



MONTHLY MESSAGE JULY 2006

From Dick Emens, Executive Director & Becky Blatt, Associate Director

Now Accepting Nominations 8th ANNUAL FAMILY BUSINESS AWARDS

For the past seven years it has been an honor and a privilege for the Family Business Center of Central Ohio to recognize outstanding family businesses and celebrate their accomplishments at our annual awards ceremony. This year, the eighth annual ***Celebration of Family Business*** will be held on **Friday, November 3, 2006 at Ohio Dominican University from 11:30 a.m. – 1:30 p.m.** We hope you will be able to join us.

In preparation for our awards luncheon, the Family Business Center is seeking nominations of outstanding central Ohio family businesses. This year, awards will be given in four categories; small, medium and large size family businesses (based on number of employees) and in a new category called "emerging family businesses" for recently established family businesses that have been in business for 5 years or less.

Finalists will be featured in a special section of *Business First* and will be honored at the awards luncheon. Our panel of judges is looking for family businesses that have:

- a history of business success, growth, and innovation,
- demonstrated excellent family dynamics and communication,
- developed a viable succession plan and
- employed successful programs to foster employee recruitment, satisfaction, and retention.

We invite you to nominate Central Ohio family businesses for this honor and welcome self-nominations. The application process for family businesses desiring consideration involves providing answers to four questions and supplying judges with documentation of meeting the criteria for evaluation.

Sponsors of this year's event include Commerce National Bank, Mass Mutual, Chester Willcox and Saxbe LLC, GREENCREST and Business First.

More information about the 8th Annual Family Business Awards can be found on the Family Business Center website. Nominations will be accepted until Friday, August 18, 2006 at 5:00 p.m. and can be made by completing the nomination form at www.familybusinesscenter.com. A

list of former honorees can be found at http://www.familybusinesscenter.com/past_honorees.htm.

**2006 FAMILY BUSINESS CONNECTION:
TOUR AND NETWORKING FOR FAMILY BUSINESSES**

Thursday, August 17, 2006

4:00 PM- 7:00 PM

Ohio Fire Academy

8895 E. Main Street

Reynoldsburg, Ohio

Families Invited

Sponsored by R.W. Setterlin Building Company

The RSVP's are rolling in and we are anticipating a crowd of young and "old" alike at the 3rd Annual Family Tour and Networking Event scheduled for Thursday, August 17th at the Ohio Fire Academy in Reynoldsburg. Don't miss this opportunity to spend time with your family and with those involved in family businesses at this Family Business Center event.

Beginning at 4:00 p.m., members of the R.W. Setterlin team will conduct a tour of their current expansion project at the Ohio Fire Academy and The Ohio Fire Academy staff will provide opportunities for us to tour their search and rescue training operation, see the fire trucks and emergency equipment and learn about live fire training techniques. Food and beverages will be served afterward and networking will begin at 5:00 p.m.

Bring the kids, bring the grandkids and plan to join us for food, fun, and fabulous conversation about family business. This event is free for Family Business Center members and their families and \$65.00 for non-members.

Registration is required to attend and can be done by responding to this e-mail or online at http://www.familybusinesscenter.com/contact_eventreg_new.htm. We hope to see you in Reynoldsburg on Thursday, August 17th.

Sponsored By



COURSE ON FAMILY BUSINESS OFFERED AT OHIO DOMINICAN

Do you have a family member who is considering employment opportunities in your family

business or a new, non-family member employee who has never worked for a family business? If yes, then we recommend you encourage them to take BUS 385B-01, Entrepreneurship and Family Business at Ohio Dominican. BUS 385B-01, taught by J. Richard Emens, attorney and Executive Director of the Family Business Center and his law partner Bea Wolper, will explore and examine the uniqueness of the family business in order to give students a better understanding of the characteristics and issues that make family-owned enterprises different from publicly traded companies. This four credit hour course will identify the skills and attributes new family member employees and non-family member employees should possess to help family businesses succeed.

The course can be taken for credit or audited and is being taught on Thursday evenings from 6:00 p.m. – 9:30 p.m. beginning August 24th and running through December 14th. Through a special arrangement the Family Business Center has with Ohio Dominican University, Family Business Center **members** are permitted to allow one employee or prospective employee, per year, to audit this course at no charge.

