



GRANITE STATE **builder**

Official Magazine of The New Hampshire Home Builders Association

COVER STORY

WOMEN IN THE TRADES:

Breaking Down Barriers,
Building Careers

**NHHBA building a
stronger industry**

**NH State Home
Show Success**



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BREAKING DOWN BARRIERS

The success of women-owned building firms in the Granite State is proving that a woman's place is on the job site.

HOME SHOW CONNECTS EXHIBITORS, CUSTOMERS

More than 300 vendors and exhibitors put their expertise in front of more than 6,300 visitors at the New Hampshire State Home Show.



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WE'RE ALL IN THIS TOGETHER

The NHHBA is building a stronger industry through security, credibility, advocacy. Here's why you need to join us.



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Let me tell you about my first day of building homes



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DEAR NHHBA MEMBERS

I am proud to announce that **Sharon Wayman** has been elected and hired as the new executive director of the New Hampshire Home Builders Association. Sharon has been with the Association for over 30 years, serving in various capacities — most significantly in the production of the New Hampshire State Home Show and as the accounting manager. Over the years, she has experienced every aspect of our Association and she is truly deserving of the role to be the new 'face' of our Association. In the coming weeks, we will be actively seeking to hire an executive assistant to help Sharon carry out all the responsibilities the Association has to its members. Please join us in welcoming her to this new and exciting position.

The 52nd Annual New Hampshire State Home Show, held March 8-10 in Manchester, was again a great success! The show had 300 exhibitors, demonstrations and seminars, an 800-square-foot smart house displaying the latest in both indoor and outdoor smart home technology, an 'Ugly Door' contest, sponsored by Belletetes, Inc., which saw the winner receive a Masonite exterior door package, and of course the fourth annual Junior Lego Build Competition for kids aged 5-7 and 8-10, which was emceed by Laura from the Morning Buzz. The trophies for this year's winners were miniature metal Lego figures made by exhibitor Third Shift Fabrication. Mark your calendar for the 2020 show, which will be held March 6-8 at the DoubleTree by Hilton in Manchester. For more information about the show and to reserve your booth, contact Sharon Wayman at swayman@nhhba.com.

Also, be sure to mark your calendar for the **2019 Cornerstone Awards**, which will be held in October at the Manchester Country Club in Bedford. This long-standing event is an opportunity to showcase the very best projects completed in different categories including new construction, additions, kitchens and bathrooms, and outdoor living. With more than 140 people in attendance last year, you will want to register for the event early. Look forward to seeing you there.

Lastly, I want to recognize the local EOs for all that they do. From simple gestures to remarkable events, they are the ones that bring real, granular value to us as members.

Joe Harnois
2019 NHHBA President


Save the Date: Oct. 3, 2019 The Cornerstone Awards

The Cornerstone Awards are presented annually to recognize excellence in the building industry. Members of the New Hampshire Home Builders Association enter their best work to be judged by industry professionals.

Categories range from marketing, new construction and remodeling to a range of interior design specialties. The categories encompass both residential and commercial work. There are also specialty categories for landscaping, lighting, model homes and energy efficient projects.

For more information on this year's winners, or how to enter, for the 2019 awards, visit nhcornerstoneawards.com and watch for upcoming entry forms.



A close-up photograph of a construction worker's hand holding a white hard hat. The worker is wearing a yellow leather tool belt with various tools visible. The background is a blurred construction site with wooden framing.

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BREAKING DOWN BARRIERS

Women in the Trades:
“There Isn’t Anything
That We Can’t Do”



"I'm seeing a second generation of highly intelligent, effective women doing a fantastic job of running their companies, businesses and job sites."

— Tricia Morin, President, Tarkka Homes

The success of women-owned building firms in the Granite State, and the proliferation of organizations designed to increase their presence and act as mentors, is proving that a woman's place is on the job site.

Women have made, and continue to make, great strides in many segments of the business world. The building trades are no different, though advances have not come quite as quickly.

According to national Bureau of Labor Statistics compiled by the National Association of Women in Construction, women working in construction account for 1.3% of the entire U.S. workforce in 2015. By the end of 2016, roughly 939,000 women were employed in various areas of the construction industry, making up 9.1% of the building trades' workforce.

However, more than three-quarters of those jobs, or 76% were either in sales and office positions or management. By comparison, fewer than 23% of those women worked in construction, maintenance or service jobs.

Manchester Mayor Joyce Craig, the first woman elected to lead New Hampshire's largest city, said those percentages are likely to increase as the building trades sector grows.

"It's important to see women in a variety of roles, especially those that for decades have traditionally been seen as men's roles," says Craig. "Women have always belonged in leadership. We should have always had a seat at the table."

Asked to quantify "progress" in terms of women in the workforce, especially in leadership roles, Craig didn't mince words: "Progress is when a question like this no longer needs to be asked, and women have the same opportunities as men in the workplace."

