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Karen and Brad Shields

A CLEAR VIEW

Shields Windshields continues building on 40+ years of success

Networking opportunities

Business & Professionals Exchange: This Hendricks County meeting takes place each Tuesday from 8:15-9:45 a.m. at Trine University, 7508 Beechwood Centre, Avon. More information at www.b-p-e.org.

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

Martinsville Noon Lions Club: Meets every Wednesday at Noon at the Wilbur Kendall Room at Morgan County Fairgrounds. For more, visit facebook.com/martinsvillenoonlions

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

Mooreville Chamber of Commerce: The regular monthly meeting on the third Thursday from 11:30 AM to 1:00 PM. The meeting location is Mooreville Eagles Lodge, 451 Samuel Moore Pkwy. Lunch is free. For more information call the Chamber office at 317/831-6509 or visit its website: www.MoorevilleChamber.com.

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.

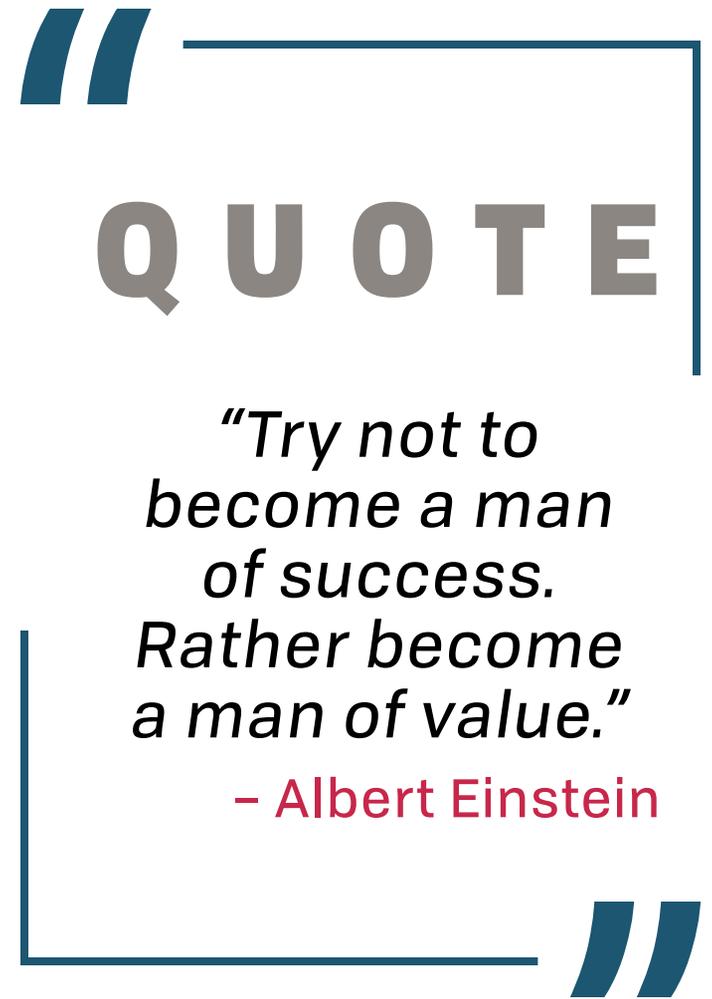
Morgan County Toastmasters Club: Meets every Thursday at 6:30 p.m. at the Ivy Tech Mooresville Education Center.

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.

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. 765-343-6303 or e-mail: rediscovermartinsville@gmail.com. Follow us on Facebook.

Rotary Club: Martinsville meets every Tuesday at noon at the First Presbyterian Church, 240 East Washington Street, Martinsville.



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What happens when opportunity knocks at your door?

Benjamin Disraeli said, “The secret of success is to be ready when your opportunity comes.” When you talk with many entrepreneurs, they will tell you that opportunity is everywhere. The magic that turns opportunity into success is grabbing hold of it and running with it. In other words, just like Disraeli says, you have to be ready for it, and, I would add, open to it. And you have to be committed to working hard at it. None of which is easy.

Easy is not necessarily part of the equation when enterprising people see an opportunity. How many times have you heard, “Hey, we could ...” or “Let’s try ...” and saw exactly what could be in the future? Those kind of feelings are not couched in the what-ifs or buts that squash enthusiasm. No, success comes when a new opportunity is firmly grasped and the believer is off and running.

Shields Windshields has been a successful business for more than four decades. But the family didn’t settle on “just doing windshields.” No, both the founder, William, and current owner, son Brad, looked for new opportunities to diversify and strengthen the company. They grabbed them and ran with them.

Chef Matthew Harakal had cooked his way up and down both the east coast and the ladder of success in his field. But he recognized a new opportunity in an advertisement. At first it piqued his interest, then it excited him, and now, every day he says he is having a blast. He grabbed on and ran with it.



JIM HESS
From the Publisher

In the cold doldrums of winter it might be challenging to see opportunity – we are usually just trying to keep ourselves, our families, and our businesses warm and running. That’s sometimes what we need to do. But rest assured, spring is on the doorstep and opportunity will be shining its light bright and far just like the sun. What opportunities will you see or uncover this spring? Will you be ready to grab hold and run with them?

I encourage everyone to consider the words of Wayne Dyer: “There is no scarcity of opportunity to make a living at what you love; there’s only scarcity of resolve to make it happen.” Take some time to prepare and gird yourself with resources so when opportunity knocks on your door, you are ready to grab it and run this year.

We are all stronger when we see success around us and learn from it. If you have a story of success to share, or know someone whose success should not go uncelebrated, let me know. There are many successes in Morgan County and sharing them is the goal of the Morgan County Business Leader.



Left to right:
Amy Simpson, MD,
Jian Li, MD, and
Justin Fuller, MD

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BUSINESS LEADER

MORGAN COUNTY

“Declaring the good works being done”

For we are God’s handiwork, created in Christ Jesus to do good works
Ephesians 2:10

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Leading by example

It only takes one person with a helping hand to change the course of someone's life. Just ask Morgan County (Martinsville) native Julie Carmichael, a world-ranked amateur golfer and President of Carmichael & Company, a health strategy firm in Indianapolis.

Julie credits Ken Stella, the former Chief Executive Officer of Morgan County Memorial Hospital, for introducing her to healthcare and giving her an internship with the Indiana Hospital Association.

“I'm always mindful of the fact we have no idea when we might say something or do something that could change somebody's life. You just never know when one interaction with a person could give them a spark of hope or an idea or just a sense they could do something remarkable with their life,” said Carmichael.

Julie's internship with the IHA fueled her desire to help small community hospitals thrive in managed care and she joined the Suburban Health Organization in 1993 as President and Chief Executive Officer. After almost 20 years at Suburban, Julie left to gain corporate experience by working as System Vice President & Chief Strategy Officer for St. Vincent Health.

“I really wanted the big corporate experience, and I learned a lot. However, after four years I realized I wasn't going to make the kind of impact I wanted to make in healthcare. So, I decided to return to working with the smaller community hospitals and started my own consulting business,” said Carmichael.

Gone are the days when healthcare was easier to figure out and people were a lot healthier. Societal problems such as poverty, homelessness, addiction, mental illness is taking a physical toll on people as they struggle with obesity, diabetes, heart disease, and more. As a result, Carmichael works to help healthcare providers and communities become more engaged in helping people change lifestyle behaviors.

