Volume 37, Number 3, Fall, 2021

Lancaster Builder

A publication of the Building Industry Association of Lancaster County



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MARTIN'S FLOORING INC.

We Install Confidence!

More info on page 4.

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Facing Our Challenges As A Team

by Steve Cook, UGI Utilities, Inc.



To our BIA Members,

As this year draws to a close and we look toward the future, we can take comfort in the strong financial position of the BIA of Lancaster County and our clear vision for success in years to come. The BIA of Lancaster County is a leading voice within the Pennsylvania Builders Association and one of the largest locals in the commonwealth. Many individuals, companies and organizations have come together to champion great achievements on behalf of the Building Industry. And with our newly adopted 5-year strategic plan, (see page 12) we have the vision for the path forward.

The strategic plan, which is aligned with our mission and values, will enable us to channel the efforts of our many members through three pillars: Strength & Sustainability, Promotion and Advocacy. I am reminded of a Henry Ford quote from over 150 years ago that is still true today "Coming together is a beginning. Keeping together is progress. Working together is success."

By the joining the BIA we have all come together. With our new strategic plan, we will keep together and remain focused. So, we need to continue working together for future success.

I ask that you consider serving on a committee or attending an event. Our committees and events are the driving force of the organization. Here is a list of several active committees and opportunities for member involvement.

Committees

Membership Committee
Government Affairs Committee
Spring Home Show Committee
Parade of Homes Committee
Remodelers Council
LBI Foundation

Upcoming events

General Membership Meeting & BIA Pillar Awards (Nov 18, 2021)
2022 BIA Spring Home Show (March 11-13, 2022)

The Executive Committee, Board of Directors and staff continue to be fully committed to a comprehensive and sustainable leadership vision that enables us to fulfill our commitments to our members and reinforce our core values of *Stewardship, Integrity, Leadership, Professionalism, Fairness and Opportunity*.

Respectfully,
Steve Cook
2021 President, BIA Board of Directors.

Calendar of Events

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

Events

Oct	1	BIA Pillar Awards Final Entry Deadline
	12	Remodelers Council Education Mingle, 5-7pm— Hosted by Jemson Cabinetry, 1060 State St, Ephrata, PA
Nov	4	BIA–The Whole Picture @ BIA Office 8am–9am
	18	General Membership Meeting & Pillar Awards Presentation 5:30–8:30pm at The Inn at Leola Village
		SAVE THE DATE
March	11,12,13	2022 BIA Spring Home Show

Education

Oct	13	Quality Customer Service, 8am–11pm — (an ABC Course)
	26	Building Codes Update Seminar
	27–Dec 8	Advanced Blueprint Reading, 3:30pm–5:30pm — (a 6-session ABC Course)
Nov	12 & 19	OSHA 10-Hour Construction, 730am–1:30pm — (a 2 session ABC Course)

Building Industry Association of Lancaster County

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 $35 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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Vice President: Jordan Metzler
Secretary: Tim Kotzmoyer
Treasurer: Jason Herr
Associate Vice President: Lori Bentley
Immediate Past President: Matt Grosh

Members are welcome to attend BIA Board of Directors meetings, held the third Wednesday of every month at 3:00 pm at the BIA Offices.

BIA STAFF
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Karen Watkins

Director of Member Services:
Pauline Wilton

Administrative Coordinator:
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Cover Sponsor: Martin's Flooring

"WE INSTALL CONFIDENCE" – IT'S A PROMISE *AND* A COMMITMENT

Whatever you need for flooring or window treatments, Martin's Flooring is there to help. Since homeowners are spending more time in their homes, they are interested in making improvements to create spaces to suit their lifestyles and needs. And because more people are relocating to the area, new home construction is booming. Martin's Flooring has a Builder/Contractor and Commercial Team ready to work with local builders, contractors, and commercial contractors throughout Southeast Pennsylvania. The Flooring Team works within the builder's budgets while still providing the homeowner with first-class service, professional and award-winning installations.

Luxury Vinyl continues to be the flooring of choice for many remodeling and new home construction projects. Homeowners, builders, and commercial businesses are using Luxury Vinyl in kitchens, living rooms, bathrooms, and in heavy traffic areas often found in commercial businesses. Why? Luxury Vinyl is durable and easy to maintain. It is also waterproof making it ideal for kitchens, baths, basements, and laundry rooms. These products are popular not just because they are waterproof and durable, but also because they are fashionable and realistic in appearance.

Martin's Flooring has one of the area's largest assortment of quality flooring and window treatment products. They offer free design consultation, shop-from-anywhere service, guaranteed installation, and a cleaning division. You can schedule an appointment online and they will bring the showroom to you! Also available as part of any new floor installation is our Neutralize™ system which eliminates mold, mildew, germs, and 99.9% of viruses.



Martin's Flooring was voted #1 in the LNP Reader's Choice Awards in both Floor Covering Store and Carpet Cleaning. They have been serving the area since 1985, by living their brand, "*We Install Confidence*."

"We are thankful for the confidence that people have placed in us for their flooring, window treatments, and floor cleaning and maintenance needs," said Michael Martin, owner and president. "Installing Confidence starts the moment the customer walks into one of our showrooms, visits our website, or calls our store," he said. "It does not end until we have completed the project to the customer's satisfaction, not ours. That is how we install confidence."

Barb and Mike Martin attribute their growth to their unwavering commitment to exceed customers' expectations. "From day one, our goal has always been doing whatever it takes to satisfy customers.

Our employees have learned over the years that we take our Mission Statement seriously. They in turn make it their mantra also, so that this principle that Barb and I started with, continues each and every day," Mike says.

To find out more about how the Martin's Flooring team of flooring specialists can partner with you on your next project, call 717.445.7799 or visit martinsflooring.com.

