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MORGAN COUNTY

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Shane & Jessica Harris

WHEN IT'S MORE THAN A JOB

Shane Harris invested 22 years at Big O preparing to be the owner



If you are not successfully running your business or organization – but rather being run “BY” it, we need to have a conversation.

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How redistricting impacts Morgan County

Earlier this year, I wrote a straight-forward, discursive wrap-up on the 2021 session of the Indiana General Assembly, reporting that legislators would reconvene later this year to tackle redistricting – the task of dividing the state as evenly as possible into congressional districts and redrawing house and senate districts in the state legislature. This important task, constitutionally mandated and done every ten years in the year following the census, is now complete; House Bill 1581 containing the specifics of the new districts, has met approval with the governor's pen. So, what is this process all about and how does this impact Morgan County? Let's start with the first part of the question – the what.

Indiana is divided – or apportioned – into 9 federal congressional districts. We have 9 congressional districts because of our population, each district containing roughly 750,000 Hoosiers. This approximate ratio of population per congressional district is consistent across the country and is not specific or unique to Indiana. Currently, Morgan County is split into two of those districts, Indiana's 4th Congressional District, represented by Jim Baird (R-Greencastle), covering the Monrovia and Mooresville area of Morgan County, or Indiana's 9th Congressional District, represented by Trey Hollingsworth (R-Jeffersonville), covering



**RYAN
GOODWIN**

the rest of Morgan County. At the state level, Indiana is apportioned into 100 state representative districts and 50 state senate districts – the seats that comprise Indiana's citizen legislature, the Indiana General Assembly. Morgan County's state senate seat is straight-forward: all of Morgan County is in Indiana State Senate District 37, represented by Rodric Bray (R-Martinsville). It is more convoluted on the house side, with Morgan County divided into 3 different state house districts: District 60 (Peggy Mayfield, R-Martinsville), District 44 (Beau Baird, R-Greencastle), and District 47 (John Young, R-Franklin). Currently, most of Morgan County is in District 60, with just a couple of Morgan County townships going to Beau Baird in the northwest corner of the county and John Young in the northeast corner

of the county. This is all relevant, as these are precisely the seats the Indiana General Assembly must consider as part of its redistricting process, now that the body has had time to review population numbers from the census conducted last year. That process is now complete.

What changes were made and how does this impact Morgan County? First, it is important to note that while the governor has signed the bill particularly describing the new districts, the new districts do not take effect until January 1, 2023, meaning we will have the election process next year before knowing exactly who will continue to represent Morgan County in its various congressional and legislative districts.

That said, let us look at how the maps changed for Morgan County. At the congressional level, Morgan County, in its entirety, will be in Indiana's 4th Congressional District beginning 2023. This is a significant change from our current split into two congressional districts. While this is a simpler structure and easier to follow, going from two folks in congress with Morgan County in their district down to one could be viewed as a loss, regardless of your politics. On the state senate side, Morgan County is entirely in Senate District 37, and that remains unchanged. Not so simple on the Indiana House side, where large changes are in store. Gone will

be the couple of townships to the west represented by Beau Baird and to the east represented by John Young – both of those districts will no longer have Morgan County within its boundaries. House District 60, held by Peggy Mayfield, will have an expanded Morgan County footprint picking up the areas previously covered by Mr. Beau Baird and Mr. John Young, however, her district will lose the Mooresville area.

What happens to Mooresville? It will be part of a shifted district – House District 57 – which will cover Mooresville and northern Madison Township in Morgan County, Plainfield in Hendricks County, and the northern portion of Center Grove in Johnson County. No current member of the Indiana House lives in this footprint, so this means the shifted seat will be held by a new person following the election in 2022.

All in all, Morgan County has simpler maps following redistricting – we are now in just one congressional district, no changes in state senate representation, and we move from being split in three districts down to two in the state house. For more detailed information on the redistricting process, along with detailed maps of current and new districts, I recommend viewing ballotpedia.org/Redistricting_in_Indiana.

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Our decisions matter

Some are made in a moment, others we stew over and debate for weeks, or months. How we each make decisions becomes part of our “persona” that others see. Decisions are an incredibly powerful part of every day. That is because one small decision can change our direction in life and everything to come.

This came to mind recently when someone told me his time spent in an industry he loved, was wasted considering his current career aspirations and path. But I believe no decision is ever wasted. As Nelson Mandela said, you either win or you learn. Often, winning translates to learning, too.

The experiences Shane Harris had as a young “gearhead” and the decisions he made to take jobs in the automotive industry directly led him to the goal he set to own his own automotive shop. Then he made conscious decisions to learn everything about the business by moving from position to position and taking on increased responsibility. Investing in business coaching helped him to learn how to make more informed decisions that boosted his skills and confidence. As the new owner of Big O Mooresville, he has a positive outlook for the future.

