

Where Hendricks County Business Comes First

BUSINESS LEADER®

HENDRICKS COUNTY

October 2017 | Issue 0146
www.businessleader.bz

Bracing work-life balance



Vintage and used guitar shop owner 'loves it all'
Page 17



Chet Cromer explains, The bleeding edge of tech...Is it worth it?
Page 9

Brownsburg orthodontist Dr. Jayme Adelsperger shares her game plan for effectiveness as a mother, professional and community volunteer - page 8



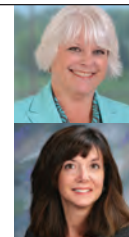
**Need a mortgage loan? Refi?
Construction or lot loan?**

Go to: www.statebankoflizton.com/mortgage-loans.htm
for calculators, today's rates, or to apply online.

Or call Gretchen or Gina now!

www.StateBankofLizton.com | 866-348-4674

We Do That!™



Gretchen Patterson
Brownsburg Mortgage
Lending Manager
317-858-6112
NMLS #543429

Gina Jeskey
Plainfield Mortgage Lender
317-858-6139
NMLS #444767



STATE BANK
OF LIZTON



WIN FIELD LEVEL COLTS TICKETS!

Register today at www.raystrash.com for your chance to be a part of the Trash for Cash promotion at an Indianapolis Colts game in Lucas Oil Stadium. The lucky winner will receive four field level tickets, a Colts Jersey, and a chance to win **\$1,000** in cash!



Ray's
TRASH SERVICE

VISIT OUR WEBSITE TO FIND OUT MORE

RAYSTRASH.COM

317-539-2024

#WHOPOWERSYOU

**HENDRICKS
POWER**
Cooperative

A Touchstone Energy® Cooperative 

Your community.
Your inspiration.

➔ WhopowersYou.com/Enter

Nominate someone today for
the **#WhoPowersYou** contest

This is your chance to honor someone in your community and celebrate the power of human connections. Visit whopowersyou.com/enter between 10/2/17 and 11/4/17 and submit a photo of your nominee. Then tell us why that person inspires you and how they make a difference in your co-op community—and they could win a cash prize!

CONTEST PRIZES

GRAND PRIZE **\$5,000**

SECOND PLACE **\$2,000**

THIRD PLACE **\$1,500**

HONORABLE MENTION **\$500**

Together, let's celebrate the power of human connections

As the national network of more than 740 co-ops, Touchstone Energy Cooperatives value the people who elevate and energize our communities. That's why we are launching a contest to honor inspirational community members across the country.

Winners will be selected by a panel of judges based on the impact they have on the community. All entries must be submitted by November 4, 2017. Winners will be announced January 2018. **NO PURCHASE NECESSARY. VOID WHERE PROHIBITED.** Visit whopowersyou.com for full contest rules.

Our View

New town rankings a good sign

The town of Avon was recently selected by Money Magazine as the country's 17th best place to live for cities with a population between 10,000 – 100,000 residents, for the year 2017. A lot can be gleaned from such a ranking. According to the publication, researchers based their decision on the following factors: economy, cost of living, education, housing, crime, amenities and ease of living.



Of course, this is good news and a point of pride for the folks of Avon. It suggests the town of 20,000 is a vibrant and growing community. However, the rest of Hendricks County should also see this as a good indicator.

In 2015, unfortunately no Hoosier towns made the cut. The next year, only one Indiana city was included in the top 50 places to live. That honor went to Fishers, IN, which ranked in at number 30. This year, Fishers moved up to the number one spot and three more Indiana towns made it in the top 25: Carmel #16, Avon #17 and Greenwood, IN #22.

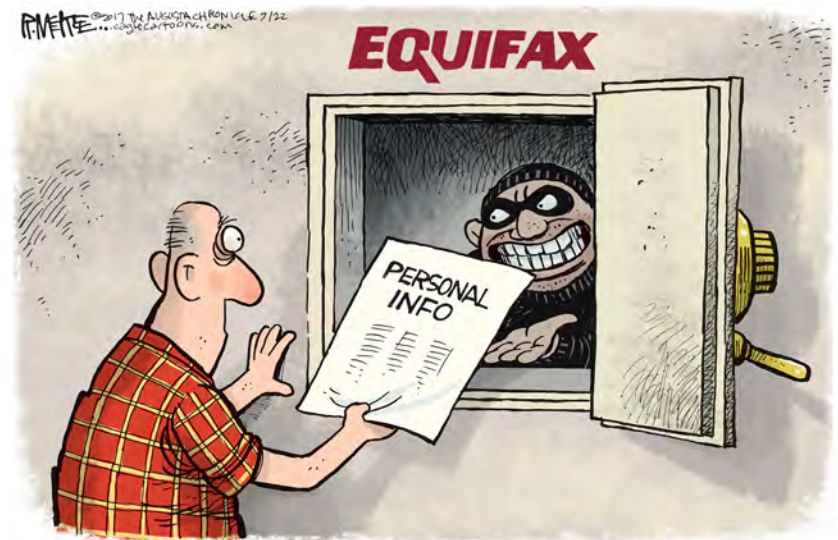
Further, the methodology used by Money Magazine took steps to provide a diverse list of American cities. To do this, it allowed no more than four cities per state. Indiana used up those four spots in the top 25 (out of the top 100). It seems safe to assume that more Hoosier towns would have placed had it not been for the four-city limit.

With that being said, the study not only shines a positive light on Avon, but all of Hendricks County, the Indianapolis metro area and the great state of Indiana.

Quote of the Month

“The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime”
~ Babe Ruth

Cartoon



Humor

Keeping the wolves at bay

By Gus Percy

A few years ago, a new word was officially added to the Oxford English Dictionary. Borrowed from the German language, *schadenfreude* is enjoyment in another's humiliation. We don't have a word that sums up this feeling as well as *schadenfreude*. Plus, it sounds really cool when you whip it out in everyday conversation.

Many of our readers, no doubt, enjoyed watching Hilary Clinton lose the 2016 presidential election. This is a prime example of *schadenfreude*. When you think about it, this otherwise unnameable joy seems to be swelling. Cole Porter said it best when he wrote, “I get no kick from champagne,” but I am tickled to see you get your comeuppance.

This newfound pastime wreaks havoc on businesses. If something goes wrong for a business, or is perceived to go wrong, many of the Twittersphere will lash out with what is best described as *schadenfreude*.

It also happens at the most inopportune moment, too. No one expects the worst until it befalls them. However, there is one breed of professional whose job it is to prepare for the worst: your public relations human.

Crisis communication is one aspect of public relations that actually plans for the inevitable Titanic of your business (It's a shame that no one consulted a PR pro before making the claims of unsinkability. Such grandiose claims are just asking for it). The best pros compose a plan before the need. How do they do that? Are they prophetic? No, but if you think about it, a crisis is just a deviation from your mission. Staying true to your mission is the key to weathering a crisis. But it can also dictate your actions when the worst happens.

For instance, in 1982, seven people tragically died when they ingested Tylenol capsules laced with cyanide. The incident threatened to put mega corporation Johnson & Johnson in serious trouble with the Tylenol-ingesting public. But the mission of the company put the customer's safety first, always. The reaction was swift. J&J went on the offensive and asked the media to publish and broadcast immediate warnings when it was determined that Tylenol was the common denominator. They also stopped all advertising of Tylenol until the source of the problem was identified. Then, they recalled all Tylenol nationally. You

couldn't buy a bottle of the most popular pain reliever because safety was the byword. At the time, it cost more than \$100 million to do the recall which today would cost more than a quarter of a billion dollars.

Eventually, (for the kids in the audience) it was determined that the cyanide was added to the bottles after manufacturing. It only affected the Chicago area. Future deaths were, no doubt, stopped by the swift action of the parent company. The plan obviously included a list of all media outlets and contact info. It probably had a strategy for warning the public and, with safety as the goal, the recall was initiated so fast you probably would get a headache if you watched it.

Get a PR professional to help you form a crisis communication plan for your business because there won't be time to come up with one when the proverbial cyanide hits the fan.



Gus Percy is a contributing columnist to the Hendricks County Business Leader. He may be reached at (317) 403-6485 or percy.gus@sbcglobal.net. Gus blogs frequently at guspercycommunications.wordpress.com.

BUSINESS LEADER
HENDRICKS COUNTY

www.businessleader.bz

Copyright 2017©
Times-Leader Publications, LLC
All rights reserved.

