

Where Hendricks County Business Comes First

# BUSINESS LEADER<sup>®</sup>

HENDRICKS COUNTY

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## IT'S ALL ABOUT THYME

*A brief history of thyme*

PAGE 4

Jan Atkinson  
(Photo by  
Catherine Myers)



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## OPINION

## ‘Boring for dollars’

By Howard Hubler

In many states, including Indiana major underground boring's are being done. Typically they're being done for rainwater storage caves or waste water storage. In Indiana I believe it's Rainwater however I have slept a few times since I have read the articles. Yes, there's a huge city in Indianapolis 80 foot below Street level with semi's and people and massive boring drills cutting holes out of our subterranean state.

Several months ago, I wrote a letter about windmills, they were the new “Interstate thing” of the day. Every time I drove around the state of Indiana to different dealerships when traffic was backed up, I learned that it was not an accident, there was a huge 55 foot propeller blade that was being slowly driven to a site where it would turn in to a energy windmill. Well today's thrill, I saw the huge boring bit that was as much as two lanes wide. My first blush is that it was going to Indiana somewhere, however I have no idea where it was going. When I wrote the article about the windmill blades, I had only one thought in mind. I go to work typically during rush-hour, why is a blade that stops all lanes of traffic with two or three police cars in front with lights blazing and two or three police cars in back driving at rush-hour through the

great state of Indiana.

You could ask what could be bigger than a 55 foot windmill blade driving through the Hoosier landscape, it is an underground boring bit. It is at least two lanes wide from my guesstimate. So now, I go back to the same question. Rather than slow down an entire interstate and make them drive 35 or 40 miles an hour, why not bring this monster cross country at one or two in the morning? Part of my job is to measure cars per day crossing a certain part of our state highway. I don't measure cars per day on an interstate however, but it is pretty much the same thing. I'm only guessing but I have to believe that the number of cars the drive under say a certain over underpass at 1 AM is a whole lot less than those traveling that are traveling under the same underpass at 9 o'clock in the morning. Am I missing something here? Is this commission or omission. Did somebody not know any better about back up on the interstate during daylight hours, or did they know and just run the truck and all the various police cars in the middle of the day because they could?

Forrest Gump one said, “Stupid is as stupid does”. Was this either a carefully calibrated activity or is this just callous in-

difference to quality of life in Indiana?

All I know is, if somebody's building a massive hole underneath my home or one of my businesses, I hope they're using a whole lot more sense than what it took to make the hole in the first place.

Teachable moment for Hoosiers; One time Hillary Clinton had a campaign manager that wrote a memo that said simply don't do “stupid stuff”. Well, how did that work out for them? Anyway, fellow Hoosier business men and women, don't do any stupid stuff and for the second half of the year, you might be pleasantly surprised. As they say, Make hay when the sun is shining. It may not be shining next year.



Howard Hubler may be reached at Howard@hubler-family.com

## Business Leaders: May we have hope

By Susan Rozzi

I recently got back from a week in Kenya meeting with leaders from Missions of Hope International (MOHI). MOHI is driven by the mission that they transform lives through the hope of Christ. Their challenge is poverty beyond anything I have ever seen. Yet, their strategy is holistic whereby every MOHI program seeks to educate, empower, restore, and redeem. We saw this in action as we:

- visited two of their 20+ schools/medical clinics and their sixth-grade camp (educate);
- toured their skills training facility and met their students (empower);
- witnessed a social worker in action as we visited and prayed with a couple people in their homes (restore); and
- met and prayed with groups of their leaders, teachers and pastors (redeem).

They currently serve approximately 20,000+ kiddos and families yet have a bold vision to establish 100 schools and churches with 100,000 students by 2035. To accomplish this vision, it will require rapid growth in high-quality leaders which has only been happening at MOHI organically so far.

It was an honor and a privilege that Traders Point Christian Church (TPCC) invited me to go on this trip as they explored a partnership with MOHI to help enhance their leadership development program. It was incredible to talk to many of their leaders about what has helped them in their leadership and share where they see opportunities for growth.

This is a list of what has helped the leaders grow: be a learner, remain loyal and committed to the mission, stay relationally healthy, honor those around you, be transparent by being open and humble, be willing to be a self-starter, work at a fast pace because the mission is important, stay optimistic and agile, dream big and try, remember it's okay to fail and learn from it, listen actively, care for people then the process, trust others, help others grow, strive for excellence, be a servant leader, have empathy, place high importance on integrity, be discerning in what you do, and ... above all else remain prayerful and depend on God because He will help you do more than you can ever imagine.