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Successful Workplaces Prioritize Inclusivity Across Generations

"A truly diverse workforce embraces diversity of many different factors, including age, ethnicity, disability, race/color, language, and gender."



Juli Bacon

"Putting significant work into appreciating and respecting the various generations and creating an environment where each generation is represented and respected for its contributions to your team can increase inclusivity — if it starts from the top down," says Juli Bacon, president of JB Consulting Systems, LLC and Bacon Building & Maintenance LLC, and a member of the PWB council at the Master Builders Association of King & Snohomish County in Bellevue, Wash.

"A truly diverse workforce embraces diversity of many different factors, including age, ethnicity, disability, race/color, language, and gender. Organizations comprised of individuals and teams with a diverse mix of experiences, capabilities, and work styles tend to have a broader set of ideas, perspectives, and approaches to issues, enhancing the performance of the team and innovation within the business," adds Bacon.

"Employers have often thought that bringing in 'new blood' to the organization would help give their workplace some added depth," Bacon says. "The same goes for those employers who build teams with a diversity of experience, work styles, race, gender, and other factors. When solving a problem, you need to look at it from several different perspectives. A diverse team will approach a problem in a more holistic manner."

When employers work to foster inclusivity among generations at work, employees feel more engaged and are more likely to contribute to the organization's business results. Inclusive workplaces have employees who offer innovative ideas and unique solutions to problems, strong employee morale, and high levels of employee satisfaction.

To foster a collaborative work environment, leaders and business owners must find ways to bridge the gaps between baby boomers, Gen Xers, millennials and the incoming Generation Z to fill those one-size does-not-fit-all employee requirements, especially when it comes to inclusion. A truly inclusive workplace creates an environment where employees feel welcomed, respected, supported and valued as team members.

This article is adapted from a recent article in Building Women *magazine, a publication of NAHB.*



Who's in the News: New Hires, Promotions & Honors

NEW HIRES

Barley Snyder, As Barley Snyder's client base and workload continues to increase, the firm has added additional attorneys and staff to its growing roster of professionals.

Ambria Armstrong joined the firm on Aug. 2 as part of the firm's Business Practice Group. She is an experienced mergers and acquisitions attorney and is a graduate of William & Mary Law School. Ambria is also a former summer associate at Barley Snyder.



"My early time at Barley Snyder taught me how professional attorneys go above and beyond to do the best thing for their client, and that experience helped me become the attorney I aspire to be every day," Armstrong said. "I'm very happy to return to Barley as an attorney."

Josh Strickland is a paralegal with nearly five years of legal experience after he graduated from Franklin & Marshall College. He joined the firm July 19, and is working in the firm's Immigration Practice Group.



Cheryl A. Myers is a paralegal with nearly two decades of legal experience that she will use in the Barley Snyder Litigation Practice Group and the Health Care Industry Group. Cheryl started at the firm on July 26.



"These three new professionals epitomize the types of people we are looking to add at the firm," Barley Snyder managing partner Jeff Lobach said. "They bring with them a mix of experience and also youthful exuberance with a willingness to learn and grow their craft." Lobach added the firm's immediate growth is not complete. It plans to announce three more attorney hires in the fall.

GR Mitchell is excited to announce that **Jack Gotwalt** has joined their business development team.

With almost 20 years of experience in the building materials industry, Jack brings with him a depth of knowledge that GR Mitchell's customers will truly appreciate.



Jack Gotwalt

"Jack's ability to anticipate the needs of our customers while identifying growth opportunities for our business makes him a really natural fit," said GR Mitchell President Tom Keller. "He also brings a level of service to the table that will elevate the way we do business."

In addition to supporting the LBM supply-side of the business, Jack will also focus on GR Mitchell's turnkey partner company, Prime Builder Services.

PROMOTIONS

RKL LLP recently announced the admission of four new partners to firm leadership:

Travis A. Bieber, CPA



Bieber will serve as a partner in RKL's Audit Services Group, where he will continue to lead assurance engagements for clients in a wide variety of industries, including manufacturing, distribution and food processing, and employee benefit plans. Throughout his nearly 14 years career in public accounting, Bieber has worked with privately held, family owned and private equity backed companies ranging in size from small start-up to large middle market.

Bieber resides in his hometown of Oley, Pennsylvania with his wife and their two daughters.

Benjamin J. Fortner, J.D.



Fortner will serve as a partner in RKL's Tax Services Group and continue to lead the firm's Research and Development (R&D) Credit Practice. A recognized technical expert and respected leader in the field of R&D tax credits and business transactional law, Fortner has helped hundreds of mid-sized U.S. companies in a wide variety of industries reap the financial rewards of process improvement and product development.

Fortner resides in Houston, Texas with his wife.

Timothy D. Kraft, CPA



Kraft will serve as partner in RKL's Audit Services Group. With nearly 15 years of public accounting experience, Kraft delivers assurance and financial reporting services to clients primarily in the manufacturing and distribution industry and the public sector, including transits. He is a member of the American Institute of Certified Public Accountants, Pennsylvania Institute of Certified Public Accountants, Government Finance Officers Association and Pennsylvania Public Transportation Association.

Kraft resides in Mohnton with his wife and their two children.

Joshua L. Weiss, CPA, MST



Weiss will serve as partner in RKL's Tax Services Group, where he will continue to serve the tax planning and compliance needs of clients in the manufacturing, distribution and service industries. With more than 15 years of public accounting experience, Weiss specializes in corporations and partnerships, including consolidated C Corporations and multi-state taxation, and has considerable experience in accounting for income taxes (ASC 740). He holds a B.S. B.A. Accounting from Kutztown University and an M.S. Taxation from DePaul University.

Weiss resides in Muhlenberg Township with his wife and their two sons.

