Volume 34, Number 4 Winter 2018–2019

Lancaster Builder

A publication of the Building Industry Association of Lancaster County

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Building Industry Association SPRING HOME SHOW











places2040
A Plan for Lancaster County

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Best Practices

By Shawn Garman, Garman Builders, Inc.



As a business competing in today's culture, leadership teams may ask key questions — Are we continuing to improve & grow? Do I have people to bounce ideas off of? What am I doing to grow myself?

As a member of the BIA of Lancaster County, I'm also a member of the Pennsylvania Builders Association (PBA) and the National Association of Home Builders (NAHB). The Builder 20 Club, started by the NAHB, is a unique organization, assembling a group of premier homebuilders from across the country to meet twice a year and discuss all matters of business. We utilize our membership as a sounding board to share knowledge of better building practices and to fine-tune our management systems through input from our peers. Our club sets a standard for excellence and drives for continuous improvement.

My membership and my participation in The Builder 20 Club allows production & custom home builders, remodelers, and developers to surround themselves with the best of the best—some of the smartest people in the building industry—and creates a network of non-competing peers. As a group, we look at all aspects of the home building business, such as construction, design, land acquisition, finance, accounting, human resources, marketing, and more, and we are able to share challenges and opportunities with each other. The ability to see how other similar businesses are doing things is one of the most valuable benefits of the club. It is a style of learning you can't get anywhere else; talking about real issues and real solutions with others that have faced the same kind of challenges you may be experiencing.

Joining the Builder 20 Club has been the single best investment we ever made. For us, it's really our "personal" board of directors; they help us with running our business. We can share information, bounce ideas off of them, and share in their knowledge and support. Having an open forum to talk to people in the same industry is truly priceless. As a continual resource of information and instruction, Builder 20 has been the best educational program as well. And those resources extend beyond core club members. In addition to the owners, our staffs also are able to collaborate.

Whether you are a member of Builder 20 or another peer group, the important thing is that you work intentionally to improve, investing time and energy in this continuing growth, challenging yourself and your coworkers to be the best that they can be. Growth doesn't happen from being comfortable. Frank questions and discussions with your fellow members push you out of your comfort zone so that you can learn and develop personally and for your business.

Calendar of Events

For more information on these and other BIA events, see pages 18 & 19.

December

6	Remodelers Council Happy Hour 4:00 @ The Bull's Head, Lititz
7 & 8	Holiday Homes on Parade
19	BIA Executive and Board Meetings BIA Offices

January

10	BIA Installation Banquet 11:30 @ Eden Resort, Lancaster
16	BIA Executive and Board Meetings BIA Offices

February

5	BIA Whole Picture 8:00am @ BIA Offices
20	BIA Executive and Board Meetings BIA Offices
TBD	Remodelers Council Meeting

March

8–10	BIA Spring Home Show Spooky Nook Sports Complex

Lancaster Builder

Lancaster Builder is published quarterly by the Building Industry Association of Lancaster County to provide information about the building industry and news of the BIA and its members.

SUBSCRIPTIONS
One subscription is provided annually to members (included in dues). Additional subscriptions within your company are $25 per year through an Affiliate membership.

CONTRIBUTIONS
Member articles are welcome and can be directed to the editor in writing. Opinions expressed by authors and advertisements do not necessarily reflect the policies of the BIA. The BIA reserves the right to edit all submitted materials and to determine the suitability of any ad.

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A Sneak Peek



Where's Banjo?



We held our first "Where's Banjo" contest in our October 30th Briefing; you can see him here working at Pauline's desk! We are making sure you're staying on top of BIA Association News! Watch for more sneak peeks at our newest BIA volunteer for your chance at a $25 gift card.

Congrats to **Chris Straka**, our first winner!

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A Community Conversation and Plan for the Future of Lancaster County, PA.

by Scott W. Standish,
Director of County Wide Planning,
Lancaster County Planning Commission

Whether you've lived in Lancaster County your entire life, or moved here only recently, we all feel a special connection to this place we call home. We feel a strong connection to our world-class farmland and rural way of life, vibrant urban places like Lancaster City and our boroughs, and outstanding natural areas like the Susquehanna River gorge.

We also feel a strong connection to the people of this place: generations that have passed down customs and traditions including foods, crafts, and a strong work ethic. We also feel a connection to those who have moved here more recently – whether they come from near or far. All of them contribute to our quality of life.

This unique combination people and place is what makes Lancaster County unique – a place that deserves careful planning to ensure it remains a special place in the future.

Just as companies need a business plan to be successful, communities also need a plan for the future. Over the last three years, the Lancaster County Planning Commission led our community on a three-year journey with one destination in mind – a better Lancaster County in 2040. We had no preconceived notion of how to get there, but we knew the journey was just as important as the destination. So we asked the community to help us define a path toward the future all of us want to see.

It was an amazing journey. We traveled throughout the county, from downtowns to rural areas. We reached out to thousands of people at dozens of meetings, online, and in detailed surveys. In addition to those who heard our message, over 8,000 voices spoke up and offered their input.

To help build awareness, educate, and engage the public, we assembled 25 countywide, regional, and city organizations into an advisory group called Partners for Place. The Building Industry Association of Lancaster County is one of these partners, and provided several opportunities for its board and other members to participate in meetings and events focused on the plan. These efforts helped to ensure that the voice of the building industry was heard during the planning process – and will continue to be heard as we move forward with implementation. By providing a space for an interactive exhibit at the Spring Home Show, the BIA also allowed us to reach out to a new audience and get their feedback on the plan.