“But, it's not that easy. We've got to give them tools to make better choices and we start with the kids, trying to get them to think about what they're doing and how they're lifestyle now will impact their future,” added Carmichael.

This year Julie has joined the Community Foundation of Morgan County's (CFMC) Mentoring Program and will be working one-on-one with a student at Paul Hadley Middle School in Mooresville. “I can't encourage everyone enough to get involved in a young person's life. I'm doing what I'm doing today because someone took time out of their day to talk with me or gave me a job. It has made all of the difference,” she said.

Follow Julie's lead and become a CFMC Mentor this year. Contact CFMC at info@cfmconline.org or call (765) 813-0003.



Carmichael

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Lead by asking questions

Leadership's easier when you ask vs answer

As the owner of the business, do you find a lot of people coming to you for the answers? It can be exhausting!

Often business leaders think leadership is about having all the answers. Instead of giving answers, lead by asking questions.

If you're answering every question you're asked and constantly giving directions, it makes you the 'go-to' person and fosters an over-dependence on you as the leader. It's an adhoc leadership approach to the latest issue that keeps you stuck in the insanity of the moment. Worse, it pulls you from focusing on doing critical work best suited to the leader—like meeting with customers, assessing competitors, identifying new software systems, and seeing patterns, etc.

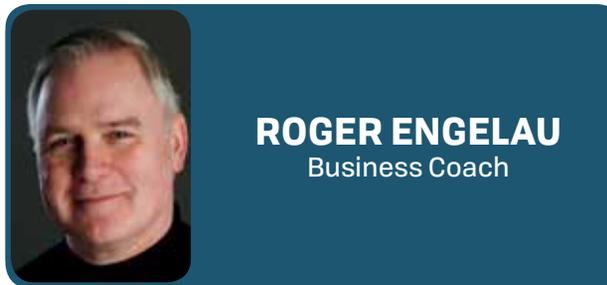
Instead of answering, ask these 7 questions

Michael Bungay Stanier, in his book *The Coaching Habit*, outlines 7 simple yet powerful questions leaders can use to --

- Define the problem and all its aspects fast
- Generate great solutions
- Create accountability in your team members
- Free up time to do the real work of the leader

Here are the 7 questions you can use to lead by asking questions:

1. **What's on your mind?** Gets the conversation going fast and deep.
2. **And what else?** Helps you rein in your desire to give answers; gives you time to think.



ROGER ENGELAU
Business Coach

3. **What's the real challenge here for you?** Digs to find the root cause; insures you solve the real and right problem.
4. **What do you want?** Keeps each party from assuming they know what the other wants. Sheds light on the question-asker's position and illuminates the choices the requester has or doesn't have.
5. **How can I help?** Forces a clear, direct request and prevents the leader from leaping into action.
6. **If you're saying 'yes' to this, what are you saying 'no' to?** Creates accountability and increases the chance of success.
7. **What was most useful for you?** The deepest learning occurs when people have a chance to recall and reflect. Creates learning for the long-term.

This recently resonated with Stu, who was constantly barged, had everyone reporting to him with no leadership team, worked 60 hours/wk, and pulled in multiple directions at once. He described himself as being "everywhere all the time."

One day, two of Stu's supervisors asked to implement an incentive program that Stu was pretty sure wouldn't work. When they met, instead of telling them why it wouldn't work, Stu tried the 7 questions. The next day he reported how easy it was. His two supervisors saw the potential problems for themselves and decided not to implement the incentive program. The conversation took less time and had a better outcome than if Stu had taken the usual approach of explaining why the idea wouldn't work.

To make it a habit

Cut the questions out from above and carry them everywhere. Soon you'll have them memorized.

Asking instead of automatically answering can free you up to lead into the future, fulfilling your role as visionary, influencer, and constraint-remover. It's a different kind of work but one that paves the road to your company's certain and profitable future.

Certified Business Coach, Owner of Inspire Results Business Coaching, and graduate of the U.S. Military Academy at West Point, Roger Engelaу applies his business expertise to help business owners improve their business, income, and lifestyle. To schedule an exploratory discussion, go here <http://bit.ly/timewithRoger>, call 317-908-5809, or email Roger@InspireResults.com.

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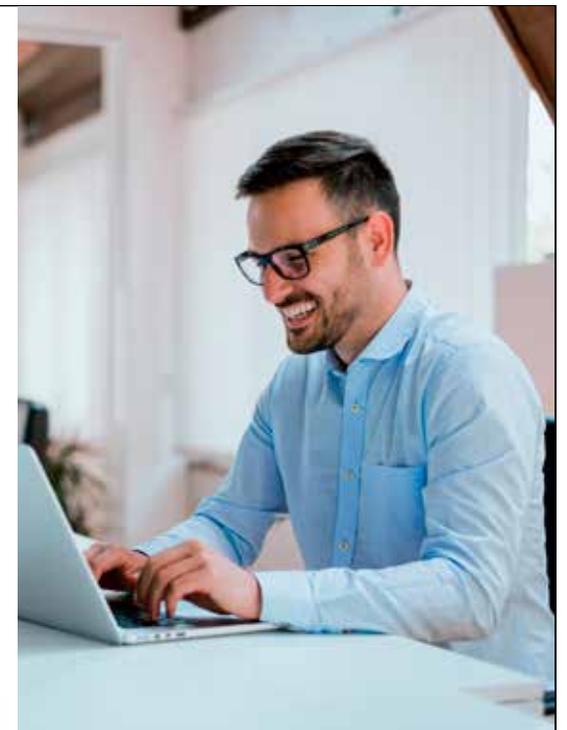
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The art and heart of food

21 North Eatery and Cellar

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By Elaine Whitesides

Morgan County Business Leader

What do you do when the world suddenly unfolds in front of you? You grab your bag and take off with it. At least that is the path Matthew Harakal opted to follow and it has taken him far afield of the small town of Hartford in northeastern Ohio where he grew up.

He first left Ohio for a job in Cape Cod – as a dishwasher. His brother worked in a restaurant there and 18-year-old Matthew didn't have any real plans, so it sounded like a good idea. What Harakal didn't know is that it would spark a calling. He paid attention to what the chefs were doing with food and he knew what he wanted to do.

Although he might have settled for cooking in a restaurant somewhere, his mother encouraged him to enroll at Johnson & Wales University in the College of Culinary Arts in North Miami. The University cries out, "You won't just learn to be a great chef at Johnson & Wales University: You'll learn to change the way the world eats." Indeed, this schooling changed his life and, eventually, the way Martinsville will eat. "After I got in the school the world opened up," Harakal said. "I got the opportunity to meet, learn from, and work with



Matthew Harakal

top chefs and in top hotels on the east coast."

Cooking became an art and passion for Harakal as he took on different roles including his favorite, being a trainer for the Ritz Carlton Hotel Company. He had proven himself over two years in their kitchens and when they started a new manager in training program in the culinary area, he was selected to be one of the first trainers. "I was able to demonstrate and teach people in all the different kitchens: pastry, garde manger, and fine dining," Harakal

said. "I loved it."

As chefs are wont to do, Harakal worked in a variety of kitchens and cities up and down the coast. He most recently landed in Bloomington doing some consulting work when he spied an advertisement placed by Martinsville's Connie Musgrave. "She was looking to bring something chef-driven and different to 21 North Eatery and Cellar on the square in Martinsville," Harakal said. "Everything she envisioned I was excited to take on." So the deal was struck and the new 21 North Eatery and Cellar opened with a flurry of new dishes in October 2017.