Times-Leader Publications, LLC
6319 E. U.S. Hwy 36, Ste 3C, Mailbox #16
Avon, IN 46123 • Phone: (317) 451-4088
Email: info@businessleader.bz

Founder & Publisher **Richard K. “Rick” Myers**
Director of Operations **Sharon Hostetler**
Editor **Chris Cornwall**
Contributing Writer **Gus Percy**
Design/Production **Leigh Schrier**



The Hendricks County Business Leader

is published by Times-Leader publications, LLC. Content published alongside this icon is sponsored by one of our valued advertisers. Sponsored content is produced or commissioned by advertisers working in tandem with Times-Leader's sales representatives. Sponsored content may not reflect the views of The Hendricks County Business Leader publisher, editorial staff or graphic design team. The Hendricks County Business Leader is devoted to clearly differentiating between sponsored content and editorial content. Potential advertisers interested in sponsored content should call (317) 300-8782 or email sponsored@businessleader.bz.

Local Decisions. People You Know.

We know that you are in this for the long haul with a dedication few can understand. We would love to talk with you to see how we can assist you in finding more solutions to help you get ahead in today's changing agricultural environment.

- **Operating Lines of Credit • Leasing – Facilities and Equipment • Equipment Loans**
- **Farmer Mac Loans • FSA/USDA Guaranteed Loans • Livestock and Building Loans • Real Estate Loans**

We Do That!



STATE BANK
OF LIZTON



Rick Isenhower
Vice President,
Ag/Commercial Banker
2436 N. Lebanon St.
Lebanon, IN 46052
Direct: 317-858-6114
Cell: 317-446-3647
risenhower@statebankoflizton.com



Jon Stevens
Vice President,
Ag/Commercial Banker
1801 Indianapolis Avenue
Lebanon, IN 46052
Direct: 317-858-6118
Cell: 317-709-9056
jstevens@statebankoflizton.com

Our financial goals: yours.

Avon/Prestwick | Brownsburg | Dover | Jamestown
Lebanon | Lizton | Plainfield | Pittsboro | Zionsville/Anson

866.348.4674 | www.StateBankofLizton.com



Hit the gym and help cancer patients

Crossfit Unbreakable in Plainfield is hosting its annual fundraising event on Saturday, Oct. 7 to benefit cancer patients at Hendricks Regional Health. The event will be held from 9-11 a.m. at their gym, 2198 Reeves Road, Ste. It's \$20 to participate and includes two different workouts. The money raised will be used to buy 300 copies of the book, What to

Eat During Cancer Treatment, which will be distributed to newly diagnosed cancer patients. Extra funds will help patients in need pay for utility bills and groceries. The idea is part of collaboration between Crossfit Unbreakable and Hendricks Regional Health. Pre-registration is preferred. Contact Kelly Daum at kdaum@mac.com to sign up.

Engelhardt named new Hendricks GOP Chair

Anne Engelhardt will serve as the next Hendricks County GOP Chairman after being elected during the Sept. 16 caucus. Engelhardt is the former Vice Chairman and will replace Wes Bennett who was recently appointed by Gov. Holcomb

to serve as commissioner of the Indiana Department of Local Government Finance. Greg Irby was appointed to take over as Hendricks County GOP Vice Chairman.

Beth Harlin's Story

After her niece lost her life to cancer, Beth Harlin honored her memory by starting the "Miracles for Melanoma Fund" at the Community Foundation to spread melanoma awareness.

Partnering with HCCF, Beth connects her passion with action by making grants every year to provide cancer education and sun-protective supplies to our community. Call HCCF today to support the causes YOU care about!



317.268.6240
www.hendrickscountycf.org

Hendricks County
Community Foundation



HRH Foundation Gala celebrates new hospital and telestroke program

The 2017 Hendricks Regional Health Foundation Gala will take place Friday, Nov. 10, at the new Brownsburg Hospital, 5492 North Ronald Reagan Parkway. In addition to first-look tours of the facility, the evening features a welcome reception and dinner, private concert by Grammy-nominated musical guest Foreigner, and a silent and live auction. HRH invites the public to attend and help raise money to provide cutting-edge, lifesaving emergency care to the community. Corporate tables are \$5,000 (eight seats per table; includes recognition). Individual tickets (limit two per person) are on sale as well for \$250. For those interested in purchasing a table or making a donation to the Telestroke Program, please call the Foundation's Executive Director Sue Bogan at 317-745-7376. Individual tickets may be purchased online at SupportHendricks.org/Gala.

Plainfield Lions annual fruit sale fundraiser

The Plainfield Lions Club is conducting its annual fruit sale fundraiser. This year the Lions are taking orders for Texas Navel Oranges and Texas Red Grapefruit. Fruit orders will be taken through Nov. 10 with delivery in early December. Money raised will go towards the many projects the to benefit the local community, including scholarships for high school students as well as helping out the five state projects of the Indiana Lions and the Lions Clubs International Foundation whose mission is to support the efforts of Lions Clubs and partners in serving. For more information or to place an order, please contact Gene Young at (317) 839-4021 or via email at yej3129@aol.com or Tom Iles at (317) 600-5193 or via email at t.iles@sbcglobal.net.

From The Publisher

4th quarter push could happen at Chambers' Expo

There is much going on in Hendricks County as we enter the 4th quarter. As I've stated in the past, there are two critical times of the year for business: the 1st quarter - push hard for a strong start and the 4th quarter where you push hard for a strong finish - not that the time in between isn't important, it certainly is.

For those of you who are a member of one of our four chambers - and you're looking for that 4th quarter push - don't forget to participate in the first-ever Chambers' October Expo, Oct. 25, 3 - 7 p.m. at the Hendricks County 4-H Fairgrounds and Conference Complex's Expo Hall. This member-to-member networking opportunity is free; however if you'd like to set up a table, the cost is \$25 (table set-up is limited to chamber members only). Registration deadline is Oct. 20 at 4 p.m.

You may go through your respective chamber to register. Phone numbers are: Avon (317-272-4333); Brownsburg (317-852-7885); Danville (317-745-0670) and Plainfield (317-839-3800.)

While table set-up is limited to chamber members only, the doors will be open for non-members. Food and beverages - including adult beverages - will be available.

As a member of all four chambers I appreciate the networking opportunities that they create. This is yet one more example. I look forward to seeing you at what we should all hope will become a long-standing...business event in Hendricks County.

The Business Leader just updated its mailing list effective this mailing. There may be some of you who are new to the HCBL, which just celebrated its 12th anniversary. Welcome! If you have any questions, please don't hesitate to reach me via email at rick@icontimes.com or by phone at (317) 451-4088.



Rick Myers is founder and publisher of the Hendricks County Business Leader. Email: rick@icontimes.com

Money Matters

Future of cryptocurrency is tough to decipher

By Jeff Binkley

I had an interesting conversation with a 16-year-old the other day. He asked about bitcoin and whether or not he should sink all his summer earnings into it. Bitcoin, for those of you who don't know, is a cryptocurrency. It is a form of money that only exists digitally. It is not backed by anything other than the perceived value of those who hold and trade in it. Is it real? Well, I logged on to pay my satellite bill last week and I had the option of paying in, you guessed it, Bitcoin. (I paid with an echeck drawn against the good old US Dollar held in my bank.)

I don't know what the future of cryptocurrencies is but I do know that they're being created from scratch, literally out of thin air. And the number of cryptocurrencies is growing. Bitcoin may be the best recognized but at press time there are almost 900 different cryptocurrencies in circulation. There have been dozens of startup companies now that have had ICO's or Initial Coin Offerings. Some of

these startups create digital currencies that can convert into cash immediately.

Others have found some measure of success in becoming mediums of exchange of value digitally between buyers and sellers of goods and services. Especially the kinds of transactions between the buyers and sellers of services or products that both the buyer and seller don't want a government or police agency to know about or the amounts being exchanged.



I'm a student of economics so I've been thinking about what happens when cryptocurrencies become so mainstream that they actually need to be considered part of the "money supply." When people use dollars, the money supply is just the total amount of dollars in circulation. But if a new bunch of currencies become available that can all be used to buy goods and services (legitimate or otherwise), the money supply grows. Therefore, the growing use and availability of cryptocurrencies could cause the total available money supply to balloon. And what happens when more money begins to chase a current static supply of goods and services? That's when it gets really

interesting. The key expression there is "static supply of goods and services." If that supply stays static, i.e. doesn't grow, and more "money" digital or otherwise, are chasing that supply, well then, prices will probably rise. That's why money supply can be a canary in the coal mine as an indicator of inflation ahead. But what if the canary is invisible? 900 "canaries" are difficult to follow especially if they're invisible. As for bitcoin as an investment for a 16-year-old, a 60-year-old or any age in-between? That's a tough call. It's a brave new world. So be careful.



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.

8 Hours Free



CFS wants to give you 8 hours FREE on your next temporary order! We have experienced accounting and finance professionals available to meet your specific need.

Client satisfaction is the most important part of our business, and we work hard to ensure that each placement we do is the absolute best. We'll help find the right solutions to meet your staffing needs.

Temporary Accountants, Bookkeepers and Financial Professionals

www.cfstaffing.com
Call Michele at 317-550-1534

Offer valid on your next temporary order of 40+ hours. Limit one per customer.