As we traveled around to gather input, people told us what they love about Lancaster County, but they also expressed some concerns about the future. People are worried that our community is losing its special character. There's a new sense of urgency, because there seems to be a disconnect between what we say we want, and what we are actually doing.



The good news is, trend is not destiny. We can do things differently.

We have a new plan for Lancaster County's future, and it's called places2040. Just recently, the Lancaster County Board of Commissioners adopted it as our new county comprehensive plan. If we focus on implementing the plan's 5 big ideas, 26 policies, and 7 catalytic tools and strategies, we're confident that Lancaster County will remain a special place in the future.

The 5 big ideas are the heart of the plan. Rather than focusing on the usual silos, they integrate our priorities in a more holistic way. "Creating great places" is about taking pride in our communities and ensuring a greater supply and diversity of housing types. "Connecting people, place, & opportunity" means strengthening the links between schools, jobs, and housing. "Taking care of what we have" spells out what's necessary to protect the land we treasure. "Growing responsibly" focuses on the location, pattern, and timing of growth. "Thinking beyond boundaries" encourages us to collaborate and look past the lines that divide us.

Lancaster County is changing, and will continue to change in the future. Upwards of 100,000 new people are expected to live here by 2040. The plan not only recognizes the importance of providing places for these people to live, but places to locate new jobs and businesses. Places2040 is a blueprint for economic growth that will help to attract and retain a skilled workforce – while also providing the housing choices they need.

Whether you work in business, government, or a nonprofit setting, we need your help to implement the big ideas in places2040. We need leaders throughout our community to get involved, encourage collaboration, and promote open dialogue about the plan's goals. If we stay engaged, we can continue to protect our important resources, grow our economy, strengthen our communities, and maintain the quality of life that makes Lancaster County such an attractive place to live, work, and play.

To see the plan, please visit https://www.places2040.com/.

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Installation Banquet
Spring Home Show
Holiday HOMES ON PARADE
CHEFS ON PARADE
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GOLF OUTING
MEMBER EXPO
General Membership Meeting
Mingles
Remodelers Council

2019 Tiered Sponsorship Opportunities*

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(4) - BIA Briefing Banner Ads
Banner at the BIA Spring Home Show

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BIA Event Sponsorships

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~ Mingles
~ Holiday Homes on Parade
~ Government Affairs Events



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Associate Spotlight: John McGrann, Penn Stone®

When did you start your company?
Penn Stone was founded in 1914. My father, Barney McGrann, purchased the company in 1986. My wife Mara and I bought it in 2009. We are only the third family to own Penn Stone.

What does your company do?
We supply masonry and hardscaping materials—brick, stone veneer, flagstone, and concrete pavers & retaining wall block—to building and remodeling professionals in Lancaster and surrounding counties. We also operate an outdoor-living retail showroom where we showcase outdoor furniture along with solutions for outdoor kitchens and outdoor fire features.

What makes your company special?
There are two things that make our company special: our dedicated team of employees and our exceptional showroom.

We have over 100 years of combined experience selling masonry and hardscaping materials. Our team includes a showroom design advisor who guides homeowners, architects and designers through their selection process; outstanding drivers and yard attendants, and our wonderful outdoor-living sales team. We work hard to be fair and honest. I frequently hear stories about how friendly, professional and helpful our people are.

We renovated our showroom in 2015 and created a selection center featuring nearly 200 samples of brick and stone veneer. We also built an extensive outdoor display where our customers can browse more than 100 built-in examples of hardscaping products. Our vision is to be an inspiring destination where our team collaborates with our customers to create Life Built Outdoors.

What do you enjoy about your job?
The best part of my job is helping our customers discover the ideal solution for their project. Sometimes this means finding the perfect stone or brick to complement the color palette of their home. Other times it's solving a tricky technical challenge. Regardless, I love hearing someone describe what they're trying to do, then working with them to explore our extensive collection of products to find the best recommendation, and ultimately providing the solution and then seeing the finished project!

Why are you a BIA member?
Penn Stone's membership in the BIA has been instrumental in our success. Over the years our employees have served on a wide range of committees as well as on the board of directors. This involvement has created countless opportunities to meet others in the local building trades.

Tell us about yourself and your family.
I live in Downtown Lancaster with my wife Mara and our three teenagers. I like to travel, I enjoy photography and I love Philadelphia Phillies baseball.

Of which other organizations are you a part?
Penn Stone is a member of Associated Builders & Contractors, the Lancaster Chamber of Commerce, and the International Casual Furnishings Association. I am currently serving as board chair for the Lancaster County Conservancy and I am a member of the Rotary Club of Lancaster.



Who's News: New Hires & Promotions

NEW HIRES

Barley Snyder has hired two new lawyers, bringing the firm's attorney head count to 95, an all-time high.

Kalani Linnell and **Kareemah Mayer** both graduated law school in May, received confirmation that they passed the bar in October.

Linnell returns home to Lancaster as an attorney in the Education Practice Group. Her education experience took her to a Chester County school district for two semesters before she went to law school, graduating from Drexel University Kline School of Law.


Kalani Linnel

Mayer, a new member of the Employment Practice Group, is a Philadelphia-area native who received her law degree from the University of Pittsburgh School of Law and her bachelor's degree from Jacksonville University. While at Pitt, she was the president of the Student Bar Association.


Kareemah Mayer

Both will be based primarily out of the firm's Lancaster office.

RGS Associates, Inc. Is proud to announce our new team members.

Eleni Jones joined RGS as a Designer after graduating from Penn State University with a Bachelor's in Landscape Architecture, and receiving an ASLA PA-DE Chapter Student Honor Award. Eleni has already enjoyed playing a part in projects including Hershey West End, Pleasant View Retirement Community, and Moravian Manor's Warwick Woodlands. In addition to traveling, she enjoys photography and playing tennis. She currently lives in Mountville.