The big decision Les Duncan made in a period of intense pressure was bolstered by the seemingly less consequential decisions he made in the past. His first decision, whether conscious or not, was to pursue his interests. Whether it was art, wrestling, or the military, he pursued every endeavor looking to learn everything and be the best at whatever he was undertaking. When the decision to open Tattooligans Studio was made, it was done with confidence in his skills and in his personal values in life.

Kristin Oberle was on a path studying psychology, but when she learned it would ultimately take more than she was willing to give,



JIM HESS
From the Publisher

she decided to add business to her studies. That opened doors and gave her opportunities to enter corporate America. When the corporate world exhausted her, she decided to pursue a business that would satisfy her creative side and make her happy. As a business owner she realized that her earlier decisions allowed her flexibility other business owners did not have. Something MORE Boutique stayed grew through recessions, tornadoes, and the pandemic because of the lessons she'd learned.

Every decision, no matter how large or small, will always influence future decisions and our ability to withstand challenges and find a way forward – or not. Every decision is a mysterious gift to the future. You either win or learn.

• • •

The decision Rick Myers made in 2006 to start the Morgan County Business Leader based on a vision he had, not only influenced his life, but mine as well. Rick recently lost a battle with cancer. I am continually grateful for his decision that provided the opportunity for me over the last 11 years as owner of the Morgan County Business Leader to shine the spotlight on local business successes. While he will be missed, his vision will live every month on our pages.

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Ephesians 2:10

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She wanted something MORE

SOMETHING MORE

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By Elaine Whitesides

Morgan County Business Leader

There is much talk these days about the “Great Resignation”. Fueled by the effects of the COVID-19 pandemic, people are re-evaluating their work lives, and many are leaving it behind. This is not a new concept. What the ultimate consequences of this will be is anyone’s guess.

For Kristin Oberle, the re-evaluation occurred eight years ago. Ultimately, Oberle did not leave her full-time employment, but she did add an element that was missing.

In college at IU Bloomington, Oberle was pursuing her goal of being a child psychologist. When it became clear that to achieve her goal, she would have to have more schooling, she instead looked to the business school. “Adding business to my degree,” Oberle said, “gave me more opportunity and opened more doors.”

After graduating, she returned to Mooresville and married her Mooresville High School sweetheart, Derrick. She took advantage of the business element of her degree and took a corporate job. She and Derrick welcomed two daughters Kate, now 17 and Anna, now 14 to their family. Although adding the business option to her studies was a good choice, Oberle learned that corporate America, can be trying at times. “There was a period when I was exhausted with it,” Oberle said. “I wanted something more.”

FINDING SOMETHING MORE

She wasn’t sure what that something could be. “I had a sense for fashion and business and a boutique was something I knew. The one boutique I liked was miles away. There wasn’t anything in Mooresville and I wanted something closer.”

She opened Something MORE Boutique in a tiny Mooresville strip mall space in November 2013. It was open limited hours



Kristin Oberle

three evenings a week, which she worked after her day job.

Running the shop was creative and fun, and her initial goal was to make the shop her full-time livelihood. However, she said, “Being a small business owner is tough and not as lucrative as I would like.” She stayed with her corporate job. “I had the luxury of a really good career, with all the benefits like reliable income, PTO, a pension, a 401K, and health insurance.”

Although she has had doubts and thought about giving up, it never translated into closing the shop. It was still Something MORE to her. “From modest beginnings I grew it slowly,” Oberle said, “and I developed a clientele in town.”

WITH A LITTLE HELP

When she needed more space, she looked downtown. With the help of family and friends, the shop moved to its current location on Main Street. She established regular hours and opened just in time for Victorian Christmas in 2017.

Her family and friends have pitched in to help her staff the store and slowly grow the business. “If I didn’t have the core group of family and friends,” Oberle said, “I would have to close.” Trust is a determining factor, she says. Now she trusts and

treasures five part-time employees.

The staff takes care of many of the responsibilities like scheduling, social media, and counter sales. In the early years, Oberle traveled to trade shows for buying. “You quickly find the brands you like and sell.” That knowledge allows her to do all the buying without the travel, which still means a lot of late nights for her.

Something MORE became a labor of love. “I never had aspirations for a big business,” Oberle said. “I envisioned a place for girlfriends to meet, shop, and enjoy a day out.” Even in today’s marketplace, she knows Amazon cannot replace that.

Her mindset has shifted since opening the shop. Knowing she has the luxury of the shop not being her primary income, she keeps prices low and margins slim, which is good for sales. It is also a reflection of her creativity, which is good for her.