"We are proud to welcome Travis, Ben, Tim and Josh to the firm partnership," said RKL CEO Edward W. Monborne. "They are respected experts, trusted advisors and leaders among their colleagues and communities, and we are eager to see their contributions to the firm's ongoing success." All four were promoted from within the firm.

HONORS

Saxton & Stump announced that attorney **Erik M. Hume** was recently named Chair of the Pennsylvania Bar Association's (PBA) Real Property, Probate and Trust Law Section. The section is PBA's largest and focuses on the interests of real estate and trusts and estates attorneys and their clients. The section is a leading voice on legislation related to real estate and trusts and estates matters. It is frequently consulted by legislators, committees and other interest groups on pending legislation and it reviews and advocates for specific bills. In his role as chair, Hume will be responsible for supervising and directing the work of the entire section, as well as leading the section's executive committee.



Erik Hume

Hume has a history of leadership in the legal community with the section. In 2019 and 2020, Hume was elected as Vice Chair of the PBA's Real Property, Probate and Trust Law Section, at which time he headed up the section's Real Property division. In 2019, Hume also testified at the State Capitol Building in Harrisburg before the Pennsylvania Senate Urban Affairs and Housing Committees on behalf of the PBA. He is also the current update author of Pennsylvania Community Association Law and Practice, the leading treatise for condominium, planned community and cooperative law in Pennsylvania.

Hume is a shareholder in Saxton & Stump's Harrisburg office and chair of the firm's Real Estate Group of 13 attorneys, including three licensed title agents. The group handles a variety of matters, including commercial and residential real estate transactions, land development, commercial loan origination and counseling of clients on complex condominium and planned community matters. Hume has represented clients in complex real estate transactions, including residential real estate developers, credit unions, pipeline companies, auto dealers, regional retail chains, colleges and universities and healthcare providers.

Barley Snyder has announced that the Pennsylvania Bar Association Real Property, Probate, and Trust Law Section has named attorney Reilly S. Noetzel to its council.


Reilly Noetzel

The section is the largest of the 18 in the association. Its members concentrate on advancing the interests of real property and estate planning, as well as probate practitioners, and their clients in Pennsylvania, according to its website. The council oversees the long-term goals of the group.

In 2020, the section honored Noetzel with its annual "Trailblazer Award," bestowed to an attorney who demonstrates excellence in the practice of law and the highest ethical standards, has a commitment to pro bono legal services and practices primarily in real estate or probate and trust law.

"Becoming more involved with this section of the Pennsylvania Bar Association has been a goal of mine, so when I was asked to join its council, I jumped at the chance," he said. "It will help me in my practice to stay current on the latest trends and changes in the law, which in turn will help my clients."

Noetzel is an attorney with the Barley Snyder Real Estate Practice Group. He is also a member of the firm's Environment & Energy, Construction and Municipal industry groups. Noetzel is the chair of the Lancaster Bar Association Municipal, Zoning and Environmental Law Section for 2021 and is a member of the ABC Keystone Education Committee. He is also a member of the board of trustees of the Lancaster Public Library.

RKL has announced that RKL Partner and RKL Wealth Management President **Laurie Peer** recently earned two new credentials – Certified Exit Planning Advisor (CEPA) and Certified Professional Co-Active Coach (CPCC) – that enhance her personal and professional mission of helping individuals and families successfully achieve their financial and life goals.


Lauri Peer

The CEPA program trains and certifies professional advisors in the field of exit planning through an executive-style learning experience and a proctored exam. CPCC is widely recognized as the most rigorous professional coach training and certification program in the industry. Peer's new credentials complement her 25 years of experience in individual taxation and financial planning and her intuitive approach to client engagement and team leadership.

A Certified Public Accountant and Certified Financial Planner, Peer was instrumental in building RKL's investment advisory practice from scratch into the dynamic firm it is today, with $1.3 billion in assets under management. As president, she oversees RKL Wealth Management operations, drives the firm's growth strategy, leads a team of nearly 30 professionals and supports an integrated client experience between the firm's wealth management and business advisory service offerings.

Peer is past president and member of the Berks County Estate Planning Council. She belongs to the Financial Planning Association, American Institute of Certified Public Accountants and Pennsylvania Institute of Certified Public Accountants. Peer holds a Certificate in Facilitation from Georgetown University. She resides in Alsace Township, PA, with her husband.

Barley Snyder. Luke T. Weber, an attorney in the Barley Snyder Litigation Practice Group, has followed a long line of firm members and has graduated from the Leadership Lancaster program.


Luke Weber

Weber is one of more than two dozen Barley Snyder professionals that have graduated from Leadership Lancaster, whose mission is to develop outstanding community leadership to support the needs of Lancaster County, according to its website.

"Leadership Lancaster has always been a great organization, and it was an honor to be a member of the 2021 core class," Weber said. "Going through the virtual class this year presented its share of challenges, but the organization met every challenge and made this an enriching learning experience that I can now put into action in the community just like the dozens of previous Barley Snyder class members have."

Weber also is a member of the firm's Health Care Industry Group. In January, he was named treasurer of the Lancaster Bar Association Board of Directors after spending 2020 on the board as chair of its Young Lawyers Section.

Barley Snyder. The Central Penn Business Journal has named Barley Snyder partner **Peter Faben** to its annual Forty Under 40 list.


Peter Faben

Forty Under 40 recognizes professionals 40 years of age and younger who have been successful in the central Pennsylvania area. Honorees, chosen by the Central Penn Business Journal editors, were selected based on professional accomplishments, community service and commitment to inspiring change.

"I'm humbled that the Central Penn Business Journal has included me on this prestigious list for 2021," Faben said. "It's especially important to me that this is a list that takes into high regard community service and impact. Congratulations to all of the fellow honorees."