"Mention this ad when you call CFS to receive 8 hours free!"

Temporary/Project Staffing | Direct-Hire | Executive Search

Follow us for the latest in job search, news, and more!



*Offer valid on new temporary orders of 40+ hours in a week.

We CAN Handle the Truth!

At Bassett Services, Inc., we take our work seriously. So seriously that we are the only locally-owned heating and cooling firm that will communicate with you after any work is performed to ensure that you are 100% satisfied. That's why we've been the go-to heating and cooling firm in Hendricks County for 39 years. Check us out at BassettServices.com to see what over 5500 real-time reviews of people like you are saying about us.

Call us today for your heating and cooling needs.

Bassett
 SERVICES, INC



317-204-2179

BassettServices.com

Bracing work-life balance

Brownsburg orthodontist Dr. Jayme Adelsperger shares her game plan for effectiveness as a mother, professional and community volunteer

By Lindsay Doty

4:30 a.m.: Alarm goes off. Dr. Jayme Adelsperger wants to work out before her day begins.

5:30 a.m.: Coffee and a shower.

6:00 a.m. Quick check to see if her two girls are up and getting ready for school.

6:30 a.m. Adelsperger is out the door. Her husband makes sure the girls get on the school bus.

6:45 a.m. Team meeting at her practice, Adelsperger Orthodontics in Brownsburg, with her staff of 11 women before patients begin arriving for appointments, something that continues for the rest of the day.

5:30 p.m. Back at home (provided the girls don't have any scheduled sports or school events) the family enjoys a healthy dinner together. As a group, they like to do stuff outdoors like hiking and weekend triathlons.

No, this isn't a biography of a "doctorbot." While Dr. Jayme Adelsperger may seem like a Supermom, she's pretty realistic about the crazy professional/personal balance that so many families strive for. The orthodontist and mother of two admits: it's never all perfect.

"Trust me. I go to bed sometimes with dirty dishes in the sink. There were nights where my house was a disaster. I know people say I have some perfect life sometimes, but I hide my crazy well," she laughs.

The Indiana native is living out her dental dreams. After her own experience with braces as a kid, she became fascinated with the process. She was encouraged by her pediatric dentist (who happened to be the first female dentist in the state) to study hard and pursue a career in orthodontics.

Flash forward to 1998. Fresh out of Indiana University School of Dentistry, Adelsperger and her husband (an oral surgeon whom she met at dental school—yes, their kids will have good teeth) decided to set up their life in the Indianapolis area. Adelsperger made the decision to start her own practice in a small leased office in Brownsburg, the second shop in town at the time.

"It was a struggle for the first five years. Orthodontics is very a referral-based business. I was young and it was hard

coming into a community being the young person," she remembers. "In my first month, I had four patients. So, it was slim pickings."

She worked the few contacts she had and hit the pavement networking with other dentists, volunteering at schools and getting involved in her new community. Over time, she was able to build her practice. During the "growing years," she also had two girls (now a 7th grader and high school sophomore). She credits a trusty babysitter and an amazing husband—he grocery shops and cooks!—as key to the balance.

"I'm very lucky in that department. He's unreal. I can't say enough wonderful things about him."

With time management and a sense of humor, they made it work.

"The two of us are both partially insane," laughs Adelsperger.

In 2007, she moved her practice into a new office that she had designed. She felt like things were in balance, both personally and professionally.

"My kids were getting a little older and it was just all coming together. Every stage of life has something cool, but I think I kind of felt like, Ah, I don't have to struggle so much now. I kind of had it figured out."

To keep that balance, she's had to make adjustments along the way. When the business was established enough, the busy mom (who says at times she was sleep deprived) started taking Fridays off to spend more time with her girls.

"These people need me and I want desperately to be their mother as well as be an orthodontist and I don't think I can do both things well without dialing it back a little bit," she said.

Although Dr. Adelsperger does her best to separate the roles of mom and orthodontist, the 46-year-old says her maternal side has helped her practice, considering 70 percent of her patients are kids and teenagers.

"I think they kind of see me as mom or a teacher. A lot of them will call me Mrs. Adelsperger which is super cute. So, I think I connect with them on that level and get them to do things I want them to do... like wear their rubber bands."

And when it comes to patient relationships and hiring, she believes in the age-old Golden Rule: Treat others like you would like you would want to be treated.

"I have learned over the years to hire positive people. You can teach skills, but you can't teach people to be nice," she adds.

To spread that same message, Adelsperger is also involved with local schools and nonprofits, like Habit of the Heart that helps area children and families in need.

"I think everybody can give back in some way, it doesn't have to be money, it can be your time," she said.

And no matter what's on her busy agenda, time management—and an open mind—seem to keep the balance.

"I think you can have it all, but I think you have to be a realist and realize that your life is not going to be a Pinterest board."

But if it was, we'd say she "nailed it."



Dr. Adelsperger's list...

Five books that have had an impact on you:

- *The Bible - best blueprint for how to live well*
- *Outliers: The story of success* by Malcolm Gladwell
- *The Big Picture* by Tony Horton
- *Grit* by Angela Duckworth
- *The 7 Habits of Highly Effective People* by Steven Covey

Shortcuts that help balance it all:

- *Healthy food prep on weekends like cutting veggies and stocking the freezer with go-to staple meals like veggie burgers.*
- *Hiring a cleaning lady.*
- *Working out early in the morning or when the kids are in bed.*
- *Leaving work at work as much as possible and having a day to be "mom" during the school week helps.*

How Dr. Adelsperger did it:

What's the best advice you ever received?

No one is in charge of your happiness except you and "whatever you do, work at it with all your heart, as working for the Lord and not for men." Col.3:23

Best business decision I ever made:

To hire a team full of positive, happy people. I can teach skills, but it is close to impossible to teach someone to be kind.

Worst advice you ever received?

I had a guy I dated for a bit in college ask why I wanted to go to dental school, didn't I want a family? My dad always told me I could do anything and I think to some degree if you plan well you can have it all!

In five years I want to...

have raised two independent, happy girls and enjoy watching them blossom as adults. Hopefully, John and I have more travel adventures planned as well!

Dr. Jayme Adelsperger
Photo by Rick Myers



Powerful solutions for powerful businesses.



Businesses depend on Duke Energy for our reliable service, competitive rates, and technical support to help manage their energy use.

Our award-winning site selection services are also available to help our business customers gain a competitive edge – and have a positive impact on our communities.

Open 4 Biz

21-year-old to deliver sit-down restaurant food to local doorsteps

By Chris Cornwall

Danville native Alek Cunningham recently started his own restaurant-food delivery service called Danville Eats, the first of its kind for the area. Although he is only 21-years-old, he says he has already had all the advantages needed to get the business off the ground: delivery experience, a working car, and the drive to succeed.

Businesses similar to Danville Eats have popped up over the years, beginning with larger cities like Chicago. They provide customers with an alternative to pizza when ordering out. And since pizza was just about the only food in the Danville available for delivery, Cunningham saw the potential in being the first to offer more options.

Delivering pizza, however, has given him some valuable experience. Cunningham delivered pies for Pizza Hut, Danville and Pizzaville, Avon for a few years. He said this helped him learn to navigate the area, like which roads to use during rush hour, or the nuances of each neighborhood.

Cunningham's first challenge will be adding local restaurants to his network. And although hopes to hire a team of drivers, he'll be relying on himself for the near future. It will be an uphill climb, but he has already taken the first step that so many talk about and never do, he started his own business.

Danville Eats
(317) 563-1830
Hours: 11 a.m. – 11 p.m.
[facebook.com/danvileeats/](https://www.facebook.com/danvileeats/)

Describe your business in one sentence?

We deliver sit-down restaurant food to Danville area customers.

Why did you want to open your own business?

Restaurant food delivery has really taken off in other areas, but we didn't have anything like that in Danville so I saw it as an opportunity to provide local residents with a new service.



Alek Cunningham, owner/operator of restaurant delivery business Danville Eats.
Photo By Chris Cornwall

What advice would you give to someone starting their own business?

It's not going to be easy, but there are resources available that you can take advantage of. I recommend using Score for people just starting because they offer advice for small business entrepreneurs.

-Editor's note: For more information about Score, visit indianapolis.score.org.

What are a few things that could help your business?

Building up my customer base and gaining more support from local restaurants.

What do you envision for the future of your business?

I envision a good business serving the town, helping it out with more than just deliveries.

TECH Savvy

The bleeding edge of tech... Is it worth it?

Is it possible that 16 years have passed since Steve Jobs stood on stage and boldly proclaimed that Apple's new device, the iPod, would put "1000 songs in your pocket?" Yet here we are, with a new iPhone just about to hit the shelves, and the world is once again all about Apple.