The location had previously been a restaurant and she had done the research to learn the community was looking for something new. Harakal says that Connie and husband, Tony, completed the renovation and design on the building and Harakal did the renovation on the menu. "After thirty years and working under the French chefs I had worked with," Harakal said, "I saw this as a great opportunity." Harakal took over as owner of the restaurant on January 1 of this year.

The goal, according to Harakal, is to bring patrons home comfort kinds of foods prepared in a refined way. The menu changes bring vari-

ety and the opportunity to try new dishes. "The Scotch Eggs, which I see as comfort food," Harakal said, "were a huge hit with our customers. They went crazy for them."

"We like to celebrate the community through different purveyors," Harakal said. "We work with local farms, craft brewers, and wineries to bring a hometown feel." Many of the menu selections are based on availability and seasonality of foods so that ingredients are fresh. This allows Harakal the opportunity to, as he says, "put my training and experience into the food."

While having full creative control as owner, another exciting part of operating 21 North for Harakal is all the positivity happening in Martinsville. "With Rediscover Martinsville," Harakal said, "new businesses are coming in every day and it's nice to be embraced by the community. It's been a blast to see all the changes over this last year."

To add to the enthusiasm of a growing downtown, Harakal has planned events for holidays, musical entertainment, and pairings. Diners partake of a five-course meal that is paired with local beers and wines. People from the breweries and wineries explain about their ingredients and how it is prepared. "It is fun," Harakal said, "It's a celebration of wine and food. It's educational and a new experience for the people of Martinsville and the surrounding area."

Although Harakal is thrilled to have creative control, he is cognizant he is a business. "I have to be cost effective and for a chef, that can be a struggle. We like to try new things and play with new dishes, but we still have to pay the bills." Likewise, dividing his time between cooking and operating a business is a challenge. But it is one Harakal enjoys. "I love to cook, but I also love to see the numbers and how the operation translates into numbers, seeing what the numbers represent."

21 North employs about twenty-five people. Several are people Harakal worked with previously and others are well-screened additions. All are professional and Harakal says he is blessed to have such a great staff who are invested in the success of the restaurant.

"I love Martinsville and am definitely planted here," Harakal said. "The timing was right for me. The Musgraves have been great to work with. They have a lot of heart, love, and patience." In fact, Harakal says everyone has shown an open heart and embraced him and his restaurant. "They are all good people. That's what I like about small towns."

So, from beginnings in small town Hartford, Ohio, Harakal has lived and worked in towns and cities large and small. He has found a new place to thrive and share his skills and talents. It is not Hartford, but it is full of heart. It is Martinsville.



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REDUNDANCY — Finding balance in spare parts

Two weeks ago a client called us with more than a hint of panic in his voice. "Everything is down. The only thing on the server is a message stating that hard drives have failed." As you'd expect, he wanted us to come out right away. When our technician arrived on site, our hopes of rebooting one more time were dashed as we realized that the system truly was down. A hard drive had experienced a mechanical failure, the server wouldn't boot up, and it was time to rearrange our priorities.

We set this server up just about a year ago and included a feature called a "RAID array." It's a way of configuring multiple hard drives so that if one drive fails, the others have overlapping copies of the same data that allows for continued use of data. Ideally, the server keeps running without a hiccup, but in this case the server had entered a fail-safe mode for other reasons. An hour later, our client was back up and running, a replacement hard drive was ordered, and they were back in business.

When it comes to technology systems, redundancy for key systems is a must. This can be accomplished old-school by copying important data onto USB sticks every week, or it can be scaled to an enterprise level where data is replicated on- and off-site in real time. There are scores of ways to build redundancy into technology systems, and we haven't even touched on power sources or ISPs.

How does a small business find balance while building redundancy into their technology systems? A full backup to the cloud is great, but when your entire system crashes and it takes days to download all that data, you'll regret not having backups on-site. When disaster strikes and a disgruntled employee takes a hammer to the network closet, you'll wish you'd had all your data in the cloud. Where can we get the most bang for our buck to protect ourselves from unnecessary downtime and extreme costs?



CHET CROMER
Technology

Here are some guidelines we can follow to build an appropriate yet affordable level of redundancy to our businesses:

First, we should create a plan and evaluate it regularly. The greatest pitfall in planning for disaster is to not have a plan in the first place. Just as dangerous is a plan set on a shelf with hopes what we thought about 5 years ago still applies today. Business continuity and your business is ever evolving, and we'll do well to keep these priorities top of mind on a regular basis.

Second, we have to pick our battles. Technology systems are expensive, and creating redundancies can cause costs to skyrocket. The law of diminishing returns applies here as well - while an extra hard drive added to your set of 4 is a great security blanket, creating a duplicate image of a \$10,000 server that you may never have an issue with can drain the budget. Choose where to build duplicity into your plans - a UPS for power, a NAS for on-premise backups, and a spare router on the shelf can save the day.

Finally, it's important to routinely test our plans. With a plan in place and selected systems made redundant, we can properly kick the tires of our plan and see if it works as expected. Can we

continue to make phone calls when the power goes out? Can we pull a hard drive out of the server while it's running and keep critical systems up? Do we have a viable workaround if the internet is down for more than 5 minutes?

As technology continues to play a critical role in the success of small business, it's vital to plan for things we hope will never happen. I encourage you to take small steps in this direction and find someone you can trust to help you evaluate, implement, and test your plans on a regular basis. Many disasters can be averted by having a cost effective backup strategy and continuity plan in place, ready to go at a moment's notice.

Chet Cromer is the president of C2IT Consulting, Inc., a Morgan County-based technology business that provides websites, mobile apps, and IT consulting/support to businesses across central Indiana. He can be reached at chetcromer@c2itconsulting.net or (317) 721-2248.

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Debbie Plummer, Clinical Manager
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AT WORK

A CLEAR VIEW

Shields Windshields continues building on 40+ years of success

By Elaine Whitesides

Morgan County Business Leader

Why is it that so many businesses get their start in garages? William Shields saw a need in the world of plastics. He met that need in the garage of the home he shared with Jacki Shields and their children in Martinsville. He developed a one-piece fairing for a Yamaha motorcycle in 1975, and the rest, as they say, is history. That one product catapulted a new company into eventually creating windshields and windows for heavy equipment, race cars, and even face shields for helmets.

Brad Shields says he grew up in the plastic world. By the age of nine he was working the trade show circuit with his parents. Even though Brad had a career as a teacher and football coach he continued to help his father sell products until he made the move to join the business full-time in 1999. Brad's wife, Karen and his two children, Beau and Alyxa, moved with him back to his hometown of Martinsville.

"The transition was more in working with my father than working with the plastics," Brad said. "My ten years as a head coach had given me invaluable leadership experience." Although William chided Brad for running things like a football program he began to let Brad take the reins of the company. "You have to go with what you know," Brad said, "and what works. I became a delegator and trust my people to do their jobs."

Brad's mother, Jacki, worked in the business as well. "She did HR, finance, payroll, accounts receivable, account payable," Karen said, "basically anything to do with money or personnel." Karen has since stepped into Jacki's role for the company.