Cheryl Tufts, president and owner of Concord-based 3W Design since 1988, represents a number of women who "kind of fell into this career," she says. Tufts started to work for a large construction company in 1984, "and they quickly found out I had an affinity for project management." The on-the-job education she received was "invaluable," she says.

"I never really thought about the fact that I'm working successfully in a male-dominated field," says Tufts. "I've worked hard, continued my education, and remained flexible to weather all of the ups and downs our industry has had. I also have a terrific husband who gave the support and freedom to grow."

"My office consists of all women and there isn't anything that we can't do," she says. "We run our forklift, we carry heavy objects, drive trucks — I can't think of one thing we can't do."

Similar to Tufts, Tricia Morin, president of Tarkka Homes in Hopkinton, has worked in the trades since 1990, drawn to the concrete results that the field offered.

"When I was on-site in the field, I truly enjoyed being able to end the day looking at something tangible, something I created with my own hands," she says. "It was extraordinarily rewarding and perhaps even just a slight ego boost to show that even 'just a girl' could compete with the big boys."

Over the past three decades, Morin has witnessed a distinct shift regarding women, and how they're viewed in the trades.

"I think there's still a stigma surrounding women in construction, but it's much better than it used to be," says Morin. "I'm seeing a second generation of highly intelligent, effective women doing a fantastic job of running their companies, businesses and job sites."



"What I still don't see is a lot of women actually on the job sites within the different trades. Much of this has to do with a lack of younger generations getting into the trades, so I can't say it's just women. We have a sincere and urgent need for skilled tradespeople, period."

In fact, numerous trade organizations are looking to women to help fill a growing shortfall of capable employees in the workforce. But there are obstacles, both real and imagined. In a Nov. 5, 2018, article in Curbed entitled "Women are the solution to the construction industry's labor shortage," Katrina Kersch, chief operating officer of the National Center for Construction Education and Research, said: "There's a perception that it's not an industry friendly to women."

Kersch told Curbed that there were many reasons for that, from the scarcity of images depicting women at work in the industry to stereotypes of male construction workers as unwelcoming to women. She also noted that there was no "clear path" for women looking to get into the business.

The lack of a clear path can be traced to two overriding misconceptions about the trades, says Morin. The first is that people get into the trades because they can't do anything else. The second is

continued on next page >



that trades aren't seen as a viable career option. Children — both boys and girls — are being urged to go to college, without even considering a trade school.

"Women are breaking down gender barriers all the time, but just not fast enough to fill the needs," says Morin. "Are there opportunities? Absolutely. There are trade programs, scholarships, apprenticeships and ready positions available. Can you make a good living? Definitely. Is it hard work? Undoubtedly, yes. But all things worth striving for take time, energy and commitment; the very definition of hard work."

Interestingly enough, the pay structure for women in the building trades provides a much more level playing field in the workforce. While most women still lag behind men in the same positions — roughly 80 cents on the dollar — Bureau of Labor Statistics show that women in the building trades make 97 cents for every dollar a man with the same job earns. Translation? If you can do the job, it doesn't matter if you're male or female.

Cristine Burke, co-owner and director of sales and marketing for Burke Emergency Restoration in Manchester, has been in the trades for the past dozen years, since leaving her job as a marketing director for a Manchester software firm and joining her husband. She says her work "has been extremely rewarding" and that she has hired both men and women, but acknowledged that "the property restoration industry at large is a very male-dominated industry, both in terms of owners and workers."

Most importantly, women have proven they're up to the task, she said.

"The work is extremely demanding, physically," Burke says. "But I can tell you that, more often than not, the women outperform the men when it comes to organization, communication and thoroughness of the work."

"I would whole-heartedly encourage women to pursue opportunities in the trades if that's where their passion lies," she says. "As more women enter the trades, I believe they'll be more widely accepted."

Marie Degulis, business development manager at Manchester-based Secondwind Water Systems, which was founded by Christine Fletcher, says she focuses on the job at hand, and whether her company can provide solutions to its clients. Gender, she said, doesn't enter the equation.

"Male or female, an interest in the topic of water quality, a drive to learn the details and a personality that can communicate the details, are requisites for success," Degulis says. "I truly don't pay attention to this detail of women versus men. I work with those that want to utilize our expertise for their success."

Simply, Morin says she would "encourage girls and women to follow their dreams, goals and careers in which they find fulfillment."

"There are so many different aspects associated with our industry. Try everything, settle for nothing! If they're interested in a career in the building trades, I would encourage them to spend time meeting with different companies and their specialties. Volunteering with a group that provides peer to peer advisement or getting involved with a non-profit housing group such as the New Hampshire Home Builders Association — or one of their local associations — is a great way to gain insight and decide if this is an option."

Like many of her colleagues, Degulis says one key factor to introducing women to the trades is by introducing girls to applicable courses in school.