Eleni Jones

Jacob Martin, EIT, joined RGS as a Designer after graduating from the Pennsylvania College of Technology with a Bachelor's of Science in Civil Engineering Technology with a minor in Mathematics. Working on stormwater management at LCBC's Hanover Campus has been one of Jacob's highlights so far. He currently lives in Mount Joy where he spends his free time playing golf and chess, enjoying outdoor activities and expanding his education.


Jacob Martin

Joe Lutz, RLA became our newest Project Landscape Architect, bringing 15 years of experience. Joe became a registered Landscape Architect after earning a Bachelor's degree in Ornamental Horticulture from the University of Delaware, and a Master's degree in Landscape Architecture from Morgan State University. While practicing in Baltimore, Joe worked on the design of the Woodrow Wilson Bridge/ Potomac River Community Park. Joe also had the opportunity to design an outdoor classroom in Baltimore City. At RGS, Lutz is responsible for working on urban redevelopment projects in Lancaster City and residential garden design throughout the region. Joe lives in New Holland. He enjoys visiting gardens with his family and reading aloud to his two daughters.


Joe Lutz

Liberty Environmental, Inc. is pleased to announce that **Jason L. Rickards, CEP, PWS** has joined the firm as a Senior Project Scientist.

Rickards brings a wealth of expertise in complex wetlands permitting projects and management of natural resource compliance activities from more than 15 years of experience in both the public and private sectors.

"Jason is a dynamic environmental professional and we are thrilled to have him on board to support the growth of our natural resources practice group," shared David S. Coyne, Chief Operations Officer.


Jason Rickards

In addition to his professional accomplishments, Rickards holds undergraduate and graduate degrees in Environmental Science from the University of Florida. He resides in York County, and is based in our regional office in Lancaster.

Liberty Environmental, Inc. is pleased to announce that **Alyssa C. Hannigan** has joined the firm as a project scientist in the site assessment and remediation services group.

"We are thrilled to have Alyssa aboard. She brings a strong analytical and technical writing skillset for Phase I Environmental Site Assessments, Phase II Site Investigations, and site closure under state cleanup programs like Pennsylvania's Act 2," shared James P. Cinelli, P.E., BCEE, firm principal.


Alyssa Hannigan

A native of Lancaster, Hannigan obtained a degree in Biology from Messiah College. She is an active member of the Lancaster Young Professionals and Young Professionals Network of the Lancaster Chamber of Commerce and Industry. An avid runner, gardener, traveler and photographer, she lives in the city of Lancaster with her husband Matthew.

PROMOTIONS

RGS Associates, Inc. It is with great pleasure we announce the promotion of **Benjamin Morton** to Project Designer. He has been with RGS for two years, progressing through with initiative and dedication and has always shown commitment to exemplary performance of his duties. By understanding, and then prioritizing clients and their needs, he ensures that RGS delivers timely, efficient and quality service that exceeds expectations. We know that Benjamin will continue to provide this same level of client-focused service in his new position.


Benjamin Morton

A graduate of the University of Rhode Island, with a degree in Landscape Architecture, Benjamin has more than six years of landscape architectural and land development experience.

Benjamin balances his professional accomplishments with a passion for gardening, a love of the ocean, and devotion to his wife and two children.

Liberty Environmental, Inc. is pleased to announce that Principal, **David S. Coyne, QEP**, will now serve as Chief Operations Officer. In this role Coyne will be focused on the day to day management of the firm and continuous improvement initiatives.


David Coyne

"I'm committed to making sure that Liberty is the best place for all of us to work, grow, and succeed," Coyne said to Liberty's team. Liberty Principal James Cinelli, P.E., BCEE added, "Dave has been an instrumental part of Liberty's management team since the company's inception in 2004. I'm pleased to have him take on the role of Chief Operations Officer, and help fuel the company's continued growth and expansion."

Coyne holds a Bachelors' Degree in Environmental Science from Boston University and a Master of Science degree in Water Resources and Environmental Engineering from Villanova University. He also holds a Qualified Environmental Professional (QEP) certification from the Institute of Professional Environmental Practice. He lives in Chester County with his wife and two children.

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Interested in joining the Foundation Board, and making a positive difference in the industry workforce and the community? Contact EO Karen Watkins at the BIA. If you wish to contribute to the Lancaster Building Industry Foundation, please make your tax deductible check payable to: LBI Foundation and mail to the BIA office.

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March 8-10, 2019

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Garman Builders' Davenport model.

2019 NHQ Silver Award Winner Garman Builders

Building a System for Growth and Excellence

By Mike Beirne, Senior Editor, Garman Builders Senior Management Team

When the Garman brothers won their 2016 Bronze Award, the NHQ judges commented that Jason, Mike, and Shawn were good builders but they needed to figure out where they want the south central Pennsylvania company to be in the next five years. Garman Builders had to identify and understand what would be required for future land acquisitions, capital, staffing, process, technology, and training to achieve consistent quality management.



Since graduating high school in the 1980s and 90s, the Garman brothers have worked full time in the business their father, Ivan, founded. From left: Jason, president of construction and customer care; Shawn, president of operations; and Mike, president of land acquisition, development, and sales. (Photo: courtesy Garman Builders)

Three years later, this 2019 Silver Award winner has moved leaps and bounds from merely having vision, values, and a mission statement to formulating one-, two-, and three-year strategic plans with supporting goals and metrics to gauge progress. The trio became more proactive by forming a leadership team with department heads who collaborate on strategic planning six times a year with a consultant. The senior managers then share the plans with their departments.