Expanding into new directions

Brad's interest in racing was the impetus to expand the business into that industry. He saw an opportunity. Brad knew that the racing industry is always first at innovation and that it could pay off for Shields Windshields. By 2004, he played a part in fitting out every car in the Daytona 500 with polycarbonate Shields windows. "We can form polycarbonate where others can't and we have a proprietary process to put a coating on it so it won't scratch," Brad explained. These features made their windshields and windows perfect for racing, and subsequently, for heavy equipment. No one had to worry about broken glass windows, which improved the safety in both industries.

The business was growing and they hired Chad Kepner right out of Purdue as engineering manager. He was with the company for



Karen and Brad Shields

fourteen years overseeing the engineering. He eventually became plant manager and was an integral part of the manufacturing process and development.

Adapting with diversity

As industries and markets change, businesses have to adapt and adjust if they are to survive and thrive. Shields Windshields, with father and son at the helm, has done that. "I am terrified of being flat," Brad said. "Diversifying is

important for a good reason. We used to do all the face shields for Simpson helmets, and we no longer do any of that." Companies go out of business or product lines change.

Currently, the business has three areas. One is a retail line of products which they market and advertise in publications and at trade shows. The second is Original Equipment Manufacturing (OEM), which is polycarbonate development and production work gener-

Shields Windshields Shields Designs

Brad and Karen Shields, Owners
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Phone: 765-342-2300
Email: bshields@racingshields.com
Web: www.designsbyshields.com

ally obtained through engineering and manufacturing firms. The last is custom polycarbonate work and that includes applications like the windows on the monorail cars at Disneyworld or the windshields for vehicles that will do their work in outer space. Most of those calls are referrals by word of mouth.

"All the work is done here," Brad said. "From the beginning, we married art and science. Polycarbonate is very difficult to work with to maintain optics and our quality of work speaks for itself. Nobody in the world can form polycarbonate like we do. Nobody."

Brad says that his dad and the large staff of engineers contributed the science element of the equation. His father combined the science with his artistic prowess. "I can't draw a stick person," Brad said, "but I can program." Together they began to add to the products and services offered through Shields Designs.

Watching for opportunity

They purchased several lasers including a large table laser to improve the manufacturing process. But Brad saw other opportunities with the table laser. It was not in operation all the time, and he wanted to find a way to maximize the investment.

They hired Melissa Dillon as a designer and launched a line of customized products that could be laser etched into a variety of materials including polycarbonate and wood. Trophies and awards, yard signs, banners, and even table top centerpieces and memorabilia for athletes, events, and weddings are possible.

They obtained a federal firearms license in order to do gunsmithing, which for them, is laser etching and laser engraving on the gunstocks. "Right now we are etching the Morgan County Sheriff's emblem onto new firearms for officers," Brad said.

In the fall of 2017 they added a clean room for the coating line to improve the coating process. No one wears street clothing into the room ever. Scrubs, hair nets, gloves and socks are all supplied – and laundered – in the plant.

Continued on Page 14

Stop to look at your brand to see what it is saying about your business

Courtesy of NuMedia Marketing

What has been the biggest change in your business the last 12 months? 6 months? Is it a change that has improved your business or one that has been detrimental in some way?

How do you look at your business?

Changes come in all sorts of shapes and sizes, don't they? And each little – or big – element of change affects the general health of the business. In fact, each adjustment affects almost everything else. Some think of it as growth, some think of it as evolution, some think of it as just the way business goes.

How ever you think of it in your business, one thing has to come out of the changes – **you have to acknowledge them and make conscious adjustments.** That sounds awfully theoretical or academic, so let me give you some concrete, practical application that will make sense.

First, let's talk about some of the changes that can occur, through design or default:

- You add new products or services to your company's offerings
- Your clientele shifts from one niche market into another
- You add staff (and they do or don't meld into a team)
- You lose key members of your team
- Your sales soar (or decline)
- You relocate your headquarters or open new locations
- You take on a marketing partner
- You engage in strategic partnership with other businesses and professionals
- You engage in online marketing, a store, or social media

Of course, this is just a small sampling of what can happen in a business over a few months. You can see how each one of the above listed things will impact the rest of the business – the adjustments you have to make. **Sometimes it seems that the business you had on Day One no longer resembles the busi-**



ness you have today. It's when you see such a difference that you have to think about your branding – and ask a few important questions, including the following four:

1. Does my business's brand reflect what my business currently IS?
2. Is my brand targeted at the market I now serve, or the markets I want to serve?
3. Is my branding still fresh and current, or looking a little tired or dated?
4. Where does my branding look like it is going? Is it forward looking?

The answers might surprise you. As a business owner you are constantly on the move. When you don't take the time to stop and look closely, everything looks OK as it is. Being OK doesn't mean it is necessarily performing optimally, does it? That applies to branding, too.

What is your brand saying right now?

First thing everyone thinks about is LOGO colors and design. That's the easiest – and in the mind of many, the only thing they need to consider, but they are wrong. What else must be considered? Here are a few things:

- Is your website easy to navigate and use?
- Is your website mobile responsive?
- Does your website reflect the products and services you offer? (The new ones have been added and the old ones have been eliminated.)
- Does the message a visitor gets reflect your company values and the direction your company is headed?
- Are you blogging? Sharing your knowledge, educating your clients and prospects, and adding content for search engines on a regular basis?
- Are you present on social media? Do the messages you publish reflect your company and personnel?
- Do your employees perform and behave in a manner that is consistent with your company message?
- Does employee appearance reflect your brand? Color, design, embroidered, neat, crisp, and clean?
- Are you proud when clients come into your office or business?

You know when you meet someone or enter a business for the first time you get an impression of them immediately. Those who interact with you, your employees, and your business do the same. And that's fair.

Do you need a rebrand or a refresh?

If you stop and closely observe all the facets of your business branding and don't feel blown away with how cohesive, telling, and accurate the message is, it's time to make some conscious changes. For our part, you could be looking at a rebranding or a brand refresh.

Most often, all a business needs is a refresh. That entails tweaks and modifications to make sure everything is aligned and consistent in appearance and message. Perhaps changes to the website; structure and navigation, cleaning up the website content, making sure it is mobile responsive for all devices, and security in place.

You will want to review your content for consistency in messaging, tone, and flavor – as well as where you have a presence. Could be a billboard advertisement would serve you as well as a Facebook page. Are you interested in a direct mail campaign or an email campaign, or ads on social media platforms? Keeping the style and message consistent means you create a presence on- and off-line that calls your business to mind when seen or heard.

While a refresh is kind of like a new haircut and style, a rebrand is much more extensive and intensive – and more difficult. It is a complete overhaul of your brand. That doesn't mean you change who you are, but some see it as a re-launch with a bigger, better you. A complete makeover.

Just like the old saying reminds us to "Dress for Success," you have to dress your business for success, too. Branding is the way you do that. Take the time to really review what your business is saying in the marketplace.

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Seven key steps to unshakable confidence

Do you remember that day? Perhaps it was your first job interview. Perhaps you were speaking to a group for the first time. Maybe you were starting a challenging new career or meeting a special person for the first time. Your throat became dry and your knees wanted to shake.

You were about to leave a place of mental and emotional safety. You were putting your skills on the line and taking a risk. If you were successful, there could be great reward. However, that inner voice of self-doubt was trying to discourage you.

Author, speaker and high-performance coach, Brendon Burchard, calls it “The #1 Thing” in his best-selling book “High Performance Habits – How Extraordinary People Become That Way.” Confidence is essential in our lives; without it, we will not even attempt to step out there and do the things we really want. Confidence allows us to move forward despite temporary discouragement. But where does confidence come from, and how can we become and remain confident? Here are seven actions that will help to develop unshakable confidence.