"Workforce development in high school, which is supported by NHHBA, is the best way to support women in our workforce, in my opinion," Degulis says. "One has to try it to know they like it, right?"

Tufts, the first female president of the Concord chapter of the NHHBA, agreed, saying that "gender should not play any role in finding a career that is challenging and exciting."

"I hope that we find ways to show girls and women that you can have a career that makes each day interesting and one that you can earn a good living doing," she says. "Construction companies should contact the trade schools to find a student that they can train. They have the potential of gaining an employee that is loyal and also trained in that company's ways of working. A win for everyone but it doesn't need to be just the boys."

Tufts also encourages women to join industry organizations to emphasize "that they take their careers seriously, that it's not just a job."

"Get involved — become a board member," she says. "That pay-back is huge in many ways."

"I would whole-heartedly encourage women to pursue opportunities in the trades if that's where their passion lies."

Online

3W Design • 3wdesigninc.com

Tarkka Homes • tarkka.com

Burke Emergency Restoration
burkerestoration.com

Secondwind Water Systems
secondwindwater.com

iFundWomen New Hampshire
beta.ifundwomen.com/new-hampshire

Adequate funding is another part of the broader solution. In March, Craig announced the launch of iFundWomen New Hampshire, along with the Center for Women and Enterprise, the New Hampshire

Women's Foundation and iFundWomen, a crowdfunding organization designed for female entrepreneurs.

"Nationally, funding for female entrepreneurs is limited with women only receiving 2.2% of the venture capital dollars allocated," she says. "This leaves few traditional options for female business owners who are left to max out credit cards or take out loans to fund their startups."

According to Craig, iFundWomen New Hampshire will help provide women-owned businesses with access to the capital they need to help them successfully launch a business, create jobs, expand and have a positive impact on the state's economic development.

"It's a wonderful opportunity for women entrepreneurs across our State — and it's open to women in all different trades," she says. "By establishing a system that helps female business owners gain access to capital, we are making the New Hampshire business landscape more representative of those who live here."

Lastly, women need mentors. That role can be filled by a parent, a teacher, an employer, a co-worker or all of the above.

"When I was in high school, my guidance counselors pushed all of the girls to be teachers, secretaries and nurses, so I went to college to become a nurse," Tufts says. "Luckily I had parents that didn't have boy's chores and girl's chores."

"It certainly influenced my role as a parent," she says. "Between parents and teachers, girls need to know they can be anything they put their mind to and give them a career to be proud of. No one should spend 40 hours a week for their entire adulthood working at a job that doesn't challenge them and give them satisfaction at the end of the day."

Likewise, Morin says she learned from those women who came before her.

"I had some great female role models who entered this business prior to me, but they weren't actually working on the job sites. They were general contracting," she says. "These ladies inspired me to, in turn, become a role model for my children."

"My parents had raised my brothers and I to know how to encompass all roles, without gender identification. Little did I know it was considered 'breaking the mold' when I petitioned my middle school to allow me to take wood shop in addition to home economics. My parents told me I could do anything, be anything, and I believed them. I wanted the same for my daughter and my son." 🏠



Freelance writer Brion O'Connor is a product of New Hampshire schools — Manchester Central High School and the University of New Hampshire. He currently resides with his wife and two daughters on Boston's North Shore.

Remodeling Labor Shortage Continues to Impact Industry

courtesy NAHB.org

The labor shortage for the remodeling industry continues to impact the industry, according to a recent survey by the National Association of Home Builders (NAHB) Remodelers.

NAHB released the survey results, which highlights availability of labor and subcontractors, to kick off National Home Remodeling Month in May.

"The labor shortage continues to be one of the top concerns for remodelers across the country," says NAHB Remodelers Chair Tim Ellis, CAPS, CGP, CGR, GMR, Master CGP, a remodeler from Bel Air, Md. "An ongoing challenge for remodelers is keeping their prices competitive while dealing with the increasing costs of labor."

In the survey, remodelers reported a 'serious shortage' or 'some shortage' of labor for the following jobs:

- 84% carpenters — finished
- 85% carpenters — rough
- 81% framing crews
- 71% bricklayers/masons
- 58% electricians

Remodelers also reported leading effects the labor shortages have on their businesses:

- 78% higher wages/subcontractor bids
- 72% higher prices for customers
- 67% difficulty completing the projects on time
- 53% turning down some projects

"Working in the remodeling industry provides job security and high wages," Ellis says. "NAHB is attempting to change the stigma of working in the trades by increasing awareness to teens and parents, and providing them with education and the skills they need to succeed."

For more information on the survey, visit: <http://eyeonhousing.org/2019/05/for-remodelers-shortages-of-skilled-labor-remain-elevated>

For more information about remodeling, visit naahb.org/remodel



NH State Home Show Connects Exhibitors, Customers

More than 300 vendors and exhibitors, covering almost every aspect of the home building and remodeling industry, put their expertise in front of more than 6,300 visitors at the New Hampshire State Home Show, produced by the New Hampshire Home Builders Association.

