark Sanford
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Email: monroviafamilydentistry@gmail.com
Web: www.monroviafamilydentistry.net
Hours: Mon - Thurs. 8 a.m. - 5:30 p.m.;
Fri. 7:30 a.m. - 3 p.m.

By Elaine Whitesides

Morgan County Business Leader

You might not picture Dr. Mark Sanford when you think of the stereotypical dentist. Maybe at first, because he IS a dentist, but after listening to him talk, it becomes evident that he has woven together his interests and talents to create a life and livelihood that suits him well.

A New Palestine native, Sanford attended Ball State for his undergraduate degree, graduating in 2005 with a degree in business. Although he loves business, he was also interested in the medical field. After thoughtful consideration, he decided to pursue dentistry.

“Originally I thought I’d go into orthodontics,” Sanford said, “but I liked too much of the other work and wanted to do it all. I liked all the variety. I wanted to see people on a regular basis, not just when they needed help with a specific problem or needed oral surgery.” General dentistry was the fit for Sanford.

The Monrovia dentist advertised for someone to come in a couple days a month to do root canals and oral surgery. Sanford took the job. Although he had never been to Monrovia before, he found many similarities between his hometown and Monrovia.

Unbeknownst to Sanford, the practice was for sale, but the owner had rejected all offers. But he approached Sanford saying that he thought Sanford would be a great fit for his patients and he would like to sell it to him.

“I really enjoyed the patients,” Sanford said. “I felt I could relate to the patient base here very well and I felt like there was a lot of good to be done here.”

So in September, 2011, Sanford bought the practice. His interest in business was triggered. He wanted to be able to provide the community with most all the dental-related services they needed.

He updated the equipment and technology. He began building a talented, cohesive team. He has brought Dr. Cardo to the practice several days a month to provide the community with



Dr. Mark Sanford

orthodontic services. The practice has grown about eight times larger over the five years.

It’s not unusual for Sanford’s patients to get a call from him later in the day. “I think it’s important,” Sanford said. “I think it’s important for the patient and for the growth of the business. I truly hope they are doing well and I call to answer any questions they might have or are worried about. Often they have questions that come up after they leave the office.”

“We have a great team,”

Sanford said referring to the one part-time and eight full-time employees. “Having a good, cohesive team that is oriented to the same purpose of taking care of patients, that is the most important part. I enjoy working with them every day and that atmosphere is contagious to the customers. Staff is the best marketing you can have.”

Running your own business always presents challenges, but Dr. Sanford says that you learn, develop the skills needed, and meet the challenges as

they come up.

Employee management is one area that is difficult for many. “Balancing the fine line between building a great relationship and having fun, but also being the boss and giving constructive criticism and direction when needed can be hard. But it becomes easier with experience.

“Include staff in developing processes. I think the systems you have in place are much better followed when staff has input into developing those systems.”

Also in connection with employees is delegation of tasks and responsibilities. Sanford said, “It’s not until you have developed a level of trust with the people you work with that you are able to delegate tasks that you would normally take care of yourself.” He says through training they learn to align to the standards he has set.

Sanford says he has also learned a few things about finance and small business. “Don’t go to just one bank (when looking for a loan). You can get substantially different rates and terms by shopping around. It’s worth the work gathering documents, filling out forms and writing a business plan.”

Dr. Sanford is married to Lori and they have two boys, Warren, 4 and Nolan who is 11 months old. They live in Greenfield where Lori has established a dermatology practice. “She won the battle of who gets the shorter commute,” Sanford said. “But that’s okay because I am able to use the time to call my patients and check in on them.”



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Remove these four to rid drama



JACK KLEMEYER
Business Coach

It's hard to believe all the drama that seems to live in the workplace today. Drama reigns from the frantic posts on Facebook and other social media to the chatter at the water cooler. Many bosses have quipped, "If we could just get rid of the drama our people would be much more productive and our bottom line would be much better."

I like to look for patterns in things because when you find the pattern you can trace any issue back to its cause and then fix it. The same is true for drama. Believe it or not, there are actually Four Pillars to Drama and when you eliminate these four, you virtually eliminate the drama.

Here are the Four Pillars of Drama:

- Jumping to conclusions
- Making "stuff" up
- Ignoring "noble" intent
- Looking for ways to be offended

Let's look at each a little more in depth.

Jumping to conclusions

An action taken by another person 99.9 percent of the time has nothing to do with you or me. We all have things going on in our lives that may cause us to fly off the handle once and a while for some, and as a regular occurrence for others. When

this happens it's an indicator that the person who flipped out jumped to a conclusion or two.

Making "stuff" up

This isn't the false sales call report. It's much worse. Making stuff up is close to jumping to conclusions but different in the fact that when there's nothing to jump to ... they make that part up.

Ignoring "noble" intent

You see, in most cases when someone does something that offends or upsets another person, that wasn't the result they were looking for in the first place. Many times a well-intended act goes awry and never gets noticed for the noble intent from which it was meant initially.