Garman generated $27.9 million in revenue, 74 closings, and had 43 employees when it was a Bronze winner. Last year the builder's annual revenue was $43.6 million with 136 closings and 85 employees. The company aims to close 200 single- and multi-family units by 2020, and has an audacious goal to hit 500 sometime during the next 10 to 25 years. It's also opening a $1 million design studio in January.

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Shining a light on BIA Membership

BIA Membership is tasked with shining a bright light on the future of the building industry in Lancaster County. A vital part of that mission includes inviting students to mingle with established businesses and contractors. Networking with peers, promoting member-to-member business, even enjoying lunch and refreshments with like-minded professionals can create valuable connections that could last a lifetime.

On October 18th, the BIA Member Expo event was held at the Spooky Nook Sports Complex hosting more than 120 attendees. 25 were Lancaster County Career and Technology Center (LCCTC) students—bright, career motivated young people eager to take on the challenge of the building industry. They were able to rub shoulders with BIA building professionals. More than 80 current and prospective BIA members gathered to explore future potentials for the building industry as well as their own businesses. 15 non-member companies attended the event, two of whom joined the BIA that same day. We extend a warm welcome to **R&L Siding** and **K2 Drywall**.

A word of gratitude is in order for the many good folks who made this important event a success: Many thanks to our Board members, membership committee members, and others who brought a prospective member and for being such great ambassadors to those prospects and making them feel welcomed! Through their efforts we were able to add 11 new BIA members for the month of October alone! (See page 22.)







Member Tabletop Sponsors were available from 10:00 to 11:00am:

- *Pennsylvania Builders Association (PBA) Table* — Thanks to PBA staff member **Daniel Durden**.
- *National Association of Home Builders (NAHB) Table* — Thanks to **Isabel Shockett**.
- *BIA Spring Home Show Information Table* — Thanks to **Jay Worth**.
- *BIA Government Affairs (GA) Committee Table* —Thanks to BIA committee members **Stephen Black**, **Bruce Gingrich** and **John Bear**.
- *BIA Remodelers Council Table* — Thanks to **Mike Blank**.
- *Denver House Project and Community Service Table* — Thanks to **Rod Redcay** and **Randy Meyers**.

A 50/50 Raffle was held to raise money for the Denver House Project. The winner was **Shawn Garman**, and we thank him for donating the entire amount to the cause!

The networking and lunch portion was from 11:00am – 1:00pm. Those that attended were able to mingle and meet with the Member Tabletop Sponsors, LCCTC students and fellow attendees.





Special thanks go to all of our corporate sponsors:

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2019 BIA Installation Banquet

Building Industry Association of Lancaster County
Your Community. Your Builders.

January 10, 2019

11:30am–1:30pm

Eden Resort, Lancaster

222 Eden Rd,
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Discover the plans for 2019.
Network with industry and community leaders.
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At Pilgrim's Oak, September 21, 2018

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Bill Goularte

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Shawn Reinhold
Wes Trout



The Remodelers Council donated $500 to the BIA Community Service Project -The Declaration House.
More details on page 17.

A hardy "thank you" goes out to the golfers and our sponsors!

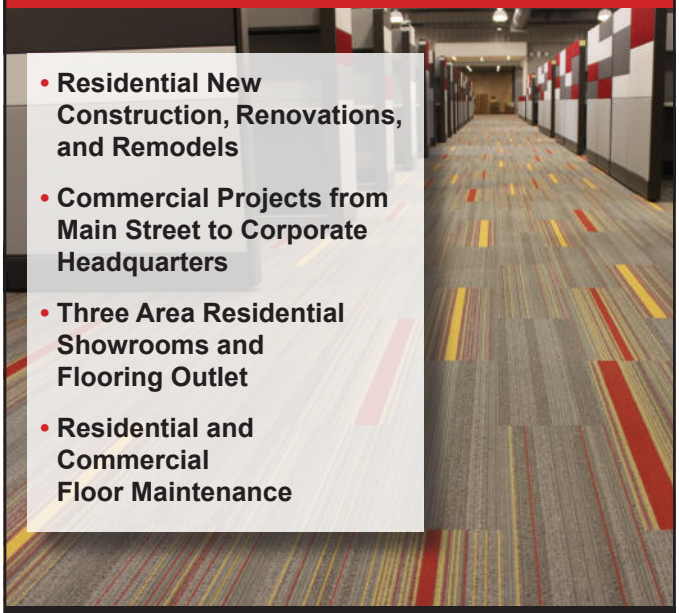
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Jump on Board with BIA's Community Service Project

Declaration House

The **BIA Community Service Committee** will be putting their efforts into gathering donations and fundraising in the support of the incredible Denver House Project, and we will need your help! Three local nonprofit organizations – REAL Life Community Services, Lancaster Housing Opportunity Partnership, and Welsh Mountain Health Centers have joined together to address multiple issues in Denver, PA.

Find out how you can help!