What is it about the "bleeding edge" of tech that makes it so enticing? It's one thing to pick a tried and true tool and incorporate it into our business or daily life, but all too often we want to jump on board with new technology just because it's there.

In my world as the owner of a tech business, I'm often asked, "what about this," or "I saw Such-and-such on this website, can we do that?" We love doing fancy things with technology for our clients and exploring new opportunities with them, but my first response is almost always a simple question: "WHY?" If this wasn't on your priority list when we started this project, why is it suddenly important after you saw it on someone else's website?

There are some great tried-and-true pieces of technology out there today that didn't exist 5 years ago. Cloud-based tools such as Office 365 and Google Apps make email and file access a breeze.

Responsive websites allow you to build one website that looks custom-crafted any type of device.

Water-resistant phones. Hard drives without moving parts. These were all bleeding edge not long ago, and the people that adopted them early experienced the benefits, and the pain, or being the first to give them a try.

We need people who choose to be early-adopters, living life on the bleeding edge of tech. Without them, change would come at a snail's pace and many inventions never see the light of day.

The challenge is to always be asking ourselves that one simple question: "WHY?" If the benefit is on target with our goals, and the rewards are worth the risk, then let's go for it. Just don't be surprised if you get your finger pricked from time to time.



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.

Biz History from the Hendricks County Historical Museum



From left: Justin and Dan Graham in front of G & H Drywall, Lizton. Photo By Deanna Hindsley

G & H Drywall

Drywall family business going strong after 50 years

By Deanna Hindsley

When I called Dan Graham to see if we could talk about his drywall company, he said he'd like to, but "If you could come tomorrow, that would be great, because we'll be working at least 6 days a week after that." So, the next day I zipped out to Lizton – "The only Lizton in the World" says the sign on SR 136.

I love the energy and excitement that goes with a family-owned business and Dan, of G & H Drywall certainly fills the bill.

The Graham family drywall business began in the 1950s, when Dan's grandfather, Hubert "Oral" Graham began working for a drywall company. In 1966, Oral and his friend, Bill Hicks started G & H Drywall. Bill and Oral were quite forward-thinking, with each man

holding nine shares of stock and each wife had one share (Go Women's Lib of the late '60s!).

This began the strong reputation that remains today. However, Oral's career was cut short.

Oral's son Charlie worked with his dad even as a child, really "growing up in the business." That was fortunate, because in 1967, when Charlie was only 18, Oral had some serious health issues that ended his career as a drywall installer. Charlie was able to take over the business and his mother continued doing the books as she had always done, so the G & H Drywall Company continued and grew.

In 1986 Charlie bought the property across the street from where his dad began, and built the two current buildings, adding

Lizton Self Storage. Dan also began working with his dad very young and bought the business from his dad in 2000. When Dan purchased the business, he formed the corporation, D. Graham, Inc.

Dan's son, Justin is 19, a graduate of Tri-West High school, and I would say an apprentice of his dad; Dan plans for him to take over the business in 10 years. There are other employees, some who worked for Dan's dad, and each driving a truck for up to seven jobs a day.

Justin also grew up in the business and recounts with a grin, how he was paid as a little boy. "At the end of the day, Dad would take me

shopping for "Hot Wheels" toy cars. I had a pretty good collection!"

Has drywall installation changed over the years? Dan proudly states they install drywall with the same "hawk and trowel" method that his grandfather did. "I don't know of any other drywallers around who still do it this way," he states, assuring the quality of hand-tooled installation.

G & H Drywall's good reputation has stood the test of time. From Jim Irsay's Party Barn to ceiling repairs for local homeowners, large and small jobs keep them busy.

Dan says, "We get many calls for repairs after Christmas. When people put away Christmas decorations in the attic, they sometimes step

"At the end of the day, Dad would take me shopping for "Hot Wheels" toy cars. I had a pretty good collection!"

— Justin Graham

through the ceiling." I can identify with that – that's how I broke a wrist a few years ago!

The real test of a business is when its market changes and the owner must find a way to weather the storm. That is what happened in 2008 when a recession caused the building business to falter, and as a result, the drywall business.

Ever the Graham family entrepreneur, Dan looked around Lizton to see what was missing and decided his building had room for a Pizza business. With the advice of his father-in-law, owner of Pizza Den in Groveland, he opened Lizton Pizza, soon a booming pizza business. I was glad to learn his recipes are the same because my husband and I have often driven to Groveland for great pizza and breadsticks to die for!

We finished in the aroma-filled pizza place and were joined by Dan's mother, Shirley, here to make pizzas for the evening.

G & H Drywall has worked for several builders for four generations, descendants serving descendants.

The four generations of Grahams are Oral, Charlie, Dan, and Justin. Dan's wife, Danna, now keeps the books, and with Shirley, they all fill many roles to keep these businesses running for the next – who knows how many generations!

Dan concludes, "I get up every morning excited to get to work!"



Deanna Hindsley is president of the Hendricks County Historical Museum and has served on the museum board for 8 years. She is also a freelance writer and lifelong resident of Brownsburg. dkhindsley@gmail.com

New IU Health ISC to save 3 million annually

By Chris Cornwall

IU Health Hospital broke ground last year in Plainfield on an integrated service center projected to save millions annually with lean methodology and perpetual management of high dollar items. It will begin delivering supplies to its own hospitals in April 2018, which could save an estimated 3 million per year according to Vice President of Supply Chain Dennis Mullins.

The 300,000-square-foot facility will bring together independent supply chains within IU Health like information technology, pharmacy, lab and food services in different phases. Rather than each chain having to rely on contractors, the plan is to align them together with a facility capable of handling the quantity and diversity of products used by IU Health.

By becoming its own distributor, the facility will be

able to cut out the middle-man and eliminate contract costs. Mullins, who has worked in supply chain management for 32 years, says no amount of negotiating with a contract agent compares to the value of bringing the chains together.

"The true savings really is leveraging the whole supply chain," Mullins said. "Right now everybody is working independently and we are going to change that. We will be the catalyst for change; we will build a service center and pay for the construction costs through our own savings by taking out the middle man."

Mullins said the amount of money saved in three years' time will pay for the initial construction costs.

While many big industries have turned to high tech supply facilities, the new service center is the first of its kind in health supply to utilize robotics.

"As far as having robotics and a lean methodology in terms of how we pick is very common outside of healthcare," Mullins said. "But inside health care, it is not as prevalent, especially when thinking about what we want to do with the high dollar inventory."

In the design phase, Mullins said they looked at other big supply chains such as Walmart and Amazon for cost efficient ideas like opting for an air-circulation system that utilizes massive fans instead of HVAC in the warehouse.

Mullins said they will continue to add supply chains in phases, and once the center is fully operational, it will employ between 70 – 100 people.

For more information on the IU Health Integrated Service Center, visit iuhealth.org/newsroom.



VP of Supply Chain Operations, Dennis Mullins, walks the warehouse floor of IU Health's new Integrated Service Center in Plainfield.
Photo By Chris Cornwall

A CAMPUS OF CARE



Our campus can provide the right care and service for each stage of life. With our carefree independent and assisted living, short-term physical therapy, post-hospital care, and long-term care, we have a unique plan to meet every family's needs.

QUALITY CONTINUUM-OF-CARE SERVICES

Call today to ask about
monthly promotion
and to schedule a tour!


WESTSIDE
GARDEN PLAZA
A SENIOR LIVING COMMUNITY
317.271.1020
INDEPENDENT LIVING


Westside
Village
Health Center
317.209.2800

SKILLED NURSING & SHORT-TERM THERAPY

8616 West Tenth Street • Indianapolis, IN 46234


THE BRIDGE
AT GARDEN PLAZA
AN ASSISTED LIVING COMMUNITY
317.271.1020
ASSISTED LIVING

91935



Dr. JC Anderson



Dr. Justin Mohr

Be free of pain,
headaches & other
health related issues. **\$30 Exam**

Offer Expires October 31, 2017

For \$30 you will receive an initial exam and
X-ray (if deemed necessary) and
\$10 will be donated to Amazing Grace Ministries.
Call now to schedule an appointment.

Celebrating 31 Years 1986 to 2017



ANDERSON CHIROPRACTIC

7390 Business Center Drive
Avon, IN 46123

Ph: (317) 272-7000 • avonspinedocs.com



TAKING INTEGRATED PARTNERSHIPS *To The Next Level*

Avon Community School Corporation (ACSC) is home to 10,000 students and staff. Eight years ago, ACSC administrators approached Hendricks Regional Health with the same challenges many organizations face: increasing healthcare costs and concern over the health of their employees.

Together, we've developed a collaborative partnership that benefits the well-being of the ACSC students and staff, while bettering the school system's bottom line and the Avon community as a whole. Our athletic trainers and physicians are on the sidelines at their games; our nurses educate and care for students in their schools; and our onsite clinic and tiered network health plan give affordable, easier access to care for their employees and dependents.