Although this list isn't unique, I was struck by the uniformity of what is expected and desired in the organization.

Can you see yourself or your organizational leaders in this list? Me too! Can you also see places where you or your organization could grow? Me too!

The word that MOHI exudes is in its name: HOPE. Hope that God can overcome the challenges. Hope that they can make a difference in the lives of their students and families. Hope that there is a better way. Hope that there are more places and people to serve. Hope that they can continue to grow. Hope that they will become even better leaders.

I returned with Hope. Hope that big dreams can happen. Hope that what I do matters. Hope that I will continue to grow and develop in my life and in my leadership. May you have HOPE today!



Susan Rozzi is the president of Rozzi and Associates, a leadership and organizational development company helping good leaders become great. Contact Susan at susan@rozziandassociates.com.

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## COVER STORY

## IT'S ALL ABOUT THYME

*A brief history of thyme*

By Gus Pearcy

As an herb, thyme subtly offers many flavors at once. Depending on the dish, it can add a savory, earthy quality with a hint of sweetness. It's All About Thyme catering serves customers with a similar elegance. This boutique caterer and its owner work with customers to craft a memorable event that lingers like the aroma of thyme.

**A recipe for a business**

Steeped in Napa Valley and Houston cuisines, Jan Atkinson learned how to fix healthy fare with a southwestern flair. An IT specialist, Atkinson said she resisted traveling for work. She also didn't want to spend her days in a cubicle. Instead, she loved her experiences throwing dinner parties for friends and families and, in 2004, took a leap to start cooking as a trade.

She and her husband Mark built a commercial kitchen in their Danville home.

"Our savings took a pretty good hit," she said about starting the business. "It was a good investment."

With her commercial kitchen in the basement of her home, Atkinson began a meal-prep service.

"I wanted that in California," she said. "Nobody did that then."

Eventually, she began cooking and planning events as she did for her family, friends and clients.

"I would test out new meals and appetizers," Atkinson said. "I thought, 'You know, we've done this before; we can do it again.'"

When asked about her signature dish, Atkinson mentions a recipe she calls Chicken Primavera. She said she serves it at most of the weddings she caters. People even ask for it. She also had a customer who requested beef tenderloin with some particular details. She did as requested; now, it's one of her favorite menu items.

Atkinson strives to be an artisan caterer preparing a home-cooked meal for friends and family.

"We often have leftovers, and we're going to eat it," Atkinson quipped. "So, I want good food."

**Selling a personal touch**

It's All About Thyme does smaller events. In fact, the business's most significant event is a Christmas event of about 300. However, she keeps it manageable given her resources. She does four to five events a month, she said.

"It's enough to keep us busy," she said.

Thyme catering uses organic ingredients and grows her own herbs. Where other caterers have set menus, Atkinson sits down with her clients, gets a feel for their budget, and then plans the menu together. She focuses on the personal touch.

"I think I get a really good connection with my customer," Atkinson said. "I know them, and they know me. It's gratifying."

Staffing always presents challenges, but Atkinson has a dedicated group of people who work her events. Since the pandemic, that staff has changed significantly. Atkinson's neighbor acts as a chief aide in the business. Amy Benning-



ton assembles the event staff.

**Going to the market**

It's All About Thyme relies on word-of-mouth and a website for marketing. As a result, Atkinson spent a great deal of time shaping the site.

"I'd say 75% of my business comes from that," she said. "(The business) has grown steadily."

During the pandemic, Atkinson said the work kept ad-

justing to boxed meals and delivery rather than onsite events. However, she says business is back to normal.

**The future of thyme**

Being a second career, Atkinson eventually sees herself winding down to retirement by phasing out private parties. There's no defined timeline, but she looks forward to traveling to see friends and family in California.

## MONEY MATTERS

## 'History doesn't repeat itself, but it often rhymes,' Mark Twain

By Jeff Binkley

Lately I've been studying economic models and trying to better understand the causes of inflation. (You can stop reading now if the words "economic models" strike fear and/or boredom in your heart).

