

Ideas & Information You Can Build On

Breaking Ground

The new Kentland Bank branch project had some big site and logistical challenges.



A Challenging Project for Kentland Bank

Construction is a partnership. When The Hamstra Group is selected to build or renovate a facility, we develop a strong relationship with the Owner. After all, a construction project is a months-long process where many critical decisions need to be made together. We build trust by listening carefully to the Owner's needs and wants. We use our many years of experience to anticipate potential issues that could arise throughout the stages of construction and to deliver projects on time and within budget. Our goal is to meet or exceed expectations. So, it's no surprise we have enjoyed a lot of repeat business.

One of our more recent projects was for Kentland Bank. We have performed several projects for the bank in the past—we built the new branch office in Rensselaer, we remodeled its Roselawn branch, and we also remodeled its corporate office in Kentland.

This project was a bit more challenging. After Kentland Bank acquired a new facility for their main office and operations center a few blocks away from the original Kentland Bank site, they approached The Hamstra Team with the idea to build a new 5,160-square-foot bank branch with three drive-thru lanes on the original bank site, then tear down the old structure, and convert that area to the front parking lot for the new branch—
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The site before the new branch was constructed and the old structure was demolished.



The site after the new branch was constructed, the two-story section of the old building was demolished, and before the single story section of the structure was removed.





Aim For The Right Target

Your organization won't grow unless you and your team are working toward goals that will inspire and motivate. Aim for goals that are:

- **Quantifiable.** You should be able to measure success in objective terms so everyone can see the value of your efforts.
- **Challenging.** If it's too easy, chances are your objective won't have significant impact on your organization.
- **Business focused.** Set a goal that supports your organization's agenda, not one that just makes you or your department look good.
- **Realistic.** Although challenge is important, pursuing an impossible dream will result only in a morale-crushing letdown.
- **Flexible.** Don't back yourself into a corner. Although you don't want to adjust your goal to suit your results, be willing to modify your ambitions if circumstances yank your original objective out of reach.

SPEED BUMP

Dave Coverly



Where Does The Time Go?

The beginning of a new year makes many of us reflect on the passage of time. Time is a funny thing—it doesn't always behave the way you expect. The *Cracked* website offers some interesting observations on the sometimes wacky nature of time:

- **Your head is aging faster than your feet.**

Time moves at a slightly different speed depending on how close an object is to a source of gravity. The difference is very small, but it's measurable.

- **What did people do before alarm clocks?**

They hired 'knocker-uppers,' people who would come knock on their door to wake them up.

- **Days and years were shorter long ago.**

Dinosaurs lived in a time when the earth rotated faster, so days lasted about 23 ½ hours, and a year was 372 days.

- **One year was longer than the rest.**

The year 46 B.C. had 445 days, due to Julius Caesar's reform of the calendar.

- **The oldest known calendar dates back to 8,000 B.C.**

It was a monument built by hunter-gatherers near Aberdeenshire in Scotland. It tracked months by the moon.

- **France tried to change time.**

In 1973, France introduced decimal time, which divided days into 10 hours of 100 minutes per hour and 100 seconds per minute. It lasted 500 days.

- **No one lives in the present.**

Despite the popularity of expressions such as "living in the present", the truth is that there is no such thing as the present or the now. The human brain takes approximately 80 milliseconds to perceive and interpret any event. In other words, what we perceive as "now" has already happened 80 milliseconds ago. Humans live in the past, even if the delay is minimal.

"The two most important requirements for major success are first, being in the right place at the right time, and second, doing something about it."

—Ray Kroc

X-rays On The Battlefield

When World War I broke out in 1914, Marie Curie had already won two Nobel Prizes, but she wanted to help the war effort in France.

She knew surgeons on the front lines were performing surgery without the ability to take X-rays in the field or the time to transport soldiers to one of the few hospitals in France with X-ray machines. So she invented the "petite Curie"—a van housing a portable X-ray machine.

Curie asked French military officials about funding for her invention, but they refused her. Then she approached the Union of Women of France, who agreed to help. She sought additional funding from wealthy women in Paris and built 20 petite Curies.

Those 20 machines went to the front lines and allowed tens of thousands of soldiers to receive X-rays. Curie operated her own machine on the front line, along with women she had trained to operate other machines.

Curie also oversaw the installation of 200 X-ray machines at semi-permanent field hospitals near the front lines. Because of her efforts, more than one million soldiers were X-rayed during World War I, saving countless lives.