Hendricks Regional Health understands that every business is different. That's why we offer customized wellness solutions to each organization we serve. Healthier employees. Healthier business. Learn more at [HENDRICKSATWORK.COM](https://www.hendricksatwork.com) or call (317) 745-3836.



*Pictured from left to right:
Dr. Scott Wyndham, Director of Finance & Operations
Dr. Margaret Hoernemann, Superintendent of Avon Community School Corporation*



Hendricks
Regional Health

AT WORK

Biz Leadership

Ultimate leadership

By Karl Zimmer

In the previous articles, I revealed and explored a new paradigm of leadership called, “conscious leadership.” The acronym RULE®, which stands for Respect, Understand, Love, and Enjoy, is the foundation for this paradigm. In the last article, Meta-Leadership, I began putting it all together. Now, let’s continue and open things up to get the most out of this forum.

By putting all the elements of RULE® together, and by practicing them as a system, we obtain results that far exceed traditional leadership and even get results beyond those of Servant Leadership. In order to get the most

“Perhaps if we incorporated “Respect” in our equation...”

out of what we’ve learned over the course of these past nine articles, let’s engage each other in the process and tackle some of the most pressing issues leaders face in today’s business environment. This will allow us to see, in real terms, how RULE® actually works and why it is so simple, yet effective.

One issue I hear about quite frequently is dealing with millennials in the workplace. How do we deal with people who think so differently than we do? Many business leaders are frustrated because they believe their young workers seem to not want to work, at least not in the same way that most of us worked throughout our careers. In terms of RULE®, what element or elements could we call upon

to help us tackle this issue? We might see that “Understand” would be one. If we, as leaders, could understand millennials better and have them more clearly understand us and what we expected, surely that could help. Even though understanding isn’t the same as agreeing, wouldn’t better understanding still help?

Perhaps if we incorporated “Respect” in our equation, we could get a bit closer to operating on the same page with millennials or others who think differently than we. What would that look like and how would that manifest in the workplace? Remember that respect is not demanded but rather, earned. It must go both ways or it will never be real. It is also important to remember that the organization’s goals, as well as the goals of the individuals, must be valued and strived for before either will be realized. Once there is mutual respect, once both parties feel valued and heard, then communication and understanding can become fully realized, allowing us to move forward toward our goals.

In order to get the most value from this column, please send us your questions so that we can further explore how all elements of RULE® can inspire and motivate the highest performance and satisfaction at work. This column is dedicated to sharing experiences, research, and ideas about great leaders.



About: Karl is a father, speaker, author, and successful CEO. We encourage questions & comments. Karl can be reached via Zimmer Success Group in Plainfield (<http://Z-Success.com>). RULE® is a Registered Mark of Karl R. Zimmer III

The Personal Touch

“Well, here’s what I think ...”

By Scott Flood

Technology has been a great workplace equalizer, allowing everyone to perform tasks that once required specialized skills, and flattening organizational charts as companies reduce head count. But added responsibility doesn’t automatically equate knowledge or expertise.

A side effect of that change is a growing misconception that anyone capable of forming an opinion is automatically entitled to the knowledge and expertise needed to make

“key decisions are being made by people who haven’t had the chance to develop the wisdom that grows alongside experience”

that opinion valid or meaningful. All opinions are granted the same weight, whether they come from someone with twenty years of experience or a newly minted title.

As companies rush to shrink head count and flatten the organizational chart, key decisions are being made by people who haven’t had the chance to develop the wisdom that grows alongside experience. It isn’t that they don’t care, it’s that they don’t know enough to recognize what they don’t know. That’s dangerous.

As soon as someone making decisions about a project starts using statements like “Well, I think ...” or “my friends think ...”, I know the project is doomed to fail -- unless the people being cited are perfect representatives of the audiences being targeted.

If you’re flattening the organizational chart in an effort to cut costs, take part of what you would have paid to supervisory staff and invest it in education for the people who have been given new roles. If you’re going to place someone in a role in which they’ll be responsible for significant decisions, help them acquire the knowledge they need to make those decisions with confidence.

If you’re the person who has been promoted into a role that may be stretching your competency, don’t be afraid to admit it. Look for resources that can reinforce areas in which you may not be as strong as you’d like.

The smartest, most successful business leaders I’ve known are acutely aware of what they don’t know, and that was central to their success.



Scott Flood creates effective copy for companies and other organizations. You’ll find more articles at sfwriting.com. ©2017 Scott Flood All rights reserved.

Dispatches

Pratt strikes down Indiana abortion law

U.S. District Judge Tanya Walton Pratt permanently stopped provisions of an Indiana law signed in my former Gov. Mike Pence last year to ban abortions of fetuses with genetic abnormalities. The law also

would have required that aborted fetuses be buried or cremated. Pratt said the law would violate women’s due process rights under the Constitution.

Source: Chicago Tribune

Researchers link food stamps and academic performance

South Carolina researchers found that children who come from families that are several weeks removed from receiving their food-stamp benefits perform worse on an important math exam. Researchers say that they find themselves caught in a familiar cycle. In the days after they receive the benefit each

month, there’s plenty of food on the table. But as the weeks tick away, food becomes scarce. The findings might lead policy makers to consider increasing the frequency at which food stamps distributed throughout the year.

Source: NPR

Household income up, poverty down

New figures released by the Census Bureau last month show median household income in 2016 was \$59,039, more than 3 percent higher than in 2015. The numbers also show that poverty rate is back to pre-recession levels. The Census Bureau says that last year, 12.7 percent of the nation lived in poverty, a 0.8 decrease from the previous year. That means 2.5 million people are no longer in poverty.

Source: NPR

Hendricks County home values on the rise

Sellers in Hendricks County are seeing their home values soar, and their homes fly off the market faster in most cases. According to F.C. Tucker, in August 2017 the average price for homes sold in Avon was \$223,693, a 17.8 percent increase from August 2016; Brownsburg was \$203,027, a 10.7 percent increase from August 2016; Danville was \$238,505, a 48.9 percent increase from August 2016; and Plainfield was \$208,163, a 27.3 increase from August 2016. In addition, homes sold in an average of 42 days in Avon and Brownsburg; 59 days in Danville; and 38 days in Plainfield.

Biz Briefs

Grant Money Paves Way for County Road Projects

Hendricks County is set to receive \$670,000 in state matching grants to improve roads and bridges, according to State Rep. Greg Steuerwald (R-Avon). The funds are part of a \$150 million grant awarded to Indiana cities, towns and counties through the Community Crossings grant program, which is now in its second year. The grants are available through the Indiana Department of Transportation. Several local communities

were also awarded grants, including Avon (\$154,490), Brownsburg (\$398,844), Clayton (\$169,671), Danville (\$670,000), North Salem (\$75,093), Pittsboro (\$379,678) and Plainfield (\$708,355). Projects eligible for the grant include road and bridge preservation, road reconstruction, intersection improvements, small structure replacements, guardrail replacements and signs.

Brownsburg park chooses next director

By Chris Cornwall

The Brownsburg Park Board named Travis Tranbarger as the new Brownsburg Parks and Recreation Director, Sept 21, 2017. He had served as interim director since Aug. 17 after the departure of former director Phil Parnin. Tranbarger, who has been with Brownsburg Parks for seven years, said he plans to increase community engagement as the park system continues to develop. "I can't wait to continue

working, in my new role, with community members and partners who already contribute so much to the park system and its success," said Tranbarger. "It is my plan to continue the positive momentum our department has experienced over the past several years by engaging and involving the community in the development of their park system." For more information, visit the Brownsburg Parks and Recreation website at: brownsburg.org/parks.

Ford driving event Raises thousands for Brownsburg Schools

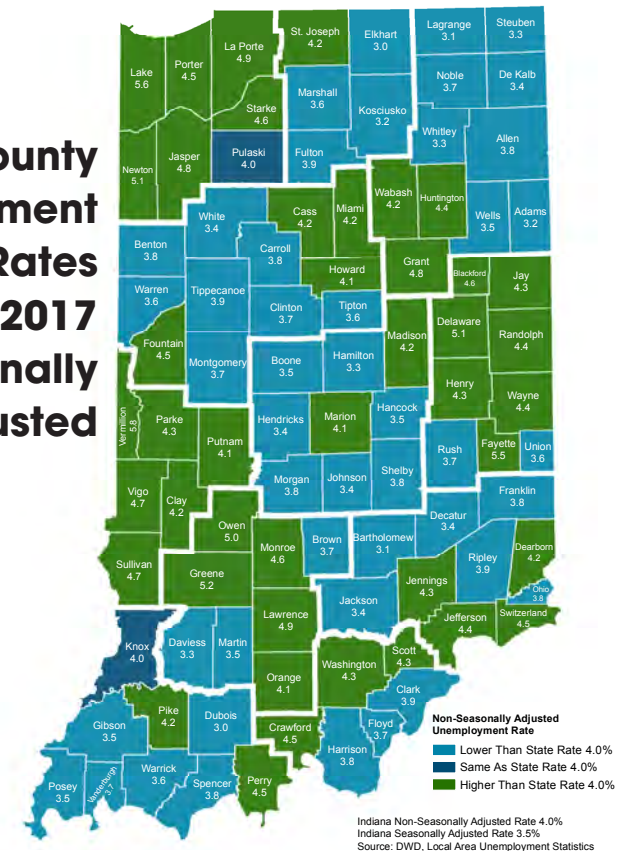
Teachers, students and community members packed East Middle School for the annual Ford Drive 4 UR School event fundraiser. More than 600 drivers helped raise \$21,000 for the Brownsburg Education Foundation in just a few hours. BEF and Bill Estes Ford partnered together for the event which benefits children and teachers

of the Brownsburg Community School Corporation.