TAKING STOCK

Based on customer feedback and comments, ladies can find casual wear, some intimates, and even a few men’s shirts. Customers can find a plus-size line and quirky fun things for gifts.

Buying and inventory, she says, is more an art than a science. This is even more challenging with the supply chain issues of late. Seasonal items must be ordered months in advance, and if they are back ordered the order could be shipped and delivered in the wrong season.

Even more so today than ever, if someone sees something they want, she advises them to buy it right away. There is a good chance she will not be able to reorder existing stock.

LOOKING BACK, LOOKING FORWARD

In retrospect, her decision to keep her job and have Something MORE on the side is one of the things she said that has saved the shop over the last year. On top of the pandemic, downtown Mooresville was hit by a tornado that did a lot of damage just a few steps down the street. Something MORE escaped major damage and survived the pandemic.

Oberle says she is seeing a new energy happening downtown. Facades are being updated, there are new businesses, concerts in the park, and street festivals. She sees that Mooresville can become a destination and that excites her.

Oberle says there’s a pride in owning a business in Mooresville. She said, “I love telling people I own a boutique. I love going to a game and seeing people wearing my stuff. Seeing my clothes on someone makes me smile.”

“I was born here in Mooresville and grew up here,” Oberle says. “This is my home and my community. Small business is not always about making the most money. It’s also working together, supporting one another, and rallying around each other.”

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Becoming a better leader by raising your lid

Amazed is a word that is not strong enough to describe the feelings I get when I witness the tragic things that happen when there's a void in leadership.

Whether you are an owner, a supervisor or on a board of directors, by all means exercise your leadership abilities. If you are among those who are challenged with those abilities, then make a plan to raise your leadership ability.

Your team, your organization can't rise any higher than your leadership ability. John Maxwell labeled this "The Law of the Lid" and it's the first law in his best selling book, "The 21 Irrefutable Laws of Leadership."

Let's look at some of the characteristics of an good leader:

A good listener, enthusiastic, passionate, shows appreciation, casts a vision, is a role model, is trusting, integrity, organized, knowledgeable, has credibility, is persuasive, has charisma, is good at team building, has a clarity of purpose, is a problem solver, exhibits an attitude of service, leads by example, has patience, is willing to act without complete knowledge, understands followers, is consistent, empowers other people, and adapts to change.

When I ask my clients what the characteristics of a good leader are, their answers include the same items. From all this comes some useful insights.

1. Notice the elements this list contains. All of these characteristics relate to the human side of leadership. That's interesting because all too many people minimize this side of leadership with terms like "soft" or "touchy-feely." Actually, applying these characteristics requires more strength than many realize.
2. Notice what the list excludes. Absent from this listing are characteristics such as stern, mean, serious, short tempered, vindictive, tough, angry, harsh, punitive, controlling, violent, or ruthless. And that's interesting to me because many popular representations of leadership emphasize at least one of these "hard" characteristics. In fact, these characteristics are the refuge of those who lack the strength (or the skills) to apply the human side of leadership.



JACK KLEMEYER
Business Coach

3. How about you? How would you rate yourself as a leader compared to the list of positive characteristics? If you were to survey the people who report to you, how would they describe your leadership? Would they list characteristics from the "soft" list or from the "hard" list? Could you become more effective by improving upon any of the "soft" characteristics? And how about the other leaders in your organization? Do they truly maximize human potential?

People want leaders who treat them with genuine compassion, courtesy, and respect. They want leaders who help them become more successful. They want leaders who inspire them with a vision for a better world and show them how to go there. They want leaders who shoot straight. They don't want leaders who avoid the possible confrontation; avoid giving the feedback; avoid doing the sometimes tough things that need to be done.

Spencer Johnson and Ken Blanchard discovered in their book "The New One Minute Manager," that people who feel good about themselves, do good work. My challenge to you as you finish 2021 is to grow your leadership ability and set a goal to be a better leader. Start by beginning to catch your employees doing something right.

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. Jack can be reached at Jack@GYBCoaching.com or at 317-755-6963. Learn more at GYBCoaching.com.

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WHEN IT'S MO

Shane Harris invested 22 years at Big O preparing to be the owner

By Elaine Whitesides

Morgan County Business Leader

Graduating from Monrovia High School, Shane Harris had no solid plan. He describes himself as a gearhead since his youth so working in the automotive industry and designing cars sounded like a promising idea. "At the time I had no idea it was called engineering," he said. Instead of college, Shane took a series of jobs in the industry, selling parts, detailing cars. He worked on his own cars for years, detailing them so he always had a cool car around town. His favorite car was his 1988 maroon Camaro that his son Jaden has right now. "That car's older than he is," Shane said.