Humor Me: A Few One-Liners

These are either really brilliant or just dumb:

- Did you hear about the guy who stole a calendar? He got 12 months.
- I have an inferiority complex, but it's not a very good one.
- A man walked into his house and discovered that someone had stolen all his lamps. He was delighted.
- I like whiteboards. They're remarkable.
- Will glass coffins become popular? Remains to be seen.
- I, for one, like Roman numerals.
- My lack of knowledge on mythology has always been my Achilles' elbow.
- It's hard to explain puns to kleptomaniacs because they always take things literally.
- I used to be addicted to soap, but I'm clean now.
- My therapist says I have a preoccupation with vengeance. I'll show her.
- You don't need a parachute to skydive. You need a parachute to skydive twice.
- Working in a mirror factory is something I could totally see myself doing.
- Why was six afraid of seven? Because seven eight nine.
- My IQ test results came back. They were negative.
- What did one DNA say to the other DNA? "Do these genes make me look fat?"

"If there is a 50-50 chance that something can go wrong, then nine times out of ten it will."

—Paul Harvey

What Do You Do When You're Stuck With A Slacker?

You do your best every day at work, but some of your co-workers might not. You might be stuck working with a slacker—someone who does just enough to get by, but no more. If this starts to affect your work, what can you do? Follow this advice from the *Harvard Business Review*:

- **Examine the situation.** Don't assume your colleague is just lazy or trying to push his or her responsibilities onto others. Observe how they behave and work. Do they lack the necessary skills or resources to do their job? How do other people relate to the person? What's the impact on you and the rest of the organization? Is this a new problem? Focus on the situation, not the person.
- **Look at yourself.** Reflect on your own behavior. Are you doing anything that might be affecting your co-worker? You may think your instructions are clear, for example, but they might have trouble understanding them. Is your attitude arrogant or patronizing? Do you treat the other person with respect? Do your best to make sure you're not causing any part of the problem.
- **Tactfully talk to other colleagues.** Find out if they're having the same problem with the person. They may have a better understanding of how he or she gets things done; they may have developed strategies for coping with his or her lack of talent; or they may know more about the person's personal issues and limitations, giving you a better idea of how to interact with him or her. On the other hand, if they have no difficulty working with the person, you may be the one with the problem.
- **Talk to your boss—tactfully.** Don't go in to complain about your slacking co-worker. If you must discuss the problem with your boss, focus on how the other person's behavior affects your performance and your ability to get things done—and by extension, how the issue affects your organization as a whole.



Test Your Knowledge

1. What is the diameter of the average basketball hoop?
2. What species of fish is Nemo?
3. What is the Grinch's dog's name?
4. What year was Kodak founded?
5. What are baby rabbits called?
6. What is a single strand of spaghetti called?
7. How many floors does the Eiffel Tower have?
8. What president was a licensed bartender?
9. How many legs does a lobster have?
10. What was the first state?
11. Who is the youngest Oscar winner of all time?
12. Which shoe did Cinderella leave behind at the ball?

1. 18 inches; 2. Clown Fish; 3. Max; 4. 1892; 5. Kitten; 6. Spaghetti; 7. Three (3); 8. Abraham Lincoln; 9. Ten (10); 10. Delaware; 11. Tatum O'Neal for "Paper Moon"; 12. Her left shoe.

—Today.com

Kentland Bank... *continued from page 1*



The foundation for the new building is located just five feet from the original structure.

all on a compact site. Naturally, the bank wanted to minimize disruption to operations during construction and demolition. The scope of the project posed some big site and logistical challenges.

Our approach? We constructed the new building just five feet away from the existing building. After the shell of the new building was constructed, we removed the two-story section of the old bank. We also set up a temporary drive-thru on the north side of the building while the two-story section of the building was being demolished. We then shifted Kentland into the new building and maintained a functional drive-thru while the old building was being torn down. Then, we removed the single-story section of the building and created access and parking in that space for the new building.

The new building was designed by K4 Architecture & Design with an open interior plan featuring two teller pods, nine offices, and a comfortable conference and loan closing room. The facility was designed with a palette of exterior materials to blend in with the historic character of the downtown

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Kentland square with a branded entry portico. The interior finishes create a warm, comfortable environment, with dark wood tones, raised wood panels and trim, and a palette of gray tones to compliment Kentland Bank's existing branding.

Hamstra's Curt Albertson, Project Manager, and Bill Dykstra, Construction Foreman, did a great job coordinating the construction of the new building around an existing structure and the demolition of the old single- and two-story building once the new building was completed. Hamstra's mechanical crews, lead by Shannon Garling and Derek Bahnerth, did a great job with the mechanical systems. Despite being built during Covid and experiencing issues with material deliveries, The Hamstra Team completed the project within the original schedule.

Kirby Drey, CEO/President of Kentland Bank, is pleased with the project as well as the process. "The Hamstra Group's team was great to work with. They kept on task and completed the project as expected. Every obstacle throughout the whole process was a team effort to keep our bank functional for our customers in the Kentland Community. Thank you to the team for all their hard work and dedication on this project."



After the shell of the new building was constructed, the two-story section of the old bank structure was removed.