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A QUARTERLY PUBLICATION OF THE HOME BUILDERS ASSOCIATION OF ALABAMA  
VOL 8 | No. 2 | SUMMER 2013



## TOWERING above the rest

A Lake Tuscaloosa home sets itself apart

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An open, airy entry way allows for plenty of natural light and gives views of the lake from the front of the house to the back.

**WEEKEND ESCAPE  
ON LAKE TUSCALOOSA**  
BUILT BY TOULMIN HOMES  
Photography by Lance Holloway  
(<http://hollowayproductions.com>)

**T**his weekend home on Lake Tuscaloosa, built by Toulmin Homes, sets itself apart from the rest of the neighborhood with a massive stone tower and covered walkway leading to the front door, among other unique features. Read more about the project on page 10.



Stone mined from Oneonta was used to construct the firepit and seating area overlooking Lake Tuscaloosa.



One of the unexpected features of this home is a sunken garden at the front of the house.

# It **pays** to be a member.



The Alabama Home Builders Self Insurers Fund gave back **\$15 million in dividends** in 2013 to eligible members.

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## cover pullout

WEEKEND ESCAPE ON LAKE TUSCALOOSA



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# F O U N D A T I O N

Now that summer's over and many of us have gotten back into the school routine, it's fitting that this edition of Alabama Homebuilder focuses on education as we take an in-depth look at the Alabama Home Builders Foundation, the HBAA's charitable arm. You're probably already aware that the Foundation presents scholarships each year, but you may be unfamiliar with some of its other activities. In this issue, we'll highlight this year's scholarship recipients and take a look at many of the other projects in which the Foundation has been involved.



The Foundation's mission to help prepare students for opportunities to work in the building trades is more important than ever. By supporting the Foundation, we can play a vital role in training our future workforce and, hopefully, future members. As you read about the role that the Foundation is playing in education, I hope that you'll commit to supporting the Foundation in whatever way you can. We've included a contribution form in this issue and I encourage you to give back to the great work that the Foundation is doing on behalf of the building industry.

Education is not only the focus of the Foundation, but it's also an increasingly important benefit for our members as well. Over the past few years the HBAA has really stepped up its game with the education offered to our members at statewide meetings as well as throughout the year. Whether it's training for new regulations or sessions on technology or customer service, we're continually on the lookout for ways to help our members be more productive and comply with the latest regulations. Providing world-class speakers and education is a member service that I'm proud to see has grown in recent years.

Attending our statewide meetings throughout the year is a prime opportunity for education, and if you haven't attended a meeting lately you've really missed out on some fantastic speakers and topics. We had a larger turnout of members and their families at this year's Summer Meeting than we've had in recent years, and our technology and housing forecast sessions got rave reviews from attendees.

Don't pass up your chance to join us for our final meeting of the year, our Annual Convention, taking place November 7-9 at the Beau Rivage in Biloxi, Mississippi. It's always a great time for learning more about what's going on in the association and the industry, getting some education to help you and your business, and making new friends from across the state. You'll read more about the Convention in this issue, and you can register online at [www.HBAA.org](http://www.HBAA.org).

Have a great fall, and we'll see you in Biloxi!

A handwritten signature in black ink that reads "Taylor Burton". The script is fluid and cursive, with a large, stylized "T" and "B".

