



The Foundation

A monthly publication for Members of the
BUILDERS ASSOCIATION OF GREATER LAFAYETTE

Volume XII, Issue 7- 8

July/August 2010



Attention: BAGL Officers & Directors

BAGL Officers & Board of Directors will meet at 8:00 AM, Friday, **July 9th** and Friday, **Aug. 6th** at the BAGL office. Board Members are asked to call 423-4347 to **confirm** your attendance, as a quorum is necessary to complete the action items on the agenda.

Board Member David Kovich contemplates his next move.



Builders Association of Greater Lafayette

Mission Statement

BAGL is a dynamic organization of home builders and industry professionals, actively promoting the housing industry since 1967.

We are dedicated to:

- Promoting home ownership
- Professional development
- Community involvement
- Government interaction
- Vocational opportunities

2010 Parade of Homes July 17-18 and 24-25



See more details on pages 10 and 11.

Sponsored by

**CG Visions, Summer Chase Homes,
Vectren Energy & WLFI-TV18**

Topics & Programs for 2010

July-Aug.-NO General Membership Meetings

Parade of Homes July 18-18 and 24-25

July 22 Party at Pats! See details pages 10-11

Member-Guest Golf Outing —TBA

September 14-GMM-Balancing Your Work & Family
sponsored by Central Supply

October 12-GMM-Practical Politics Sponsor Needed!

November 9-GMM-Tax Tactics Sponsor Needed!



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Do YOU Remember Last Year's Parade Party @ Pat's?

If you were one of the many to attend last year's Parade Party @ Pat Richard's home, you can testify to all the fun we had that evening. Sgt. Preston's provided the main course (roasted pork) and everyone else brought the side dishes of everything imaginable.....what a feast! Want to join us again this year? See page 5 for all the details and call 423-4347 to let us know you'll be there!



President's Pen

Pat Richard - Spire Group



Domestique is French and translates to 'servant'. Everyone needs a servant right! Someone to clean your house, do your laundry, wash your car or cook your food. Stay with me I am going somewhere with this.

tactical support.

I was thinking something a little different. I am a fan of cycling and not the motorized type, but the human powered type. I thought of this 'domestique' thing while riding June 12th in a 100 mile cycling challenge. It was a blast. I have enjoyed cycling now for 6 years and am working on understanding how a cycling team works. I can't say exactly what keys me up about the sport or riding my cycle but I truly enjoy it. I spent 5 hours on my bike pedaling at an average of 20 miles per hour. I like being at the bottom of a hill and looking up knowing I have to climb it or being at the top looking down knowing that I can top out at 40 miles per hour going down it. How bout on a flat riding into a 15 mile per hour head wind. It is just me, the road and the bike. There is actually a lot of strategy in team racing.

There are different levels of the domestiques on the team but I will keep it simple here. Domestiques bring water and food from team cars and shield teammates from opponents. They help teammates with mechanical disasters, should the leader puncture a tire, the domestique will cycle in front to create a slipstream allowing him to reclaim their position. A domestique may also sacrifice his bicycle or wheel. Domestiques race in the interest of the team, or against opposing teams. By putting themselves in a breakaway they force other teams to chase. In turn, they chase a breakaway that threatens their team.

Okay about this domestique thing. The domestique is actually the grunt of the cycling team. His/her job is to be a 'servant' to the team (mostly the leader of the team). They serve as basic and

What's the take away! That's the first thing I ask myself when confronted with something new. For me it is this....Even though I am self employed, the boss so to speak (I still have bosses they are called customers☺), I am still a domestique for my team. Remember that sometimes you have to be a servant and other times you will be served, know your

(Continued on page 7)



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Stormy weather....indeed! We're all hoping that the atmosphere settles down a bit before we open our Parade Homes to the residents of the Lafayette area only weeks from now. Thankfully all of the recent storms and flooding have spared the 20 houses in our Parade, so it looks like it's showtime!!!!

Builders, sponsors and committee members have all put their hearts and souls into preparing and planning for this annual event. Fourteen of BAGL's best are committed to showing all of the prospective home buyers that quality, affordable housing can be found here in Tippecanoe county. Local residents will have the opportunity to visit some subdivisions that have never before been listed on our Parade tour.