Faben is a graduate of the Georgetown University Law Center and he has been named a Pennsylvania "Super Lawyers" rising Star in 2019, 2020 and 2021. He is a member of the board of directors at Lancaster-based Advoz, which provides mediation and restorative justice services to the community. At the start of 2021, he was named to the partnership of Barley Snyder, where he practices in the firm's Litigation and Health Care Groups.

"Peter's impact on the community, both in his professional work and his volunteer work, has been noticed by the firm for years," Jeff Lobach, Barley Snyder managing partner, said. "It's rewarding for him to see that others outside the firm have now taken notice. Peter is very deserving of this honor."

RKL eSolutions LLC, a nationwide leader in ERP software and IT consulting, is the #31 value-added reseller (VAR) in the United States, according to a 2021 ranking from industry publication Accounting Today. The company, which is a subsidiary of advisory firm RKL LLP, earned its spot on the 2021 VAR 100 list thanks to 2020 revenue of $27 million.

"Rankings like these are an indicator of our success helping small and medium-sized businesses across the nation extend, enhance and evolve their IT infrastructure," said RKL eSolutions President Joe Noll. "We're grateful to serve as a strategic partner to organizations, especially at a time when technology solutions are more vital than ever."

"Congratulations to the RKL eSolutions team on this national recognition for their efforts to help our clients get next-level results from their technology," said RKL CEO Ed Monborne.



Associate Spotlight:

David M. Smith, Principal/Director Lancaster County Career and Technology Center

When was Lancaster County CTC started?
The Lancaster County Career and Technology Center was created in 1970 as a consortium of the sixteen school districts that are in Lancaster County.

What does the LCCTC do?
We are a not a typical member of BIA. We prepare people for skilled, innovative and productive careers in 35 different areas of study.

We, as the local CTC, have several construction programs under way between the Mount Joy Campus and our Brownstown Campus. Because of the construction portion of the LCCTC, being a BIA member made perfect sense for us.

Tell us about your significant construction projects?
One of the significant projects we do is to build single-family homes that we then put in the market. These homes allow all of our construction program students to work on real projects while learning a trade. We recently sold a house, and have another that will be ready for sale in the Spring of 2022. These houses are located on Old Market Street near the Mount Joy Campus. We are currently working on getting the proper permits to start another home that we hope to break ground on in November. Our goal is to have two houses being worked on at a time at different stages of construction so that our students can learn by working on the different phrases of the construction field.

The Lancaster Career and Technology Center has approximately 300 career students enrolled across 10 construction related programs. We also work with 1500 secondary school students.

As of last year, Lancaster County Career & Technology Center has been celebrating "50 years of impact."





Kitchen by
KbE Design & Build

CELEBRATING **LANCASTER COUNTY'S** PEOPLE, SCENERY, HERITAGE, STYLE & POINT OF VIEW **SINCE 1987**.

BIA MEMBERS are always welcome to discuss their projects with our editor, Suzanne Long, by calling 717-492-2585 or emailing sue@lancastercountymag.com.

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To obtain a media kit, contact advertising@lancastercountymag.com

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2021 Building Industry Association PILLAR AWARDS

GMM & Awards Presentation
November 18, 2021

5:30–8:30 at
The Inn at Leola Village

Cost to attend: $65.00 per person

EVENT SPONSORS

Presentation Sponsor: UGI Energy to do more®

Centerpiece Sponsor: GRMitchell Building Supplies & Home Center

Reception Sponsor: Lezzer Lumber Building Materials Centers

Friend of the Industry Sponsors: Douple Agency, Inc. Insurance; M1 Members 1st Federal Credit Union; Trout

HURRY! FINAL DEADLINE: OCTOBER 1, 2021

— Entry Fees —

First entry $345 Each additional $295

4 MAIN PILLAR AWARD CATEGORIES

ADVERTISING & MARKETING AWARDS
- Best Logo
- Best Print Ad
- Best Showroom
- Best Website

PROFESSIONAL ACHIEVEMENT AWARDS
- Marketing Professional of the Year
- Mortgage Professional of the Year
- Project Manager of the Year
- Sales Person of the Year

COMPANY ACHIEVEMENT AWARDS
- Builder Company of the Year
- Community Impact Award
- Remodeling Company of the Year
- Supply Company of the Year
- Trade Partner of the Year

REMODELING PROJECT ACHIEVEMENT AWARDS

NEW THIS YEAR
- Addition
- Aging-in-Place
- Basement Remodel
- Bathroom Remodel
- Commercial Project
- Exterior Project
- Interior Project
- Kitchen Remodel
- Outdoor Living Project
- Landscape/Hardscape Project
- Remodel — Aging-in-Place
- Restoration Project
- Specialty Project
- Whole House Remodel

ELITE PILLAR AWARDS

Entries with the highest point percentage in each of the 4 main categories will receive the Elite Pillar Awards.

✻ Each entry is judged on its own merit by a team of highly qualified judges. ✻

✻ Members have access to our Award Software ~ It's easy to enter! ✻

✻ Pillar Award entries to be highlighted via social media, BIA's website, and an extensive marketing plan! ✻

For more information including entry requirements & judging criteria go to: awards.lancasterbuilders.org/pillar

Question? Contact Pauline Wilton: (717) 569-2674 ~ pauline@lancasterbuilders.org

The 2021 Annual BIA Golf Outing!

A perfect day for networking and all-round fun

June 24th was a picture-perfect day for the BIA Scramble Golf Outing sponsored by Martin's Flooring. 100 golfers enjoyed playing the course at Crossgates Golf Club, starting up with a picnic lunch and ending with prizes and awards for our tournament winners – great fun and networking for all!











2021 Golf Outing Winners

First place foursome :
Matt Zoll, Ray Durkin, Jennifer Zuidema, & Adam Zuidema

Longest Drive (men):
Ryan Patrick

Longest Putt:
Dan Schwartz

Closest to Pin:
Nick Martin

Thank You, Sponsors!