During the fundraiser, members of the Brownsburg community got to test drive a new Ford vehicle.

Organizers are calling it a success and are already planning for next year.

County Unemployment Rates August 2017 Non Seasonally Adjusted



Indiana unemployment rate spikes by .4 percent

Although Indiana still boasts one of the lowest unemployment rates in the country, it had the largest rate increase among states between July and August. The Department of Labor Bureau reported an unemployment rate of 3.5 percent for the month of August, a 0.4 percent.

Monthly statistics from Indiana Department of Workforce Development

▼ **3,125,800**
Total Non-Farm Jobs (SA)
Indiana saw a monthly decrease of -800 jobs

▼ **2,683,600**
Private Sector Jobs (SA)
Indiana saw a monthly increase of -4,900 jobs

▼ **529,400**
Manufacturing Jobs (SA)
Indiana saw a monthly increase of -400 jobs

▲ **3.5**
Unemployment Rate (SA)
Indiana saw a monthly increase of 0.4 points

- **0.0 %**
Employment (SA) Monthly Change
Indiana saw a monthly decrease



▲ **65.3 %**
Labor Force Participation Rate
Indiana saw a monthly increase of 0.10%

▼ **2,332**
Unemployment Insurance Initial Claims
Indiana saw a weekly decrease of -1,941 claimants

▲ **\$9,175**
Exports (millions of dollars)
Indiana saw a quarterly decrease of \$373 million dollars

▼ **1,551**
Residential Building Permits
Indiana saw a monthly decrease of -804 permits

▲ **2,358**
Business Establishments (annual change)
Indiana saw a quarterly increase

▲ **1.5 %**
Business Establishments (annual percent change)
Indiana saw a quarterly increase

▼ **81,506**
Job Postings (SA)
Indiana saw a monthly decrease of -661 postings

INDIANA
WORKFORCE
DEVELOPMENT

Biz Research

Dashboards – why bother?

By Jim Ittenbach

Leaders love dashboards, and why not? They provide transparent evidence of goal achievement – or do they? Unfortunately, many performance dashboards are merely a composite of graphical depictions that foster both positive and negative consequences. While more good outcomes are achieved than not, the effort is too often underwhelming; they frequently fall woefully short of potential or invoke cost additives that exceed gain potential.

Ensuring desired outcomes depends upon the inclusion of two key ingredients: 1) Evidence-based “value” contribution for each measurement and 2) Evidence-based understanding of the true drivers that influence change. I know ... “Thanks, Captain Obvious!”

Yet, too often the dashboard performance scores are derived from industry standards or “normative” data points like net promoter, satisfaction, value, willingness to return, tenure, churn, contacts, transactions, sales, etc. While each of these can be valid metrics, none contribute to organizational sustainability unless they definitively support a keen understanding of which actions deliver appreciable “value” to the

consumer as well as the organization's competitive longevity.

Value equals effort, minus cost, divided

activities that aren't sustainable for the organization.

It seems that today's marketing pundits

organizations must be able to determine the sustaining value of the effort – simply put, what is the payback? Capturing customers just may be cheaper than keeping them.

We have been working with many clients on developing associated, reinvention strategies that expand the customer relationship by cross-selling partnered services/products. Expanding the value imbedded within a relationship drives true margin into the relationship over an extended timeline. The premise is that value-based co-services have imbedded price elasticity and become “sticky” cohesion. Now that would be a great dashboard metric. How deep is the relationship beyond the core business proposition? Creating multiple value-based relationships drives scalable profitability, lessens price sensitivity and ultimately fosters sustainable competitive longevity. Live Long & Prosper.



by sustaining contribution. Undoubtedly, many factors contribute value by promoting customer loyalty, profitability and longevity. Conversely, some customer relationships eventually end up with costly fulfillment

are promoting personalized pampering that delivers on-demand satisfaction at every customer touchpoint. Not that this is wrong, but the organization must be able to track and calculate the cost to deliver over the length of the relationship. Profitable



Jim Ittenbach is owner of SMARI, a research company, and he offers insights based in his years conducting research.

Working hard
for your
Business!



With over 20 years of experience in commercial banking, Kathy Spencer-Ellis is committed to helping your business move to the next level.

Offering a solutions-oriented approach and unmatched personal service, she will bring professional solutions that work for you and your business.

Stop by or call Kathy today!

Visit our new
Plainfield
location at
990 W. Main St.

SINCE 1890
HomeBank^{SB}

There's no place like Home.

317.754.2896

Kspencer-ellis@homebanksb.com

www.homebanksb.com



Vintage and used guitar shop owner 'loves it all'

By Chris Cornwall

Dave Bryant, owner of Six Strings Down, a full service guitar/amplifier store in Plainfield, says they do things a little different.

"I don't sell a lot of new stuff, just used and vintage," he said while putting away a late 1910s Washburn guitar made with rosewood. "The most reoccurring statement that I hear from customers is, 'You have stuff here I can't find anyplace else.'"

Lining the inside of Bryant's shop are dozens of guitars for sale, each one different than the one before. The store constantly turns over one-of-kind-inventory.

Six Strings Down also offers repair work, cleanings and guitar lessons. And in addition to high end vintage guitars, Bryant keeps a stock of modestly priced used guitars for beginners.

"We try to make it to where our customers can get everything here," Bryant said.

Evidently, it has been a sound plan as the store has been in business for 20 years. One advantage he noted is that guitars hold their value better on average compared to other used items, and in some cases the value can go through the roof. But he says that doesn't mean every old guitar is worth a lot of money.

Dealing with inventory that can be unpredictable also brings unique challenges. Bryant says that the toughest thing about running a used and vintage guitar shop is having the right one-of-a-kind item for the right customer.

"You don't sell one and pick up the phone and order another," he said. "This isn't a big box store with a full line of new Fender and Gibson guitars. I have a smattering of everything but not an overabundance of anything. I might have three or four American Strats (Stratocasters) hanging on the wall, but a customer is looking for something else. That's just part of the business."

Fortunately, Bryant's wide array of guitars provides most customers with the right match. Yet, for him, business is about more than just making a sale.

"I'm still old school. I enjoy interacting with people," he said. "Don't get me wrong, you have to sell products to keep the doors open, but interaction is a big part of this business."

Bryant also gets to see some very sought-after vintage guitars walk through the door. Does he have a favorite find?

"Not really because I like it all," he said. "Don't get me wrong, anyone in this business, whether they own a pawn shop, or sell antique furniture or jewelry, there is always a Holy Grail. Maybe today will be the day that it walks through the door. It normally doesn't happen, but that is what keeps you getting out of bed in the morning."

Six Strings Down
1019 E. Main Street
Plainfield
(317)-837-1755





October 25th
3pm—7pm
HC 4-H Fairgrounds Expo Hall



OPEN

FREE to the Public!

*Booths showcasing all 4
Hendricks County Chamber's Members*

Speaker

*Matt Ruedlinger, Triple R Marketing
"Expectations to Experiences"*

Food and Beverages will be available for purchase onsite.

For more information, contact any of the participating chambers.



317-745-0670



317-852-7885



317-839-3800



317-272-4333

Auction house owner shares personal collection, discusses changing market

By Chris Cornwall

Danville Auctioneer and collector Vic Pelver has been in the business for over 20 years, and in that time he's handled some of world's most sought after furniture, antiques, toys, coins, vehicles, tools and everything in between.

"It's fun but a lot of work," Vic said. "You spend hundreds of hours cleaning stuff off, boxing it, unboxing it, moving 10 times. But I have the most fun when I go to an estate and they want to sell a whole house full of stuff. You will find treasures that you didn't even know were there."

Vic is also a collector. His personal collection of signatures include names like Babe Ruth, Mae West, and Sam Boyd; a signed Evel Knievel fire suit, guitars signed by the Rolling Stones, Bob Marely and Peter Frampton; and even a letter written by the notorious Charles Manson, to name a few.

the old Indiana Boys School in Plainfield. However, official documents proving whether he was actually incarcerated there have yet to be found. This letter may be the best evidence to confirm his stay in Hendricks County.