The 52nd annual New Hampshire State Home Show, held in March at the newly renovated Double Tree Hotel in Downtown Manchester, included an 800-square-foot Smart Model Home, an Ugly Door Contest and the popular Junior Lego Build, for some of the younger attendees.

In the end, the show proved to be another success.

"After being away from the New Hampshire Home Show for a couple of years, it was great to see many friends in their booths," Rob Pickett, of Harvest Homes, says. "We recorded many contacts that have potential for new business. Credit to the Home Show team for generating attendance."

The show typically attracts a remarkably diverse group of builders, remodelers and suppliers, all of whom were able to meet potential customers face-to-face. Seminars — ranging from energy-efficient homes and solar power options to traditionally popular topics such as kitchen and bath renovations — benefitted both the hosts and the participants.

"The recent home show in March was very successful for our company," says Joy LeBlanc, president of LeBlanc Heating. "The attendance at the show has generated quite a lot of leads for us. The set up and break down of our booth went very smoothly and all those responsible were very helpful to us. LeBlanc Heating has attended this home show since the early 1980s and we have always included this in our marketing plans. Thank you for making this event possible."

For more information about this year's show, visit nhstatehideshow.net. 🏠





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We're All in This Together

NHHBA Building a Stronger Industry Through Security, Credibility, Advocacy

There's something to be said for the time-honored adage, "a rising tide lifts all boats."

For many, the New Hampshire Home Builders Association (NHHBA) is the tide that can take their business to new heights. Whether it's valuable networking opportunities, needed advocacy at the state and national level, or access to information about a rapidly changing industry, the benefits of membership are diverse and valuable.

"Our industry is always changing, and we're all in this together," says Joe Harnois, president of Atlantic Builders Supply New England and managing member of Harbor Construction LLC. "Although we all have our place in the market, working with our peers, and even at times counting on them, helps achieve everyone's goals."

Not surprisingly, most owners and managers in the building trades industry are focused on their own businesses. After all, businesses are complex, with a variety of issues to deal with, including managing employees, materials, equipment, client expectations, billing, regulations and insurance issues. Overseeing all that is a full-time job. Aligning with the NHHBA can actually help reduce the workload, Harnois says.

"A good example that has worked well in the past at the local level are the builder roundtables," he says. "These are an opportunity for 'group think,' with people sharing their success and difficulties, providing encouragement and solutions."

Harnois, the current president of the NHHBA, also brings a perspective born from being the son of a builder. He's been immersed in the trades his entire life.

"It's important to our business to support and be a part of our industry's largest association," he says. "The association provides our business with networking opportunities, advocacy and education, to name a few. It's a way for us to stay active and current within our community."

Executive officers of local chapters, as well as local business

owners, support Harnois's position. The benefits of membership, they say, are numerous, though encouraging business-to-business relationships is usually at the top of everyone's list.

"NHHBA offers members an opportunity to network with other area building professionals and make long-lasting personal connections," says Lisa Bowman, executive officer for two area chapters — the Greater Manchester-Nashua HBRA and the Southern New Hampshire HBRA. "Our mantra, 'Do business with a member,' really works for so many of our members."

"We try to make our networking events casual, fun and comfortable for our seasoned members and new members coming in for the first time," says Bowman, noting that meetings are often held at member locations to showcase their businesses and products. "We offer small snippets of information on hot topics at our monthly meetings or at a full two-hour educational breakfast on topics that require more in-depth discussion. And we try to use our own member experts to educate whenever possible."

Brenda Richards, executive officer for the Lakes Region Builders and Remodelers Association, says the group has done "some amazing things in the past five years." Members gather monthly for networking events and educational workshops. The group's signature event — a three-day self-guided Parade of Homes tour — is held every fall.

"It has always been important for my board and myself to bring value to our members," she says. "From a marketing point of view, I like the online quote: 'Good marketing makes the company look smart, but great marketing makes the customer feel smart.' We bring our members the tools they need to succeed."

During her training as an executive officer, Richards attended workshops at the National Association of Home Builders (NAHB) offices in Washington, D.C., and came away impressed.

"They have a real presence, and are positioned to keep tabs on key issues that affect housing," she says.

"Our members have access to experts who provide insight and

information that would prove helpful for any business, no matter how big or small," Richards says. "That includes marketing, legal, education and networking opportunities. Members should frequent (the NAHB website) nahb.org, or even make it their landing page, to gain industry insights and tap into great resources."

According to Richards, that "wide network of informed contacts" translates to greater access to updated and valuable information. The examples are almost countless. Builders can join a panel of experts on how to troubleshoot proper wood floor installation techniques, learn how to tap into apprenticeship programs to grow their workforce, better understand trending legal issues including marijuana and opioids in the workplace, discover how to investigate if

"The number one benefit, especially if you're a builder, is this is the association that protects your business."

a structure is "grandfathered" and get a handle on what and where to go for proper permits. "These were all topics from our most recent meet-and-greet for members," says Richards. "Members doing business with members."