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Miller & Sons

Bag of Tricks Sponsor
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2021–2025 Strategic Plan

BIA's Mission:
To promote member companies while advocating for the advancement of the residential construction industry

BIA Core Values:
Stewardship, Integrity, Leadership, Professionalism, Fairness, Opportunity

As a member-driven association, the BIA's primary customers are its member companies.

BIA's secondary customers are the consumers utilizing the products and services of BIA member industry professionals.

Strength & Sustainability

Maintain a dynamic association through engaged membership, leadership and sufficient resources

- Be proactive in budgeting and investing so as to assure the financial stability of the Association
- Retain current and recruit new members
- Recruit members to Committees, Councils and Boards who have a passion for the industry to the extent that when asked, they would be willing to serve in leadership

Executive, Nominating, Membership, Finance and Advisory Committees
LBI Foundation

Promotion

Promote *BIA* as key resource and *BIA member companies* as leading professionals in the community

- Promote the benefits of membership, education and advocacy to both prospective and current members
- Promote our members to the consumers of Lancaster County and promote member to member business
- Seek out and meet the challenges of community service projects as a means of promoting our industry and member businesses as well as improving the quality of life for county residents

Parade of Homes
Home Show
Steering Committees

Advocacy

Serve as the unified voice representing our membership on regulations and legislation that affect the industry

- Be the recognized voice of the home building industry in Lancaster County
- Represent our membership and region, working closely with adjacent local associations, PBA and NAHB
- Advocate on behalf of members by promoting beneficial legislation and fighting harmful regulations that directly affect the home building industry

Government Affairs Committee

Remodelers Council Education Mingle

Coming October 12, 2021

Building Industry Association REMODELERS COUNCIL

Join us for some networking, hors d'oeuvres, and drinks while checking out Jemson Cabinetry's beautiful showroom!

October 12, 2021, 8:00-9:00am
Jemson Cabinetry,
1060 S State St, Ephrata, PA



Also, learn something new about curbless shower installations.

EDUCATION TOPIC: Schluter Systems Curbless Shower Installations

Open-concept bathrooms are coveted for their sleek design and consummate functionality. While ideal for all life stages of a growing family, curbless showers are exceptionally optimal for those who wish to age in place. The lack of a threshold or curb opens up the shower area to the rest of the bathroom, making the whole room easier to clean and maintain. Learn from Chris Hosler, Territory Manager, Northern Mid-Atlantic | Schluter Systems L.P., how Schluter's products make curbless showers easy and waterproof!

Thanks to our host and sponsor. Jemson Cabinetry

This event is open to all BIA Members

It's FREE for Remodelers Council Members, and $15.00 for non-Council members.
To register, please contact Pauline Wilton: pauline@lancasterbuilders.org; 717-569-2674

PA CODE UPDATE TRAINING

Find out what you need to know

PHRC PENNSYLVANIA HOUSING RESEARCH CENTER

Building Industry Association OF LANCASTER COUNTY Your Community. Your Builders.

Hosted By: BIA of Lancaster County
Date & Time: Tuesday, October 26, 2021, 10:00am–12:30pm
(Registration starts at 9:30am)
Location: Shady Maple Smorgasbord, 129 Toddy Dr., East Earl, PA
Cost: $55 per BIA member; $95 per non-member - Fee includes lunch.
Register: Email Pauline@lancasterbuilders.org or call 717-569-2674

All trainings will be conducted by the knowledgeable staff of the Pennsylvania Housing Research Center. The PHRC collaboratively engages with the residential construction industry to catalyze advancements in homebuilding through education, training, innovation, research, and dissemination. Administered within the Department of Civil & Environmental Engineering at Penn State, you can learn more at phrc.psu.edu.

PA UCC Residential Code Update: Part 1
This session will review implications of transitioning to 2018 ICC base codes, discuss PA legislative and RAC amendments, and dive into some highlights of the new code provisions for residential construction. In accordance with the requirements of Act 45 of 1999 as amended, the Pennsylvania Uniform Construction Code (UCC) Review and Advisory Council (RAC) completed the review of the 2018 I-Codes on April 29, 2021. The code provisions that were adopted during this process will take effect in the first quarter of 2022 with the official effective date to be confirmed.

PA UCC Residential Code Update: Part 2
This session will build on Part 1 by providing an overview of the most substantial changes between the 2015 and 2018 ICC base codes for residential construction.

Lancaster Building Industry FOUNDATION

Saying, "Thanks!"

Thank You to Our Lancaster Building Industry Foundation Contributors!

Lori Bentley of Douple Agency	*Douple Agency*	*Jim Martin Design*
Jared Erb of Custom Home Group	*ELA Group*	*Lancaster County Community Foundation*
Scott Frick of Bertz, Hess	*G.R. Mitchell*	*Rigidply rafters*
James Graybill of Alden Homes	*Hall Media Solutions*	*Scotty's Painting and Paper Hanging*
Kevin Kozo of Turnberry Construction Group	*Hess Home Builders*	*TK Building & Design*
Scott Provanzo of Heartland Builders	*Jemson Cabinetry*	

Together these members have contributed nearly $4,000 to the LBI Foundation!

These funds support our scholarship program and commitment to workforce development, as well as community projects — most recently the construction of pavilions at Hamilton Elementary School, the Construction Co. Exhibit at Hands-on House Children's Museum, and a railing installation for Good Samaritan Services in Ephrata.

Interested in giving?

Your tax-deductible contribution can be made out to the LBI Foundation and mailed to the BIA, 204 Butler Ave, Suite 200 Lancaster, PA 17601. Online contributions are simple, too! Go to www.lancasterbuilders.org/store/lancaster-building-industry-foundation-donation.