Expand Your Knowledge

Gaining new skills for any endeavor – personal or career – is the first step toward confidence. Identify key areas where you need or want more confidence to be successful. Then expand your knowledge by taking courses, reading books, and attending learning events. Online classes are convenient and enjoyable for learning and discussing ideas with a peer group. Continuous learning is essential for maintaining a high level of confidence.

Experience Small Successes

Confidence also comes from experiencing small daily successes. Those small daily successes are the rewards of putting your knowledge into action. They may not be the final goal. Yet they are important. Even a pat on the back from a colleague or a compliment for a job well done will boost a person's level of confidence. Keep track of each small success you experience in your journal. You will begin to feel your confidence grow day by day.



Exercise Passionate Faith

Confident people have faith that the Creator has a special plan for their lives. They appear to know inherently that when they follow this plan, they will be successful. If you want to achieve something, you absolutely must believe that it is possible for you. You must believe firmly in your potential. A passionate faith will lead you to find and follow that purpose. When you ask, be sure to listen.

Enable Firm Resolve

There will be disappointments and setbacks. It is natural to become discouraged at times. Disappointments are not the end of the road if we view them as learning tools. “Sometimes your win and sometimes you learn.” says John Maxwell.

Faith in your abilities will lead you past discouragement into a firm resolve. Resolve overcomes obstacles because it displays patience. Instead of giving up, meet the challenges by continuing through difficult times. Keep your mind on your intended outcome, not on the obstacles. Think of reasons why you can, not reasons why you cannot.

With time, talents develop, and abilities grow. Only then you will get a taste of what is possible – a measure of success that leads you forward with enthusiasm. Enthusiasm keeps you fired up to achieve more of those small daily successes.

Enlist Expert Help

Enlist the help of experts in areas where you need more confidence. Experts can be found virtually through books, articles, videos, seminars, or via a phone call. A professional coach

will absolutely help you stay focused on your objectives and hold you accountable for taking the necessary actions to complete your plans.

Confidence also attracts more confidence. Experts will support your plans and offer to help you in tremendous ways if you are enthusiastic and believe in your goals. Moreover, when you show confidence in others, they will show confidence in you.

Envision Confidence

Envisioning confidence begins to make confidence real in your experience. Imagine how you will act and feel when you have the confidence you need for a specific situation. See yourself in your mind's eye, (remember or create a success picture) acting with courage and conviction. Hold that picture in your mind, and your vision will start to become real.

Expect to be Confident

Expectation is faith in action. Now that you have imagined how confidence will feel, act as if you were already confident. Move assuredly and energetically as you go for your goals. You are now seeing, feeling, and acting in a confi-

dent manner. You will achieve what you expect. Expect to be confident, and you will become confident.

Give yourself time to increase your confidence by using these actions during the next several months. Get a sheet of paper or a journal now, and write down how you will apply each of these actions. They can make a tremendous difference by allowing you to move more quickly and assuredly toward your objectives. Today, you can begin developing an unshakable confidence that will bring you joy and success in every area of your life.

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.

Kendrick Foundation grant to support treatment services at Magdalene House

Unfortunately, homelessness and addiction often go hand in hand, and as a result women's shelters are needing services to address and treat these issues. Since Stability First opened the Magdalene House for Women in October 2016, the percentage of women requiring treatment services or support has increased to 86 percent. Fifty-two percent of these women have also been diagnosed with a mental illness.

With the generous support from a Kendrick Foundation grant, Stability First and Magdalene House staff plan to tackle these issues head-on with the DETOUR (Direct, Equip, Transform, Observe, Utilize and Refresh) Project. The \$30,000+ grant will fund a portion of this project that includes wrap around services needed to help women stay safe, become stable, and make progress in their treatment and recovery goals.

The DETOUR Project will provide residential treatment services addressing homelessness, addiction and mental illness. Certified Magdalene House staff members will work with the Centerstone Mental Health Center in Martinsville to incorporate recovery programs into the shelter's structured regimen of activities. The DETOUR Project will be supervised by a Certified Recovery Specialist on staff at Magdalene House. Centerstone clinicians will evaluate every

intake at the shelter, provide diagnostic services and formulate treatment plans. Additionally, each DETOUR participant will receive educational, vocational and nutritional assistance when needed. Spiritual guidance, with the help from community resources, is also available.

At the Magdalene House, women are required to do community service and, when appropriate, gain employment. Assistance in securing affordable housing is also offered, including Rapid Rehousing. Women leaving the shelter with a stability plan will have saved enough money for a smooth transition into independent/family living. Financial resources, community-based recovery resources and other mental health support systems are also available.

Follow-ups with the women are initiated 30 and 60 days after exiting to monitor and support them in their recovery journey. Staff at the Magdalene House have seen women overcome chronic substance abuse and homelessness.

Funding from the Kendrick Foundation, the Morgan County Substance Abuse Council (MCSAC) as well as donations to Stability First are used to provide the needed services. For more information about the Magdalene House or DETOUR Project, please contact Shelter Director Julie Van-Winkle at (765) 343-8030 or juliewink912@gmail.com.

An advertisement for Hoosier Tent & Party Rentals. It features three small images of tents and event setups. The main text reads: "Hoosier Tent & Party Rentals", "Tents & Accessories", "Tables & Chairs * Linens", "Flooring & Staging", "Food Preparation", "Inflatables & Games", "9943 E US Hwy 36, Avon", and "(317) 272-9746 • www.hoosiertent.com".

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Emerging trends: exposure to secondhand e-cigarette aerosol and marijuana smoke

The more you know, the better equipped you are to protect yourself against harmful exposure to secondhand tobacco smoke, e-cigarette aerosol and marijuana smoke.

What is secondhand smoke?

- A mixture of smoke from burning cigarettes or other combustible products, and exhaled smoke in the air.
- Contains more than 7,000 chemicals including 70 that cause cancer.
- Classified as a cancer-causing agent by the Environmental Protection Agency.
- One of the most common sources of indoor air pollution in Indiana.

Health effects of secondhand smoke include heart disease, lung cancer, stroke, lower birth weight babies and death.

E-cigarette aerosol:

According to Dr. Stanton Glantz, Director for the Center for Tobacco Control Research and Education at the University of California, San Francisco, "If you are around somebody who is using e-cigarettes, you are breathing an aerosol of exhaled nicotine, ultra-fine particles, volatile organic compounds, and other toxins." These toxic chemicals include propylene glycol, high concentration of ultrafine particles, heavy metals, cancer-causing agents, reproductive toxins, nicotine, and volatile organic compounds.

The economic benefits of smoke-free workplaces include reduced fire risk, reduced damage to property and furnishings, reduced cleaning and maintenance costs, and reduced workers' compensation and insurance costs.

Emerging Trends: Marijuana Smoke

What is secondhand marijuana smoke? This type of smoke is created by burning components of plants in the genus Cannabis, as well as comprised of a complex chemical mixture of smoke emitted from combusted marijuana and the smoke that is exhaled by the user. This is similar to secondhand tobacco smoke.

Chemicals found in marijuana smoke are the same as found in tobacco smoke, such as fine particulate matter and of course, tetrahydrocannabinol (THC). Similarities to tobacco smoke include:

- Acetaldehyde
- Ammonia arsenic
- Benzene
- Cadmium
- Chromium
- Formaldehyde

The economic benefits of smoke-free workplaces include reduced fire risk, reduced damage to property and furnishings, reduced cleaning and maintenance costs, and reduced workers' compensation and insurance costs.



