

April 2022

OnSite

METROPOLITAN BUILDERS & CONTRACTORS ASSOCIATION OF NJ MAGAZINE



KAREN ADAMSBAUM CO-CHAIR OF OUR MEMBERSHIP COMMITTEE

WHY METRO?

BY MEMBERSHIP COMMITTEE
CO-CHAIRS: KAREN ADAMSBAUM
AND GREG KORYSZEWSKI

IS ROSIE THE RIVETER BACK?

BY LINDA GARVEY

**APRIL'S MEMBER
BLUEPRINT:
FRANK CACCAVALE**

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Mission Statement: Metro is a professional organization that shall serve to protect and advance the rights and interests of builders, remodelers and associates in all matters affecting the building and remodeling industries. Metro shall support the business interests of all its member firms, support safe and affordable shelter, and foster the American dream of home ownership.

Vision Statement: Metro is the leading trade association for the construction industry. Metro inspires active membership through professional development and advocacy. We embrace free markets to promote cost effective housing in NJ.

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President's Message

April 2022

I like winners. Then again, who doesn't? Do you think a baseball team would ever get tired of winning the World Series? Can you imagine a Football player complaining about running out of fingers for a Superbowl ring? How about a salesman closing too many deals or a businessperson making too much money?

Let's talk about the concept of winning for a minute. There's win-lose like in Sports or Commodity trading, and there's win-win like a healthy relationship or the stock market. In business many think it takes a mixture of win-win and win-lose to succeed. I certainly thought so, but a couple of years ago my view shifted. Substantially.

Two years ago, my wife and I participated in a leadership course exercise that proved to be a catalyst for substantial business growth and personal development. I will go so far to say that the lesson learned is directly related to much if not all the success I've experienced in the time since. We played a game where the participants were divided into two groups. Each group was isolated from the other and given the same five questions, each with a possible answer of "Red" or "Black". The instructor gave us the rules; you couldn't communicate with the other team and gave us a hint that the longer you take to decide the harder the game becomes. He said he's seen the game end in ten minutes or take eight hours.

Upon my first glance at the questions the answers seemed obvious, that all five questions should be answered "Black". One group member wasn't convinced and pleaded with the rest of us that a couple of the answers were "Red". He based his argument on various reasons regarding what the other team would do, as if the other team chose the wrong answer, then we would lose. I distinctly remember him saying "The other team is going to hurt us by answering "Red" for one of the questions, so we should too. After two hours of debating, we returned to the instructor with our answers. The other team had been waiting for us for an hour and 45 minutes. They spent 15 minutes and turned in their answers; "All Black". We turned in ours "3 Black, 2 Red", and the instructor immediately shouted, "YOU BOTH LOSE"! The instructor explained that if each group just focused on what was best for them and for the other group the answers were easy. If the group focused on either team losing, then the game became hard if not impossible. The instructor explained that the purpose of game and moral of the story was to think win-win.

Many of us in business and in life think that win-lose is the norm. You must get as much productivity out of an employee. You must proverbially step on a neck to get ahead. You have to pay a price, in order to succeed. The movie Wall Street's Gordon Gecko and Mr.

CONTINUED ON PAGE 11



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Frank R. Coppola III
2022 Metro President



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Timothy Lough	1

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Growing Our Strength Through Member Recruitment, Retention, and Involvement

Recruiting new members to the Metropolitan Builders Association is recognized and rewarded through the Spike Club. Those who participate are called Spikes, and they are among the most valued members of the association.

Before becoming a Spike, you are a Spike candidate. That means you have earned between one and five credits.

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Sponsor: Timothy Lough

Bio: Attorney

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Sponsor: Frank R. Coppola III

Bio: Owner

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NAHB IBS Scholarship recipient, Property Management

Thank You for Your Service!

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Florham Park, NJ 07932-2266

Phone: 917-645-4800

Email: ncoviello@saiber.com

Sponsor: Frank R. Coppola III

Bio: Attorney

KIM'S CORNER

This month happens to be my one-year anniversary at Metro BCA. I honestly cannot believe a year has already flown by. It has been quite the change for me but definitely a fun learning experience. I feel as though I continue to learn more about Metro and the different individuals involved as the days go by. I have also learned a lot about myself over this past year.

