



A MONTHLY PUBLICATION OF THE CONWAY FAMILY BUSINESS CENTER OF CENTRAL OHIO
OHIO DOMINICAN UNIVERSITY • 1216 SUNBURY ROAD • COLUMBUS, OHIO 43219 • (614) 253-4820 • WWW.FAMILYBUSINESSCENTER.COM

MONTHLY MESSAGE

Issue: September 2009

Educational Program -- Thursday, September 17, 2009

WILL YOUR FAMILY BUSINESS BENEFIT FROM AN ADVISORY BOARD?

Tips from Family Business Owners Who Have Used Advisory Boards Effectively

Family business owners who have successfully created and used advisory boards will talk about their experiences at our educational program on **Thursday, September 17, 2009 from 7:30 a.m. to 9:00 a.m. in Alumni Hall** at Ohio Dominican University. They will share ideas about how to get started, how often to meet, how to use advisors effectively, how to get over the fear of sharing personal and financial details with someone outside of the family and how to go about finding the right advisory board members for your business. Panelists include: Jerry Bordner, Board Chair of Laser Reproductions; Rob Caruthers, CFO of Ricart Automotive; Rick Gummer, President of Gummer Wholesale; and Howard Task, an experienced member of several Advisory Boards. Center Executive Director Dick Emens will moderate this informative presentation. If you have not already let us know you plan to attend, please RSVP to Deana at gordon@familybusinesscenter.com.

New Student Center now open at Ohio Dominican University

TOUR AVAILABLE IMMEDIATELY FOLLOWING THE

SEPTEMBER PROGRAM

Much has changed at Ohio Dominican University since we last met on campus in May. In

August, the new 82,000 square foot James A. Griffin Student Center was officially opened.

This new addition to campus creates a place that will serve the needs of the Ohio Dominican students and adds a new resource to the Central Ohio community. The Bishop James A. Griffin Student Center will represent the "living room" of the campus and has become the focal point for student activities outside the classroom.

Ron Seiffert, interim President at Ohio Dominican, will talk with family business leaders about this new campus and community asset and provide us with an opportunity to take a guided tour. If you would like to see inside this spectacular new facility which includes meeting space, study space, the campus bookstore, a cyber cafe, a fitness center, worship and reflection space, and rooms available for lease to the public, join us on Thursday, September 17th at 9:00 a.m. for a tour immediately following our educational program. We will begin promptly at 9:00 a.m. in Alumni Hall.

Coming in October....

NEW STRATEGIES FOR FAMILIES IN BUSINESS:

Creating a Strategic Plan That Will Work

Thursday, October 15, 7:30 a.m. - 9:00 a.m.

Alumni Hall at Ohio Dominican University

Even the best strategic plans have been tested by the economic challenges of the past year. Rules have changed, predictions have fallen short, sales have been down, consumer behavior has been unpredictable, and the attitudes of employees have been tentative and sometimes even fearful. There is no better time than right now to review where your family business has been and where it's going. Invest some of your time in learning how to create or update your strategic plan. Organizational psychologist, Dr. Thaddeus O'Brien, will teach you how to use scenario planning -- a strategic planning method that family businesses can use to make flexible long-term plans for their organizations. Find out why now is the perfect time to implement scenario planning and how you can get started. To register for this program, contact Program Coordinator Deana Gordon, gordon@familybusinesscenter.com or 614.253.4820.

DIRECTOR INSIGHT

Dick Emens, Executive Director & Becky Blatt, Associate Director

The sudden and unexpected death of Conway Family Business Center member Bobbie Ruch, President and C.E.O. of Acloche on Monday, August 31st, serves as a reminder to all of us of the importance of formalizing family business succession plans. Make it your goal, before the end of the year, to write, revise, update or develop a succession plan for your family and your business. To help you do this, succession planning will be the sole focus of our December educational program. So, if you have a plan, pull it out and revisit it. If you have a plan but it is still in your head, write it down. Center Service Provider members from Thompson Hine LLP and Chester Willcox & Saxbe LLP will share best practices with you at the December program and we will allow plenty of time for panelists to answer your succession questions. We are saddened by the loss of our friend Bobbie and wish her family and her staff our condolences as they move forward.