For more information contact Dick Emens at demens@cwslaw.com or call the Family Business Center office at 614.253.4820. If you are interested in taking the course for credit, the staff in the Registrar's Office at Ohio Dominican can assist you with registration and enrollment and can be reached at 614.251.4650. If you are auditing the course, contact the Family Business Center Office at 614.253.4820 to reserve your spot in the class.

Coming in September...

TRANSITION THE LEADERSHIP OF YOUR FAMILY BUSINESS INTO AN INTEGRATED MANAGEMENT TEAM

Thursday, September 21, 2006

8:00 – 8:30 a.m. Networking

8:30 a.m. - 11:00 a.m. Educational Program

Alumni Hall at Ohio Dominican University

It is important for leaders, family members and employees of family business to anticipate the need for change and to prepare for it.

During our September Educational Program, John Baker and Dwight Seeley of Sequent will use the recent transitional experiences family business clients to demonstrate the elements of transition and discuss plans and strategies that will help family businesses accomplish the change. Understanding the key components of transition; leadership, accountability and behavior, is vital to the successful implementation of the change process.

During this program we will investigate the issues of family succession, and show how family businesses can move from an entrepreneurial style of management to a team leadership style of management. We will explore the importance of developing a short term strategic business plan to help govern the transition period, identifying new roles within the family

business, developing strategies for holding those with new responsibilities accountable, and we will examine some ways incentives can be used to ease the transition process.

We will also look at the factors that have an impact on the success of changes in behavior; skill acquisition of newly designated leaders, coaching, and the human dynamic of accepting and dealing with the gains and obstacles of change.

Join us on Thursday, September 21, 2006 from 8:00 a.m. to 11:00 a.m. as we study the elements of change and explore ways to ease the transition all family businesses will some day face.

Register for this event at http://www.familybusinesscenter.com/contact_eventreg_new.htm or by replying to this e-mail. Free for members. \$ 65.00 for non-members.

REMINDERS

The next meeting of the **Women In Family Business Peer Group Meeting** has been scheduled for Tuesday, August 29, 2006 from 7:30 a.m. – 9:30 a.m. at the Family Business Center Office on the campus of Ohio Dominican University. Discussion topic: Chapter Three of *Good To Great* by Jim Collins.

MEMBER NEWS

- Family Business George J. Igel & Co., Inc. began in 1911 and is celebrating their 95th year in business.
- Family-owned and operated Aetna Building Maintenance has been in business 70 years, established in Columbus in 1936.
- Sanese Services, established in 1946 by brothers Ralph Sanese Sr. and Al Sanese and today led by Ralph Sanese Jr. celebrates their 60th anniversary of being in business.
- This summer marks two milestones for the company that brought generations of children and their families "Hidden Pictures" and "Goofus and Gallant" through the pages of Highlights magazine. Highlights for Children celebrated the printing of the one-billionth copy of the magazine and its 60th anniversary in June.
- PRO-TERRA Environmental contracting sponsored their Sixth Annual Environmental Invitational Golf Outing, on Thursday, June 1, at Marysville Golf Club. Proceeds from the golf outing were donated to the local charity, Hope for Surviving Children of Violent Crime (HSCVC).
- R.W. Setterlin completed construction in June on the Washington Township

Administration and Training Facility located in Dublin. Setterlin's construction included the renovation to a one-story warehouse and two-story office building and the addition of a live fire training structure.

- Sequent Inc. has announced it is partnering with the Human Capital Institute, a Washington, D.C., think tank on human resources issues. The institute will give Columbus-based Sequent access to its resources and research, and Sequent in turn will conduct Human Capital Leadership programs at Franklin University.
- Donatos will be serving pizza at Paul Brown Stadium in Cincinnati as the official sponsor of the Bengals beginning this season. Donatos will operate 10 pizza stands and cater to the stadium's 122 corporate suites during the football team's home games, and at concerts and other events at the venue. The multiyear contract ties Donatos to the Bengals for at least four years.
- Velvet Ice Cream Company Inc. has been supplying ice cream to Russell Stover Candies Inc. stores in the neighboring states of Illinois, West Virginia, Pennsylvania and Michigan stores since April.
- Family Business Center Service Provider Allison Short of GREENCREST has been named executive vice president of programming for the Columbus Chapter of the American Marketing Association.
- David Schoedinger of Schoedinger Funeral and Cremation Service has been appointed chairman of the board of trustees of First Community Village.
- Peggy Ruhlin, founding partner of Budros, Ruhlin and Roe has been inducted into the Ohio Foundation of Independent Colleges' Hall of Excellence.
- Buckingham Doolittle and Burroughs has launched a diversity scholarship program to benefit a first-year student attending one of six law schools in Ohio. The program includes a \$ 5,000 scholarship and a paid summer clerkship at the firm's Columbus Office.
- Charles Penzone has launched a consumer magazine called *truebeauty* from Charles Penzone that is distributed to 75,000 Penzone customers and select local vendors.