As someone who did not grow up in the building industry besides spending time in wood shop making clocks and benches at sleep-away camps and helping rebuild houses with the Appalachia

Service Project - I was not exactly sure what to expect when it came to working with all of you. But I have found myself fascinated with all your stories of how you got to where you are today. All the ups and downs - changes and adjustments that have had to be made if not everything goes according to plan. The one rule I remember quite vividly was "measure twice - cut once" and just repeating that to myself over and over and over again absolutely terrified about messing something up. To be able to be in the room with half of you is just exciting enough that I still get tongue tied when I'm asked questions. I've mentioned this before but for those who don't know my main background is in theatre. I fall into that slim but not unheard-of category where actors don't like the spotlight and easily die from embarrassment - basically stage fright if I have to stand or speak in front of a crowd not in a character of some sort which is why I tend to keep my head down and stay hidden at meetings. And even though you are the friendliest group I am basically 85% outside of my comfort zone when interacting with you all. However, it has been said you are supposed to do what scares you most so here I am.



I am happy and I am lucky to be able to have found and met people such as Ronnie Glomb, Michele Leppard, Frank Coppola, Tammy Murray, Frank Belgiovine and new member, Frank Caccavale. All of whom inspire me to be better and all mentor me in their own ways giving me little golden nuggets of information here and there that I can not only

apply to the job but to my own life and personal ambitions. It's exciting really to watch these great minds at work and to see them get excited about something is like watching fireworks going off. And it's a joy to watch it all.

As I mentioned above a lot of this past year had to do with learning (and I still am because there is so much to learn

and that is something one should never stop doing) about the industry as well as the ins and outs of Metro itself. And your patience and guidance through all that has been incredible because I know how hard change can be. Thank you all for accepting me. Now, here is to the next year of adventures where I hope to help and grow Metro into the HBA it deserves to be.

Kimberly Nordstrom, Office Manager
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MICHELE'S EO PERSPECTIVE



Spring has sprung, and there are lots of great things happening at Metro. This month we will run the HOME SHOW again, however this year it will be bigger and better. PWB has been all-hands-on-deck to make this show one of the best in Metro's history. As many of you know, Linda Garvey, the PWB Chair is a no-nonsense trailblazer, and when she takes the lead – she leads! Join us at PWB's Home Show this year at the Hanover Manor in East Hanover. It's only a \$5.00 entry fee and is open to the public, so tell your colleagues, friends, and customers to join us on April 21st.

In March, we held the Annual Lobsterfest, which was a huge success. This year, the Lobsterfest was hosted by our Membership Onboarding Committee led by Greg Koryzewski of QQIC and Karen Adamsbaum of John Morgan McLachlan Agency. This event was awesome, we saw many new faces, lots of laughs, karaoke silliness and good eatin'. I'm already thinking about it for next year.

I want to give a big thank you to all of our members who submitted entries into the Awards of Excellence (AOE). The judges have been busy reviewing entries from both Builders and Associates and are completely impressed with the entries they are judging. The Awards of Excellence is the Oscars of the Building Industry when everyone comes out to celebrate our members' prized work. This spectacular event will be held on June 9th. This year at AOE, we will recognize the two student recipients of the Metro/NJBA scholarships at the AOE Dinner.

Lastly, thank you to our 2022 Hammer Sponsors, who support not only Metro's vision but that of the NJ building industry. Without the support of our sponsors, Metro would not be where it is today – so thank you from all of us at Metro. Through your help our mission of building affordable houses in NJ can be accomplished and our voices can be heard.

"Alone, we can do so little; together, we can do so much" – **Helen Keller**

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RETAIN, RENEW, AND RE-LOOK AT YOUR MEMBERSHIP WITH METRO!