Although Vic has been collecting for over 30 years and auctioneering for 22, the business is a relatively new venture. The idea came about after he was given an opportunity to buy items from an estate in San Francisco, CA. One of Vic's good friends from high school now residing in California had in-laws who were considered high-end collectors. After his grandfather-in-law tragically passed away in a traffic accident, the family eventually looked for an honest buyer to clear out 50 years' worth of collectables. The family had already been

burned for 1 million by another auction house and kept everything stored in the estate for several years.

"I got a call out of the blue asking if we were interested," Vic said. "The father-in-law sent a photo of each item, hundreds in all. After only 10 pics, I knew it was good stuff."

What Vic didn't realize, however, was how much good stuff the small house contained.

"We thought we'd be out there for four or five days," he said. "We spent nine days in San Francisco boxing, wrapping and packing stuff up. In all, we filled three 27-foot Penske trucks."

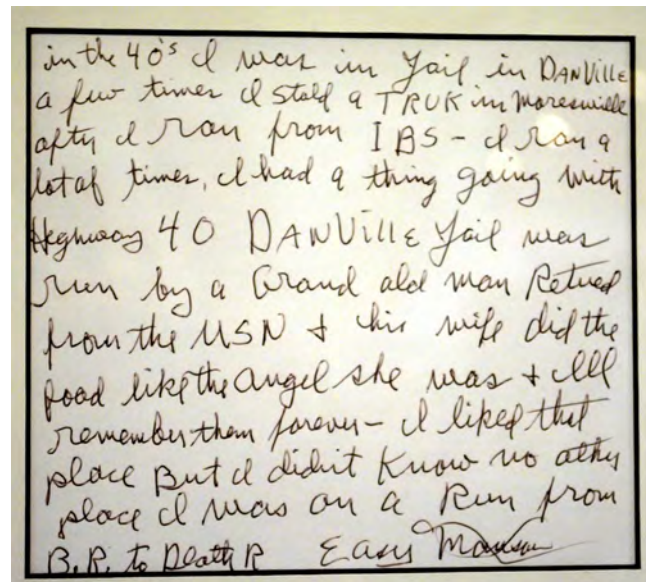
Upon returning, he needed a large storage space to spread everything out and get it ready for auction.

"We rented the back room which is about 4000 feet," he said while pointing towards the back of his action house. "Richard Bennett, who owns the property, thought



Vic Pelver, owner of Vicary Auction House, 1280 E Main St, Danville

Photo by Chris Cornwall



Letter written by notorious convicted murderer Charles Manson may prove he was at one time incarcerated in the old Danville Jail. Photo by Chris Cornwall

Vic joked about the possibility of getting Manson's John Hancock, yet got more than bargained for when the 82-year-convict actually replied to his inquire. It turns out that Manson holds the old Danville Jail in high regard

It is widely known that a young Manson came through Danville after escaping from

the stuff was really cool. He said 'Why can't you just do the auction here? Just pay me \$500 instead of having to rent out another place. I really want you guys to have the building.' He ended up selling us the building."

Vic has been both an auctioneer and collector for many years which has allowed him to see the business from both sides.

"Yes, I like to sell and make money, but I also like to buy stuff and do shows," he said. "So it's hard for me to look at someone else's collection and say, 'well I need 50 percent to sell your stuff.' But when they go to another auction house that might charge them 30 percent, they usually charge them for advertising fees and other small fees until it

adds up to 60 percent. I just like to tell them right off the bat what the total amount is."

Vic has seen the market change considerably since he started as an auctioneer 22-years-ago. He says this is because the baby-boomer generation now makes up the largest cliental.

"All of those people now are buying back their childhood," he said.

"They want the mini bikes, the G.I. Joe stuff, Hotwheels, old lunchboxes, old signs...We just sold a Cadillac neon sign to a couple in Texas for \$33,000 dollars. That kind of stuff is commanding more money."

Vicary Auction House, 1280 E Main St, Danville, will hold its next big auction of antiques on October 7. For more information, call (317) 554-7382.

**Vicary Auction House,
1280 E. Main St., Danville**
Next big auction of antiques
October 7
Call for more information
(317)554-7382

Peer To Peer

Less is more in DC



By Howard Hubler

A year ago I wrote an article that indicated that Washington was stalemated in the area of legislation. There was so much divisiveness there that the two sides could not get together to legislate, to pass bills, their main job! I indicated that for a Republican business person, that was a good thing. If there were no more regulations put on the books for a couple of years, the world would still be a good place to live. We would not be dying in the streets.

So, how is the Trump/Pence administration doing in the regulation department? According to an article written by Fox in August titled “Less is More”, they suggest that they have cut the number of regulations on the books significantly. Recall that when Congress would not legislate for more regulations to keep us from dying in the streets, the Obama administration found it necessary to start printing new regulations by “Presidential Fiat” to save us all. None of these new regulations were passed through Congress. Many of those regulations put on the books with Obama’s pen or cell phone have since been quenched by Trump.

The Fox article cites from AAF, a conservative think tank that the Trump administration has approved a fraction of the rules that the Obama administration approved. The article suggests that the Democratic team put up “20 times more” regulations after 6 months. So, what is the economic impact from the 2 administrations? Obama’s regulations cost a reported \$24 billion, while Trumps cost \$1.2 billion. I pride myself as being a critical thinker, but I don’t know what we would even do with Trumps new \$1.2 billion in new rules. Call me stupid. I mean last year seemed pretty good to me, as did the year before and the like. Couldn’t we have headed off printing some more rules for another year or two? I guess not. Me, when I read a new rule for my industry, do

I ever say, “Gosh it is about time, we really needed that”? Not that I recall. There are so many NOTICE and BEWARE signs that I disregard them already.

Ever buy a new appliance and glance at the instruction page? There are two pages of microprint that you have to read BEFORE you even turn your new appliance on. Have you ever read it once? Have you ever been instructed in the proper way to discard a battery? Try the twirly florescent light bulb. You pay \$3 for a .75 cent bulb, and to throw it away properly might cost you another \$3! Oh, back to the article. In the closing sentence, Nancy Pelosi was quoted as saying the administration was just launching a “spiteful assault” on us poor folk, denying us fools much-needed federal protection. Let me close with my only obvious sentence: She just does not get it!! howard@hubler.com



Howard Hubler can be reached at howard@hubler.com.



**Progressive Euchre
Tournament**
2nd Friday Each Month at 7 p.m.
Park Square Manor

6990 E County Road 100 N, Avon
Donations accepted — refreshments provided

Proceeds benefit Kiwanis Club of Avon
For more information, contact
ljenks@5ssl.com or call (317) 272-7300.

FREEZE YOUR FAT

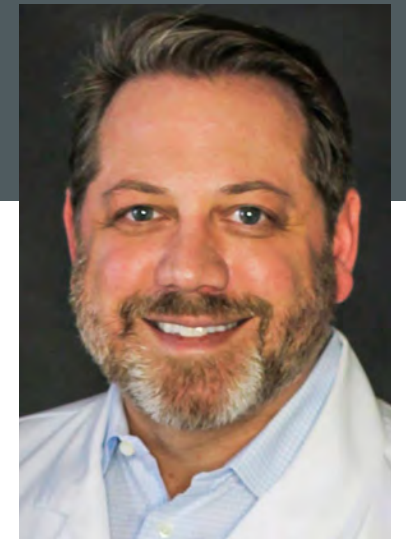


with nonsurgical fat reduction

coolsculpting

FDA cleared non-invasive fat reduction for abdomen, flanks, thighs, arms and double chin.

Up to **20% OFF**
*must mention this ad



Stanley Harper, MD
Board Certified Plastic Surgeon

SHARPER
PLASTIC AND RECONSTRUCTIVE SURGERY

10090 East US Highway 36
Suite D
Avon, IN 46123

(317) 399-4567 • shapersurgery.com

Looks at Local Leaders

Each month, the Business Leader focuses on how Leadership Hendricks County delivers the skills local residents need to provide leadership in our communities.

There's a place for you



The Leadership Hendricks County Class of 2017 at Sodalis Nature Park in Plainfield, one of the stops on a tour of Hendricks County's infrastructure and resources.

Are you a young businessperson who hopes to move up in your career? There's a place for you. Are you a Hendricks County resident who is concerned about the impact growth is having and is thinking about becoming involved in decision-making? There's a place for you, too. Are you a local government employee who sees opportunity for improvement in the way your community or agency functions? There's also a place for you. Or are you a business owner or manager who wants to build your knowledge and sharpen your people skills? You guessed it: there's a place for you.