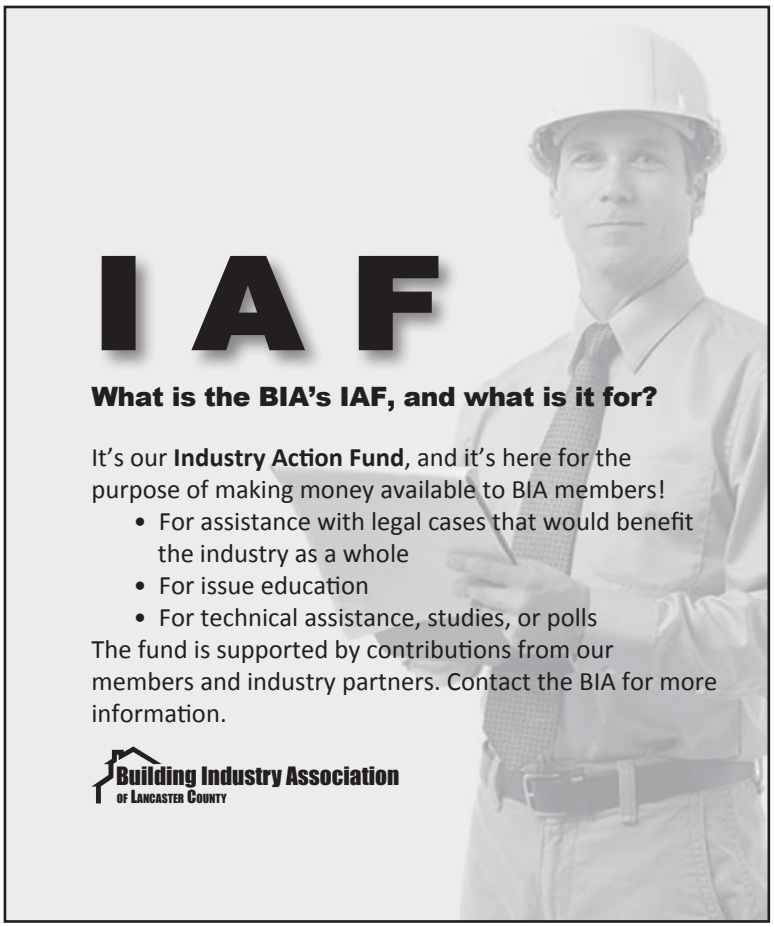
These issues include lack of affordable housing, access to affordable health care, the need for a local social services offices and a struggling downtown area. This one project will impact them all.

Declaration House, our new name for the historic Denver House will include:

- Ten families in affordable one or two bedroom apartments
- High quality, affordable medical, dental, and behavioral health care for the whole community
- A social service hub, where local families can get the help they need
- Three new small businesses adding energy and vitality to downtown

The Community Service Committee has decided to focus on raising money to cover the cost of the security key card access for the building. Many thanks to the Remodelers Council, they were able to raise $500 towards the project! Please keep your eye out for fundraising opportunities at upcoming BIA events. Your support is appreciated!

To find out how you can help, please contact Pauline Wilton at (717) 569-2674 or pauline@lancasterbuilders.org.





BIA Events and Education

For registration flyers and additional information, visit the events calendar at www.LancasterBuilders.org.

BIA EVENTS

REMODELERS COUNCIL HAPPY HOUR
December 6, 4:00pm
The Bulls Head in Lititz
Wind down your workday with a fun and relaxing time mingling with your friends and industry peers over drinks and appetizers. This is a great way to celebrate the season at the close of another year. Get to know new friends and connect with old ones!
FREE to attend!

HOLIDAY HOMES ON PARADE
December 7, 5:00 - 8:00 pm &
December 8, 2:00 - 8:00 pm
Feel the magic of the holiday season during Holiday Homes on Parade. Tour newly built and remodeled homes across Lancaster County - think Parade of Homes, with lights and wreaths! Door prizes will be featured in every home! Tickets are $15 and a portion of the proceeds will benefit Salvation Army's Coats for Kids. Visit HolidayHomesonParade.com for more details.

REMODELING SHOWCASE AWARDS
Do you have impressive before-and-after projects? Enter your favorite recent work in our Remodeling Showcase Awards! Remodelers of all types can submit their entries for a chance at some extra kudos and prestige. Winners will be presented at a special awards celebration luncheon in the spring.
Early Bird Deadline January 11, 2019
Cost: $175 for first entry; $125 each additional
Final Entry Deadline February 8, 2019
Cost: $225 first entry; $175 each additional

BIA: THE WHOLE PICTURE
February 5, 2019 8:00 - 9:00 am
BIA Offices, 204 Butler Avenue, Suite 200, Lancaster
Your BIA membership just might be the most valuable and useful tool in your possession. Are you using it to its fullest potential? Come out to this free event, where we'll fill you up not only with pastries and coffee, but also an abundance of must-have information on your membership benefits package, including discounts, networking opportunities, educational offerings, and more so you can be sure that you're maximizing your dues investment.
Cost: FREE

2019 BIA SPRING HOME SHOW
March 8-10
Spooky Nook Sports
The Spring Home Show is where the new building and remodeling season begins! Reserve your booth today, and get ready for a profitable 2019! You need to be there, because your competitors will.

Stay in the loop! Connect with the BIA on:
facebook twitter Instagram YouTube

SAVE THE DATES!

2019
June 15–23
Building Industry Association PARADE OF HOMES
Lancaster/Lebanon

Builders, Don't Miss This!
Be part of the biggest, most anticipated home event of the year! It's a 9-day event including **Chefs on Parade** and the **Parade of Homes Gala** held at the Lancaster Country Club.

We have an extensive marketing plan including television, magazine ads, billboards, online promotion, social media, direct mailing of the guidebook to over 100,000 people, and more.

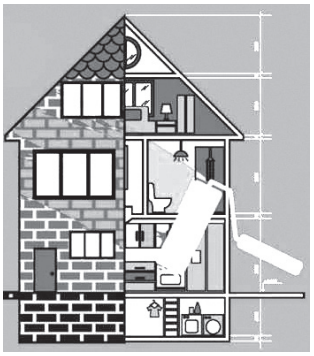
CHEFS ON PARADE
June 13

The Parade of Homes is an outstanding benefit of BIA membership; it is one builders and realtors should not miss.