It all changed when he was working on a 4-wheel drive truck project. He damaged a couple of the tires he had purchased at the local Big O Tires store on State Road 67 in Mooresville. He took them in and met Dave Doyle, the owner. Doyle replaced the tires and made an impression on Shane. "I liked everything about him and the way he ran his business," Shane said. "Within about six months, I started working at Big O."

He spent day one sweeping out cars in the oil change building, then he was moved into changing tires. As time went on, he went through the units one at a time, mechanic, alignment tech, sales, then management.

Over the 22 years he has been at the Mooresville Big O, Shane and his wife, Jessica, also a Monrovia High School graduate, grew a family that includes their three children: Jaden, now 20; Jaxon, now 18; and Delaney, who is 15.

Even though he found success in his work and enjoys the daily variety and customer interactions, he says the Big O life wasn't that easy. "There were 65-hour weeks and I missed out on kids' sporting events and other family gatherings." However, he is quick to add that there were way more good days than bad.

Also, over the 22 years, a plan took shape for him. "I moved from position to position on purpose," he said. "I knew I wanted to own a shop of my own. I believed Big O would be a great fit for me."

Jessica had gone to dental school to become a dental assistant. But when they started their family, she wanted to stay home with their first baby. So, she started a daycare out of their home. Recently, she has taken that dental assistant's

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job. During those years at home, Jessica said she knew he had this vision of owning a shop. "I believed him because when he sets his mind to something, it's not over until it's completed."

When Shane became the general manager, he made Doyle aware of his desire and hope that someday Doyle would sell the store to him.

HOPES AND DREAMS

Once Doyle was aware of Shane's thoughts, Shane made a conscious effort to prepare himself for the ownership role, even though nothing was ever set in stone. Over the next 13 years, Shane took on more and more responsibility for the daily operations. "I started looking at it as if I owned it although I didn't," he said. "It changed the way I looked at the property. I noticed trash on the ground and the appearance of the building. I began to realize the things I let employees get away with that were not improving the business."

Doyle suggested that Shane participate regularly with a business coach and Legacy Business Consultants were hired. "The last two years in these sessions," he says, "has been immensely helpful. I would not be in this position without Legacy's help. I have learned so much about myself. Also, how to do a better job of delegation, of letting others do things that need to be done and then hold them accountable for those responsibilities." He says that the lessons learned were the catalyst for everything to start moving towards this end.

Jessica grew up the daughter of parents who owned a business. She says she knew how much work it took to be successful. She says, "It made me anxious because it hit me and really sunk in that he was going to make it happen."

About becoming an owner, Shane said, "It seemed out of range. I didn't know how to get there." He was considering the possibility of buying a percentage of the business. Shane might not have known how to get there, but Jessica's father



Shane, Jessica, Delaney, Jaxon & Jaden Harris

did. He asked Shane why he would consider a percentage ownership when he could buy it all. "Learning that a Small Business Administration-backed loan was a viable option was the biggest thing for me."

He met with his accountant, they ran numbers and saw that it would work.

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MORE THAN A JOB



Jessica said, “I always knew he would be good at managing whatever. It was a big bite, but I don’t worry about it because he’s been doing it all for years. I have faith in him and know he’ll be fine.”

Shane says he is not a big risk-taker. “But this was pretty low risk,” he said. “I had been working all aspects of this store for years and was not buying something cold. I knew how it worked.”

ON THE HOT SEAT AND INTO THE FIRE

For four months only Shane and Jessica’s immediate families and Doyle knew anything about the pending transaction. They agreed that until the financing was in place and the deal was done, they would stay mum. Staying quiet added to the stress.

Another element that had to be considered was that Big O is a franchise operation. There was a franchise agreement in place, and corporate had to approve the sale and transfer ownership. “I had no idea the franchise approval of the transfer was so long and detailed,” Shane said. But, again, his years of running the operation eliminated many of the franchise’s questions. It also eliminated the need for training.

At that point, Jessica says she was out of the loop. “It was all on him.”

When the approvals were all in and finalized, ownership was officially transferred on September 1, 2021. Going into the shop that day, Shane says it was the same but not the same. He gathered the managers together and told them he was the new owner. “I explained that everything we had done before, we were still going to do and hopefully more.” Word spread across the store through all 30+ employees.

The four months of tension were over. “Everyone was very excited for him,” Jessica said. “They felt he deserved it and said that they had always felt they had worked for him from day one.”

Shane says he is grateful that Doyle believed in, invested, and prepared him for this opportunity, and the challenges that will come. “He knew what I was getting into.”

