**Veteran Generations of Families Meet and Give Back**

Like any good family business, the Center strives to respond to our members, remain flexible and manage change. We now have nine affinity groups going strong and two new ones taking off! Known as one of our most valued membership benefits, the structure of the affinity groups has changed over 18 years, becoming more effective, relevant and formalized. But throughout this process, we discovered that not all groups need to be, or should be, structured. And that’s how the Seniors Group came to be.

Several of our veteran members saw the value in meeting with others in similar roles in their family businesses; however, their schedules and interests did not mesh with our affinity group structure. So we organized a “drop in and chat” group to provide a more relevant venue for those members who are retired or thinking about retiring. The Center’s Senior Group, or Owls as they like to refer to themselves as being older and wiser, meets approximately every other month. They talk about whatever is on their minds – everything from defining retirement to the details of succession planning, and from estate planning to exit strategies.

Made up of highly successful men and women, the group believes their wisdom and experiences should be shared in some form of best practices memorandum. Though the participants are not always the same, there seems to be a thread of consistency that runs through the discussions: giving back. Their commitment to the community is strong. The group wants to assist others and provide leadership so that they ar...
teaching and learning simultaneously. This is not surprising, family businesses in general often are dedicated to their communities.

We will keep you updated as to how this commitment plays out with the Senior Group.

No matter what your course, solution or ability, everyone wants to give back and make the journey from success to more significance. What an honor for the Center to facilitate the Seniors Group! If you're a member of the Center, and are retired or considering retiring and want to attend a meeting, please let us know and we’d be happy to add you to the invite list.

The next Seniors meeting is scheduled for Wednesday, May 15, and Ford Cauffiel will be giving the group a tour of his private car museum. Contact Angie if you’d like to attend.

For more information, contact David Krock at 419.247.1679.

For more information, contact Alex Gerken, Senior Vice President, Business Banking Executive, at 419.259.6936.

For more information, contact Kevin Gilmore, CPA, CVA at 419.794.2000.

For more information, contact Paul Johnson at 419.321.1006.

For more information, contact Fred Treuhaft at 419.842.6116.
Upcoming Events

**UT’s Third Women’s Leadership Forum Luncheon**  
Wed., May 1, 11:30 a.m. – 1:30 p.m., The Pinnacle

The Center is a sponsor for UT’s Third Women’s Leadership Forum Luncheon. On May 1, Captain Shoshana S. Chatfield with the United States Navy will address leadership challenges faced by women in today's complex world of work. She will discuss the critical issues of leading and building trust, along with respectively giving and receiving feedback. The cost is $20 per person for the lunch and presentation. This event is open to the public; please e-mail ECGC@utoledo.edu to RSVP.

![Captain Shoshana S. Chatfield](image)

**Driving Business Success with a Financial Dashboard**  
Tues., May 14, 7:30 – 9 a.m., Stranahan Hall-North Room 2160

Just like the one inside your car, a financial dashboard puts you in the driver's seat of your business. It's a simple, easy-to-understand interface that gives anyone the capacity to "see" economic reality of the numbers inside your company. If you currently use a dashboard or want to learn how, then come to this mini-forum where Wes Beham and Michael Brough with Gilmore, Jason and Mahler will explain what a dashboard is and the benefits of using one. They'll also cover how to design or what to include and why. No matter what your industry or position is, the dashboard and key performance indicators are useful tools toward business success. This event is for members only.

Spring Events

For more information about the firm, contact David Waterman, Chairman of our Management Committee, at 419.321.1212.
Since the last issue, the Center hosted three mini-forums for members-only. We’ve had an excellent turnout for each one! you missed them or want to view them again, visit our Webs and go to our “members-only” section. Please e-mail us if yo need the log-in information.

Making Wellness Work – Leading Change & Engagement Within Your Workforce

Jeff O’Connell with ProMedica Healthcare and Kathy Carlson with ProMedica Wellness spoke to members about workplace wellness programs and specifically how they are becoming r widespread. This is with good reason, because studies show that healthy employees tend to be happier and more product employees. And happy, productive employees help your bott line.
Heidi Bollin with Bollin Labels and Amanda Geletka with Brooks Insurance Agency won the prizes by being the only people in the group who fulfilled the healthy eating, sleeping and exercise requirements.

RIP: Really into Planning with Coyle Funeral Home – Best Practices of Transition

Joe Coyle and Megan Coyle-Stamos spoke about their recent successful transition of leadership from father to daughter. Heather Bradley with The Flourishing Company talked about
The Coyle family definitely showed they have a humorous side during the presentation!
Not only did the Coyle family go through a successful business transition, they are also celebrating 125 years in business! Congratulations to the family and thanks for all the community support.