Submitted by Brian Maffia of GPS
& Tammy Murray of Andersen Windows and Doors,
Retention Committee Co -Chairs

In the past three years life and business as we know it have changed. The workplace has changed, business relationships changed, and unfortunately some were forced to close their business or change the direction of it completely. Guess what? You're not alone. In one way or another the events of the past 24 months have impacted us all in some way. Some for the good and some for the bad. A great way to get through these changes and to overcome them is to band together. Working in partnership with other professionals, is a great first step to get through these unprecedented times. When you retain, renew, and relook at your Metro membership you will quickly remember the amazing partners and resources you have at Metro. Whether you are a legacy Metro member or a new incoming member, we welcome you to engage and see how Metro has adjusted to the

current times and how other Metro members have refreshed their outlooks on their businesses.

Retain - Continue to have (something); keep possession of.

Retain your membership with Metro so you can retain the friendship, mentorship, education, and many other financial benefits Metro provides you and your business.

Re-new - Resume (an activity) after an interruption.


Many of us took some time away from in person membership activities, but it's now a safe time to Re-new your membership and get back together to ensure our businesses are pointed in the right direction.

Re-look - A reconsideration or re-examination of something.

Spring has sprung and now is the time to start re-looking at all the great events planned at Metro this year. If you haven't engaged with Metro in sometime, you will be pleasantly surprised with some of the new and exciting opportunities we have to share. Remember, we are only as good as our membership, and we look forward to sharing all the wonderful things we have in store for this year.

"In the Middle of Difficulty, lies Opportunity."
– **Albert Einstein**

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YES, WELDING IS FOR WOMEN - ROSIE THE RIVETER IS SLOWLY MAKING A COMEBACK!

By PWB Chair Linda Garvey
of Coppola Brothers, LLC

Remember “Rosie the Riveter”, well, she is slowly making a comeback. She was the star of a campaign aimed at recruiting female workers for defense industry positions during World War II. Her image is perhaps the most iconic image of working women. Before World War II, roles were defined and “wife” and “mother”, many occupations divided into “men’s” and “women’s”. However, during the war, women entered the workforce in unprecedented numbers since men enlisted leaving holes in the industrial labor force. Between 1940 and 1945, the female percentage of U.S. workforce increased by 27% to 37%, by 1945 nearly one out of every four married women worked outside the home. Female workers rarely earned more than 50% of what their male counterparts earned. When men returned home from war, females were no longer a guiding force in the workforce.

While women during World War II worked in a variety of positions previously closed to them, the aviation industry saw the greatest increase in female workers. More than 310,000 women worked in the U.S. aircraft industry in 1943, making up 65 percent of the industry’s total workforce (compared to just 1 percent in the pre-war years). The munitions industry also heavily recruited women workers, as illustrated by the U.S. government’s *Rosie the Riveter* propaganda campaign.

Today, the need for welders is growing. The number of women still remains small in this industry, but is creeping up. The *American Welding Society* (AWS) predicts that by 2024 the need for welders will outstrip the available welders by 400,000 positions worldwide. Female welders account for *just under 4%* of all welders in the United States.

Women today are finding plenty of opportunity to

have a fulfilling, lucrative careers in welding—and the welding community is embracing them. In fact, the AWS held its first ever “*Women in Welding Virtual Conference*” in March of 2021 during *Women’s History Month* where they focused on prominent women across all sectors of the industry. They shared their professional history, the challenges they’ve overcome, and insight into how they advanced their careers. New incentives are now being offered through the AWS with women-specific scholarships to help defray the financial cost of welding training; Ironworks offering paid maternity leave policies and hosting semi-annual three-week pre-apprenticeship classes for women who are interested in becoming an Ironworker.

The median hourly pay for a welder is \$20 an hour, with the potential for more depending on the type of welding and the welder’s experience. With no shortage

of jobs available, welding can provide a steady career for women who enjoy working with their hands and don’t want to spend all day in an office. In some locations they may be the only woman on the welding floor, but they prevail.