One standard economic model argues that inflation rises for one of three reasons or combination of:

One: The demand for goods rises due to high consumer confidence and ready cash. In other words, inflation comes from people feeling confident to spend more, they have more cash to do so and prices rise because of this confident demand.

Or

Two: The supply of goods lessons. For example because of a geopolitical oil embargo like in 1973, or maybe a pandemic like in 2020 when workers (producers of goods) were forced to stay home for months, not producing anything.

Or

Three: Monetary and fiscal policy makers attempt to shift the demand curve: for example, an expansionary monetary policy, like free money and low interest rates like we had during COVID, can increase demand causing inflation while raising productive output, whereas a contractionary monetary policy, like when policy makers sell bonds to remove cash from the economy and raise interest rates to make borrowing (to grow your business and production and revenues) more expensive. Like we have now.

So what is the cause of our run away, rampant inflation right now? That's a real quandary. You could argue that any of the reasons above are the culprit. And you could find credible validation for each of them.

After the COVID lockdowns ended and we all began to emerge from our bunkers, we went on a spending spree. We had all that money from the govern-

ment and all that pent up demand and we kinda went crazy. And at the exact time when companies had just spent months with no production. Once the demand exhausted the supply of the goods that had been surplus produced before COVID, we had too much money chasing too few goods. A classic case of an inflationary period.

Then on top of that, and I'm not trying to be political here but rather educational, we had a new administration come in whose whole purpose and goal seemed to be to reverse everything the previous administration had done, whether it was good fiscal policy to do so or not.

And now it seems like the feds (lower case f) don't know what to do. The Fed (upper case F) doesn't know what to do. The Street (upper case S) doesn't know what to do. And you and me here on the street (lower case s) don't know what to do either.

But there's cause for hope. If you read my column last month you'll note that I wrote about consumer sentiment being very, very, low.... And it stayed low this month. Historically, when consumer sentiment hits this level of discouragement, the market performs well over the following 6 months.

That's a cause for hope. Not that what the market does is any reason why any of us do what we do. But the market is a good barometer for how our country is performing economically. And if the market performs better over the next six, nine, or twelve months, we can hope that our economy and our own personal financial lives will improve as well.



Jeff Binkley is the Founder and Managing Director of Binkley Wealth Management Group. He can be reached at Jeff@thebinkleygroup.com or (317) 697-1618.

***Historically, when consumer sentiment hits this level of discouragement, the market performs well over the following 6 months.***



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## EMPLOYER HEALTH &amp; WELLNESS

## The power of gratitude in the Workplace

By Jennifer Glover

"Thank you."

This small form of gratitude is a powerful concept. It can extend beyond praise and positive reinforcement to create professional bonds.

- Employees who feel appreciated by their employer and colleagues tend to be happier and more enthusiastic with their work. They are motivated to do a better job and contribute to the success of their company.
- Employees who receive gratitude are likely to perform kind acts that are not part of their job description, such as filling in for colleagues and helping new employees. It contributes heavily to growing a positive culture in the workplace and creating an environment where all employees are happy to go beyond because they feel valued and appreciated.
- Gratitude helps improve employee health and wellbeing. Gratitude in the workplace significantly increases happiness, greater satisfaction with life, and higher resilience to stress and illness.

Gratitude is also beneficial to the person offering the appreciation. Practicing gratitude brings awareness for the person as to what they feel grateful for and puts them in a positive frame of mind.

The best way to cultivate gratitude is to lead by example.

Leaders should look for opportunities to celebrate success, such as recognizing employees who go out of their way to help a co-worker or bring positive energy to their job. When these opportunities occur, use these tips to make the biggest impact with your praise:

- Recognize employees on an individual level and express gratitude appropriately.
- Try to be specific about the person or action. Being detailed increases your own appreciation and tells the employee that you are paying attention, rather than just going through the motion.

Everyone wants to feel valued and appreciated; it is one of the deepest and most basic human needs. Practicing and encouraging gratitude in the workplace may seem a bit challenging but it can lead to deeper connections to each other, and the work done every day.



Jennifer Glover is a Certified Wellness Coach at Hendricks Regional Health.