NEW MEMBERS

RefCheck

Zuni Corkerton, Terry Corkerton, John Corkerton

3962 Brown Park Drive, Hilliard, OH 43026 614.777.8844 www.refcheck.com

Zuni Corkerton is the co-founder and president of [RefCheck Information Services, Inc.](http://www.refcheck.com), a leading national provider of executive and management talent-validation and background-screening services. Through its unique approach to checking references RefCheck® provides employers with critical information about their candidates, to help them ensure that talent they bring to the organization has the skills and track record to support and enhance corporate objectives. The company serves a wide range of industries, including retail, manufacturing, and healthcare, and also works with volunteer organizations to ensure that their volunteers' backgrounds are fully reviewed. As a human-resource firm RefCheck® offers its clients cost-effective solutions to talent acquisition and retention at all levels, and to corporate compliance and due diligence. RefCheck® became a family business when Zuni's husband, Terry, joined the

firm in 2004. Their son, John, joined the firm earlier this year. RefCheck[®] is certified as a woman and minority-owned business.

Lincoln Construction

Kurt Schmitt, Greg Schmitt and Andrea Schmitt

4790 Shuster Road, Columbus, 43214 614.457.6015 www.lincolnconstruction.com

Lincoln Construction opened its doors in Central Ohio in 1971 and current President Kurt Schmitt has been with the company since 1973. Under Kurt's leadership, developing long-term relationships with clients has become an integral way of doing business at Lincoln Construction. Kurt's son Greg has served as Vice President of Marketing and Planning since 2004, and his daughter Andrea recently joined the Lincoln Construction team as Development and Property Director. Together, and with the help of their dedicated and talented staff, Kurt, Greg and Andrea are diligent about cultivating long-term relationships that focus on understanding their clients' needs, desires and constraints, while working to develop a strategy to make each and every project a success. At Lincoln Construction they believe that construction is about more than just bricks and mortar. It's about delivering an exceptional experience that yields the best possible product for their clients.

INTERESTING READING ON FAMILY BUSINESS TOPICS

[Family businesses: secrets of the survivors](#)

Crain's New York Business

[Luconda Dager named Velvet president](#)

Business First

[Daughter steals \\$3.5m from her family business](#)

Geelong Advertiser

[Man fails in bid to get access to family business](#)

Irish Times

[Behind Every Successful Family Business...](#)

Wall Street Journal

[Before entering family business, get expectations in writing](#)

Bizjournals.com

[Business exit plan should be reset in tough economy](#)

Milwaukee Small Business Times

[Business families using global best practices to plan succession](#)

Economic Times

[Fine line between running - or ruining - a family business.](#)

Canada.com

[Annual worker evaluation benefits growing family businesses](#)

Triangle Business Journal

[US Intensifies Audits of Employers](#)

Wall Street Journal

NEGOTIATING SUCCESSION PARTNERSHIPS

Source: Family Business Magazine E-News September 2009

To ensure smooth decision making and sound governance, family business owners in the

second generation and beyond must function as a team, notes the newly released updated edition of *The Family Business Succession Handbook*. This is obviously true when a group of siblings or cousins serve jointly as co-leaders of the company. But, the book notes, a shared vision is also important when there is one chief executive whose siblings and/or cousins are owners of the company -- whether or not any of them work in the business. Some siblings never let go of their childhood competitiveness. These rivalries can persist into later generations, reappearing as a conflict between family branches. Beginning in the third generation, the governance system must evolve to reflect the change in assumptions that go along with an enlarged group of stakeholders.

LOCK IN VALUABLE TAX BREAKS WHILE THEY LAST

Compliments of GBQ Partners, a Conway Family Business Center Service Provider

Change is on the horizon in the tax world. For the rest of 2009, your business can take advantage of two lucrative depreciation tax breaks for purchasing equipment and software. But unless Congress takes further action, depreciation deductions are scheduled to be substantially reduced in 2010. Here is information about these and other tax breaks that are set to change next year. Copyright © 2009

[Full Article](#)

CRANE GROUP AND DEFINITY PARTNERS INVITE CFBC MEMBERS TO EVENT ON SEPTEMBER 29th

Conway Family Business Center members Crane Group and Definity Partners invite Center members to an executive discussion and operations tour being hosted by Exterior Portfolio on September 29th from 9 a.m. to Noon. Exterior Portfolio is a division of the Crane Group, an industry leader in exterior design products.

Several leaders at Exterior Portfolio will share how their customized improvement initiative has helped to create a competitive advantage in the marketplace. Topics that will be covered include:

- How to utilize Lean Certification to develop front-line leaders
- How the Exterior Portfolio team was able to create champions of change to transform the culture
- Best practices to achieve employee engagement
- Ways to take improvement initiatives beyond the shop floor of the operation and enhance the performance of the entire organization

If you or members of your team are interested in attending please contact Paul Kopelson at Definity Partners, at 614-403-3694 or via e-mail at pkopelson@definitypartners.com.