Organizations such as “*Women Who Weld*” which is a Detroit based school offering an intensive welding training program to prepare women for full-time jobs, apprenticeships, or continuing education in the welding industry. There is now a support group called “*Who We Are*” that is an empowerment project for girls and women, using welding and creativity to boost self-esteem and whole-person wellness. They give a safe space for girls and women

to explore the world of welding and cutting hot metal, understanding something that is completely foreign to them. They simply provide a safe opportunity for girls and women to try something that might intimidate or scare them at first.

For those women who have entered this booming field, many feel a sense of exhilaration for just being a part of it. Many feel despite being a physically demanding job – welders can spend eight to 10 hours a day on their feet in all types of weather – it offers plenty of opportunity for them. These women say when they see other women from the other trades on the job site, they get super excited! They want to be somewhere important, making changes, and have a voice for everyone around them!



FUN FACTOID

There has been a 239 percent growth of drone use in the construction industry in the past year.

As technology has improved over time, construction methods have improved as well. For instance, drone use on construction sites has grown over 239 percent in the past year, the most of any industry.

The mining and agriculture industries are right behind the construction industry, with a growth of 198 percent, and 172 percent respectively in the past year. The aerial maneuverability of drones and the ability to record videos and take photos have streamlined and improved the construction project.

Source: bigrentz.com/blog/construction-facts

PRESIDENT'S MESSAGE CONTINUED FROM PAGE 3

Potter from It's a Wonderful Life are both examples of win-lose attitude. Many cultures think that one must suffer in order to get ahead. Hard work is associated with being HARD. Success comes only with suffering.

This is a false narrative. It's complete nonsense!

The moral of the game played two years ago wasn't what caused the shift in my thinking. It was the comment I overheard by the teammate who was so convinced the answers weren't all black. He said, "What is win-win"? He just didn't understand this concept existed, and he was serious. He thought win-win was happy talk, something ethereal but not practical.

I believe everything in life has opposites; good and evil, light and dark, the yin and yang. Of course, there is everything in between, but when my teammate asked that question "What is win-win?" I realized that if there is someone out there who doesn't believe or understand what this concept is, then there must be someone who ONLY believes in Win-Win. The instructor! He had been saying it all weekend long, but I didn't hear it.

When the student is ready the teacher will appear.

It was one of those ah-ha moments when suddenly you connect the dots. Like in the movie the Sixth Sense when you find out Bruce Willis was dead the whole movie, or when you found out who Luke Skywalker's father was. The whole movie takes a different meaning. My mind snapped to attention and realized what the instructor really said. I thought he implied the lesson of the game was to look at certain things as win-win. What he actually said, and meant, was "Look at EVERYTHING as win-win."

Many people approach the Red-Black game as the prisoner's dilemma, where the dominant strategy is self-destructive. One can advance in business, short term, with the win-lose mindset. However, if you look back on the MOST successful relationships in your life, be it business or personal, I am confident that they are win-win. They also probably are the easiest, happened almost organically, and have lasted a long time. You didn't struggle to convince the other person the benefits. It's easy when both sides of the relationship collaborate and cooperate. The key is recognizing when the other side of the partnership is win-lose oriented or when you yourself are being self-destructive. Don't choose "Red"!

That game was played two years ago and put me on a path to think, on a daily basis, with this different mindset. I am 100% positive, that this shift in thinking was the catalyst to all the business growth and personal development I personally have experienced. I know, like a muscle growing after exercise, with constant daily practice your ability to create more love and money will increase exponentially if you look for, and create, win-win scenarios. Not only will you win, but you will surround yourself with winners.

Everyone loves that!



NAHB PROFESSIONAL WOMEN IN BUILDING MEMBERSHIP

According to recent studies, company earnings of PWB members are 22% higher than those who are not members.

PWB members agree that they are more successful business professionals because of the support they receive from peer members. Access to professional development resources, forums that hone leadership skills, and national recognition within the largest network of residential construction industry professionals also give them a competitive edge.

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WHY METRO?

By Membership Committee Co-Chairs: Karen Adamsbaum of The John Morgan McLachlan Agency, Inc. and Greg Koryszewski of QQIC, Ltd.

Change is inevitable. At times change is warranted, exciting and for the better. That is exactly what the New Membership Committee is all about coming into 2022.