JENNIFER WALKER

- Hydrogen cyanide
- Isoprene
- Lead
- Mercury
- Nickel
- Quinolone

And of course, the related health concerns...

- Asthma attacks
- Exacerbate bronchitis, COPD
- Lung cancer
- Impaired blood vessel function
- Heart attack
- Stroke
- Secondhand exposure to THC

What you can do

Pass a smoke-free policy at your organization that includes emissions from electronic smoking devices and marijuana smoke, as well as tobacco smoke. Support a comprehensive smoke-free ordinance in our community that protects workers and the public in all workplaces and public places from all types of secondhand smoke.

In a landmark study from the Stephenson Cancer Center, they found that even low exposure to secondhand smoke causes DNA damage. Exposure to even minimal levels of secondhand tobacco smoke causes significant DNA damage in human cells. DNA damage plays a key role in the development of cancer and other pulmonary, cardiovascular, and aging-related diseases. For more information about this study, visit stephensoncancercenter.org/News/Article/landmark-study-finds-even-low-exposure-to-secondhand-smoke-causes-dna-damage-1

For more information, please visit our website at www.readytoquit.org or email Jennifer Walker at jennifer@readytoquit.org. If you're ready to quit, call 1-800-QUIT NOW (800-784-8669). It's FREE! The Kendrick Foundation and Community Foundation of Morgan County are proud supporters and funders of Ready Set Quit Tobacco. To find more information on the Kendrick Foundation or CFMC visit cfmconline.org.

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Kendrick Foundation funds pilot program to treat substance abuse in Morgan County

Through a generous grant from The Kendrick Foundation, IU Health Morgan is piloting an innovative, cost-effective telehealth model to make treatment for substance use disorder available at its facility. This will allow the residents of Morgan County and nearby communities to access the level care usually found only in larger urban hospitals.

The \$100,000 grant will fund:

- Telehealth equipment and support to deliver intensive outpatient programming and medication-assisted treatment (MAT) at IU Health Morgan via staff based at IU Health Bloomington Hospital.
- The salaries of peer recovery coaches, who combine their own experiences in recovery with training and supervision so they can assist others in initiating and maintaining recovery. These coaches will screen and enroll patients in the program, provide support and help patients access resources such as housing and food.

“Addressing the growing addiction problems in our community is a priority,” said Jason King, Chief Operating Officer/Chief Nursing Officer of IU Morgan.

Indiana has one of the nation’s highest rates of primary treatment admissions for heroin and opioids per capita—and the problem is increasing. According to a 2017 report by the Indiana State Department of Health, from 2011 to 2015, Morgan County ranked second in the state in emergency room visits for non-fatal overdoses. Among the 16 IU Health Hospitals, IU Health Morgan is third in serving the highest percentage of uninsured patients.

Help solve one of Indiana’s biggest health challenges

Indiana currently has one of the lowest tobacco taxes in the country—and one of the highest smoking rates. Higher cigarette taxes are shown to reduce smoking among adults and discourage more kids from starting yet Indiana’s tax has not been raised in 11 years. At the same time, Indiana spends more on public health than all but one other state. The costs to businesses in sick time, productivity and health comes out of your bottom line.

IU Health is a member of the Raise it for Health Coalition, which is calling for Indiana lawmakers to increase the state’s cigarette tax this year by \$2 per pack. A recent poll shows that 70 percent of Hoosier voters support raising the tax and a bill has been sent to the Indiana General Assembly. The policy is supported by more than 200 state organizations.

We see the damage smoking causes every day at IU Health Morgan. The habit affects more than the health of the tobacco user. Statewide, more than 12,500 Hoosiers die each year, 1400 from second hand smoke. There is also great risk to children even before their first breath. Indiana has one of the highest infant mortality rates in the country with a maternal smoking rate double the national average. More than 7 infants out of 1000 born in the state will die by their first birthday. That translated in 2016 into 623 infant deaths, many which were preventable. Women who smoke during pregnancy deliver more low birth weight babies and are more likely to deliver prematurely. Underdeveloped lungs and health complications expose a greater risk of illness and sudden infant death syndrome. We know a \$2 increase per pack can decrease the number of pregnant women who smoke and help save the



JASON KING
Wellness

lives of many Hoosier babies. For every 10% increase in the price of cigarettes, consumption is reduced by about 4% among adults and 7% percent for youth. That is a significant number when 1 out of every 9 high school students in Indiana smoke.

Increasing the state’s cigarette tax is the right thing to do. Any discouragement for kids to begin the habit is a step in the right direction. At the same time, adults will more heavily weigh their smoking choice. It also gives us a unique opportunity to reinvest in our health.

King received his Doctorate of Nursing Practice from the Indiana University School of Nursing. In service to his profession and community, Jason is an active participant in multiple nursing organizations local/regional/state boards and has garnered seven awards for nursing excellence. Jason has led day-to-day operations helping to transform IU Health Morgan into a successful outpatient facility. Jason has played a key role in developing and evolving of IU Health Morgan’s success.

“Kendrick Foundation is pleased to support this level of care for people in Morgan County and South-Central Indiana,” said Greg McKelfresh, Kendrick Foundation President. “IU Health is a forerunner in providing telehealth treatment for substance use and opioid use disorders in Indiana. We are very interested to see how this impacts lives for the better.”

The Kendrick Foundation is a non-profit organization established to assist health-related programs benefiting residents of Morgan County. The grant is being administered by the Indiana University Health Foundation.

About Indiana University Health Foundation

The mission of IU Health Foundation is to increase the role of philanthropy to help IU Health achieve its goal of making Indiana one of the nation’s healthiest states. IU Health Foundation improves the health of individuals, communities and the state by focusing its philanthropy on people, progress and partnerships. To learn more, visit iuhealth-foundation.org.

Would you like to prevent a flooded basement or crawlspace?

A sump pump is installed in a pit in the floor of your basement or crawlspace. The pit fills with water from foundation drains, ground



Jod Woods

water after a rain, utility sink, etc. The pump is designed to start automatically and remove the collected water. Your sump pump should be replaced every 5-7 years. If the pump fails, the pit overflows with dirty water and floods the surrounding area.

A flooded crawlspace may sit unnoticed for a long period of time and the standing water can do great damage to your your home’s foundation and even cause mold growth. A



flooded basement may not go unnoticed, but it will cause a great deal of damage. A back-up sump pump can help prevent this catastrophic damage to your home, but another option is a sump pump monitor. The monitor will send you a text alert that the primary pump has failed and potentially save your home from the loss associated with water damage. The earlier the detection, the better! Feel free to contact us at 317-831-5279 for more information on these preventative measures. AFTER the flood, it’s too late! Be prepared for winter power outages and heavy spring rains with a new pump, a back-up pump and early notification.

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Marketing to niches

Trade shows are an important part of marketing in every area of the company. “Trade shows allow us to display our products to a focused market,” Brad said. Because they have done work for famous race car teams and drivers and boat makers, they often have guest appearances right next to the big blue windows and exhibits in their booth that stands out and is memorable.

Each niche market is treated a little differently. To illustrate the effectiveness of the coatings for their windows at heavy equipment and racing shows, they would hand out samples with steel wool to prospects at trade shows and let them scour the sample to see how it resisted scratches. “Years later, customers have told us they still have that sample and steel wool at their desks,” Karen said.