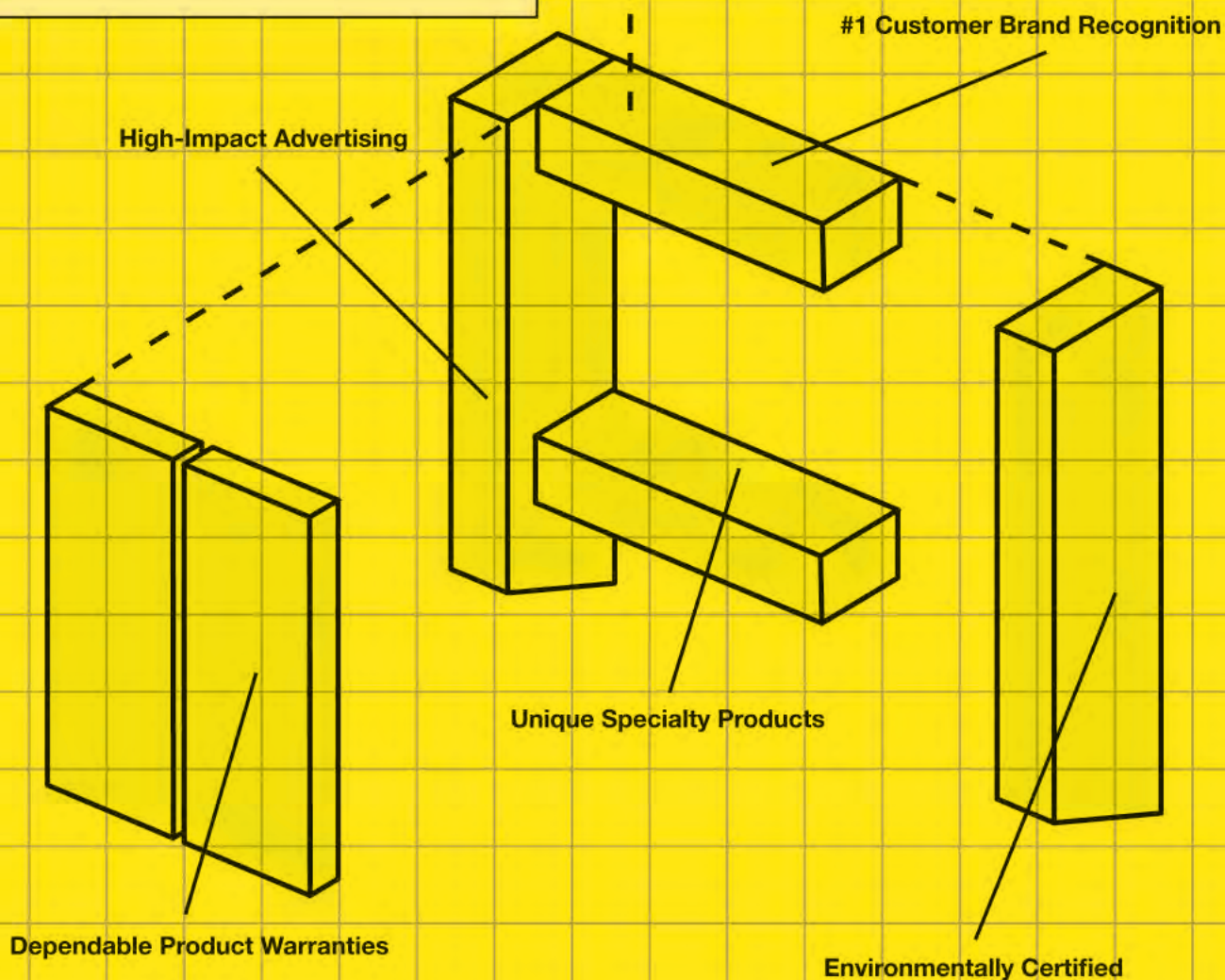
Taylor Burton  
2013 HBAA President

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IF IT DOESN'T HAVE THIS **YELLA TAG**, YOU DON'T WANT IT.

# SUMMER MEETING HIGHLIGHTS

The 2013 HBAA Summer Meeting at the beautiful Sandestin Hilton drew one of the largest crowds in recent years as members and their families came together for a weekend of valuable education, council and committee meetings, and plenty of food and fun for all ages. From informative sessions on topics such as email management, smartphone and tablet technology and the latest housing forecast to fun-filled events like the spectacular fireworks display, dance party and pool party with kids' carnival, the weekend provided a mix of business and pleasure with something for everyone to enjoy.