Know a student pursuing secondary education in the trades?
Let them know that scholarships are available. Contact the BIA staff@lancasterbuilders.org or call (717) 569-2674 for information.



Construction Accounting Specialists

We offer personalized accounting, auditing, tax, and business consulting services.

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THE AVERAGE REBATE PER BUILDER / REMODELER COMPANY WHO PARTICIPATED IN 2020 WAS:
$1,495.13

Participating Manufacturers

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For more information or to sign up today, contact:

Heather Rineer
Manager of Client Operations
717.940.2776
rineer@rhoadsenergy.com

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- **Easily find fueling stations with the Voyager Mobile App**
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- **Electronic billing**
- **Flexible controls per driver or vehicle**

Changes at the BIA!

We are hitting the ground running with changes in BIA staffing, and we're excited to serve our members in the best, most efficient way!



We are pleased to welcome our new Administrative Coordinator, **Tara Cook**, to the BIA. Tara brings years of customer service experience, administrative know-how and event coordination abilities to the team. You will see her front and center at the BIA office, and eventually she'll be able to answer all your questions. Tara's email contact is Tara@lancasterbuilders.org.

And



We wish much success and happiness to **Melanie Capanelli**, and her husband Vinny, who will be moving to South Carolina at the end of September. Mel has been a valued BIA team member for almost 15 years. Her in-office contributions will be greatly missed, but the good news is that she will STILL be producing the Parade of Homes. Melanie's email contact is Parade@lancasterbuilders.org.

And

We also wish a happy transition to **Kathy Baugus** who served the BIA for almost 8 years in the Administrative Assistant position. Kathy has moved on to a new challenge and we wish her the very best!

BIA SPRING HOME SHOW

WYNDHAM®

2300 Lincoln Highway East,
Lancaster, PA

Save the Dates!

for the 2022 Spring Home Show March 11,12, & 13 of 2022

Since a Fall show did not suit the majority of our members, we are back to Spring!

REGISTRATION IS OPEN
for the 2022 BIA Spring Home Show at the Wyndham Resort Expo Center—you won't want to miss it!

Questions? Contact Tara at the BIA: tara@lancasterbuilders.org

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MY BENEFIT ADVISOR

UTILIZING A STUDENT LOAN REPAYMENT PROGRAM FOR DEBT-CHALLENGED EMPLOYEES



Increasingly, individuals comprising today's workforce are straddled with significant levels of student loan debt. At the same time, these workers are often conflicted as to whether they should focus on paying off their debt or set aside funds to pay for retirement. As an employer, adding a student loan repayment program to your employee benefit portfolio not only helps them address this dilemma, but also represents a tremendous opportunity to help attract and retain key talent.

To further benefit employers, the Coronavirus Aid, Relief and Economic Security Act (CARES ACT), passed in March of 2020, added a little-known provision regarding student loans. The provision allows an employer to make up to $5250 in student loan payments for an employee within a year. Regardless of whether the payments go directly to the employee or to the student loan servicing entity, the money is considered tax-free to the employee and the employer is excluded from paying payroll taxes on the funds. As of this writing, the provision, originally set to expire at the end of 2020 has been extended through December, 2025.

By structuring the program as a part of your voluntary benefits package, you have the ability to customize the program according to your workplace demographics and budgetary capabilities.

Employers can utilize a variety of methods, including fixed contributions, matching contributions, consolidating loans or refinancing the loan. With these programs, the employer first decides how much, if any, they are willing to contribute into the program.

By creating a differentiated, unique benefit package that addresses a specific employee need, employers benefit by boosting employee engagement, increasing productivity levels, and improving employee retention rates.

MY BENEFIT ADVISOR

The **Building Industry Association of Lancaster County** offers its members access to *My Benefit Advisor* as a solution for employee benefits, including voluntary offerings. For more information about My Benefit Advisor, visit our website at **pbip.mybenefitadvisor.com** or contact Christopher Sloane at (888) 333-7526.



- **Build Relationships**
- **Make a Difference**

BIA Spring Home Show—Help to plan and promote the BIA's annual consumer show. Members help to execute the logistics, event features, and marketing campaigns of the multi-day event.
Staff Liaison: Karen Watkins

Parade of Homes—Help make decisions that shape this premier week-long event which showcases new building techniques and trends.
Staff Liaison: Melanie Capanelli

Membership Committee—From events to discounts to personal contacts, help develop membership recruitment and retention initiatives.
Staff Liaison: Pauline Wilton

Government Affairs Committee—Monitor proposed state and federal laws and regulations, meet with elected officials and work with Pennsylvania Builders Association (PBA) to ensure that township, county and statewide laws and regulations are fair to the home building industry.
Staff Liaison: Karen Watkins

Remodelers Council Steering Committee—Help plan and implement the activities and meetings for the council.
Staff Liaison: Pauline Wilton

Lancaster Building Industry Foundation Board—To provide by means of charitable giving - community based opportunities, education and service related to the building industry. Staff Liaison: Karen Watkins

Questions? Need more information?

Contact: staff@lancasterbuilders.org or (717) 569-2674.

BIA Events and Education

EVENTS

2021 Building Industry Association PILLAR AWARDS

GMM & Pillar Awards Presentation

November 18, 2021

5:30–8:30 at

The Inn at Leola Village

Cost to attend–$65 per person

Hurry! Final deadline is October 1, 2021

Presentation sponsor

UGI Energy to do more

— Entry Fees —

First entry $345 Each additional $295

The BIA Pillar Awards recognize our member companies and their professional achievements.

Each entry will be judged on its own merit by a group of highly qualified judges.

Entries with the highest point percentage in each of the 4 main categories receive the **Elite Pillar Awards**.

There are 4 Award Categories:

NEW This Year!