Chairperson, **Kristy Wozniak** is wearing two hats again this year, as our Parade coordina-

tor and as a builder-representative for one of the homes to be shown in the upcoming event. Kristy's committee volunteers have rallied to get our Parade Sponsors & Patrons signed up and we can't thank our generous members enough for their support of this long-standing Parade. All of the sponsors and patrons are listed on page 11 and you will also see their names and logos on the BAGL website, in our television and print advertising.

Also on pages 10 and 11 are the names of all of the committee members who were part of this year's planning and execution.....take note of the names and thank them next time you see them.

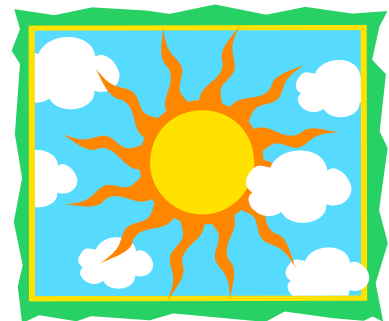
Don't forget to join us at the Parade Party, Thursday, July 22nd at President **Pat Richard's** home. Read more about that on the adjoining page.

Another summer outing that members look forward to is our Member-Guest Golf Outing. Chairman **Grant Giese** (Green Goose Homes) has asked members **Ryan Collicott** (Miller's Flooring America),

Brian Curry (Monster Heating & Air) and **Kat Mercer** (FC Tucker) to help him line up the Hole Sponsor and prizes for the September 10th outing. If any one of these members is calling you, please, consider saying "yes" to one of the opportunities available to you. For more information, check out page 12 of this issue of the Foundation.

And last but certainly not least, a BIG congratulations goes out to **Doug Cooper** and all of the employees at **Sgt. Preston's Restaurant & Catering Facility**. They were recently named as the Chamber of Commerce's Small Business of the Month. We know first hand what a great job they do.....now all of Lafayette knows too!

Stay cool out there and enjoy all those fun summer activities or any vacationing you're doing with your family and friends.



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Ned Swanson **Matt Slayton**

Parade Party & Pitch-in Dinner at Pat's Place!



6990 Navigator Drive
Thursday, July 22nd
6:00 to 9:00 PM



All BAGL members and their families are invited!

Call 423-4347 to tell us how many and what pitch-in dish you're planning to bring. Sgt. Preston's Catering will provide the roast pork for sandwiches; we're asking that you bring the salads, side dishes and desserts. Non-alcoholic beverages will be available but you're welcome to BYOB. A \$5 donation from each adult will help us pay for all of the evening's fun & games. If you missed last year's party, here's what you missed: LOTS of good food, camaraderie with all your fellow BAGL members, horseback riding, yard games, enclosed jumpy-jump for the little kids, playground equipment, music and a whole lot of FUN! Don't miss out this year.....July 22nd, 6:00 PM.

See driving directions below.



If you're driving from the SOUTH or SOUTHEAST : Take SR 25 West past Shadeland but before you get to West Point, SR 25 will angle to the Left and into West Point; you'll want to continue straight onto CR 400S (look for the West Point Grain Elevator). Turn Right, cross the railroad tracks, you'll come to a "T" where you'll turn Left on to CR 700W. Pat's house is 2.5 miles in the Grandview Estates subdivision, first house on the left.

If you're coming from the NORTH or WEST LAFAYETTE: Take South River Road past Fort Quiatenon to CR 700W (also known as Granville Bridge Rd.). Turn Left or S, cross a bridge, up a slight hill. Grandview Estates will be on your Left and Pat's is the first house on Left after you enter the subdivision.



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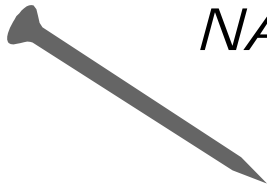
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- Phyllis Courser 29
- Mary Ellis 157
- Pat Foley 95.5
- Eric Holt 100
- Brain Keene 27.5
- David Kovich 511
- Rick Laurie 32.5
- LeAnn Osborn 37
- Pat Richard 36.5
- S Schreckengast 160
- Kim Thonn 40.5
- Kristy Wozniak 50.5
- Mark Zimpfer 122

Spike Club Members:

- Jay Andrew 9
- Eric Crowell 6
- Don Findlay 6
- Tammy Foley 9
- Grant Giese 7
- Denise Guy 11
- Doug Klooz 18.5
- Becky Taylor 12.5
- Chad Todd 8.5

ONE SPIKE credit is awarded for every new member recruited and a Half-Spike each year for any renewal by any member you recruited.