Annual dues, while not insignificant (usually between \$500 and \$600 annually), are generally considered reasonable, since they include membership to the local, state and national organizations.

"The cost associated with our annual membership is insignificant compared to the value the people of the association provides," says Harnois. "Sometimes this value takes time, and that's why it's an investment for us rather than a cost."

Plus, in an industry as heavily regulated as the building trades, the various levels of associations continuously lobby for their members at each level of government.

"Advocacy in Washington, D.C., and Concord is a big benefit of joining, something everyone in the building industry should support," says Bowman. "The NHHBA has our own Government Affairs committee that follows and examines current and proposed federal and state legislation. And they are there to assist and direct members with regulatory or other issues they may experience in the field."

Richards pointed out that the NAHB also offers rebates and savings that "can more than help offset the cost of membership dues." Kristen Saunders, executive officer for the Home Builders Association of Southwestern New Hampshire, says that NAHB, in addition to offering educational materials, also keeps members apprised of changes in the industry at the national level with weekly email newsletters. But she puts industry support at the top of her "benefits list" for members.

"The number one benefit, especially if you're a builder, is this is the association that protects your business," says Saunders. "The home builders lobby for builders' rights."

Since New Hampshire is one of a handful of states that doesn't require a state license for construction or renovation projects, membership provides an extra layer of security for customers, which in turn benefits contractors, Richards says.

"By joining NHHBA, members gain credibility when they become affiliated with the National Association of Home Builders, the most highly respected home building industry organization," she says.

State and local chapters also invest time, energy and funding into the educational system to support future contractors. Richards says LRBRA works closely "with over six area high schools as part of our workforce initiative to inspire the next generation of building trade professionals."

"We're visible with our involvement on the Tiny House build that we do with the students at the Huot Tech Center in Laconia," she says. "We'll be finishing up our third Tiny House build in June."

Furthermore, local chapters have developed an admirable reputation of giving back.

"We also support our community with charitable works," says Bowman. "Both locals support Toys For Tots. GMNHBRA has a Comedy Night event in the fall that funds a scholarship fund and grant for people looking to enter the building industry. Our golf tournaments also have a charitable element. This year, GMNHBRA will be donating to Marguerite's Place in Nashua, and SNHHBRA will donate to Hammers for Veterans."

Tricia Morin, president of Tarkka Homes, says she got involved with the NHHBA shortly after she entered the construction field more than two decades ago. She credits the NHHBA with much of her success because she was able to take "advantage of the many opportunities available through the organization."

"I've served the association in many different capacities, each one a learning experience that I've been able to bring back to my business," says Morin. "The NHHBA is always looking for ways to stay in touch with the next generation of industry members while holding on to the experience and knowledge of our 'seasoned' members, providing numerous educational, informational and social opportunities. It's a second family that I feel fortunate to be a part of."

That "family" aspect can't be overstated. The bigger and more eclectic that family, the better.

"The more diversity we have within our group, the more opportunity we have to gain different perspectives that come from viewing a situation with fresh eyes," Richards says.

Like most big, happy families, the key to a rewarding relationship is participation.

"To benefit the most from your membership investment, you must be active – attend meetings, join committees and support one another," says Bowman. "I like to think of our locals as families. We enjoy getting together monthly for dinner and conversation. Business gets done at these meetings."

And when business gets done, all boats rise. 🏠

ONLINE RESOURCES

New Hampshire Home Builders Association • nhhba.com

Greater Manchester, Nashua, Concord Builders & Remodelers Association
nhhba.com/local-chapters/gmnc

Lakes Region Builders and Remodelers Association
nhhba.com/local-chapters/lakes_region

Southern New Hampshire Home Builders and Remodelers Association
nhhba.com/local-chapters/southern-2

New Hampshire Home Builders Association: Southwest Chapter
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New Hampshire Home Builders Association: North Country Chapter
nhhba.com/local-chapters/north-country

A Morning of Workforce Development

Several NHHBA companies brought their expertise to Alvirne High School for a roundtable discussion on a career in the building and remodeling industry. Members and students enjoyed real-world discussions during this second annual event. Participating members included Belletetes, Inc.; Crossroads Contracting; Erickson Construction; Joyce Cooling and Heating, Inc.; LaMontagne Builders, Inc.; Levasseur Electrical Contractors, Inc.; Resource Options, Inc.; and Ripano Stoneworks.



Sharon Wayman Named Executive Director of NHHBA



Longtime New Hampshire Home Builders Association administrator and leader Sharon Wayman has been elected and hired as the executive director of the Association.

Wayman has been with the New Hampshire Home Builders Association (NHHBA) since 1987, serving in various positions, including accounting and finance manager. She has also managed all of the workings of the New Hampshire State Home Show, the largest home show north of Boston.