With other organizations, when you pay your membership dues you may have been left behind. Meaning, your wallet is lighter, and you do not know the next move. Do you call someone? Email someone? How do you get involved? When are you going to meet others? Not with Metro.

From the beginning you are embraced by our committee. We will get to know you and find out:

- Why did you become a member?
- Who do you want to meet?
- Would you like to be involved with a committee of interest?
- What are some of your aspirations as we may be able to incorporate them into our organization?
- What do you want to learn?

All of the above are important factors to find out because our goal is to allow the new member to feel welcomed and to help them work towards their purpose of becoming a part of Metro.

Within our organization we have many kinds of industries. There is nothing more dynamic than to be a part of such a diverse group of successful business owners and associates. Our members are eager to share experiences, knowledge, and trade tips with each other. We are all in this together.

Knowing how our organization is built leads to the importance of engaging with our new members. Once we learn more about you, you will be assigned a mentor. This mentor will have similarities with the new member. The reason for this is to develop synergy from the beginning. As the relationship grows there may be an opportunity for both members to work together. Win – Win.

Our committee meets monthly to track the progress of new members as well as our own committee goals.

The committee members are:

- **Karen Adamsbaum** – Co-Chair
- **Greg Koryszewski** – Co-Chair
- **Todd Smith**
- **Rob Nussbaum**
- **Brian Maffia**

2022 CALENDAR OF EVENTS

THURSDAY, APRIL 21, 2022

Home Show / General Membership Meeting
3:00 – 7:00 PM, The Hanover Manor

TUESDAY, MAY 17, 2022

General Membership Meeting
6:00 PM, Sunken Silo Brew Works

THURSDAY, JUNE 9, 2022

Awards of Excellence
6:00 PM, The Hanover Manor

TUESDAY, JULY 12, 2022

General Membership Meeting
6:00 PM, Four Sisters Winery

THURSDAY, SEPTEMBER 15, 2022

Grillin N' Chillin
5:00 PM, The Raritan Valley Inn, Califon

THURSDAY, OCTOBER 6, 2022

6th Annual Metro Cup
10:45 AM Registration
Royce Brook Golf Club, Hillsborough

THURSDAY, OCTOBER 20, 2022 SAVE THE DATE

THURSDAY, NOVEMBER 17, 2022

General Membership Meeting
& Election of Officers
6:00 PM, Location - TBD

FRIDAY, DECEMBER 9, 2022

Installation of Officers & Holiday Party
6:00 PM, Location - TBD

LOBSTERFEST

Thank you to all who came out for our March General Membership Meeting Event - Lobsterfest at Pub 199. This meeting was hosted by our Membership Committee with our EmCees for the evening being Greg Koryszewski of QQIC, Ltd and Robert Nussbaum of Saiber, LLC. We love seeing our members doing business with other members and bellies full of delicious food.

During this time we approved five new members - please welcome:

Lindsey Beates of Asdal Management
Joel Torres of Milwaukee Tools
Warren King of King Custom Homes
Nino Coviello of Saiber, LLC
Justin Calta of Saiber, LLC

We would also like to thank our Sponsors for the evening: Association Member Trust, Custom Sign Source, NJ Clean Energy and Rockefeller Group - without your help we would not have been able to throw such a successful event.



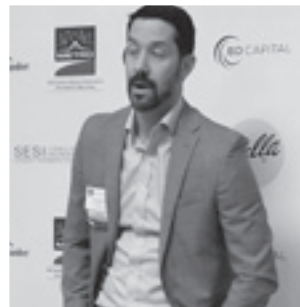
A variety of new members, executive board members and our Professional Women in Building representing the many aspects of women in construction at our Lobsterfest



Past President of Metro Frank Belgiovine of Belmont Construction, Board Member Bill Meller of Smolin and Platinum Hammer Sponsor Brian Maffia of GPS



Membership Co-Chair Greg Koryszewski of QQIC, Ltd. with Metro President Frank R. Coppola III of Coppola Brothers, LLC.