Concealed Carry: A Loaded Issue for Businesses

Tackling an issue that’s been touchy for many business owners lately, Wyatt Holliday with Shumaker, Loop and Kendrick talked about what the Ohio law says about employees’ rights to carry guns and employers’ responsibility and liability. The biggest issue of the discussion was if employers are liable for their employees’ actions with concealed firearms.

A big sigh of relief as the group learned that employers are immune from civil liability for the actions of licensees.

How the Best Differ From the Rest: Building Businesses That Learn, Lead and Last

More than 130 people joined us at the Toledo Club for an evening of networking, good food, and a fantastic presentation. Gary Harpst with Six Disciplines spoke about best practices which correlate with financial performance. Through real life scenarios, Gary illustrated how to move from the middle of the pack to top performer ranks.

As always, thanks to our sponsors and members, as well as co-sponsor, the UT College of Business and Innovation Alumni
experiences among Center members. Remember that all Center forums and mini-forums are available for viewing on the Center website. For member log-in information, contact Angie Jones.

**Welcome new members!**

The Center would like to welcome our newest members:

- The Douglas Company
- Britsch, Inc.
- Laibe Electric/Technology
- The Change Engine
- Frame’s Pest Control
- Napoleon Machine

If you know of any family or privately-held business that would benefit from membership in the Center, please invite them to attend an event as our guest.

**Family Focus**

In 1875, a very deep well was drilled in Toledo at Prescott St and Collingwood Ave. to supply safe drinking water to the neighborhood. Back then, it was delivered by horse-drawn wagon. By 1902, the water’s purity, consistency and appealing taste grew in popularity, which led to the formation of a Center member, Collingwood Water Company.

Currently owned and managed by third-generation brothers, Scott and Derek Ormsby, the Collingwood Water Co. is still distributing the deep-rock water to businesses and residences in northwest Ohio and southeast Michigan.

Derek and Scott's grandfather, Donald Ormsby, and his partner, Lawrence Richards, were in the refrigeration business when they acquired the well in 1957. In 1974, Mr. Richards retired, making Collingwood Water a solely owned family business. Bottled water was a side business until plastic bottles were used, and the company continued to grow.

The trust factor was apparent when Larry E. Ormsby was hired at a young age by his father, Donald. This level of trust pervades the company still.
throughout their childhood, Derek and Scott joined the company in the 1980s. The brothers work together harmoniously, partly due to the legacy of trust and a concerted effort to utilize their individual strengths for the good of the business and the family.

_Donald and Larry Ormsby_

The family practiced many best practices along the way and discovered several of their own. The transition from first to second generation was planned and well thought-out, even including a videotape of desires and intentions. Larry bought the company from his mother and proceeded to grow it and manage it for transition to Derek and Scott. The brothers bought the company when their father was ready to step back and when they knew the third generation was ready to take the company over.

Many lessons were learned. Scott and Derek believe the trust factor was vital in all training, transitions, non-family management involvement and growth. They also were handed down the legacy of a strong work ethic, watching as their father and grandfather worked long hours and demonstrated dedication to their business. The work ethic allowed for strengthening of trust and the opportunity to learn the business and the family lore from each other and, maybe most importantly, to love the business and have fun with it.

No one knows exactly what the future holds, but it not off the
the brothers will be preparing for any scenario. Certainly, bot
water is not going away, and the original well is holding steady
with great water. Scott and Derek have kept up with changes
and improvements in technology, healthy choices, equipment
and trends. However, they have not forgotten the trust and w
ethic that are the foundations of their business today and into
the future.

Both Derek and Scott are active participants in their UT Cent
for Family & Privately-Held Business affinity groups, describ
them as fun and effective in their personal and business
growth. We are proud to have them as members and wish th
continued success and succession!

**Intern in Ohio**

*Intern in Ohio* is a radical new approach to support employer
both large and small in connecting students and recent
graduates easily and effectively. The program connects colle
educated internship seekers with Ohio employers using an
innovative web-based matching technology. Watch this 2-mi
video for an easy to follow explanation of the technology beh
Intern in Ohio.

The website was launched just a few months ago and there i
already over 1,000 students registered – with many more
signing on each day.

The opportunities are organized by location, so our Michigan
companies can check out the *Intern In Michigan* site which h
thousands of registered students.

For questions about the program, please contact Wendy Pitt
via e-mail at wendy.pittman@classroomtocareer.com.

**Business Insights from Our Sponsors**

**Closing a Retirement Income Gap**

by Mike Flis. CPC. QPA with Huntington National Bank
When you determine how much income you'll need in retirement, you may base your projection on the type of lifestyle you plan to have and when you want to retire. However, as you grow closer to retirement, you may discover that your income won't be enough to meet your needs. If you find yourself in this situation, you'll need to adopt a plan to bridge this projected income gap.

Click here to read the article!

To opt-out of this e-mail click here.

Please note: Opting out of this e-mail update does not preclude you from receiving other important e-mails from The University of Toledo.

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