The two Harris sons, Jaden and Jaxon, had already been working at Big O for about two years before their dad became owner. Shane has been educating the boys in all aspects of the operation. He feels hands-on learning is important. He said, “It’s the way I learned, and it has been successful for me. They both know that just because Dad is the owner,” Shane said, “they aren’t going to be given any freebies.” Both of his sons are excited about the change and have plans to someday take over from their dad. Jessica says they

want to make it a generational business.

MORE THAN A TIRE STORE

Shane has done the hiring of most all the current employees and feels he is extremely blessed. Many of the staff have been with Big O long term and most of them live in Morgan County. An experienced and dependable staff is why this Big O operation is more than just a tire store.

There are currently three buildings housing various aspects of the services offered. As well as offering new tires and batteries for motorists, customers can also get oil changes, alignments, mechanical work and most anything having to do with maintenance and underbody repair including tires, struts, brakes, and rod ends. Also, a vehicle’s heating and air conditioning, always important in Indiana, can also be serviced at Big O. They are part of the Motorist Assurance Program that certifies service performance.

Shane said, “Big O takes care of cars as well as the car’s owners. The philosophy at Big O is that we fix flat tires for free, we are always nice and friendly, and we have clean bathrooms and hot coffee.” He says Dave Doyle taught him that if it isn’t broken, don’t fix it. “The clientele and customer base are very loyal,” Shane said. “We don’t give them reasons to look other places.”

Shane also sees the service Big O provides is one of the ways he gives back and fits into the community. They service fleets of cars and trucks for many businesses and municipalities. “There’s a community feeling of working together and being able to rely on each other. If there is a problem, we resolve it.”

Shane is organized and task oriented. He takes things step by step. He says he does not stress because he has learned that it is not beneficial to get all worked up. Just manage things as they come.

Jessica says Shane has alarms set for various tasks on his phone. For him, evaluation and prioritization are on-going during the day. He says that important things get done every day and that seldom does he feel like there is a lot left to be done.

On September 1, Shane reached a goal he has invested 22 years into achieving. He had been a customer before becoming an employee. He was an employee before becoming an owner. Shane said, “In my eyes, it is the American Dream.” And it all happened in Morgan County, the place he calls home and never considered leaving. He did not have a Plan B. “This is exactly how I hoped things would work. And I am grateful.”

Shane approached Doyle with the idea and caught him off guard. Doyle wanted time to think about it. The Mooreville Big O Tires was Doyle’s first operation, and like most business owners, the business as well as the community held a special place in his heart. Even so, he came back and said he was ready. They should pick a day and go to the bank.

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Les (Toonz) Duncan

By Elaine Whitesides

Morgan County Business Leader

What do you do when you feel you are out of options? If you are Les Duncan, you start a business. Duncan opened Tattooligans on Main Street in Mooresville in March 2019. A tattoo studio is not something you open on a whim. It takes years to develop the skills and the fearlessness to try something new.

Indianapolis's westside was Duncan's "official" home growing up. His "unofficial" stomping grounds were his grandma's house on Hadley Road and Main Street in Mooresville. "I was a weekend transplant," he said. Growing up he won drawing and art contests and he was on the wrestling team. Both would come to influence future decisions. All three would later influence his life.

As a teen he knew a group of bikers who all had tattoos. While the biker's life didn't appeal to him, the tattoos did. He watched the process and began learning. His skills were honed working with Indianapolis's best tattoo artists including Jack "Doc" White and St. Marq of SpikeTV's Ink Masters.

After high school and a variety of jobs, Duncan spent fifteen

years in the Army where he was a weapons and marksmanship instructor. Although he had little time for tattooing, he said, "It's always been there. It's one of the most consistent things in my life. It's my go-to place." He planned to stay in the army, but a medical discharge changed that plan.

He returned to Indiana searching for a new path. His physical size and presence made him fit work as a bouncer. One night some pro wrestlers were watching him and said, "You're a big boy. Have you ever considered doing pro wrestling?" They offered to train him. Being single, the travel and Wild Championship Wrestling Outlaws tours were fun. He is still active in local events and a member of the Indiana Champion Tag Team.

After working as a special needs teacher/assistant, he joined the Carpenters and Ironworkers Union and spent 12 years as a carpenter and welder. He worked weekends tattooing at one of the top local studios, Artistic Designs in Indianapolis.

Over those years, Duncan became a father. Now he is a single father to his three boys, Brody, Wyatt, and Rowdy and engaged to Mercedes. They plan to build a blended family including her two children, Remington, and Ian.

Shortly before Christmas 2018 he lost his job. "I had three

kids looking at me and I'm asking myself, 'What am I going to do?'" He reminded himself that he had always relied on tattooing and this time would be no different. However, this time was different because a realtor friend asked him if he ever considered opening a studio of his own. She knew a little spot was available on Main Street. It was just what he needed.