Contact Melanie Capanelli for more information at (717) 569-2674
melanie@lancasterbuilders.org

Early bird deadline is February 22.
Final deadline is April 5.

Building Industry Association REMODELING SHOWCASE AWARDS LUNCHEON



April 3, 2019
at the Barn at Overlook
11:30–1:30

Applaud the Accomplishments

Join us at our awards luncheon where our exceptional BIA remodelers will be showcasing some of their best work.
Projects are judged by industry peers and our winners are awarded and celebrated at the event!

Contact Melanie Capanelli for more information at (717) 569-2674
melanie@lancasterbuilders.org

EDUCATION

NAVIGATING THE TOP LEGAL ISSUES FACING HR PROFESSIONALS
December 18, 2018 7:30am – 11:30pm
ABC Keystone, 135 Shellyland Road, Manheim
Presented by Saxton & Stump LLC - Lawyers and Consultants
This seminar will provide a refresher and update regarding hot topics in employment law in the area of wage and hour, discrimination and harrassment, medical marijuana, conducting workplace audits and managing workplace investigations.
Who Should Attend:
HR Professionals, Business Owners, Managers and Supervisors
Cost: BIA Member - $35.00 per person. Register by December 10, 2018.
**Price includes light breakfast, current information materials, Q&A discussion time.*

HOW TO EXIT YOUR BUSINESS...
WITH MONEY IN YOUR POCKET AND PEACE-OF-MIND
January 15, 22 and February 5, 2019 7:30 – 9:30am each day
ABC Keystone, 135 Shellyland Road, Manheim
For many business owners, the thought of transitioning out of their business may be years away. But, time goes by fast, and to help in the process and help to ensure long-term success, you need to start planning for you company's future NOW! Creating a business succession plan is critically important and should be part of the overall business planning process. If you plan on transitioning your business to the next generation, selling it to an outside party or your employees, you will want to attend this information packed series.
Benefits of Attending:
- Discover how to get your business transition started
- Learn how to prepare your business before the transition to get the most value for what you have built
- Explore how business valuations and cash flow affect your plan

Who Should Attend:
Business owners, CEO's and CFO's
Cost: BIA Member $164 per member. Register by January 9, 2019

EDUCATION

ESSENTIALS OF LEADERSHIP AND PROJECT MANAGEMENT
February 6, 13, 20, 27, March 6, 13 & 20, 2019 8:00 am – 11:00 am
ABC Keystone, 135 Shellyland Road, Manheim
Project management is an important skill set to ensure that the desired results meet the stakeholder's expectations. A Project Manager has the responsibility of planning, procuring, and executing a project, making sure everything is on schedule and that everyone is working to their potential. Construction project managers control the time, cost and quality of construction projects. Be the managers that the company's employees want to work with by simplifying your management style. Without effective project management, the best intentions do not guarantee a successful project.
Who Should Attend:
Persons who have been in a project management position for up to two years, or who are being considered for the Project management positions as well as project coordinators and superintendents.
Cost: BIA Member - $520.00 per person, each additional, same firm - $475.00 per person. Register by January 29, 2019
** Price includes textbook, various course materials, certificate of completion.*

EMERGENCY PREPAREDNESS: PREPARING FOR THE WORST
February 21 8:00am – 12:00pm
ABC Keystone, 135 Shellyland Road, Manheim
A business disaster can strike without notice or warning. Is your company prepared? This session will discuss the implementation of company policies that should include many different types of workplace disasters - including active shooters, bomb threats and terrorism.
Benefits of Attending:
- Attendees will have a better understanding of how to appropriately identify the hazerds that could impact their businesses and learn to effectively implement a policy and company response
- Key aspects will be reviewed that should be included in your disaster plan

Cost: $135 per BIA Member Register by February 13, 2019



If you haven't yet accessed your login to our online member management system GrowthZone (formerly MemberZone), you're missing out on some valuable tools to promote and provide for your business. If it's been a while since you visited, you may want to browse the site to see what's new and keep your listing and your records up to date!

Got some job openings? Create a free employment listing that will be published on our website! Want to boost your visibility? Get an enhanced directory listing. Want to pay your dues? Take care of it online!

To access your login information, contact Kathy Baugus at kathy@lancasterbuilders.org. If you already have it, hop on to lancasterbuilders.org and click the login button at the top left corner to explore Growth Zone today!

Legislative Win with the help of PBA and BIA!

Uniform Condominium Act, the Uniform Planned Community Act, and the Real Estate Cooperative Act

House Bill 1499 (Rep. M. Keller R- Perry): HB 1499, Act 84 of 2018, approved 10/19/18, amends portions of Title 68 (Real and Personal Property), within the Uniform Condominium Act, the Uniform Planned Community Act, and the Real Estate Cooperative Act to:

- Clarify in stature the right of a board to suspend a units owner's access to common elements, voting rights and the right to serve on the board if they are delinquent in assessments for violations of the governing documents of the community;
- Ensure that the existing requirement of declarant turnover of control to a board is satisfied without any undue delay or prejudice to the interests of the unit owners;
- Clarify that the procedures and voting requirements relating to the conveyance or encumbrance of common elements also apply in the case of tax sale or involuntary transfer, and that the interest in the common elements subject to the declaration prior to a conveyance or encumbrance are still subject to the declaration following the conveyance or encumbrance;
- Establish that a declarant's obligation to release the real estate from liens before the conveyance the real estate to the association includes unpaid real estate taxes on that real estate; and
- Establish that an association's right to pursue action under a declarant warranty against structural defects only begins at the time of termination of the declarant's control.