NHHBA President Joe Harnois, who is also president of Atlantic Builders Supply N.E., says Wayman was a natural choice for the position thanks to her longtime connection to the organization and her expertise in its many events, workings, operations and ongoing efforts.

"The Executive Committee hired Sharon because she has served loyally for many years with the NHHBA," Harnois says. "We know she has excellent ethics and has in-depth knowledge of the home building industry, as well as the Association."

Lakes Region Chapter Ramps-Up Volunteer Efforts

When Gregory Page learned recently that a disabled veteran from Laconia was having difficulty accessing his home, he turned to the Lakes Region Chapter of the New Hampshire Home Builders Association to provide some assistance. The Lakes Region builders answered the call.

A team of volunteers from the Lakes Region Builders and Remodelers Association (LRBRA) combined their skills and joined together to construct a ramp at the home of the veteran, creating a new level of independence for the Laconia resident.

Page was alerted to the need by Service Link — a group that specializes in finding resources for veterans in need of help. Page says he knew LRBRA members would "jump at the chance" to help a veteran.

"The job went very well," says Gregory Page, of the Meredith Village Savings Bank. "The teamwork was unbelievable — especially considering it was the first time we've all worked with each other. It was fun."

Among the team of volunteers: Marie Degulis of Secondwind Water Systems, Kristofer Belanger and Cole Manion of Hayward & Co., Jeremy Doucet of Light-house Contracting Group, Greg Page of the Meredith Village Savings Bank, Roy Sanborn of Four Seasons Sotheby's International Realty, Mike Hayward of Hayward & Co., Kurt Clason of K.A. Clason Fine Woodworking and Leo Greene of Melcher & Prescott Insurance.

The New Hampshire Home Builders Association also administers the Hammers for Veterans organization — a nonprofit that provides home services for veterans in need of help. Visit the Builders Care NH Foundation at builderscarenh.com for more information.



A team of volunteers from the Lakes Region Builders and Remodelers Association recently joined together to help build a ramp at the home of a Laconia veteran who was having difficulty accessing his home.

Southwest Chapter Adds New Towns

The Southwest chapter of the New Hampshire Home Builders Association has added a number of new towns to its organization. New additions include: Acworth, Bath, Canaan, Charlestown, Claremont, Cornish, Croydon, Dorchester, Enfield, Goshen, Grafton, Grantham, Hanover, Haverhill, Landaff, Langdon, Lebanon, Lempster, Lyme, Newport, Orange, Orford, Piermont, Plainfield, Springfield, Sunapee, Unity and Washington.



UPCOMING EVENT

Southern Chapter Tees Off for a Cause

The Southern New Hampshire Builders and Remodelers Association Annual Golf Tournament and Summer Sizzler Social, on June 6 at Candia Woods, again benefitted the NHHBA's Hammers for Veterans nonprofit organization.

Participants enjoyed continental breakfast before heading out for 18 holes of golf, testing their skills with the air cannon and stopping at the always unique putting contest.

The day was wrapped up with a barbecue, raffles and awards.



GMNHBRA board members Lorinda Gilbert and Shelly Akatyszewski presented a check for \$1000 to the New Hampshire Food Bank to help 'build meals' in the community. The funds were raised at the annual Holiday Social and Silent Auction held in December at Baron's Major Brands in Manchester.

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MEMBERSHIP APPLICATION

New Hampshire Home Builders Association

119 Airport Road Concord, New Hampshire 03301
T: 603-228-0351 F: 603-228-1877 info@nhhba.com www.nhhba.com

For office use only	
Ck.	_____
Amount	_____
Date	_____
Entered	_____

MEMBER TYPE: ☐ BUILDER ☐ ASSOCIATE ☐ AFFILIATE

Company Name: _____

Brief Description of Business: _____ No. Years in Business _____

First Name: _____ Last Name: _____ Title: _____

Address: _____ City: _____ State: _____ Zip: _____

Telephone: _____ Cell: _____ Fax: _____

E-mail: _____ Web: _____

Billing Contact & Address (if different from above): _____

MEMBERSHIP PROFILE INFORMATION ON NEXT PAGE MUST BE COMPLETED

CHOOSE LOCAL ASSOCIATION

- ☐ Lakes Region..... \$515
- ☐ Manchester/Nashua..... \$525
- ☐ North Country..... \$490
- ☐ Southern/Seacoast..... \$525
- ☐ Southwestern..... \$490
- ☐ White Mountain..... \$490
- ☐ Affiliate Member..... \$ 80

An Affiliate member is an employee that can join under their company's full-membership in the same Local.

**Name of Primary Full Member to list
Affiliate Member under (required)**

NAHB COUNCILS

- ☐ Remodelers Council..... \$ 80
- ☐ Sales & Marketing Council..... \$ 80

VOLUNTARY DONATIONS

- ☐ NHHBA Build PAC Fund..... \$ 25
Support state and local candidates for public office who support housing and small business related legislation and regulation in the Granite State.