He used his savings to remodel the space. By March his long-time artist and friend Billy Bufore joined him, and he was ready to open Tattooligans.

He says there has been a shift in the culture. Tattoos are not just for bikers, criminals, and gangs. "It's now an acceptable art form," Duncan said. Some shops are intimidating with piercings and Def Leppard playing over the loudspeaker," Duncan said. "I wanted to take all that away."

A tattoo is permanent. There is no erasing or do-over. He says it is important to work closely, hand-to-hand to get the exact design, size, and location right.

"The body is a living, breathing canvas," he said, "and being a tattoo artist is like nothing else you will ever do." There are different types of skin, different ages, different colors and styles of art to consider. "You never know who will be walking through the door or what they request."

Basing his business model on quality, customer service, and affordability, the artists in the studio are critical. "The people I hire are down-to-earth and do phenomenal work," Duncan said. Tattooligans has grown significantly to seven artists offering tattoo and piercings. Growth demands additional space. Tattooligans expanded into the unit next door.

"We want to be an anchor of the community," Duncan said, "grounding the town, not dragging it down." Duncan is putting his words into action. He opened a second business, Curl Up and Dye Salon, which is a few doors down offering services by a stylist, a nail technician, and an aesthetician.

In addition to two businesses, he and Kim Burgess of the Farmhouse Market worked together to host Mooresville Street Fairs in 2020 and in 2021. "We are trying to bring more foot traffic into smaller businesses downtown," Duncan said. With music, vendors and businesses setting up in booths, and food, the Street Fairs are a growing success.

Regarding business, Duncan said, "I believe that if it doesn't make money, it doesn't make sense. I have three kids to support and every penny counts. What I didn't expect is that these businesses would take off the way they have."

He thinks Tattooligans is a destination because of the close relationships with clients, other businesses, and the community. Tattooligans sponsors community and charitable events as well as sponsoring families and raising money for Intecare, an organization providing support services for veterans.

Duncan's view of life, and business, is the result of losing a 23-year-old stepbrother to cancer. "A bomb went off," he said. "I don't want to be the guy who went into things cautiously. I am fearless and push the envelope. When I see a niche and think I can make something work, I go for it. Life is short and I have learned you have to take the backroads, the side roads, and Main Street to get where you want to be."

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Park Venture Morgan County explored by more than 400 people

Since August 1, 2021, The Community Foundation of Morgan County (CFMC), Mooresville Public Library, and Morgan County Public Library released a new and free extravaganza, Park Venture Morgan County. Park Venture Morgan County showcased the natural beauty of Morgan County by highlighting our 13 parks and 2 state forests.

This county-wide, community event promoted state forests, city, and county parks as well as the smaller, lesser-known neighborhood parks across the county. Over 400 families, and individuals of all ages, registered via each libraries' new app, Beanstack. This program is new to both library systems and allowed Mooresville Public Library and Morgan County Public Libraries to collaborate by creating activity challenges and award badges for challenges completed. Those that completed all the challenges by visiting 5 or more parks, will be entered into the grand prize drawings, which have been generously donated by our parks, libraries, and CFMC.

Many participants did not realize there were 13 parks and greenspaces in Morgan County and felt it was a treat to find new places to explore. Henry S., a third grader, visited Burkhart Creek and looked for geodes while creek stomping. Amy L. found the old tree they carved initials on from high school. Britany J. picked up her girls from summer camp at Jimmy Nash Park and they ranted about the fun they had. As a mom, she is grateful we have a clean safe park like Jimmy Nash for her children to play. Jacquie W. commented saying, "Loved going to our local park and this year we were able to have my daughter's 16th birthday here! We rented a shelter house and afterwards all the kids played on the playground and walked around the pond."

During Park Venture Morgan County's two-month program, Jimmy Nash Park was the most



BRITTANI BENTLEY

visited park in Martinsville, followed by a close second, Pioneer Park in Mooresville. Over 20 families and individuals also visited Morgan County Veteran's Memorial. Established in 2010, this memorial is thoughtfully constructed to honor veterans from early wars to our most current. Veterans' names are emblazoned on the black marble surfaces commanding honor and respect for those who have fought for our freedom and made many sacrifices. Likewise, Morgan-Monroe State Forest was visited by many. Our second largest state forest in Indiana, the 24,000-acre forest boasts 8 hiking trails, a hike-bike trail, three forest lakes, primitive camping, picnicking, shelters, hobby gold panning with a license, and hunting during seasons with a valid hunting license issued by the Indiana Department of Natural Resources.

CFMC, Mooresville Public Library, and Morgan County Public Library are thankful for community leaders who recognize the importance of outdoor recreation, community involvement, and each park's support and inclusion. We are so fortunate to have such a wealth of natural areas to enjoy!