HB 1499 also amends Title 68 (Real and Personal Property) regarding only planned communities to:

- Expand the definition of "common facilities" to include tenants frequently used in community governing documents such as "common area" or "open space";
- Clarify that provisions in the Uniform Planned Community Act relating to the contents of a recorded declaration and the declarant's special rights are in effect and enforceable even if not expressly stated in the community documents; and
- Clarify that the declarant's right to designate portions of a planned community as a "common facility" must be disclosed within the declaration of the community.

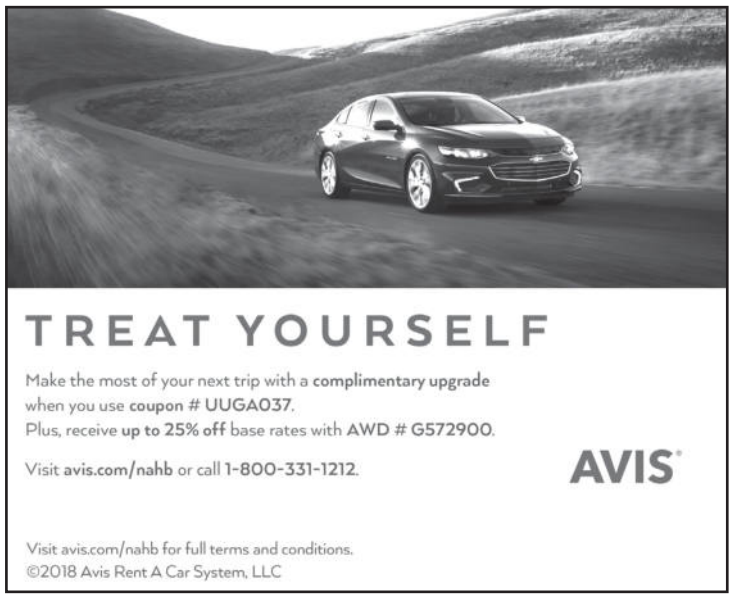
Prior to Act 84, Title 68 set up a framework from which a condominium, planned community or cooperative may organize and create governing documents. Title 68 outlines requirements for the creation, alteration and management of these types of communities.

House Bill 1499 was amended with **two PBA Amendments**:

- First, to clarify that the stature of limitations will not begin (for commonly held elements only) until the commonly held property is transferred to the board elected by the unit owners. The original language allowed for the statute of limitations on warranty provisions for commonly held property to delay the start of the six year limitation period for as long as seven years until the board elected by the owners take over; and
- Second, codifies the "Notice of Termination" instructions into statute eliminating the confusion between the current regulation requirement for a "signature" and the NOT instructions stating notice in the Declaration fulfills the obligation when closing out an NPDES permit.

The BIA is working tirelessly to provide you with the best possible environment in which to do business!





Breakfast With the Commissioners



BIA's continuing breakfast meetings give County leaders and BIA members a platform to discuss future growth.

Sponsored by: UGI Energy to do more®

On September 25th, the BIA and event sponsor UGI Utilities hosted our 3rd Breakfast with the Lancaster County Commissioners at the Cork Factory Warehouse. Commissioners Josh Parsons, Dennis Stuckey and Craig Lehman joined 25 BIA members for a hearty breakfast, conversation and panel Q & A.

Bruce Gingrich of Glenn H. Gingrich Inc., moderated questions asked by industry leaders. Discussion focused on the County's Comprehensive Plan, *Places2040*, as to how leaders, market drivers and municipalities can move toward implementation of the plan.

Also discussed was the potential for economic development along the corridors of Routes 283 and 230. Since the areas span different municipalities, collaborative efforts are critical as we plan for land usage. Hopefully this model can be used in other areas of the county as well.

Our BIA Roundtables, Commissioner Breakfasts, and other Government Affairs events provide an invaluable opportunity to have your voice heard by those who can make a different for your business and our industry.

2018 BIA End of Summer PAC Party!

2018 BIA-PAC Contributors

The BIA Political Action Committee provides funds to candidates & causes that are friendly to our industry. Thank you to the following individuals who have contributed this year:

President's Club: $1,000+

John Bear
Mike Garman
Shawn Garman
Scott Provanzo
Mark Stanley
Clair Weaver

Keystone Club: $750+

Stephen Black

Century Club: $500+

Jason Garman
Bruce Gingrich
Jay Provanzo

Chairman's Club: $100+

Kenneth Carper
Joseph F. Duff III
Phill Eby
Scott Frick
Darby Graybill
Randy Hess
Rich Hurst
William Murry
Erik Seuring
Jeffrey Stauffer
Joel Young





The rain finally held off (after two rain-date reschedules!) for the End of Summer Social, raising money for the BIA's Political Action Committee. Host Frank Vargish treated guests to a beautiful view, fine cocktails, delicious food and choice cigars for the good of building up the BIA's PAC. We were joined by PA State Representatives Keith Greiner and Brett Miller and, collectively, we raised over $1650! These funds will be used to support the candidates who support YOUR ability to do business. We thank all who attended in support of our advocacy efforts.

New Members

Join us in welcoming the following companies into the BIA and in thanking our recruiters!