Advertising & Marketing Awards
- Best Logo
- Best Print Ad
- Best Showroom
- Best Website

Professional Achievement Awards
- Marketing Professional of the Year
- Mortgage Professional of the Year
- Project Manager of the Year
- Sales Person of the Year

Company Achievement Awards
- Builder Company of the Year
- Community Impact Award
- Remodeling Company of the Year
- Supply Company of the Year
- Trade Partner of the Year

Remodeling Project Achievement Awards
- Addition
- Aging-in-Place
- Basement Remodel
- Bathroom Remodel
- Commercial Project
- Exterior Project
- Interior Project
- Kitchen Remodel
- Outdoor Living Project
- Landscape/Hardscape Project
- Remodel — Aging-in-Place
- Restoration Project
- Specialty Project
- Whole House Remodel

Contact Pauline Wilton at the BIA, 204 Butler Ave., Suite 200, Lancaster, PA 17601

Phone (717) 569-2674 Fax (717) 569-5187
pauline@lancasterbuilders.org

REMODELERS COUNCIL EDUCATION MINGLE
October 12, 2021, 8:00 - 9:00 am
Jemson Cabinetry, 1060 S State St,. Ephrata, PA
This event is open to all BIA Members

Jemson Cabinetry

Join us for some networking, hors d'oeuvres, and drinks while checking out Jemson Cabinetry's beautiful showroom! Also, learn something new about curbless shower installations.

EDUCATION TOPIC: Schluter Systems Curbless Shower Installations
Open-concept bathrooms are coveted for their sleek design and consummate functionality. While ideal for all life stages of a growing family, curbless showers are exceptionally optimal for those who wish to age in place. The lack of a threshold or curb opens up the shower area to the rest of the bathroom, making the whole room easier to clean and maintain. Learn from Chris Hosler, Territory Manager, Northern Mid-Atlantic|Schluter Systems L.P., how Schluter's products make curbless showers easy and waterproof!

Cost: FREE for Remodelers Council Member, $15.00 for non-Council members
To register contact—
Pauline Wilton: pauline@lancasterbuilders.org; (717) 569-2674

BIA: THE WHOLE PICTURE
November 4, 2021, 8:00 - 9:00 am
BIA Offices, 204 Butler Avenue, Suite 200, Lancaster

Are you using your membership to its fullest potential?
Be sure to attend this free event to learn about the abundance of benefits that membership offers, including discounts, networking and marketing opportunities, advocacy efforts and much more!
Cost: FREE

SAVE THE DATE

BIA SPRING HOME SHOW WYNDHAM

BIA Spring Home Show
At the Wyndham Resort Expo Center!

Registration is now open!
Reserve your space NOW!
March 11, 12 and 13 of 2022

2300 Lincoln Highway East, Lancaster, PA

Questions? Contact Tara at the BIA:
tara@lancasterbuilders.org

Stay in the loop! Connect with the BIA on:

facebook YouTube

www.lancasterbuilders.org

EDUCATION

PA CODE UPDATE TRAINING
Oct 26, 2021 10:00am – 12:30pm
Shady Maple Smorgasbord, 129 Toddy Drive, East Earl, PA
All trainings will be conducted by the knowledgeable staff of the Pennsylvania Housing Research Center. The PHRC collaboratively engages with the residential construction industry to catalyze advancements in homebuilding through education, training, innovation, research, and dissemination. Administered within the Department of Civil & Environmental Engineering at Penn State, you can learn more at phrc.psu.edu.
PA UCC Residential Code Update: Part 1
This session will review the implications of transitioning to 2018 ICC base codes, discuss PA legislative and RAC amendments, and dive into some highlights of the new code provisions for residential construction. Per the requirements of Act 45 of 1999 as amended,
the Pennsylvania Uniform Construction Code (UCC) Review and Advisory Council (RAC) completed the review of the 2018 I-Codes on April 29, 2021. The code provisions adopted during this process will take effect in the first quarter of 2022, with the official effective date to be confirmed.
PA UCC Residential Code Update: Part 2
This session will build on Part 1 by providing an overview of the most substantial changes between the 2015 and 2018 ICC base codes for residential construction.
Cost: $55.00 per BIA Member, $95.00 per Non-Member.
Price includes the expansive lunch buffet during a break between the presentation of the two modules.
Registration starts at 9:30am the day of the presentation.
For more information, please contact Pauline Wilton.

ABC COURSES

QUALITY CUSTOMER SERVICE
Oct 13, 2021 8:00am – 11:00am
ABC Keystone, 135 Shellyland Road, Manheim
Gain insight into your customer service culture! Discover what leads to dissatisfaction and the processes you can implement to grow solid, lasting relationships within the industry.
Benefits of Attending:
- Offer consistent, excellent customer service
- Improve standing in the marketplace
- Manage the customer experience rather than "winging it"
- Gain practice in dealing with challenging situations
- Handle difficult customers and situations while preserving relationships
- Establish procedures for consistent execution

Topics Covered:
- How to evaluate your customer service standards
- Reasons behind customer dissatisfaction
- Positive behaviors and avoiding customer service issues
- Personal and organizational professionalism
- Process and outcomes for consistently excellent customer service

Cost: $165.00 per BIA Member.
Register by October 5, 2021
To register or for more information, please contact Pauline Wilton.