Brittani Bentley, with more than a decade of corporate accounting experience, is the President of Community Foundation of Morgan County and has spent the last 7 years dedicated to serving the community of Morgan County in the non-profit space. She is passionate about philanthropy and community building.

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Eating Elephants - How to wade into large technology projects

I'm sure you've heard the question, "What's the best way to eat an elephant?" The answer, of course, is to eat it one bite at a time. Facing projects and obstacles of immense size and complexity can be a daunting task for any of us, and the next best step is often just that, take the next step. Proceed in the right direction and you'll eventually complete your large project, achieve that grand goal, or solve that immense problem.

Does this same rule of thumb apply to large technology projects? What do you do when your tech provider tells you that project will run at least six figures, will require at least a year of exploratory work, and may require more work that's yet unknown before it can be released to the public? How do we eat an elephant that seems to be growing in size as we chew and constantly twisting and turning out of our grasp?

There are a number of "next steps" you can take now to put your mind more at ease and keep projects from constantly overrunning their time and cost estimates. Let's think about a few here.

SET REASONABLE EXPECTATIONS

A technology solution of any size will have a number of unknowns built into it. The greatest reason you may be embarking on this project is that it's never been done before, and you truly are reinventing the wheel. Your idea may be the greatest since sliced bread, but you can count on the fact that there will be features not worth their costs, pivots that must be made, and additional costs and time that must be absorbed. Set your expectations to a realistic level, and expect to be surprised a time or two.

BUILD RELATIONSHIPS ON TRUST

When partnering with a technology partner, the first "deliverable" provided should always



CHET CROMER
Technology

be a relationship built on trust. Until that trust is established, you'll have no way to discern if a provider is over-promising, under-delivering, or doing the very best anyone could do to meet your requirements. These relationships take time to build, and venturing into projects with businesses simply because of promises made can be a very costly endeavor.

WADE INTO THE WORK

Many of us enjoy starting with the end in mind. We set our sights on lofty goals and take measurable steps toward them to ensure we keep projects on track. As you wade into large endeavors, though, I'd encourage you to find ways to wade in slowly. This may involve a phased in approach, a stripped down prototype (yes, those do cost money), or even waypoints along the way that allow for pivots and exit strategies if something runs out of control.

As with any large endeavor, taking on a large technology project can be a daunting task. They can also be extremely rewarding when they are seen through. As you enter into these efforts, I'd encourage you to ease into these waters by getting ready, getting set, and THEN hitting GO, rather than jumping right in.

Chet Cromer is the president of C2IT Consulting, Inc., a Plainfield-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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Martinsville awarded grant to construct a new levee

Mayor Kenny Costin announced today that the City of Martinsville has been awarded a \$20,191,500 grant from the Indiana Finance Authority (IFA) for the exclusive use to construct a new levee and make improvements to the existing levee to the north. This new levee will run along the west and southwest side of the city.

Mayor Costin stated, "When this administration took office, we were faced with the knowledge that FEMA was mandating to the city that the levee system must be improved. We also recognized that without the changes, as many as 400 of our residents and at least 70 businesses would be faced with purchasing or upgrading their flood insurance."

This levee system is needed to replace the current levee on which the State Road 39 Bypass is located. This new levee will provide greater protection for the citizens of Martinsville for many years to come. It may also help us attract additional economic developments to the city.

"The magnitude of the project is difficult to grasp," said Costin. Over 162,000 cubic yards of materials will be used to construct the southern levee. There will also be significant upgrades to the northern levee, including new flood gates. A new pumping station will also

be constructed as part of this levee system.

The mayor went on to say, "We believe this is the largest grant that the city has received in its history. Again, these funds are earmarked exclusively for the building of this levee system. These dollars are from the \$60 million of federal Coronavirus State and Local Fiscal Recovery Funds to the IFA that provide grants to utilities and/or communities for stormwater/flooding projects that impact State Roads in their local communities."

The planning and engineering phases of the project have already begun. As the award has just been announced, no actual start or completion dates for the project have been established. We will continue to keep the public informed as we move through the process.

The mayor went on to say, "We cannot stress enough how important this project is to the City of Martinsville, its citizens, and our future growth. I want to again thank the tireless efforts of this administration for their hard work on this matter. We also want to thank Senator Rod Bray; Senator Ryan Mishler, Representative Peggy Mayfield; the staff at IFA, and our Director of Planning and Engineering Gary Oakes. Without their assistance, this grant would not have been possible."