(Continued from page 3)

place on the team. Thank you to my able team of subs and suppliers that make my job easier!

In the words of Lance Armstrong, "The pain will go away, but knowing you quit never leaves you."

Pat Richard, CGB, CGP
765/479-8060
Richard_Patrick@msn.com

THANK YOU

- for renewing your
- 2010 BAGL Membership :**
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- Reese Central Whls.**
- Habitat for Humanity**
- Hockema Custom Hms.**
- Huth Thompson**
- Indiana American Water**
- Pyramid Signs**
- Steve Schrader Homes**

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WELCOME NEW MEMBERS!

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Blackburn Drywall

Jimmie Blackburn *recruited by David Kovich*
3224 Sherwood Dr S, Laf 47909
Ph 765/412-1357

Creed Plumbing

William Smith *recruited by David Kovich*
P O Box 4008, Laf 47903
Ph 765/448-9054

Custom Concrete

Brian Summers *recruited by Deb Plue*
17241 Foundation Pkwy, Westfield IN 46074
Ph 317/896-2885
BrianS@customconcrete.com

Farmer's & Merchant's Bank

Stacey Minier *recruited by David Kovich*
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Ph 765/583-4411
Sminier@fmbank.org

Gale Insulation

Rich Graves *recruited by David Kovich*
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Ph 317/241-6391
Richard.graves@mascocs.com

Gonzalez Construction

Mike Gonzalez *recruited by Kristy Wozniak*
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Gonzalezconstruction@hotmail.com

Got Brick?

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Ph 765/418-4144
Hilsabeckpainting@yahoo.com

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Tom Richardson *recruited by Rick Laurie*
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T.richardsonjr@lansingbp.com

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Ph 765/870-1094
Molterarearofing@gmail.com

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Brian Curry *recruited by Grant Giese*
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Ph 765/491-7981
Monsterroofing1@aol.com

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Eseymour@c21lrg.net

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Ph 765/675-1899
Bryan@brsmechanical.com

BAGL Membership
"Building **YOUR** Future"

BAGL Committees Have Winning Attitudes—Join the Team!

Adopt-A Spot, Tom Andrew (474-1388) Committee responsible for clean up and maintenance to landscaping for the median at the corner of Union & Erie Streets, fondly known as BAGL Island.

Builder Show & EXPO 2010, Phyllis Courser (429-7038) & **Sasha Clements** (800/726-3953) Last chance to be a part of the 2010's Wild, Wild West!

Calling Committee, Deb Plue (807-0300) & **Eric Baker (423-1881)** Committee responsible for contacting members prior to meetings, seminars, programs and events.

Codes & Government Affairs, Andy King (742-0300) Committee meets as governing issues/ subjects need to be addressed by our members.

Education, Eric Holt (404-3441) Committee organizes educational seminars and promotes industry certification and designations for members.

Golf Outing, Grant Giese (742-0300) Committee meets from late spring thru the late summer/ early fall event.

Programs & Meetings, Stephanie Richeson (447-9494) & **Andy Haste** (479-1365) Committee meets as needed and is responsible for securing sponsors, along with speakers/programs for all the year's General Membership Meetings.

Marketing & Public Relations, Mike Momberger (237-5026) Committee meets as needed to determine the marketing strategy and promotion of this association.

Membership, Rick Laurie (479-2021) Committee meets as needed to establish membership goals and organize annual recruitment contest, retention strategies.

Parade of Homes, Kristy Wozniak (404-4652) - Committee meets regularly from January thru the July event. We're looking for the 2010 Chairperson...call us if you're interested.

Political Action, Pat Foley (523-2430) Committee meets as needed.

For more information on these Networking opportunities, call the BAGL office, 423-4347 and get involved!