The education sessions drew large crowds as members turned out to learn more about topics like email management.



HBAA President Taylor Burton (right) welcomes NAHB Chief Economist Dr. David Crowe, who delivered the latest housing forecast for Alabama.



Greater Birmingham AHB members Roddy and Leigh Sample and Adeline Williams visit during the Friday night dinner.



Members of the Huntsville/Madison County Builders Association enjoy catching up over breakfast before meetings begin.



Professional Women in Building Chair Alicia Vincent ties an apron on Phillip Kinard in preparation for a wine tasting featuring the HBAA's new house wine, Petit Homme Rouge.



Education at this year's Summer Meeting included a hands-on technology session with tips and tricks for smartphone and tablet use.



Members give HBAA Past President Jerry Kyser a standing ovation at the board meeting after it's announced that the HBAA Builder of the Year award for a large association has been renamed in his honor.



HBAA Past President Don Spurlin and wife Sherry catch some rays during the Saturday afternoon pool party.



The dance floor was a popular place for all ages to be during Friday night's dance party.

*The HBAA would like to thank its 2013 HBAA Summer Meeting Major Sponsors for helping to make this year's meeting such a success:*

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## **ABLE ADDS CONSTRUCTION SAFETY CONFERENCE & EXPO TO LINEUP** *BEGINS ONLINE REGISTRATION*

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Plans for the 2014 Alabama's Better Living Expo (ABLE) are well underway, with attendance expected to be greater than ever. The state's largest conference and trade show focusing on sustainability, green building and energy efficiency, ABLE will take place February 18-20, 2014 at the Montgomery Renaissance Convention Center in Montgomery.

ABLE is held in conjunction with the HBAA Winter Meeting and all HBAA members are invited to attend. The annual HBAA Legislative Reception will also take place during ABLE.

One key addition to the ABLE lineup for 2014 is the Central Alabama Construction Safety Conference & Expo, which will be held on February 20 at the Convention Center as part of ABLE. The conference will offer a variety of educational sessions on construction safety as well as exhibits by suppliers of safety products and services for the construction industry.

Several additional building industry partners have arranged for their meetings to take place during ABLE, including the Montgomery chapter of the American Institute of Architects, the Alabama Housing Finance Authority and the Alabama Clean Water Partnership. The HBAA expects next year's attendance to surpass that of the 2013 ABLE, which attracted more than 1,000 registrants from Alabama's residential and commercial construction industries.

The HBAA is also planning on providing even more continuing education at ABLE than last year, which featured more than 100 hours of education, many of which were CE-certified. Among the 2014 ABLE offerings will be a brand new builders business series dedicated to educating builders about innovative marketing techniques.

Online registration is already underway on the newly redesigned ABLE website. Members are encouraged to visit [www.ableexpoal.com](http://www.ableexpoal.com) to learn more about the 2014 ABLE and to register. If you register before December 1, 2013, the cost is \$59 per person, which includes registration for both the HBAA Winter Meeting and ABLE. After December 1, the registration cost increases to \$79.

Booth sales are also underway. For more information about reserving booth space, contact Bill Jennings at 205-258-9097 or [billjennings.able@gmail.com](mailto:billjennings.able@gmail.com). You may also contact Artemis Moore, ABLE Marketing Director, at 1-800-745-4222 or [artemismoore@hbbaa.org](mailto:artemismoore@hbbaa.org) for booth sales or any other questions concerning ABLE.