That place is Leadership Hendricks County, and the time to find your place is approaching rapidly. During November, LHC will accept applications for its 2018 class -- the 26th in the community leadership development program's history. The applicants who are selected will gather for a retreat in January, meet throughout the year, and wrap up at another retreat in November. Each month, they'll learn about a different facet of life in Hendricks County, more about the characteristics of effective leadership, and a lot about themselves and why they do what they do.

Isn't Leadership Hendricks County for the people who are already leading the county? Not at all. The program

was created to help everyday people in Hendricks County develop the skills and resources they need to guide our county, its communities, and its organizations to a brighter future.

You see, leaders aren't an elite class of people. They're ordinary citizens who step up to help their communities, churches, organizations, and workplaces accomplish what needs to be done. They don't have special degrees, secret knowledge, or simple answers to problems. What they do have is a desire to make Hendricks County an even better place to live, work, and play.

Their year in LHC helps them develop a better understanding of how the various elements of the community work, the challenges we all face, and how our resources

Leaders aren't an elite class of people. They're ordinary citizens who step up to help their communities, churches, organizations, and workplaces accomplish what needs to be done.

can be brought together to address those challenges most effectively. The lessons they learn are applicable to every aspect of their lives, from the jobs they perform



Members of the Class of 2016 work with Youth Leadership Hendricks County students to explore the work of our community's health and human services agencies.

Leadership Hendricks County is a not-for-profit organization whose mission is to seek, prepare, involve and sustain leaders from diverse backgrounds to address community and countywide changes. Since 1993, Leadership Hendricks County has given citizens the background and inside information they need to take on effective leadership roles in the Hendricks County community. To learn more about Leadership Hendricks County or leadership training for your organization, email Kerry Tuttle at KTuttle@LeadershipHendricksCounty.org or visit our website at www.LeadershipHendricksCounty.org.

Melangton speaks on ‘Insights to Success’ during September Women’s Business Leader Luncheon

Allison Melangton was the keynote speaker at the Sept. 12 Hendricks County Business Leader Women’s Luncheon at Prestwick Country Club, 5197 Fairway Drive, Avon. Melangton, Sr. Vice President for Hulman Motor Sports, presented “Insights to Success” at the event. The Women’s Luncheon is presented by Hendricks Regional Health and Kemper CPA Group. The next Hendricks County Business Leader Women’s Luncheon will be Dec. 12 at Prestwick Country Club. For more information, contact Cathy Myers at cathy@icontimes.com or (317) 918-0334.

Photos by Gus Pearcy



Allison Melangton chats with Reena Niper

Photo by Rick Myers



Peg Glover and Janet Falkenberg



Aimee Ketterer and Chris Lynch



Melissa Kaldahl and Nicky McCoskey



Jamie Welch and Josie Smith



Ashley Ahrens and Amanda Fulwider

Newly Incorporated Businesses

July Moon Boutique

Elly Keimel
8/29/2017

Gators Steele

Jennifer Steele
8/29/2017

Most Valuable Prints

Roderick McPeak
8/31/2017

Jeffery A Earl Attorney at Law

Jeffery A Earl
9/7/2017

Colt Cleaners

John Chianis
9/8/2017

Advance America Cash Advance Centers

Advance America
9/11/2017

Skyview Capital Management

Matthew Holbrook
9/14/2017

Eclipse Softball

Jessica Blount
9/18/2017

M & S Services

William McNaughton
9/20/2017

Checkpoint Home Inspection Services

Bruce Felix
9/20/2017

RL Construction

Saidy Wildman
9/21/2017



Avon Chamber New Members

Hendricks County Fraternal Order of Police #132

5518 S County Rd 700 East
Plainfield, IN 46168
317-439-5718

Brownsburg Chamber New Members

Ruoff Home Mortgage, Inc.

1360 Indianapolis Road
Greencastle, IN 46135
317-561-1051

Danville Chamber New Members

Dallas Commercial Cleaning LLC

6319 E US HWY 36
Avon, IN 46123
317-292-1086

Plainfield Chamber New Members

E & M Consulting, INC.

1107 Hazeltine Blvd, Ste #350
Chaska, MN 55318
800-572-0011

Hoosier Home Furnishings

1005 E Main St.
Plainfield, IN 46168
765-721-3813

Hendricks County Fraternal Order of Police Lodge No 132

5518 S CR 700 E
Plainfield, IN 46168
317-439-5718

OCTOBER

2017
PLANNER OF NOTE

11 - Danville Chamber of Commerce

(members' meeting):

Wednesday, October 11 at 11:15 a.m.
at HC 4-H Fairgrounds, 1900 E Main St.
Danville. For more information, call (317)
745-0670

17 - Plainfield Chamber of Commerce

(member's meeting):

Tuesday, October 17 at 11:30 a.m.
at Holiday Inn at Indianapolis Airport. For
more information, call (317) 839-3800

18 - Brownsburg Chamber of Commerce

(members' meeting):

Wednesday, October 18 at 11 a.m. at the
Brownsburg Fire Territory, 470 E. Northfield
Dr. Brownsburg. For more information call
(317) 852-7885

24 - Avon Chamber of Commerce

(members' meeting):

Tuesday, October 24 at 11:30 a.m. at
Avon American Legion, 4812 E Main St, Old
US 36 Avon. For more information, call
(317) 272-4333

SERVICE GUIDE

PRINTING

rogers
marketing and printing

We're extremely GOOD & We're very REASONABLE!

- ⇒ Booklets
- ⇒ Business Cards
- ⇒ Carbonless Forms
- ⇒ Computer Forms
- ⇒ Directories
- ⇒ Envelopes
- ⇒ Flyers
- ⇒ Labels
- ⇒ Letterhead
- ⇒ Mailing
- ⇒ Newsletters
- ⇒ Post Cards
- ⇒ Printing
- ⇒ Rubber Stamps
- ⇒ Typesetting

Our 37th Year! 7588 E. County Rd. 100 S, Avon, IN 46123
Phone (317) 838-7203 • jeff@rogersmp.com

CAR REPAIR

Let us help you with:

- ◆ Filing a Claim
- ◆ Rental Arrangements
- ◆ Free Estimates

Located behind Lowe's at
Dan Jones Rd. & Rockville Rd.
Hours: Mon-Fri, 7:30am - 5:30pm

292 S. County Rd. 800 E. • Avon, IN 46123

Call Today! (317) 272-6820

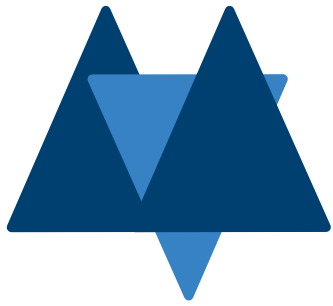


HYPNOSIS

ZIMMER
SUCCESS GROUP
succeed enjoy hypnosis

KARL R. ZIMMER III
Certified Hypnotist • Licensed by the State of Indiana

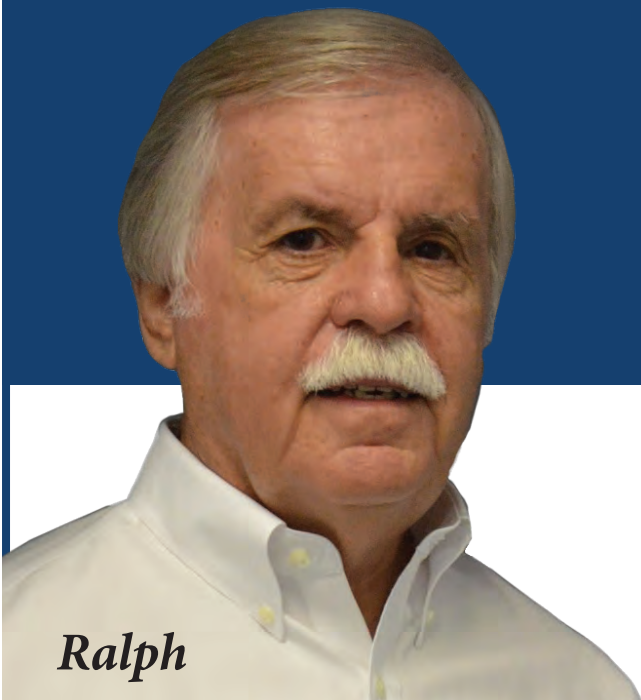
2680 East Main Street, Suite 210 • Plainfield, IN 46168
(317) 837-6060 local • (866) 650-7070 toll-free • (866) 994-7070 fax
karl@z-success.com • www.z-success.com



MANTOOTH INSURANCE AGENCY

“SUCCESS” IT’S WORTH PROTECTING!

With Mantooth Insurance Agency handling your commercial insurance program, you can take comfort knowing your business is protected.



Ralph



Wade



Erie
Insurance®

**7378 Business Center Dr., Suite 100 • Avon, Indiana 46123
(317) 272-1010 • www.mantoothinsurance.com**