For the design and custom products line, they have begun to attend firearms, athletic, and wedding shows. They bring a display of all the different kinds of products they can customize and create.

“We do commodities,” Brad said, “from windshields to trophies, banners, gifts, guns, and custom things. They are relatively inexpensive and highly customized. With things like traveling trophies, we can expand into other industries.” And, for the first time, the company is offering viable retail products that can be customized, such as an insulated metal drink



tumbler with a customizable badge on it.

“Windshields are our first priority,” Brad said. “As much as I like art, expansion in the laser area and design takes a back seat.” At least for right now.

Most difficult challenges

2018 was a good year as far as the growth of the company. But it was a blow when Brad’s father, William passed away in January. “Dad pursued entrepreneurial paths,” Brad said. “I leaned on him heavily for advice and criticism

that only a dad can give.”

As the family was getting back on their feet, another blow hit them – and the business. Chad Kepner, the plant manager was suddenly killed in a car accident. In a small family business, every person has a role and Chad’s was huge according to Brad and Karen. He had the experience and knowledge to run every machine, including the lasers. He was also a close friend.

Hurting, but determined, Brad said, “We just want to move forward with the talents we have.

They were the mix of art and science between the two of them. We are just trying to move forward and honor them.”

Currently, the company employs 33 people. “We have a talented team of people here that are unbelievable,” Brad said. “When they work together the things they accomplish wonderfully impress me every day.” A couple of them have been in the company for 40 years, most have been here ten years or so.

“People tend to stick around,” Karen said. “There’s not a lot of turnover.”

“It is tough to hire right now,” Brad said. “We are working with the school system to get more kids interested in manufacturing.” He says it does not sound motivating to high school kids.

“But then they get in here and see all the cool machines,” Karen said, “that’s when they get excited in CNC, lasers, programming designing and operating and see all the neat things we can produce.”

The business, according to Brad, continues to grow at a fine pace. “At the end of the day,” Brad said, “we talk a lot about how to develop things. We are trying to take our capabilities and push them into other directions. Push into other markets. We are working to balance time and production with growth,” Brad said, “cross-training and getting people trained to operate the lasers.

“We are just trying to maintain the family atmosphere in the business,” Brad said, “just like mom and dad did.”



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CHECK IT OUT

Are you investing in a team?

I love the game of basketball. Five players working together toward a common goal. Sure there are superstars with talent oozing from their pores but without their four other teammates helping them make something happen; their super talents would be quashed and unable to be set free. Five on one would drive even the superstar to frustration pretty quickly and would make for a heck of a boring game. Talent, teamwork, discipline and drive combined with an experienced coach makes for a winning combination on the floor.

Companies are similar. Think about it. When you buy a stock what are you buying? You're not buying three or four letters streaming across a ticker tape. You're buying a team. And just like a basketball team, some play better than others. Some have more and better talent. Some work harder than others. And some have better coaches and managers than others. Just like in the game of basketball, much of any team's success comes from a pursuit of getting the fundamentals correct.



JEFF BINKLEY
Finance

Shooting percentages, free throws, scoring inside the paint, rebounds, turnovers, all of these statistics ultimately create a picture of success or failure that distinctly points to what that team's win or loss record looks like. Companies aren't that much different. Sales revenues, earnings reports, dividend histories, management strength. All of these fundamentals, and a com-

pany's diligent, disciplined pursuit of improving them, can lead to success "on the court" ... or to a losing "season."

Next time you're enjoying a great game of basketball, think about the teams you have "playing" for you in your investment portfolio. Are they pursuing fundamentals that will lead them, and you, to a winning season? If you don't know, then maybe you should do some fundamentals (research) yourself and find out if you need some new teams to play with.

In my now 26 years of following "teams" and "coaches" one motto has always shown me to be accurate: Fundamentals win championships.

Now go enjoy some basketball!

Jeff Binkley is the Founder and Managing Director of Binkley Wealth Management Group LLC located in Avon. His firm is an Independent Fee-Only Indiana Registered Investment Adviser that has adhered to the fiduciary rule since its founding in 2010.

Top destinations for employee incentive travel in 2019

Many businesses are looking for ways to reward and recognize employees for a job well done in 2019. One great way to show your appreciation for a job well done to your top performers is through travel. This can be done as an individual award or as a group award. For the employer this is a great way to retain top talent, for the employee, receiving an award of travel allows them to include their wife or significant other in their work accomplishments and to take some time away from work. If you are considering providing an award to your employees in some form or fashion, here are some of the top destinations to consider based upon where other companies are sending their employees to in 2019.

Punta Cana:

Punta Cana is the center of the east coast region of the Dominican Republic, and is becoming a growing holiday destination with several attractions. The 62-mile (100km) stretch of coast where the Caribbean meets the Atlantic offers pearly-white sand sprinkled with thousands of coconut trees, and is largely unsoiled.

Cancun:

Located on the northeast coast of the Yucatan Peninsula, the world-famous beach resort hub of Cancun was once a humble fishing village but has blossomed into a city which caters mostly to tourists in search of sand, sun and surf.

Caribbean Cruise:

With so many islands in the Caribbean, the best way to see them and one of the best vacation values is on a cruise. Cruise lines continue to add new ships, with new innovations and new ways to enjoy your vacation time away from home.

Orlando, FL:

The most famous resident of this central Florida city is Mickey Mouse, the cartoon creation of animated movie tycoon, Walt Disney, whose vision has turned Orlando, and the adjacent Lake Buena Vista and Kissimmee areas, into the world's busiest, biggest and best-known concentrated tourist paradise. There are other attractions here too, like Universal



WILL GOTT
Business Travel

Studios, Discovery Cove, and the beloved SeaWorld, all adding to the maelstrom of thrills and pleasure palaces that this city is now renowned for.

New York:

The problem with visiting New York City is knowing where to begin, but even if you don't immediately rush off to view the world-famous sights and landmarks of this most dynamic of cities, just being there is enough: the wonder of New York is in the energy and the diversity that emanates from its densely packed, multi-cultural population.

Las Vegas:

Set in the middle of the vast Mojave Desert, Las Vegas was created entirely to entertain and has been described as the world's largest theme park. This city welcomes about 40 million visitors each year to its lavish hotels and casinos. Although the principal draw card is still gambling, Las Vegas is now marketed as a family destination and there is no shortage of theme parks, shopping malls and golf courses.

Will Gott is the owner of Magnified Vacations CruiseOne, a locally owned and operated full service Cruise and Leisure Travel Agency. Will, and his wife Nikki, specialize in helping families and couples reconnect by helping create memorable vacations. Email Will at wgott@cruiseone.com, or call (317) 451-4232 or via www.magnifiedvacations.com

This can be done as an individual award or as a group award.



Doctor establishes practice with Franciscan Physician Network Kendrick Family Medicine in Mooresville

Guy R. Crowder, MD, has joined Franciscan Physician Network Kendrick Family Medicine.



Crowder

He joins Gary Midla, DO, and Bruce Durrell, MD, and a team of advanced practice providers who offer a wide range of care to patients. Their offices are located at 1001 Hadley Road, Suite 101, Mooresville.

In addition to providing family medicine care, he will also provide travel medicine services to patients through Franciscan TravelWell clinics in central Indiana.

Dr. Crowder completed his family medicine residency training at Franciscan Health.