## BUSINESS BRIEF

## IU Health Medical Center ranked among nation's top hospitals

U.S. News & World Report has released its 2022-2023 'Best Hospitals' rankings that include Indiana University Health Medical Center among the nation's top adult hospitals for the 25th consecutive year. IU Health Medical Center remains the No. 1-ranked hospital in Indiana and Indianapolis and the only nationally ranked adult hospital in the state. U.S. News evaluated more than 4,500 medical centers nationwide in 35 specialties, procedures and conditions to create its rankings. For 2022-2023, IU Health Medical Center (comprising Methodist, University and Saxon hospitals) was rated as high performing nationally in five specialties, with a sixth specialty achieving a top 50 national ranking: Ear, Nose & Throat—ranked 45th in nation; Gastroenterology and GI surgery, Geriatrics, Neurology & Neurosurgery, Pulmonology & Lung Surgery, and Urology were all high performing. For more information, visit [health.usnews.com/best-hospitals](https://health.usnews.com/best-hospitals).

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# SKY SISTERS

*Smith and Hills competed  
in this year's air race classic*

Joelene Smith (left) owns this Beechcraft Bonanza A36. She and Amy Hills flew in this year's Air Race Classic. Meet the women at the upcoming Hendricks County Airport Aviation Day. (Photo provided by Craig Hills)

## By Peg McRoy Glover

Co-pilots Amy Hills and Joelene Smith share a passion for aviation. Both own their own planes, live in Avon and call the Hendricks County Airport-Gordon Graham Field their flight home.

Hills owns a 1979 Piper Dakota, and Smith owns a Beechcraft Bonanza A36.

They consider themselves sky sisters. Together they flew shoulder to shoulder in Smith's Beechcraft in this year's Air Race Classic competition, the nation's only all-female flight race that took place in June.

"Amy and I have talked about the Air Race since we met," said Smith. "We are so excited we got to fly together in this year's race. We both love flying, our personalities work well together in the cockpit, we communicate well and easily divide the tasks in order to fly safely."

This year's 2,400-mile race began in Lakeland, Fla., and ended in Terre Haute, Ind. Each plane had to fly a specific flight plan that took them over a series of airports.

"This was a perfect year for us to participate in the race," said Hills. "Every year the flight plan is different. This year's ended in Terre Haute, which is only a 15-minute flight to Hendricks County Airport."

To keep the competition on equal standing, the winner is determined by flight times and not finish placement. Prior to

the competition each entry was timed on speed, then given a handicap on flight time. In other words, each entry had to beat their own expected time.

As a result, winners are announced at a later date than the finish date.

They started June 21 to complete the flight and had to finish by 5 p.m. June 24. They could fly as much or little as they wanted each day but could not fly at night. Low pass fly-bys of 300 feet over the airports determined their timing that was taken by officials on the ground.

"That is a maneuver (300 feet low-pass fly-bys) that takes the team's whole skill level," said Hills. "During those fly-overs, all eyes are needed both in the air and on the ground."

Over the years the regulations have changed.

"We don't barnstorm like pilots used to do across the United States," said Hills. "There are a lot more regulations today, and it is just too dangerous to race wing tip to wing tip. Each plane is different, so to even the playing field the time handicap is given. The goal over 2,400 miles is to beat your own speed."

"Women pilots are very rare, and women airplane owners are even rarer," said Hills. "We found each other at Hendricks County Airport because our hangers are right across from each other."

Hills earned her commercial pilot's license last July with no intention of flying for a commercial airline but to become a flight instructor. A commercial pilot's rating, among other ratings, is required by the FAA to be an instructor.

Hills is the only female flight instructor in Hendricks County.

The two women will be available to meet guests and answer questions at this year's Hendricks County Airport's Aviation Day.

## HENDRICKS COUNTY AIRPORT AVIATION DAY

**When:** 10 a.m.-4 p.m. Aug. 20

**Where:** 2749 Gordon Graham Blvd.

**What:** Meet Amy Hills, Joelene Smith, other pilots and flight personnel

**Cost:** Entry is free

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## BIZLEADER

## How to engage the most knowledgeable

By Karl Zimmer

Who are the people in your organization that are the most knowledgeable and can offer you, as the leader, the best advice, the most creative ideas, and the path forward to a better, more profitable company? Once you've identified them, would it be helpful to know how to get them to share their ideas?

Perhaps you've tried "suggestion boxes" and the like, or you've formed committees of cross-functional teams, undertaken a "Continuous Improvement" strategy or similar programs. What has worked for you? Any of the above can work well, yet there are a few key points that must be met to assure you get sound, reliable information. In any organization, there are some functional conflicts that may interfere with a flow of information. The first thing that must be done is to eliminate any political or territorial incentives that one functional group may have over another. Squelch any turf building or power struggles.