*The home's large scale allowed for the use of dramatic, oversized lighting fixtures such as the one hanging in the dining area.*



*A great spot for watching football, playing games or just hanging out, the media room features poplar paneling, a custom cabinet and views of the outdoor kitchen and fire pit.*



*Custom cabinetry throughout by Toulmin Cabinetry & Design give a modern rustic aesthetic that suits the home's natural surroundings.*

## WEEKEND ESCAPE ON LAKE TUSCALOOSA

PHOTOGRAPHY BY LANCE HOLLOWAY  
(<http://hollowayproductions.com>)

Seeking a weekend retreat ideal for entertaining family and friends, a Birmingham-based family called on Toulmin Homes of Tuscaloosa to create their dream escape. Located on Lake Tuscaloosa, the newly finished home has a rustic feel with a modern twist that captures the beauty of its setting while showcasing several unique design aspects.

“The scale of the home allowed us to do some things that we don’t always get to do,” said Jennifer Waters, Design Coordinator for Toulmin Homes. “Because this was their weekend home instead of their primary residence, the homeowners were willing to take some chances with the designs.”



*Ideally suited for young overnight guests, each bunk has its own swivel-down television.*



*Overhead beams made of cypress are a focal point in the living room.*

The 6,500 square-foot home, completed in spring 2013, creates a striking appearance at first sight with a large tower and covered bridge walkway leading to the front door. From the walkway, visitors can overlook another unique feature--a sunken English garden with a walking path and custom stone bench. The scale of the home,

which boasts twelve-foot ceilings, allows for ten-foot windows to take advantage of the lakeside view and oversized lighting fixtures. Custom moldings, casings and doors were used throughout.

With five bedrooms and seven bathrooms, this home was designed to entertain and house family and friends. A large covered porch upstairs with outdoor fireplace and a large screen TV over the mantle provides an ideal spot for watching football or movies while enjoying the view. For those who would rather be indoors, there's an Alabama-themed media room directly below the porch.

The home includes a safe room in the garage. In light of the devastating tornado that hit Tuscaloosa in 2011, Michael Young, founder and President of Toulmin Homes, estimates that about 75 percent of the homes they now build include some sort of safe room.



*A skylight floods the master bath with natural light to highlight the walk-in shower and custom vanities.*



*With plenty of counter space, a large walk-in pantry and high-end appliances, the kitchen is made for entertaining family and friends.*



*An open, airy entry way allows for plenty of natural light and gives views of the lake from the front of the house to the back.*

Outside is a large outdoor kitchen and fire pit with plenty of seating. Toulmin Homes also constructed a boat house and golf cart path to make it easier to get down to the lake below.

The home makes use of many natural elements to reflect its surroundings. A Brazilian hardwood, ipe (ee-pay), was used on the bridge walkway, while white oak

and limestone were utilized for flooring throughout. Cypress was used to craft the barn doors and beams inside, and poplar paneling covers the walls in several rooms. Quartz countertops and travertine were installed in the kitchen and bathrooms. Stone mined from Oneonta, Alabama was sourced to construct the outdoor kitchen, fire pit and seating area.

Jay Young, Michael's son and the owner and Principal Designer of Toulmin Cabinetry & Design, worked closely with Toulmin Homes to provide cabinetry for the project, including a custom-built cabinet in the media room for added storage.

The project was not without its challenges. Michael pointed out that one of the challenges was ensuring that the covered upstairs porch was waterproofed so as to prevent any rainwater from leaking down into the media room located directly underneath. Another challenge was the construction of the sunken garden at the entrance to the home. Twelve-inch pipes were

installed from the garden running underneath the house to allow for drainage out the back.

Despite the challenges, Young and his workers were able to keep the project on track thanks in large part to using technology to communicate with homeowners who don't live in Tuscaloosa full time. They were able to send the owners photos of the project throughout its construction, post project budgets online so there were no surprises, and give updates on a regular basis to keep everyone on the same page.

#### ABOUT THE BUILDER:

Toulmin Homes was founded in 1998 by Michael Young as a full-service design/build and remodeling firm. Vice President Drew Bardenwerper served as project manager for this home, and Jennifer Waters was the Design Coordinator. Toulmin Cabinetry & Design, run by Jay Young, was founded in 2005 and has won several Alabama Remodeling Excellence Awards for its remodeling work on various projects. Both companies are members of the Home Builders Association of Tuscaloosa.