Looking to be offended

You might challenge this one and I would ask that you examine your position. Are you looking for a way to be offended? This one comes from the attitude that the person being offended has assigned responsibility to someone or something other than themselves. We alone are responsible for our thoughts, our actions, and our results. Any time we assign that responsibility to someone or something other than ourselves ... we've been had.

Keep your eyes open and begin to notice how and when the drama show begins. Stay calm and quietly trace the source back to its inception. I'm betting you'll find one of the Four Pillars of Drama.

Grow Your Business™ Coaching founder Jack Klemeyer is recognized as a preeminent resource for business professionals. As a John Maxwell Certified coach, speaker, trainer and facilitator of Mastermind groups for business owners and professionals, his results-driven philosophy calls for action and accountability. He and his Grow Your Business™ team are dedicated to taking businesses and their owners to the next level. Jack can be reached at Jack@GYBCoaching.com or at 317-755-6963. Learn more at GYBCoaching.com.



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Jod Woods

We are looking to you to nominate someone who has impacted your life. Perhaps they are a **parent, friend, neighbor, coach, teacher, colleague,** etc. We will be reviewing these nominations over the course of the next months, and will announce the winner



on or before **September 30, 2016**. The winner will be rewarded with a **new Trane Comfort System installed in their home**. The **deadline** for entries is **August 31, 2016**. Nominate your hero today. We look forward to reading your story soon!

Details and nomination forms are available at EconomyHeatingandAir.com

Galations 5:14 says, "For all the law is fulfilled in one word, even in this; Thou shalt love thy neighbour as thyself." That's the attitude of a hero!



Are you sure you are being backed up?

A dentist client called me recently in a panic, apparently a water filtration line busted, and continued to fill the office with running water over the weekend. They arrived Monday morning to find about 2 inches of water standing throughout their office. Outside of the soggy carpeting, and water creeping up the walls one of the biggest concerns he had was his server. It was sitting on the floor in the corner out of the way just as it was on Friday, only now it was silent. The friendly power button that always worked before did nothing. He packed it up and brought it over to us...Can you "Fix" this? After opening the case it was apparent that the water rose high enough to reach the motherboard, and short-circuit out the server. Have you ever looked at an old flashlight where the batteries corroded up? That's what the circuitry on the motherboard looked like. So now all of his clients' data, their schedules, x-rays, and billing information was inaccessible, and was looking to us for a solution.

We checked his offsite backup, and last backup ran Friday night, and we were able to pull all of his records down and get him back up and running and seeing clients again. He has a new server on its way. We have him up and running in a "Temp-Fix" solution with-



JAY ALLEN
Technology

out missing any records. He is my new poster child on the importance of backups.

Is your business ready to handle a disaster, are your records available offline for easy retrieval? If you lost your server, and all of your data, could you rebuild it easily. There are different types of backups, there are file backups, and Image backups. They both have their pluses, and minuses, a lot of it coming down to space/cost and time to restore. If you don't have a backup/Disaster recovery plan in place, maybe it's time that you looked into it. Trust me it's better to address backup issues before you need to restore a file, or have your own water filtration line busting, and flooding your office.

Jay Allen is the owner of Techno Advantage, an IT consulting company specializing in the needs of small and medium sized businesses. Jay can be reached at jallen@technotc.com or by phone at 317-857-0150.



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New IU Health Morgan Emergency Department opens



From left: Dr. H. Rocky Singh, MD, regional medical director-patient experience, IU Health south central region, Mark Moore, president and CEO, IU Health Bloomington Hospital, Larry Bailey, president, IU Health Morgan and Sandy Deweese, COO, IU Health Southern Indiana Physicians.

Members of the community took the opportunity to tour the new Emergency Department at IU Health Morgan during an open house Monday evening. The event was well attended with more than 75 guests and staff members getting a look at the space which is now double the previous area.



Morgan

Larry Bailey, president, IU Health Morgan, welcomed the crowd and spoke about IU Health Morgan's dedication to the community. "We are open for you; we have always been open and will remain open, 24/7, to serve your needs."

Dr. H. Rocky Singh, MD, regional medical director-patient experience, IU Health south central region, spoke about the staff and their commitment to deliver assurance with a common patient experience. "Our team is incredible and will continue to give the customer high-level service in our new facility."

The new expanded Emergency Department is nearly double the previous space and includes: 13 exam rooms (including one trauma room) as well as four observation rooms where a patient can stay for up to 23 hours if needed.

The Emergency Department moved into the new location Monday night with no interruptions to patient service. The facility is accessible via doors just left of the former entrance. Follow the signs or ask personnel for additional assistance. Phase II of the construction will include a new waiting and registration area.

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Fall 2016 Deadline for 2017 Lilly Endowment Community Scholars



Community Foundation of Morgan County, Inc.