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2010 Parade of Homes

Showcasing our Parade Builders:

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Bulington Construction-Hunters Ridge

3 Citation Homes-Amelia Station, Bridlewood,
Village of Arbor Chase

Steve Connors Builder-Winding Creek

Crown Line Homes-Hickory Ridge

Hockema Custom Hm-Shawnee Ridge

J L Builders-Bridge Mill

2 Kalan Homes-Stonebridge, Ravenswood

Keene Homes-Forest Ridge

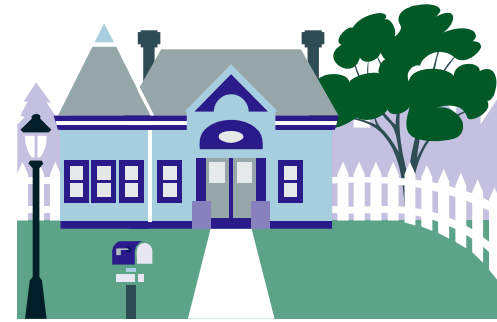
Komark Ltd.-The Orchards

Majestic Homes-Cascada

Milakis Homes-Huntington Farms

Stonewood R E/Milakis-Stonehenge

4 Tempest Homes-Arbor Chase, Bridlewood,
Lauren Lakes, Lindberg Village



Parade Pa

Thur

July

6-9:0

(6990 Navig

See deta



Parade Chairperson: Kristy Wozniak and her committee: Mary Ellis & Heather Siemers (MB Kinetico), Tammy Foley (Foley Homes & Coldwell Banker-Shook), Rick Laurie (Von Tobel Lum Chase), Steve Schreckengast (Citation Homes), Emily Truett (PEFCU), Brian Culbertson (Rose & dows).

July 17-18 & 24-25



Party at Pat's

Thursday

July 22

1:00 PM

(Catherine Drive)

See page 5

Invite your family,
your friends, your
neighbors.

Visit any or all of the
Parade Home sites.

July 17-18

July 24-25

Noon to 5:00 PM

PARADE SPONSORS

C G Visions

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at Catherwood Gardens**

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PARADE PATRONS

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Rabb Kinetic—Craig Wagner Electric

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Habitat for Humanity—Marble Uniques

Green Goose Homes—WASK/WKOA

Lafayette Bank & Trust—Carpetland USA

VonTobel Lumber & Hardware

Lee Supply—Rose & Walker Supply

MBAH Insurance), Gene Jones, Taryn Johnson & Robin Leuck (Kirby Risk), Jack Faker (Rabb-
Walker), LeAnn Osborn (Leming Supply), Mike Momberger (WLFI-TV 18), Jay Reynolds (Summer
& Walker Supply), Lindsey Waggoner (Journal & Courier) and Adam Minier (McComb Pella Win-

Annual BAGL Member-Guest

Golf Outing

Friday, Sept. 10th

Battle Ground Golf Club

Noon Tee-off Florida Scramble

Lunch & Check-in 10:30—11:30 AM

Limited to 36 teams

\$300 per foursome (includes green fees, cart, lunch, 2 drink tickets each)

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_____ **Count Me In!** _____ **Foursome**

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Co. Name _____

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Phone _____ **Email** _____

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**Donate a Door Prize
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Indiana QUALITY Assurance Builder Standards

As the BAGL logo depicts, the Builders Association of Greater Lafayette stands for "Quality" and it is mandatory for all BAGL Builder Members to be an active participant of Indiana's Quality Assurance Builders Standards program. The Quality Assurance Builder Standards program has been promoted in television commercials and on the BAGL website; informed buyers will ask for it.

When you sign a new home sales contract or close on one, it is in YOUR responsibility to give a copy of this important document to each of your new homeowners. This book details both yours and the new owner's responsibilities covered with their purchase of your product. If you have a model or display home, a copy should be readily available for your sales personnel and prospective home buyers.

Books are available at the BAGL office (1515 Union St)

\$30 each

+shipping and handling if mailing is necessary

From the Tippecanoe County Building Commissioner

Drilling & Notching of Non-Bearing and Bearing Walls

Did you know that in interior non-bearing walls, you can use 2x3 studs spaced 24" O/C as long as it is not part of a braced wall line? Also that same interior wall can be capped with a single top plate. They shall also be fire blocked just remember when using this method it is an acceptable practice that the International Residential Code and Indiana Amendments will allow.

When drilling or notching these stud walls, keep in mind for non-bearing studs in a partition wall, you cannot notch more than 40% of the single stud. If that stud is in a bearing partition, you can only notch 25% of that stud. The point of all of this is to make you aware that you can drill or notch studs and top plates, but only certain percentages can be cut away. This might really come into play as we move more and more to building green houses. Also remember for every hole you may drill or notch you may have to protect or seal up, what is in that hole or notch, and all of this can be found in the 2003 IRC and has not changed for years. Look under wall construction section R-602.5. I might add in these sections there are even pictures that show what I am talking about and as we all know a picture is worth a thousand words.