*Michael Young, founder and President of Toulmin Homes, with Design Coordinator Jennifer Waters and Vice President and Project Manager Drew Bardenwerper.*



*Jay Young, Owner and Principal Designer of Toulmin Cabinetry & Design.*

*The upstairs porch provides a comfortable space to enjoy the outdoors with a spectacular view of the lake.*



# LOCAL HBA NEWS

## ST. CLAIR COUNTY, GREATER MONTGOMERY HBAS RECEIVE NATIONAL MEMBERSHIP AWARDS

Two local Home Builders Associations in Alabama were recently recognized by the National Association of Home Builders (NAHB) for their outstanding membership recruiting and retention efforts in 2012.

The St. Clair County HBA won the NAHB Grand Award for Percentage Increase in member recruitment. They beat out 156 other local associations in Group 5 to post the largest percentage increase.

The Greater Montgomery Home Builders Association was awarded the NAHB Grand Award for Retention Rate for their membership retention efforts. They retained 84.6% of their membership last year, a rate higher than any other association in Group 2.



Greater Montgomery HBA President Ben Byrd and Membership Chair Jayne Ward with the association's award for retention.



Greater Birmingham AHB Membership Co-Chair Merry Margaret Coggins talks to prospective members about the benefits of joining the association during GBAHB's recruitment drive.

## GBAHB RECRUITMENT EVENT DRAWS POTENTIAL NEW MEMBERS

The Greater Birmingham Association of Home Builders' Membership Committee recently hosted a New Member Recruitment session. The event was spearheaded by Membership Committee Co-Chairs Rob Dreher and Merry Margaret Coggins. More than 15 members met at the association office to call industry professionals and inform them of the benefits of becoming a new member. More than 100 potential members were contacted and the association expects to see at least 20 percent of those contacted join as new members.

## HMCB FOUNDATION SUPPORTS FIRST TIME HOMEBUYER PROGRAM

The Huntsville/Madison County Builders Foundation donated \$3,500 to the Family Services Center to assist in the operation of their First Time Homebuyer Pre-Purchase Housing Program. The program counsels clients on how to understand their credit and how to repair it; assesses clients' needs, financial status, state and national government assistance programs' availability; teaches how to search and locate a new home in the clients' financial range; matches clients with non-predatory lending companies and learn common lending pitfalls; trains clients on avoiding delinquency in payments and foreclosure; and teaches clients how to maintain their new home and their finances after the purchase.

These funds were made available through events sponsored by the Huntsville/Madison County Builders Association, such as the Parade of Homes, Spring Tour of Homes, and the Building, Home & Remodeling Show.



Huntsville/Madison County Builders Foundation President Roy Johnson (right) presents a \$3,500 check to Darin Geiger, Executive Director of the Family Services Center.

## GMHBA PWB'S BIG BUNKO TOURNAMENT RAISES MONEY FOR ABPAC

The Greater Montgomery Home Builders Association's Professional Women in Building recently held their 5th Annual Big Bunko Tournament at the Allsouth Appliance showroom. The event, which drew more than 35 participants plus several spectators, served as a fundraiser for ABPAC. Prizes were awarded for Big Bunko, Small Bunko and the biggest loser. The event was a success and everyone in attendance seemed to have an enjoyable night.



Brittany Law was the Big Bunko winner at Greater Montgomery HBA's Big Bunko tournament.



The Little Bunko winner for Greater Montgomery HBA's tournament was Brenda Johnson.



Greater Birmingham AHB Remodeler Mike Kelley was among the chefs serving up shrimp and other treats at the Remodelers' annual fish fry.