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Name: Frank Caccavale
Company: Roxbury High School
Address: 1 Bryant Drive, Succasunna NJ 07876
Phone # & e-mail: 973-584-1200 ext. 0315
fcaccavale@roxbury.org

BACKGROUND ON YOU:

Where did you grow up? Parsippany, NJ

How many years were you a Scout? I've been a member of the Boy Scouts of America continuously since I was 6 years old as a youth and now adult leader. I am an Eagle Scout and this May will be presented the Silver Beaver given to adult scout leaders for noteworthy service of exceptional character to youth.

Where did you go to school? The College of New Jersey - B.S. Technology & Pre-Engineering Education, Millersville University of PA - M.Ed. Technology & Innovation, Montclair State University - M.A. Educational Leadership

YEARS IN THIS BUSINESS: 8 (years teaching)

How did you get into this business? I always knew I wanted to teach students about the technological world around them and loved working with my hands. For many years I taught courses in different schools in Fine Woodworking and Robotics/Computational Thinking, when the opportunity to start the first residential construction program at this level in a comprehensive high school in our state I was both nervous and excited and jumped into the challenge.

What products, services, opportunities, etc. are you providing to students? Our students are gaining exposure of all aspects of the home building process through the completion of a three bedroom, two-part modular home being constructed in the school parking lot. Students are members of NAHB, complete coursework through the Carpenter's Union, receive their OSAH-10 cards, and more.

What is the story behind you and Roxbury High School? Three years ago Roxbury High School did a community wide survey asking "What do you wish we were teaching in our school that we are not" and skilled trades was the number one most requested answer and thus my program was born! I was hired three years ago and we hit the ground running and are looking forward to all that is going to come as this program continues to evolve.

IN THE METROPOLITAN BUILDERS AND CONTRACTORS ASSOCIATION:

How did you get involved with Metro initially? Ken Fox who has always been a strong supporter of my program encouraged me to get involved as he saw how the missions of both groups so naturally fit together. Over the following year I would have long phone conversations with Ronnie Glomb and Frank Coppola who helped to solidify this partnership.

Why did you join Metro? As someone who does not have formal training and experience in home building, I saw Metro and NAHB as an opportunity to develop professionally and an opportunity to network with industry experts who could help me learn and grow and ultimately offer the best experience possible for our students.

What do you plan to accomplish as a Student Chapter of Metro? I'd like to continue to find ways to get our students excited to be working with their hands and see there are careers that are fulfilling and profitable for students who are technically inclined.

What would you like to see more of in 2022 from Metro and its members? I am looking forward to getting to know more of the members and to continue the brainstorming that is already ongoing about how we as an association can work to best support schools and educators. We may be the only student chapter in the state right now but we'll make sure we won't be the only for long!

What is your feeling behind members helping members? I also am the director of the state's professional organization for teachers in my field and I know firsthand the impact and importance of working together to help each other grow as professionals. While a different focus, his professional organization is very similar, you only get the fullest impact of your membership when you get involved, make connections, and work together.

How would you guide others to partner up more with schools?

While my connections in the building industries pale in comparison to the bulk of our membership, I am well connected to the other Technology & Engineering Education teachers in our state and hope I can help be the bridge between the two so we can ensure that ALL students are exposed to learning about the built environment around them.

AWARDS RELATED:

Have you or Roxbury won any awards? Personal or Professional? I have been very fortunate that I have been recognized with several teaching awards by state and international educator associations in my career. Just a few weeks ago I received an award from the International Technology & Engineering Educators Association for my work promoting T&E Education with other fields (like the builders association!!)

What are you looking forward to at the 2022 Metro Awards of Excellence? This will be my first AOE and I'm looking forward to experiencing it for the first time, my long range goal though is that in the coming years you'll see some of my students up there accepting an award!

MORE INFORMATION:

How can we/Metro find out more information on what you are doing at Roxbury? On our school website (<https://www.roxbury.org/Page/414>) where you can sign up for our e-newsletter or on instagram @mr_caccavale

GETTING TO KNOW YOU:

Favorite Color: Red

Favorite Food: Meatloaf

Favorite Band: Anything country! But my students have a very special connection with country singer Craig Morgan who is an advocate for our program.