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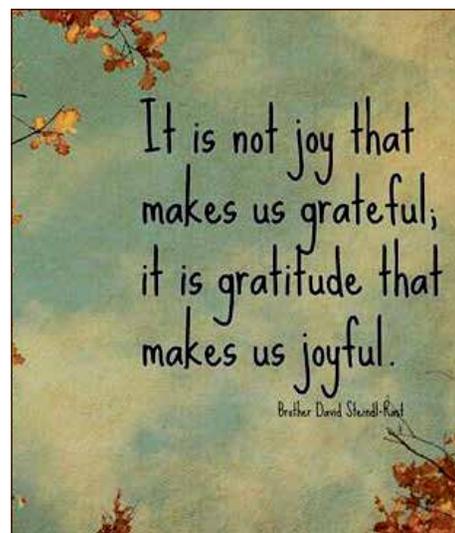
Ephesians 5:20 "Giving thanks always for all things unto God..." This time of year the "attitude of gratitude" is on most people's



Jod Woods

mind! We hear many speak about for what they are thankful. I am so thankful for the many blessings God has given me. The Thanksgiving spirit encourages more than simply being thankful for all our blessings. The word "Thanksgiving" alone requires

more. Just as history books tell the story of Pilgrims sharing their harvest with the Native Americans on the first Thanksgiving, we should share our harvest with those around us. Everyone has been gifted different things. Some are blessed with talent, others may have money, some may have extra time. Everyone has something which they can give to others. I encourage you this Thanks-Giving season to find ways to GIVE to others. I can guarantee you will receive more of a blessing when you give to others part of what has been given to you.



Please let me know if there are any topics that you would enjoy being discussed. I can be reached at 317-831-5279 or JodWoods@EconomyHVAC.com.

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Its OK to treat people differently

There's a misguided thought that leaders and managers should treat all employees the same. EEO regulations and increased attention to racism are, of course, good objectives but can lead some to erroneous conclusions. Both seek to increase fairness, opportunity, and diversity but neither advocate treating everyone exactly alike.

Each person who works in your company is a beautifully unique individual. When you treat every one of them the same, you deny their uniqueness which can make them feel unappreciated, even invisible. Being treated the same as everyone else despite their unique contributions stifles an individual's desire to perform at a higher level.

If you reward everybody the same, you'll get everyone performing at the same level. Over time the high performers will say 'why should I work so hard?' Everyone is not a high performer and that's OK. You want to have solid, steady citizens and you want to keep them engaged just as much as you want to keep your high performers engaged.

People are in different places in their lives or they simply have different skills and experience levels. For any number of reasons people have different capacity, time, and energy. They need and want different things at work. Sue may be a higher performer after the kids leave home or Ted may be a higher performer after he gets a contentious divorce behind him. Abe may never be a superstar but he contributes in his own steady way.

Your goal is equal opportunity, not equal outcomes. If everyone has the same opportunity, some people will leverage that opportunity to produce higher value. Recognize and reward them with higher pay, special projects, increased freedom in the work schedule, and more flexibility in how the work gets done. Give your high-potentials more challenging projects. They know who they are and they'll see the additional challenge as a compliment.



**ROGER AND SUSIE
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If you don't recognize and reward your high performers, they'll go where they will be rewarded. You want to make sure you do everything you can to retain them in recognition of the value they bring to the business. This doesn't preclude anyone from being a high performer. If high-potential people get special rewards and others see that, the hope is that others will aspire to it. In this way, over time, you're moving the bell curve of performance higher.

Treating people equally leads to equal outcomes. In other words, treating people the same leads to mediocrity. On the other hand, acknowledging each employee as the unique human being they are and meeting their needs leads to your company being the preferred employer.

Award-Winning Business Coach and Owner of Inspire Results Business Coaching, U.S. Military Academy at West Point graduate, Roger Engelau, his wife Susie, and their team of business coaches apply their 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.

New doctor joins Franciscan Physician Network Kendrick Family Medicine

Nadine A. Seudeal, MD, has established a practice with Franciscan Physician Network Kendrick Family Medicine.

She joins a team of physicians and advanced practice providers who offer a full range of convenient medical services to residents of Morgan County and the surrounding area. Their offices are located at 1001 Hadley Road, Suite 101, Mooresville.



Dr. Seudeal recently completed her residency training at Southern Illinois University – Decatur Family Medicine Residency Program

Board-certified in family medicine, she received an undergraduate degree in biology from the University of Michigan in Ann Arbor. She earned her medical degree from St. George's University School of Medicine in Grenada, West Indies.

To schedule an appointment with Dr. Seudeal, call (317) 831-9340.

Franciscan Physician Network is a division of the Mishawaka, Indiana-based Franciscan Alliance. To learn more about network primary and specialty care services in central Indiana, visit Franciscan-Docs.org.

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