- ☐ NHHBA LEGAL ACTION FUND \$ _____
Fund established to coordinate the membership's efforts to address government imposed barriers including, but not limited to, growth moratoriums, code restrictions, impact fees, etc.

PAYMENT \$ _____

☐ Cash ☐ Check Credit Card: ☐ VISA ☐ MC ☐ AMEX ☐ DISCOVER

Card # _____

Expiration Date: _____ CVV Code: _____

Issued to: _____

☐ **Optional 3-Month Payment Plan** (Builders & Associates only with valid credit/debit card)

- \$200.00 due with application.
- Balance spread equally over the next 2 months.
- Membership will be "pending" until approval of application by local association.
- Cancellation from this program by the applicant before final payment is received, or failure to make scheduled payments, will result in forfeiture of all amounts paid.
- Cancellation from this program by the local association, NHHBA, or NAHB will result in a refund of monies paid to date.

My Sponsor: _____

List 2 Business References (Required)

Name: _____ Phone: _____

Name: _____ Phone: _____

I understand that by providing my contact information I consent to receive all forms of communications sent on behalf of NHHBA (and its endorsed affiliates). I understand that the NHHBA will not share my contact information with other organizations. Full policy available upon request. All applications are "pending" until approved by the chosen local association. I understand that my membership dues entitle me to the benefits and services of the National Association of Home Builders, the State and Local Associations. I will abide by the By-laws and Code of Ethics of the Association and will promote the objectives of the Association to the best of my ability.

Signature _____ Date _____

Updated July 2018

★★ > Be sure to fill out the other side < ★★

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MEMBERSHIP PROFILE INFORMATION

(must be completed before application can be processed)

The Membership Profile is designed for use by the National Association of Home Builders (NAHB) and its affiliated state association and local association to provide services which respond to the changing needs of our membership. If you don't know the exact answer for a section, please give best estimate.

NOTE: Affiliate members use codes that pertain to your employer.

MEMBERSHIP CLASSIFICATION (check only one)

- ☐ Builder, Remodeler, General Contractor
- ☐ Associate Member (suppliers, vendors, subcontractors)
- ☐ Affiliate Members (employee of member company represented by a Builder or Associate member of the same local association)

OCCUPATION CODE 1

Builders & Remodelers ONLY

(Select only from occupation codes A-K)

- ☐ (A) Single Family Spec/Tract Building
- ☐ (B1) Single Family General Contracting
- ☐ (B2) Single Family Custom Building
- ☐ (C) Multifamily Building (Condo/Coop Units)
- ☐ (D) Multifamily Building/Ownership (Rental Units)
- ☐ (E) Multifamily General Contracting
- ☐ (F) Remodeling - Residential
- ☐ (G) Remodeling - Commercial
- ☐ (H) Commercial Building (Own Account)
- ☐ (I) Commercial General Contracting
- ☐ (J) Land Development
- ☐ (K) Manufacturing of Modular/Panelized Log Homes

NUMBER OF EMPLOYEES FT _____ PT _____

Do you offer health insurance? _____

If yes, how many employees are covered under your current plan? _____

SOCIAL NETWORKING

- ☐ Facebook
- ☐ LinkedIn
- ☐ Twitter

HOW DID YOU HEAR ABOUT US?

SECONDARY ACTIVITY (1), TERTIARY ACTIVITY (2)

The **tertiary** industry is the segment of the economy that provides services to its consumers; this includes a wide range of businesses such as financial institutions, schools and restaurants. It is also known as the tertiary sector or service industry/sector.

- ☐ (W4) Landscaping _____
- ☐ (W5) Plumbing/Heating/Air Conditioning _____
- ☐ (W6) Roofing/Siding/Sheet Metal Work _____
- ☐ (W7) Painting and Paper Hanging _____
- ☐ (W8) Floor Laying and Other Floor Work _____
- ☐ (W9) Concrete Work _____
- ☐ (WA) Excavation Work _____
- ☐ (WC) Land Surveyor _____
- ☐ (WD) Security Systems _____
- ☐ (X1) Appliances _____
- ☐ (X2) Building Materials/Lumber _____
- ☐ (X3) Floor Coverings _____
- ☐ (X4) Paint/Wall Coverings _____
- ☐ (Y) Utilities _____
- ☐ (Y2) Industry Consultant _____
- ☐ (Y3) Trade Association/Non-Profit _____
- ☐ (WE) Insulation Work _____
- ☐ (WF) Drywall Installation _____
- ☐ (Q2) Home Technology _____

DOLLAR VOLUME

- ☐ Less than \$500,000
- ☐ \$500,000 - \$1 Million
- ☐ \$1 Million - \$5 Million
- ☐ \$5 Million - \$10 Million
- ☐ \$10 Million - \$15 Million
- ☐ More than \$15 Million
- ☐ No Construction Activity

NUMBER OF UNITS

- ☐ Zero Units Started
- ☐ 1-10 Units Started
- ☐ 11-25 Units Started
- ☐ 26-100 Units Started
- ☐ 101-500 Units Started
- ☐ Over 500 Units Started

Dues payments to NHHBA are NOT deductible as charitable contributions for federal tax purposes. However, dues payment may be deductible as an "ordinary and necessary" business expense, subject to an exclusion for lobbying activity. Because a portion of your dues is used for lobbying by NAHB and the NHHBA, 28% of the total dues, is not deductible for income tax purposes.