Favorite Tool: SawStop Table Saw

Any Favorite Project you have worked on? Completing this modular home with my students, colleague John Martin, and so many industry leaders and experts is by far my favorite and the project that I am most proud of.

What do you see/believe are the most important issues in the building industry today? I think the lack of trained and interested workers is a problem that we hear about across the board. For many years schools discouraged students from pursuing careers working with their hands and we've seen a disinterested workforce as a result. It's time we all work together to close the skills gap and help more students follow their passion and personal interests.

Metro visits Student Chapter – Roxbury High School

Last month, Metro President Frank R. Coppola III (Coppola Brothers, LLC) his wife, Miranda, Metro's Executive Officer, Michele Leppard and Metro's Vice President Secretary, Kristie Veri of Cleanscape Construction along with some other Metro Members were finally able to go visit Roxbury High School. They were able to see the progress on the home they have been building with the help of Morris Habitat for Humanity for one lucky Morris County family in the parking lot of their high school.



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2022 AWARDS OF EXCELLENCE

Thursday, June 9, 2022 – Hanover Manor – East Hanover, NJ

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(Stay Tuned for New and Exciting Additional AOE Sponsorship Opportunities that will become available in the New Year)

EVENT SPONSOR - \$5,000 (LIMIT 1)

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Instagram - Take Over Week
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90 Second Digital Advertising during Awards Ceremony
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Full page Color Ad in the Dinner Program
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Instagram – Take Over Tuesday
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Full page B&W Ad in OnSite Magazine

COCKTAIL HOUR SPONSOR - \$2,000

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Six (6) Tickets to the Awards Dinner with Priority Seating
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Logo recognition during the Awards Ceremony
Full page B&W Ad in the Dinner Program
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EMERALD SPONSOR - \$1,500

Four (4) Tickets to the Awards Dinner with Priority Seating
30 second Digital Advertising during Awards Ceremony
Name listed in the Awards Dinner program

Logo recognition during the Awards Ceremony
Full page B&W Ad in the Dinner Program
Full page B&W Ad in OnSite Magazine

GOLD SPONSOR - \$1,000

Two (2) Tickets to the Awards Dinner with Priority Seating
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SPOTLIGHT ON AOE

Submitted by AOE Co-Chairs Kristie Veri (Cleanscape Construction) and Tammy Murray (Andersen Windows and Doors)

Reporting to you from OnSite's monthly "Spotlight on AOE!" WE are in full swing. The committee and chairs, Kristie Veri and Tammy Murray are working very hard behind the scenes. Location is set. Members have submitted their entries and they are ready for judging. The 2022 AWARDS OF EXCELLENCE EARLY BIRD WINNER has been chosen and will be featured all over next month's OnSite magazine! Theme and music have been identified and the AOE committee is ready to ROCK & ROLL. We are excited and look forward to celebrating with you!

Next up... We are encouraging you to review the sponsorships opportunities available for the event. We have many of the same sponsorship options available that were offered last year and have added a few more. Sponsorships are a great opportunity to get in front of our members. This is the BIGGEST event of the year and the most well attended. So, what are you waiting for? Sponsorship opportunities are listed

on our Metro website (under the Events/Upcoming events/Awards of Excellence Sponsorships), listed right here in the magazine OR can be emailed to you at your request. Reach out if you want to review and determine the right choice to gain exposure for your company.

Lastly, start thinking about who will be attending the event from your organization and purchase your tickets! Who should attend? Who should you bring? The answer is, YOUR CREW! Bring the amazing professionals that work for you or collaborate with you to make your business successful EVERYDAY! The Awards of Excellence is a fabulous, dress to impress gala that will reward and give recognition to the most valuable part of your business, your team of professionals! The AOE committee will be dressing to impress this year. I think we can all agree it's been a long two years of experiencing an everchanging environment. Let's CELEBRATE! Will you join us?

"Celebrate what you have accomplished, but raise the bar a little higher each time you succeed."