One further comment, when you read this I will be preparing for budget hearings. If you like what you have witnessed over the past year, let me know. Or let me know how we might improve, even if it might cost more money to implement. Budget hearings would be the best time to show a need. It might even help to show you like the present system the way it is by dropping an e-mail to the County Council or to me and I will see that gets to them. Any help will be appreciated, as always call or drop by the office with comments for or against the current process and a possible resolution if you have one. Thanks.

As side note to my usual building message I would like to pass along some info for those of you who might of known Lee Arlie Dailey the former Building Commissioner of Tippecanoe County some of you that are still in the building trade and are much older may remember Mr. Dailey he retired in 1995 from the county was a police officer and chief. He was the building commissioner for more than 18 years He is also the person who hired me way back in the early 1980's Lee as most people called him is the only reason I am where I am today he was a great boss, teacher. I learned a lot from him. As you may have guessed by now Arlie passed away on June the 12 2010 he will be missed by all who knew him. THERE WAS ONLY 1 ARLIE!!!! So the next time you think about it send me a note and I will pass it along to his family for there keep sake. Thanks and for some of I thought you should know.

Sincerely,
Ron Highland
Tippecanoe County Building Commissioner
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Are You an On-base Hitter or a Slugger?

Determining and understanding what type of business owner you are is critical to happiness and success.

By John Warrillo



THE LEAD-OFF BATTER is arguably the most important offensive weapon on a baseball team. His job is to get on base — it doesn't have to be pretty. He could get walked, bunt his way on base or make a mad dash for first after the catcher drops the third strike. His success is measured not by his number of home runs or even his batting average but by his "on-base percentage."

The more powerful hitters follow the lead-off batter in the lineup. The slugger, slotted in the fourth spot, has the task of swinging for the fences and driving home the players who got on base in front of him.

Knowing one's role is essential to success. Sluggers shouldn't try to bunt their way on base, and the greatest sin of a lead-off hitter is to go down swinging for the fences. As with baseball, business owners can be divided into "on-base hitters" and "sluggers." Knowing which you are is critical to happiness and success.

"On-base hitters" are the business owners who have a series of successful business start-ups. Like the on-base hitter, they would prefer small, regular successes over less frequent but larger wins.

Rene Lacerte is an on-base hitter. His latest business, bill.com, is a software platform he created after exiting PayCycle, an online payroll business he co-founded. Once PayCycle got going, he recruited a proven, professional manager to run it.

Rene knows that he's an on-base guy and has no illusions of being able to swing for the fences by running a larger business. He'd rather get on base with a number of start-ups than run one business for his entire career.

Fred Smith, the founder of FedEx, is a home run hitter. He's owned one business in his professional life and has had the patience, stick-to-itiveness and talent to grow it into a Fortune 500 company.

Both Lacerte and Smith are successful entrepreneurs who have built valuable companies, but one is an on-base hitter and the other a slugger. Interestingly, I don't think Lacerte would be happy running FedEx. He'd probably be bored and get bogged down in the complexity. Likewise, I'm not sure Smith could cope with the uncertainty and ambiguity of Lacerte's life as a perpetual starter-upper.

I think one of the most important determinations a business owner can make is whether he or she is a slugger or an on-base hitter. The on-base hitter can focus on starting and exiting lots of smaller businesses in a career and not harbor second thoughts when heading for the exit. In contrast, the slugger would be best served by making a single business his or her life's work.

The trick is to understand your personality. For the past nine years, I have attended a quarterly workshop offered by the Strategic Coach. "The Coach,"

as it is known to the initiated, specializes in working with entrepreneurs to help them achieve both business and personal success. Prior to my first Strategic Coach workshop, each attendee was asked to complete a personality test known as the Kolbe test. The Kolbe test measures people on a score of 1–10 on each of four personality attributes:

"Fact Finders" are people who seek details before making decisions. Just as picking at a single yarn in an old sweater unravels it, each answer to a fact finder's question triggers a new set of questions. The fact finder seeks out the answers to those questions before making decisions.

"Follow Through" people love systems. They think in a linear fashion, where step 1 leads to step 2 and so on. They love process and create systems when they are confronted with chaos.