MONEY BACK GUARANTEE

If, within the first year of your membership you are not completely satisfied, NHHBA will refund the amount of your STATE DUES ONLY. To qualify for this refund, you must have participated in at least one NHHBA Committee, attended at least two NHHBA events and have been present at a minimum of three local association meetings (bringing a prospective member to at least one) within one year.



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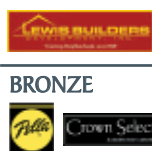
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In the Beginning...

Let me tell you about my first day building homes

It was the summer of 1984. I was 24 years old with a college degree major in communications and a minor in philosophy.

I could write ads and explain Plato, neither of which showed up in any job market. While figuring out what to pursue in life, I searched the newspaper ads for work. I needed money for my apartment while looking for my dream career — maybe as an author. I could see it now, receipt of a plaque in my golden years: “Writer of the Year.” I looked forward with great expectations.

In the meantime, I needed some dough to pay bills. A bunch of ads read “construction position available. Experience needed.” As a kid, I once banged together a few pieces of waste pine to make a toy boat. I was experienced. My first call only lasted a minute.

“Can you start tomorrow?” the builder asked. I told him that was no problem.

“Okay,” he said. “Bring your full tool belt and show up tomorrow at 7 a.m.”

He paid five dollars an hour — thin but enough. In the meantime, I would continue looking for a real job.

First problem was the tools. I didn’t have any. My dad had some stuff so he gave me a hammer, screw driver and some nails. At a hardware place, I bought a tape measure, a short hand saw and a toolbelt. The belt was super-stiff, which I assumed would be an admired look. I wanted to appear important. Maybe a good raise would be offered quickly.

Day number one began full of funny looks. My dad’s loaned hammer was for finish trim and we were framing three story condos. A guy loaned me a spare until I bought the right kind, about twice as big. The new tool belt jumped out like a pink giraffe. A story that it replaced my overly used previous belt would be an obvious lie. And I apparently had it on backwards.

So they started me out slowly. The condos were three stories high. Workers would shout down stuff for me to hand up: “Newbie, bring us up two dozen wall studs.”

Wall studs. What length are wall studs? I called up and the framer leaned over.

“Umm, how long are wall studs?”

“See my hands?” he responded. “No? That’s because I’m hanging onto wall studs not to fall out of this ****ing window.”

Gotcha.



Another dude was roofing two units over and yelled my way for coil nails. He was using an air hammer (first time I’d seen one of those) and I found a big box of connected nails. I put a dozen of the strips in my work belt and started the three-story climb. Halfway up, the nails snagged on a ladder rung and I lost a bunch of them. I climbed back down to get more, then made a second trip up. I finally reached the roof edge, out of breath but successfully making my delivery. The roofer came over, held up the flat 12d framing nail strip, then showed me his roofing gun with a round section for a coil of roofing nails. Back down I went.

Morning break was at 10 a.m. They all chewed snacks and joked, mostly towards me. I smiled, hoping it was all friendly. Same thing at lunch when I learned you bring your own food, which

I hadn’t. A few of the nicer ones gave me handouts, often with a stinging phrase causing a laugh from the group towards me. And I deserved it.

The sky was blazing in the afternoon as I reddened in front of the others. They wore hats, gloves and sun lotion that I lacked. My shopping list for needed stuff was getting long. The company boss showed up near the end of the day to check things out. Then he turned to me, looked up and down, asking if I would be back tomorrow.

“Yep. See you then.”

And I did for years until I eventually bought the company.

The rest is history and I’ve written several snippets for your amusement. I never got work in TV, radio or writing, except these little articles. But I don’t miss that. I see building as a profession with as much challenge as any other. Each year gave me more experience, the good and the bad. You learn from both. I even got an award in my later years: “Builder of the Year.”

I now look back with deep pleasure. ■



Paul Morin is president of Tarkka Homes Inc. in Hopkinton, NH and a partner in The Abacus Group, a lobbying and consulting firm in Manchester, NH. In 2009, he was the first residential builder to receive the New Hampshire Construction Industry Ethics Award. He was asked to write a satirical article for *The Finish Nail* and directs all offended readers to the publisher for apologies.



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