NEW MEMBER

ABCO FIRE PROTECTION, INC.

Contact: Jill Marcinick, 2040 Oakland Park Avenue, Columbus, Ohio 43224, Phone: (614) 471-9700, Fax (614) 471-9317 email: Jill@hdhard.com

ABCO Fire Protection, Inc. is a full service provider of fire protection equipment and related fire

and safety products such as: portable fire extinguisher services, kitchen suppression system installations and services, kitchen ventilation system installations and servicing (including exhaust fan and filter services), sprinkler system services, alarm system services, and special hazard protection.

Founded in 1975 by Robert Titmas Sr, ABCO serves over 40,000 customers each year from its eight regional locations: Cleveland, Toledo, Sandusky, Port Clinton, Columbus, Akron, Ashtabula and Pittsburgh. In 1993, Robert Titmas Jr. assumed leadership of the company and today ABCO has over 120 employees and employs more state certified technicians than any other fire protection company in Ohio.

In May of 2004, ABCO purchased central Ohio's Harold D. Hard Company. The Harold D. Hard division of ABCO brings with it an incredible history of work experience and even an employee who has been with the company for 53 years! Many of ABCO's employees and customers have been with the company or industry for over 50 years – and generations of customers bring repeat business to ABCO.

FAMILY BUSINESS IN THE NEWS

Source: Family Firm Institute, June E-Newsletter

- "Defining a Job Well Done" A Family's Guide to Board Evaluations," National Center for Family Philanthropy, June 2006, http://www.ncfp.org/FGN-June_2006/contents.html
- "Many Families Are Adding a Third Generation to Their Households", The New York Times, May 2006, http://www.ffi.org/images/nletter/06June_thirdgenhouseholds.pdf
- "All in the Family," *IndyStar.com*, June 2006, http://www.ffi.org/images/nletter/06June_allinthefamily..pdf
- "Board Quotas Shake up the Sexual Status Quo," *FT.com*, June 2006, http://www.ffi.org/images/nletter/06June_board_gender1.pdf

SURVEY SHOWS EMPLOYEES VALUE HEALTH INSURANCE MORE THAN HIGHER SALARIES

Compliments of Sequent



Health care coverage is a primary concern of your employees. In fact, they value this benefit more than higher wages. And they say vacation time is critical. Read on for more results of how employees rank their benefits and what they are concerned about.

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FBC DATES FOR YOUR CALENDAR

Thursday, August 17, 2006 – 4:00 p.m. to 7:00 p.m.

Family Business Connection: Tour and Networking Event

Hosted by R.W. Setterlin Building Company at the Ohio Fire Academy
8895 E. Main Street, Reynoldsburg, OH

Tuesday, August 29, 2006 – 7:30 a.m. to 9:00 a.m.

in the Neighborhood House at Ohio Dominican University
Women in Family Business Peer Group Meeting

Thursday, September 21, 2006 – 8:00 a.m. to 11:00 a.m.

in Alumni Hall at Ohio Dominican University
Family Business Management: Easing the Transition to Team Leadership
Educational Program

Thursday, October 19, 2006 – 7:30 a.m. to 9:00 a.m.

In Alumni Hall at Ohio Dominican University
Breakfast Roundtable

Friday, November 3, 2006 – 11:30 a.m. – 1:30 p.m.

In Sansbury Hall at Ohio Dominican University
8th Annual Family Business Awards Luncheon

Thursday, December 7, 2006 – 7:30 a.m. – 9:00 a.m.

In Alumni Hall at Ohio Dominican University
Breakfast Roundtable
Succession Planning: Ensuring the Continuity of the Family Legacy

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