NEW & BEST SELLING PRODUCT SHOWCASE

Artina Promotional Products invites Center members

Chris, Matina and Art Bouzounis invite Conway Family Business Center members to visit Artina Promotional Products on Thursday, October 8th from 7:30 a.m - 9:30 a.m. for breakfast or from 11:30 a.m. - 1:30 p.m. for lunch and to see the newest and best selling promotional products on the market. If you can't attend, feel free to send someone from your family or your business to check out these new ways to promote your family's business. Location: 50 S. Liberty Street, Powell. If you are planning to attend, please rsvp at www.artina.com or by calling 614.635.8865.

SEEKING IDEAS FOR 2010 FAMILY BUSINESS EDUCATIONAL PROGRAM SERIES

Are there family business topics that you would like to know more about? Are you aware of compelling family business stories that our members could benefit from hearing? What business issues can we have Center experts present that will address concerns shared by Central Ohio family business leaders? The Conway Family Business Center Program Committee, co-chaired by Mike Schoedinger and Darci Congrove, is interested in your ideas. Central Ohio family business leaders are invited to attend the annual meeting of the Program Committee where we will discuss topics and speakers and explore a tentative schedule for our 2010 educational program series. If you are

able to participate, please join us on Thursday, September 24th at 4:00 p.m. in the conference room at Commerce National Bank, 3650 Olentangy River Road, or send your ideas via e-mail to Deana Gordon, Program Coordinator at gordon@familybusinesscenter.com.

Ohio Dominican University presents an event for the entire family

JEFF CORWIN, HOST OF ANIMAL PLANET

Jeff Corwin, an Emmy Award-winning Animal Planet host and Leading Conservationist who has worked for the conservation of endangered species and ecosystems around the globe, will be the guest of the Presidential Lecture Series at Ohio Dominican University on Thursday, October 15th. He is the host of a variety of popular television shows, included Animal Planet's THE CORWIN EXPERIENCE, Giant Monsters, Investigation with the Discovery Networks.

As part of his presentation on October 15th, "Tales from the Field with Jeff Corwin," Jeff will have on hand a number of exotic animals, mostly reptiles and snakes. Audience members will be called on stage to interact with the animals. Families are encouraged to bring their children. Following his presentation, Jeff will sign copies of his book which will be available for purchase.

The event will be held on Thursday, October 15, 2009 at 7:00 p.m. at the Aladdin Shrine, 3850 Stelzer Road. Ticket information: Adults: 13 yrs and over - \$10. Children: Under 13 yrs - free. Tickets for children are limited to 4 for each adult ticket purchased and children must be accompanied by adult. Tickets may be ordered online at www.ohiodominican.edu or purchased from the President's Office at 614.251.4561.

Upcoming Events for Your Calendar

Thursday, September 17, 2009 -- 7:30 a.m. - 9:00 a.m.

At Ohio Dominican University in Alumni Hall

Educational Program: Will Your Family Business Benefit from an Advisory Board?

Thursday, September 24, 2009 -- 4:00 p.m. - 5:30 p.m.

At Commerce National Bank, 3650 Olentangy River Road

Program Committee Planning Meeting for 2010

Thursday, October 15, 2009 -- 7:30 a.m. - 9:00 a.m.

At Ohio Dominican University in Alumni Hall

Educational Program: Creating a Strategic Plan that will work for your Family Business

Tuesday, October 20, 2009 -- 7:30 a.m. - 9:00 a.m.

Conway Family Business Center Office--Las Casas House at Ohio Dominican

Women in Family Business Peer Group

Thursday, October 22, 2009 -- 4:00 p.m. - 5:30 p.m.

Office of Definity Partners, Schrock Road

Meeting of Conway Family Business Center Service Providers

Friday, November 6, 2009 -- 11:30 a.m. - 1:30 p.m.

At Ohio Dominican University

11th Annual Family Business Awards Program

Thursday, December 3, 2009 -- 7:30 a.m. - 9:00 a.m.

At Ohio Dominican University in Alumni Hall

Educational Program: The Best Gift You Can Give Yourself and Your Family Is A Succession Plan

Conway Family Business Center

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Membership in the Conway Family Business Center of Central Ohio is open to all family businesses in Central Ohio. **For more information about the benefits of membership visit www.familybusinesscenter.com.**