Functional and cross-functional groups must include a broad cross-section to include people from every hierarchical level within the functions. Some of your best ideas will come from those who are closest to the action yet may have no "power" within the organization. Those people will only share what they know if they know you, as the leader, and the other managers within the organization, are listening and respecting their ideas. They will clam up if they ever sense that they and their ideas aren't being taken seriously.

Most critical in this endeavor are your

middle managers. They must echo your enthusiasm and dedication to getting everyone on board. They must convey that every person and every idea are valuable, that every idea will be given careful consideration, and that communication will be swift and open. Actions will speak louder than words, and people will be looking for discrepancies between what's said and what's done. Trust will be lost if actions and statements don't match up, and the actions and attitudes of the managers in the middle will be key to your success or failure.

During a particularly critical time in my career, I eliminated two layers of middle management because they were stifling the valuable flow of information and ideas. We had to deal with the consequences of that change for a time, but the result was well worth it as we realized greater cooperation from every level of the organization, an increase in productivity, and unencumbered flow of information and ideas from the factory floor.

This column is dedicated to sharing experiences, research, and ideas about great leaders, for great leaders. We welcome your comments, questions, and suggestions. What would you like to know more about? What gems would you like to share?



Karl is the author of, "The Boy Who Grew Up to RULE® the World..." a speaker, Board Certified Hypnotist, and successful CEO. Karl can be contacted at [karl@z-success.com](mailto:karl@z-success.com). RULE® is a Registered Mark of Karl R. Zimmer III

## BUSINESS BRIEF

### Hendricks County homes spend more time on the market

In June, Hendricks County homes spent more time on the market, while home sale prices continued to rise. According to F.C. Tucker Company, the average home sale price in Danville increased 29% to \$335,120; the average home sale price in Avon increased 17% to \$347,274; the average home sale price in Brownsburg increased 23.5% to \$341,052; and the average home sale price in Plainfield increased 41.7% to \$369,612 compared to this time last year. Compared to June 2021, Plainfield homes sold 214.3% slower, and Danville homes spent three days, or 50% longer on the market. Avon homes spent 36.4%, or four days longer on the market, and Brownsburg homes spent 72.7% more time on the market compared to this time last year.





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A first-generation Nigerian-American with nearly a decade of executive-level management in retail operations and years of experience running his own consulting firm, Andrew published his first book, *The Circle of Leadership*, in 2020. He earned a bachelor's degree in Entrepreneurship and Corporate Innovation from the Kelley School of Business at Indiana University Bloomington, a Master's in Management, Strategy & Leadership from Michigan State University, and a certificate in Diversity, Equity & Inclusion in the Workplace from the University of South Florida's Muma College of Business.

*Leadership Hendricks County, Inc. is a 501c(3) not-for-profit organization serving the people and corporate citizens of Hendricks County and west central Indiana by offering top-notch leadership and engagement programs for current and emerging leaders who then apply those skills to strengthen their community. Learn more at [www.leadershiphendrickscounty.org](http://www.leadershiphendrickscounty.org).*

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### Planner of Note



**9** - Plainfield Chamber of Commerce (members' meeting) Tuesday, August 9, 5:30 PM - 7:30 at Richard A. Carlucci Recreation & Aquatic Center. 651 Vestal Rd. Plainfield. For more information, call (317) 839-3800

**10** - Danville Chamber of Commerce (members' meeting): Wednesday, August 10, 11:00 a.m. at HC 4-H Fairgrounds, 1900 E. Main St. Danville. For more information, call (317) 745-0670

**17** - Brownsburg Chamber of Commerce (members' meeting): Wednesday, August 17 at 11:00 a.m. at Arbuckle Park & Bundy Lodge, Brownsburg. For more information call (317) 852-7885

**No Meeting** - Avon Chamber of Commerce (members' meeting): For more information, call (317) 272-4333



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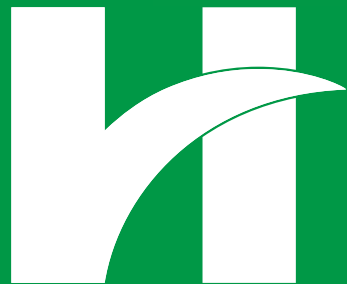
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