After residency, he acquired additional training in clinical tropical medicine and traveler's health at the Tulane University School of Public Health and Tropical Medicine in New Orleans, Louisiana.

A resident of Whiteland, he earned his undergraduate degree in culture and civilizations with honors from Ball State University. He earned his medical degree at the Indiana University School of Medicine. He amassed several awards during his academic career.

Dr. Crowder is a member of the American Academy of Family Physicians, Indiana Academy of Family Physicians, American Medical Association, American Academy of Physicians and the Indiana State Medical Association.

Boys & Girls Club of Morgan County using Triple Play Program to teach children how to properly care for body, mind and soul

Thanks to the generous support from the Kendrick Foundation, the Boys & Girls Club of Morgan County is teaching children in grades K-12 learn how to make healthy choices for their bodies, minds and souls (emotions).



Triple Play, a program designed and implemented by the Boys & Girls Club of America, is 14 weeks (three times a year) of training boys and girls to increase their physical activities (body) through organized games and sports; learn proper nutrition and how to make healthier meals/snacks (mind); and building positive relationships with peers and becoming productive members of their community (soul).

"We're one quarter through the Triple Play program cycle and participation is growing, with 85 kids already in the program," said Chris Tann, Executive Director of the Boys & Girls Club of Morgan County.

According to Tann, they've hosted four family events including parents, guardians, siblings, blended families in Triple Play activities. In addition, the Boys & Girls Club has partnered with Franciscan Health and The Lab Basketball Clinic to add more programs for members.

Currently, the Triple Play Program is offered three days a week, two hours per day, to reach up to 120 children. "Our kids are improving their mental and physical health and developing soft skills (communication, teamwork, leadership) through learning, fellowship, and fun with their peers," added Tann.

The Boys & Girls Club of Morgan County recently moved to the Mt. Gilead (Church) Community Center, so children have access to a full gymnasium and social recreation area, ideal for mentoring youth to develop healthy lifestyles and active citizenship.

At the Club, youth engage with mentors for coaching on positive decision making and participating in activities such as sports, arts, tutoring, volunteerism, technology, etc. Donations for membership dues are needed so more children can attend the club, after school and during school breaks. The actual cost of a Club membership is \$600, but with donations, kids in need can join for \$20. To donate, please contact the Community Foundation of Morgan County (CFMC) at www.cfmconline.org or the Boys & Girls Club at www.bgcmorgan.com or (317) 834-9744.

Churches in Mission reports growing need for assistance and service in Morgan County

As the 2018 calendar year wrapped up, Churches in Mission (CiM) helped meet the food, clothing and financial needs for nearly 6,000 residents.

In 2018, CiM served:

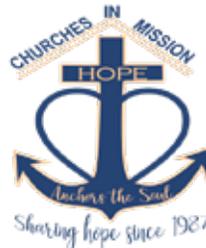
- 1,817 different households countywide.
- 2,299 individuals under the age of 18.
- 309 residents over the age of 65.
- 419 different households needing utility/rent assistance for a total of \$70,078.
- 908 households (3,373 individuals) requesting Christmas assistance.

"Because of the continued generosity of a Community Foundation of Morgan County (CFMC) Impact Grant and our many other partners, including churches, individuals, service organizations and businesses, Churches in Mission was able to help more families in need find stability more so than we ever have in over three decades of existence. Plainly put, we can't do what we do without you, the people of Morgan County," said CiM Executive Director Dan Bradley.

Churches in Mission exists to provide the necessities of daily living for those in need living in Morgan County; work with others to provide more effective and efficient services; and share its common love for Jesus Christ. Its vision for Morgan County is that those they serve will sustain a healthy home environment, draw strength from a spiritual foundation, and perform meaningful and fulfilling roles in the community.

"The need is growing, but we are determined to meet those needs this year," said CiM Board President Crystal Rogers. "We're looking at some really exciting ways we can help more of our clients achieve new levels of stability and viability in the future. As we do that, we will need more volunteers serving in new capacities as well as increased funding to provide more than simply a handout to those in need. It's a great time for folks to reach out if they're interested in joining us in our efforts!"

For more information about volunteering or becoming a CiM financial partner, go to the website at www.churchesinmission.org or email Dan Bradley at dan@churchesinmission.org.



Desert Rose Foundation partners with Kendrick Foundation to provide 24-hour crisis intervention and therapeutic counseling

Thanks to the generous support from the Kendrick Foundation, the Desert Rose Foundation can continue offering crisis intervention services and mental health and substance abuse counseling. Founded in 2001, the Desert Rose Foundation works round-the-clock as Morgan County's only shelter for victims of domestic violence, sexual assault, and stalking.

Desert Rose maintains a safe and secure facility providing 10 housing units with a 40-bed capacity to offer shelter and direct services for victims and their dependent children. In addition to services for shelter residents, Desert Rose also works with non-residential clients to provide counseling, outreach, material assistance, and many other direct services.

Desert Rose Foundation's primary mission seeks to promote and reinforce stability, self-sufficiency, and healthy behaviors for victims seeking to break the cycle of violence and reestablish their lives in the aftermath of violence and trauma. To achieve this, Desert Rose provides both emergency and transitional shelter programs designed to equip residents with the tools to live a healthy and stable life. As part of Desert Rose's programming, the agency provides crisis intervention, case management, victim advocacy, individual and group counseling, legal advocacy, protective order assistance, safety planning, financial counseling, life skills classes, referrals to additional community resources, and many other direct services. Overall, these programs and services are intended to provide structure for clients and assists in establishing normalcy for themselves and their families.

Desert Rose works to improve outcomes for two of the Kendrick Foundation's primary focus areas: mental health and substance abuse prevention. Victims of domestic violence suffer from mental health disorders at rates much higher than the general population – especially depression, anxiety, and Post Traumatic Stress Disorder (PTSD). Recognizing this, Desert Rose is sensitive to these issues and attempts to work closely with residential and non-residential clients to promote health and wellness over the long term.

Desert Rose thanks the Kendrick Foundation for its generosity and continued support in serving victims from Morgan County and central Indiana more broadly. Desert Rose looks forward to effecting positive change and outcomes for some of the most vulnerable residents of our local community.



Pounding the Playground program helps elementary school children increase physical activity

Thanks to the generous support of a Kendrick Foundation Grant, the Healthier Morgan County Initiative (HMCI) continues to help elementary

school children in Morgan County increase their daily, physical activity and decrease their chances of developing life-threatening diseases such as diabetes.

Pounding the Playground program is offered at all elementary schools throughout the county. Annually, over 4,500 students and staff are reported walking 100,000 miles during the four-week program in the Spring and Fall.

Data from the Indiana Department of Health reported Morgan County residents have a higher incidence of diabetes than the state average. It's not surprising news as thirty-four percent of Morgan County residents are considered obese, higher than the state average of 31% and higher than surrounding counties such as Monroe (21%), Hendricks (30%), Marion (32%) and Brown (31%), according to the 2017 Morgan County Community Report Card, prepared by the Kendrick Foundation.

Even worse, 30% of adults 20 years of age and older reported no type of physical activity compared to the state's range of 19-38% reported by other counties. Combine obesity with inactivity and the results are devastating including heart disease, stroke, diabetes, cancer, and death.

Pounding the Playground Program gives these students an opportunity to get outside and be active, rather than spending sedentary time in front of a TV or online and create a healthy habit that will hopefully last a lifetime.