ASSOCIATES

Cambria
Jaime Aitkens
780 Third Avenue
King of Prussia, PA 19406
Phone: (717) 708-8358
Email:jaime.aitkens@cambriausa.com
Business Activities: Countertops

Crouse Concrete
Eric Crouse
111 South King Street
Stevens, PA 17578
Phone: (717) 598-7077
Email:eric@crouseconcretepa.com
Business Activities: Concrete Work
Sponsor: Shawn Garman

Full Effect Lawn & Landscape Services, LLC
Rob Carroll
100 W. Boehms Road
Willow Street, PA 17584
Phone: (717) 464-7230
Email:fells1@comcast.net
Business Activities: Landscaping Services & Tree/Plant Care
Sponsor: Jay Provanzo

Pete's Paints, LLC
Peter Weaver
640 Sunflower Streeet
New Holland, PA 17557
Phone: (717) 351-4178
Email:petespaints640@gmail.com
Business Activities: Painting Contractor
Sponsor: Shawn Garman

R & L Siding, LLC
Christian Lapp
3835 Yost Road
Gordonville, PA 17529
Phone: (717) 354-0041
Email:christianlapp@frontiernet.net
Business Activities: Siding & Roofing
Sponsor: Andy Toms

Saxton & Stump
Erik Hume
280 Granite Run Drive, Suite 300
Lancaster, PA 17601
Phone: (717) 556-1000
Email:eh@saxtonstump.com
Business Activities: Attorneys

Smucker & Sons, Inc.
Marlin Smucker
543 Strasburg Pike
Lancaster, PA 17602-1525
Phone: (717) 687-4350
Email:msmucker@sssmucker.com
Business Activities: Windows & Doors

Traditions Mortgage
Kristi Keller
226 Pauline Drive
PO Box 3658
York, PA 17402
Phone: (717) 801-4369
Email:kkeller@yorktraditionsbank.com
Business Activities: Mortgage/Banking
Sponsor: Jay Provanzo

Weinstein Supply
Ed Cole
1103 Ranck Mill Road
Lancaster, PA 17602
Phone: (717) 394-1325
Email:ecole@hajoca.com
Business Activities: Bath
Sponsor: Chris DeMeo

Weist Electric, Inc.
Tim Weist
1970 Last Run Drive
Denver, PA 17517
Phone: (717) 733-7727
Email:tweist@ptd.net
Business Activities: Electrical Contractor
Sponsor: Shawn Garman

BUILDERS

Fravel Home Improvements & Remodeling, Inc.
Mary Fravel
127 Valley View Drive
Ephrata, PA 17522
Phone: (717) 278-9271
Email:Fravels@ptd.net
Business Activities: Remodeling Contractor

K2 Drywall & Remodel, LLC
Keith Fisher
55 New Street., Box 15
Ephrata, PA 17522
Phone: (717) 466-5855
Email:keith@k2contracting.com
Business Activities: Renovations & Drywall
Sponsor: Jordan Metzler

Ritchie Builders, LLC
Ritchie King
123 N. Groffdale Rd.
New Holland, PA 17557
Phone: (717) 629-4404
Email: richy.jk@gmail.com
Business Activities: General Contractor

Turnberrry Construction Group
Kevin Kozo
1346 Welsh Road
Reading, PA 19607
Phone: (610) 775-7575
Email:kevin@turnberryconstructiongroup.com
Business Activities: Builder-Single Family

Membership Renewals

Thank you for your continued commitment to the industry!

Advanced Interiors, Inc.
ALL Renovation & Design LLC
Associated Insurance Management, Inc.
B. Kaldas Design & Remodeling
Bath Fitter
Blue Haven Pools & Spas By Calvitti
Breyer Construction & Landscape LLC
Brooklawn Paving, LLC
C.E. Hershey Building Contractor
C.L. Balmer Altered Surfaces, Inc.
Certified Carpet
Clipper Magazine
Cloister Flooring, Inc.
Cocalico Plumbing & Heating
Cross Keys Copper LLC
Daylight Basements, Inc.
DogWatch Hidden Fence
Douple Agency, Inc.
Earl King Construction
Eby Exteriors, Inc.
Elite Vinyl Railings, LLC
Fidelity Contracting LLC
Greystone Construction, Inc.
Herb Miller Builders, Inc.
Hershey Excavating, LLC
Hess Home Builders
Horizon Kitchens, Inc.
Indoor City
Innovative Building and Remodeling, LLC
Integrity Pools & Spas, Inc.
K/S Renewal Systems LLC
Kauffman Kitchens, LLC
Keystone Gun-Krete
Kitchen Encounters
Knutsen Landscaping
Kreider's Canvas Service, Inc.
Lancaster County Career & Technology Center
Lancaster Paint & Glass Co.
Land Grant Surveyors
Lehmier Electric
M & T Bank
Martin Insurance Agency
MBC Building & Remodeling, LLC
Mervin Zimmerman Inc. dba The Bath Barn
Monterey Door Shop
Paradise Energy Solutions
Pella Windows & Doors Company
Pennsy Supply
Penway Construction
Pinnacle Building & Design, Inc.
Quality Floors Co
Re-Bath Lancaster
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Stump's Decks & Porches
The Fence Experts
Traffic Planning and Design, Inc.
UGI Utilities, Inc.
Unique Construction
Weber Surveyors
Weiler's Custom Log Homes
Wenger's Construction, Inc.
Wolf Rock Builders, LLC
Yale Lighting Concepts & Design

Cancellations

Beiler's Woodworking
BLS/Brightwood Landscape Service, LLC
Clean Works Services, Inc.
Coldwell Banker Residential Brokerage
Minnick Wall Solutions
OfficeBiz, Inc. DBA PromoBiz
Prevo Cabinetry
Redwell Construction
The Sherwin-Williams Company
Wagman Construction

Sorry to see you go. We'll be here if you decide to return.



BIA members are always welcome to discuss their projects with our editor, Suzanne Long.

Call 717-492-2585 or email sue@lancastercountymag.com.

Kitchen Design/Specialty Molding/Flooring: Bareville Kitchens & Design

Interior Design: Janine Arnesen-Nolt, Arnesen-Nolt Interiors

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