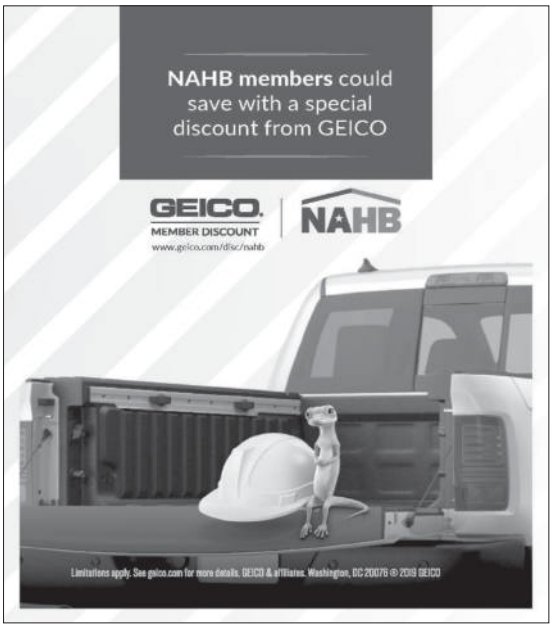
ADVANCED BLUEPRINT READING
This is a multiple session course
Oct 27, Nov 3, 10. 17, Dec 1 & 8, 2021 3:30pm – 5:30pm each day
ABC Keystone, 135 Shellyland Road, Manheim
All construction industry personnel will benefit from the additional experience and knowledge gained in reading blueprints. Students will gain experience in all trades of construction blueprint reading. Learn to check plans and details, verify dimensions, check plan notes, specifications, and how to coordinate various trades on the job site.

Benefits of Attending:
- Understand how to find the proper details and wall section, and verify the correct dimensions.
- Learn to spot conflicts and omissions in the construction plan set, and how to resolve inconsistencies in the plans.
- Read and interpret prints faster and more accurately for fewer mistakes and greater productivity.
- Learn to look ahead and how to anticipate the next subcontractor's work needs.

Who Should Attend:
This course is for those employees in a supervisory role who have basic blueprint knowledge and anyone involved in the construction industry working with or around construction prints and specifications.
Note: for Advanced Blueprint REading, students who have not previously taken the Basics Blueprint Reading Class should have two or more years of experience or basic knowledge of construction and prints.
Price includes hours of instruction, hands-on activities, and course materials.
*Note: textbook and scales **not** included; please purchase separately.*
Cost: BIA Member — $500.00 per person
BIA Member + 1 Textbook & Scale — $600 per person
Register by Oct 10, 2021
To register, or for more information, please contact Pauline Wilton.

OSHA 10-HOUR CONSTRUCTION—This is a 2-day course PART OF THE PROFESSION DEVELOPMENT SERIES
Nov 12 & 19, 2021 7:30am – 1:30pm each day
ABC Keystone, 135 Shellyland Road, Manheim
This OSHA 10-Hour Construction course serves as the benchmark for introductory job site safety and OSHA compliance education.
Benefits of Attending:
- Understand the value of safety and its role in organization profitability and survival
- Develop hazard identification skills and knowledge to prevent accidents, reduce losses and comply with the law
- Prevent fines by understanding what OSHA expects before they walk onto the job site
- Display a professional company image by managing workplace safety obligations

Cost: $175.00 per BIA Member. Register by November 12, 2021
Price includes: Course materials and workbook, snacks and OSHA card
To register, or for more information, please contact Pauline Wilton.



Got some job openings? Got some great offers?

Boost your visibility!

Create your **FREE** employment listings.
Post them on the BIA website. Get an enhanced directory listing.



Want to pay your dues?
Take care of it online!

Take advantage of the online tools available to you right now at www.lancasterbuilders.org.

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For more information or to set up your login account, contact Tara Cook at tara@lancasterbuilders.org.

Have an offer for fellow BIA members?
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PBA Investigating a Legislative Fix



Department of Labor and Industry's Review of the 2018 ICC Model Codes:

The Department of Labor and Industry's Review and Advisory Council (RAC) has submitted their final report on the 2018 ICC Model Code adoptions.

The new changes to the PA UCC will go into effect February 14, 2022. The Department will also be publishing final-omit regulations to adopt the 2021 Accessibility provisions by December 31st .

One major change PBA was unable to stop is the lowering of the air change rate per hour. The PA UCC specified a maximum air leakage rate of 5 ACH in PA Climate Zones, starting in January of 2022 the PA UCC will require all residential homes to pass a blower door test at 3 ACH.

PBA will be investigating a legislative fix for this issue in the early part of 2022.

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www.ugi.com

UGI

2021 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

Keystone Club: $750+
Randy Hess

Century Club: $500+
Kevin Kozo Mark Stanley
Erik Seuring

Chairman's Club: $100+
Scott Frick Nate Van Name
Steve Black

New Members

Join us in welcoming this company into the BIA, and in thanking our recruiter!

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PHONE: (717) 509-4521
BUSINESS ACTIVITIES: FINANCIAL SERVICES/ INVESTMENTS
EMAIL: MARK@MIRUSFINANCIALPARTNERS.COM
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Dawn Linke
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YORK, PA 17402
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- Save up to 40% on Top Las Vegas & Broadway Show Tickets
- Huge Savings on Disney & Universal Studios Tickets
- Preferred Access Tickets™ Find great seats to your favorite concerts, sports and more!

Please visit https://memberdeals.com/nahb/?login=1



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Thank you for your continued commitment to the industry!

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Amish Country Gazebos
A-Z Advertising Specialties/ Premium King, LLC
Bareville Kitchens & Design
Blakinger Thomas
Bomberger's Store, Inc.
Boyd/Wilson Property Management Company
Century Home Improvements By Century Spouting, Inc.
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"To The Trades" Wholesale Floorcovering
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Cancellations

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Fred Wiegand Builder, Inc.
Home Climates, Inc.
Lowe's

Sorry to see you go! We'll be here if you choose to come back.

susquehanna

Style

CELEBRATE WOMEN EVENT

THURSDAY, NOVEMBER 18TH

6–9 PM | Cork Factory Hotel
480 New Holland Ave #3000, Lancaster, PA 17602

Networking • Hors d'oeuvres • Cocktails
Pampering • Shopping • Fashion Show

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