"Quick Starts" enjoy initiating new things. They are creative problem solvers and think laterally. Easily bored, Quick Starts tend to begin lots of projects but need help finishing any of them.

"Implementers" live in the physical world and enjoy building and fixing things. They thrive in environments that allow them to work with their hands.

If you score high on Quick Start, chances are you'll be happiest starting lots of smaller businesses in your career (on-base hitter) rather than one larger one (slugger). As a business grows in complexity, the need for higher Follow Through scores increase and your high Quick Start score goes from an asset in the start-up days to a liability as your business will need more structure to support its size.

Most growth-oriented entrepreneurs are wired for starting, not running, a business. People with a high Quick Start score thrive in the chaos of a start-up, where every day brings new challenges and the need to think peripherally.

One of the reasons Quick Starts rarely grow large businesses is because all of that creativity makes them bad managers. If you've ever watched a 230-pound slugger try to lumber his way to first base, you know it's not a pretty sight. Neither is watching a Quick Start entrepreneur try to manage a large team of employees.

When the boss is a high Quick Start, employees get frustrated trying to keep up with all of the new ideas. Employees have trouble determining which idea was just a passing thought and which needs urgent attention. People with high Fact Finder scores may see their high Quick Start boss as an impetuous, superficial risk taker.

That's why most growth-oriented entrepreneurs are happiest, and most successful, in the start-up phase. In a start-up, new ideas are valued at a premium, and there are only a few employees to manage.

Here's an informal quiz to identify whether you're best suited to be an on-base hitter or a home run slugger. Answer each statement with "agree" or "disagree."

- I get bored easily.
- I feel overwhelmed by complexity.

(Continued on page 17)



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**2010 Membership Directory
Corrections, Changes:**

Page 13—J L Anderson email address should be <whoggard@jlanderson.net>
 —Appraisal Services email should be <janabney@comcast.net>
 —Arbor Care Trees & Landscaping, the email address should be <Todd@arborcareservices.net> the phone number 765/860-9470

Page 15—Deck Pros contact is now **Justin Winger**, email address <justin@deckproplus.com>
 —Dilden Brothers Well email is <Dfindlay3@gmail.com>
 —Excel Concrete email is <Excelconcrete04@aol.com>

Page 16—Steven Maynard has replaced Mike Hood at HH Gregg. The email is now <Steven.maynard@hhgregg.com>
 —Haley's Lock Safe & Key phone number should be **447-5726**
 —Home Works email address should be <tandrew@henrypoor.com>

Page 17—Kirby Risk contact name is Robin **Leuck** and her email is <rleuck@kirbyrisk.com>
 —Lafayette Masonry email address is <dlayton@verizon.net>
 Leming Supply email address is <leann@lemingsupply.com>

Page 18—MetLife email is <tstahl@metlife.com>
 —Millers Flooring email is <dmiller@millersflooringamerica.com>

Page 19—Mulhaupts email is <mattb@mulhaupts.com>
 —NuKitchens email is <nukitchens@yahoo.com>
 —Edward Opperman email is <E@edwardoppermancpa.com>
 —Purdy Concrete phone number is **477-1500**

Page 21—Tippecanoe Mortgage email is <kimloans@aol.com>

Page 22—Wilson Crane email is <T_christiansen@verizon.net>

Please, let us know of any other discrepancies, corrections, changes, etc. Call 423-4347 or send an email to bagl@bagl.info


(Continued from page 15)

- I have higher employee turnover than is normal for my industry.
- I like proposing new ideas that some people think are "off the wall."
- I started lots of little businesses prior to the one I'm running today.
- I'm a big-picture person.
- I started a little business when I was in high school or university.
- I burn out when my business gets too complex.

If you answered "agree" to more than four of the statements above, you're probably a person who thrives on the variety of the start-up and would flounder running a larger business. Focus on just getting on base by launching the business and creating revenue and a positive cash flow; then either sell it or install a manager.

You won't earn as much from the sale of one small business than you would if you hung on and built it up, but by getting out quickly, you'll retain the energy and creativity to devote to a new business. Collectively, a portfolio of successful start-up businesses in a career could easily surpass the financial success of one home run, and you'll be infinitely happier along the way.

John Warrillow is the author of *Built to Sell: Turn Your Business Into One You Can Sell*. He has started and exited four companies. In 2008, he was recognized by *BtoB Magazine's* "Who's Who" list as one of America's most influential business-to-business marketers.



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