The timeline for the prestigious Lilly Endowment Community Scholarship Program faces significant state-wide changes this year. Instead of a winter deadline, applications will be due September 1, 2016 for Morgan County high school students graduating in 2017.

After conducting an evaluation of the scholarship program, Lilly Endowment recommended an advanced timeline that would allow scholarship recipients more time to decide which college or university to attend. This change affects program deadlines for all Indiana community foundations.

The community foundation's volunteer Scholarship Committee met recently to review its scholarship criteria and selection process, ensuring compatibility with the new deadline. Accordingly, the Morgan County Lilly Endowment Community Scholarship Application will be open until 4:00 p.m. on Thursday, September 1st. Approximately seven applicants will be invited to participate in evening interviews on Tuesday, October 4th. Two Lilly Scholars will be chosen, with a public announcement to be made by late December.

"We are thrilled to provide this scholarship to Morgan County students on behalf of the Lilly Endowment," said Community Foundation Program Officer, Hannah Sitz. "This full-tuition scholarship affords an incredible opportunity for well-rounded students to continue their education and pursue their dreams."

The two students who are selected to represent the county as 2017 Lilly Scholars will join the ranks of more than 40 other Morgan County Lilly Endowment Community Scholars. Madelynne Wright and Robert Mathers, 2016 Scholars, were awarded the scholarship this spring and will both be attending university in the fall.

represent the county as 2017 Lilly Scholars will join the ranks of more than 40 other Morgan County Lilly Endowment Community Scholars. Madelynne Wright and Robert Mathers, 2016 Scholars, were awarded the scholarship this spring and will both be attending university in the fall.

"To account for the new timeline and the availability of SAT or ACT test scores, we have revamped the scoring formulas so that students' academic achievement can be measured more holistically: factors such as GPA, class rank, rigor of courses, or academic honors will also be considered," said Sitz. With only minor changes from previous years, evaluation criteria will be broken down to the areas of Academic Performance (30%), Extracurricular Involvement (20%), Financial Need (15%), Essay (20%), and References/Interview (15%).

Lilly Endowment Community Scholarship applications for 2017 graduates are now available online at: <https://goo.gl/Gzt0UK>. Informational seminars will be held on August 11 from 4:00 p.m. to 5:00 p.m. at the Mooresville Public Library and 6:00 p.m. to 7:00 p.m. at the CFMC's Martinsville Office.

Deadlines for all other donor-established scholarships administered through the Community Foundation of Morgan County will remain unchanged; those applications will be open November 17, 2016 and will close on February 17, 2017.

For more information on the Morgan County Lilly Endowment Community Scholarship or the CFMC, visit our website or contact Hannah Sitz at hsitz@CFMConline.org.

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SERVPRO's 8th Annual Golf Outing is a huge success



SERVPRO's 8th Annual Golf Outing benefiting the Boys and Girls Club was a huge success raising over \$38,000 in sponsorships and donations. These sponsorships including businesses such as SERVPRO, Economy Heating-Air Cond-Plumbing, Josh Smalling Roofing and Restoration, Capital Adhesives, Fraternal Order of the Eagles, Filta Environmental Kitchen Solutions, Hobson GM and Mooresville Schools. There were also many other sponsors that contributed in helping to make this event so successful. Also celebrities like Scott Jones - Fox59, Kelly Greene - WTHR 13, Bruce Kopp - WTHR 13, Dan Reed - Disabled American Skiing Olympian, Jim Sorgi, Joe Melillo - WISH 8, Jennie Runevitch - WTHR 13, John Standeford, Jeremiah Johnson - Pacers; Dick Rea; Bob Kravitz-WTHR, Mike Wells - ESPN, Jason Spells - WTHR, Zak Keefer - Indy Star, Todd Klaassen - WRTV 6 just to name a few, came out to show their support for the club. All the proceeds from this event go directly to the Boys and Girls Club of Morgan County to give over 350 kids a safe place to be during the summer and during the school year.

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

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.

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.

Rediscover Martinsville: An Indiana Main Street USA. Association. For information: PO Box 1123, Martinsville, IN 46151. 765-343-6303 or e-mail: rediscovermartinsville@gmail.com. Follow us on Facebook.

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.Morgantown-Indiana.com.

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.

Mooresville Chamber of Commerce Networking Breakfast: Event the 4th Thursday of each month at Bran & Shorts Coffee House at 8:00am, located at 15 W Main Street in Mooresville. Please RSVP to mindy@mooresvillechamber.com, public welcome, do not need to be a Chamber member to attend.

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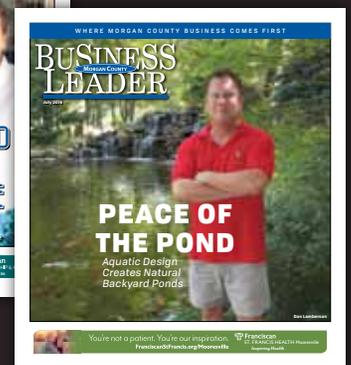
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