– Mia Hamm



AOE Throwback – Jack and Mary of Opdyke with Ken Fox clapping in the background



Sarah Brohm, Frank Belgiovine, Kyle Holder and 2021 NJBA President Josh Mann

PET PHOTO OF THE MONTH

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Dear NJBA Members

I'm pleased to address you in my first article as President of NJBA. I'd be remiss if I did not thank the countless members at Shore and NJBA who have worked with me over the years and have provided me with the tools and knowledge I know I will rely on as President. I'd also like to thank NJBA's Immediate Past President Josh Mann for his work in changing the narrative on housing in Trenton and for leaving the Association in an excellent position to capitalize on the ever-growing demand for housing. In my installation speech at the NJBA Board of Directors Meeting, I laid out 6 goals and priorities for my year as President that I believe will further our members' commitment to NJBA while introducing new members to our association through an increased focus on unity and return on investment.

First, we must focus on the value of membership for young professionals. I believe we are now at an important crossroads in our Association's existence. Membership numbers are declining, and younger generations think and behave differently than the Baby Boomers who make up a large share of our federation. We Baby Boomers, also affectionately known as "Rusty Guns," need to acknowledge this, accept this, and collaborate to find solutions. We need to look at our federation more as a business and no longer as just a fraternity. We need to find ways to tangibly demonstrate a return on membership investment for the up-and-coming leaders in our industry. This refocus will lead to a higher retention rate and, over time will lead to a deep sense of commitment to the association and lasting friendships in the process.

Second, we need to work collaboratively with our 4 local associations on exploring ways to improve efficiencies and bring more unity and consistency to our federation. In short, united we stand, divided we fall. We have enough problems from the outside world. Let's commit ourselves to finding solutions even if it involves compromise and change.

Third, we need to create and develop a comprehensive Continuing Education Program in collaboration with our associate members. We have the human capital to accomplish this goal and it will become a valuable tool in membership recruitment and retention. Our associate members will be the educators and it will provide valuable exposure for them to demonstrate their craft to member students. The possibilities can even

expand out to high school students, vo-tech students and college students at a discounted rate, possibly even free. This will bring exposure of our federation to the next generation of "Young Guns" and help build loyalty for future membership once they enter our industry.

Fourth, some of you may be aware that members of the legislature are now pushing for a mandatory licensing program for Home Improvement Contractors. This may not be an entirely bad thing as there are a lot of bad apples in our industry. If we can find the right balance, it may actually be a good thing. NJBA's government affairs team has built strong and credible relationships in Trenton. We have already formed a working group to tackle this legislation and we will keep you informed.

Fifth, we will keep pushing forward with building inspection and plan review reform. We are making progress and we will finish what Jeff Kolakowski and Corey Wescoe started at NJBA three years ago. The ultimate goal is to one day have a program that mirrors the LSRP program with a labor force that meets the demands of our builder members, thereby eliminating unnecessary time delays, additional costs and inefficient field disruptions.

Sixth, we need to continue developing clear and effective housing policies. As aforementioned, under Josh Mann's leadership and drive we are now well positioned and we have a unique opportunity wherein policymakers in Trenton are looking to us for ideas to address our state's affordability crisis. There are a host of different ideas and concepts that we will be taking a look at in more detail and I look forward to working with my fellow officers and NJBA's policy committees to bring about change to NJ's housing eco-system.

I know this is an ambitious agenda but I have the privilege of working with a talented and dedicated staff at NJBA, Immediate Past President Josh Mann and NJBA Officers Frank Belgiovine, Deb Tantleff, Suzzane Kronenfeld and John Cioletti. I am also very excited to work closely with the 4 Local Presidents and their executive officers.

"Rust Never Sleeps" is my motto for this upcoming year. This is a rather ambiguous phrase but a common interpretation is "by staying the same, one is vulnerable to the corrosive effects of aging and obsolescence." More harshly said, if we don't adapt, we die. My positive and more personal twist is, "old people require less sleep, so let's get to work and have some fun!"

Thank you and I look forward to the year ahead.

Thomas P. Bovino,
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