## GBAHB REMODELERS CONNECT AT FISH FRY

More than 60 members of the Greater Birmingham Association of Home Builders Remodelers Council turned out for its annual fish fry at the GBAHB office. Attendees enjoyed fresh boiled shrimp, grilled salmon, fried catfish, delectable sides and complimentary cocktails. The event gave members the opportunity to reconnect with old friends and meet a few new people as well.

The GBAHB Remodelers leadership took the lead on handling the event, with George Williams, Roddy Sample and Mike Kelley taking over the chef duties and Tom Coan, Mike McKay, Elliott Pike, Bill Kinnebrew, CG Covey and Tommy Patton taking care of set-up and tear down.

"It was great to see so many members," said Tom Coan, CGR, 2013 GBAHB Remodelers Chairman. "We hope all of the new members who joined us will come back again for future events."

"Everyone loves the Fish Fry," added 2013 GBAHB President Alicia Huey. "This is a fun event that we all look forward to all year long."

The event was sponsored by 84 Lumber, Alabama Power, Alagasco, Altec, Counter Dimensions, Pella and Southern Window Supply.

## H/MCBA THROWS A FIESTA FOR ABPAC

The Huntsville/Madison County Builders Association put a south of the border spin on their recent ABPAC fundraiser by hosting a fiesta at their office. Music by a mariachi band greeted attendees, who dined on Mexican food and drinks.

The evening was not without some friendly competition. A Mexican Hat Dance game called for members to walk in a circle while the mariachi band played, placing a sombrero on the person in front of them. Whoever was wearing the sombrero when the music stopped was out. Todd Slyman of Slyman Construction Co. turned out to be the winner.

There was also a "Bust the Chili Pinata" contest, with Mark Norman of Aon Water Technology finally breaking the piñata and winning the grand prize of \$200.

The fun event was sponsored by Durham Service Co Inc., Medallion Builders Inc. and Pearson Homes Inc.



Members of the Huntsville/Madison County BA try their hand at busting the piñata during their fiesta ABPAC fundraiser.

## GBAHB MEMBERS LEARN HOW TO MANAGE ONLINE REPUTATION

The Greater Birmingham Association of Home Builders hosted an educational session for members on the ever-changing field of social media and how to manage your reputation online. Carol Morgan of mRELEVANCE was the featured speaker, who explained the importance of monitoring and managing your online reputation through Google. She emphasized the importance of blogging and using social media to maintain a positive online image. Attendees learned about the importance of collecting

customer testimonials and ensuring that positive feedback shows on sites such as Google, Yelp and other review sites.

Morgan is the author of the best-selling book *Social Media for Builders* and in her 20-year career, has established herself as the “go-to” person for housing industry public relations and social media. She frequently speaks at Home Builders Associations around the country and has been a popular speaker at multiple HBAA statewide meetings.

## GMHBA HOSTS MOONLIGHT DASH FUNDRAISER

As a fundraiser for its general fund, the Greater Montgomery Home Builders Association recently held its inaugural Moonlight Dash 5K at the YMCA at New Park. To set it apart from other races, this one was held at night. The race attracted 140 runners, including some who came dressed in their pajamas, and racers were given glow-in-the-dark items to wear to make for a colorful start and finish to the race. The event raised over \$3,000.

Runners cross the finish line at the Greater Montgomery HBA Moonlight Dash 5K.



## GBAHB HITS HOME RUN WITH NIGHT AT THE BALLPARK

More than a hundred members of the Greater Birmingham Association of Home Builders turned out for GBAHB Night at the Ballpark, where they watched the Birmingham Barons take on the Tennessee Smokies at Regions Field. They were joined by the 2013 national chair of the Professional Women in Building, Linda Hebert. The members enjoyed networking while watching the game in the Barons' new stadium in downtown Birmingham.

National PWB Chair Linda Hebert joins GBAHB President Alicia Huey, HBAA President Taylor Burton, and Julie Harbin, Executive Director of the Alabama Apartment Association/Greater Birmingham Apartment Association, for GBAHB Night at the Ballpark.

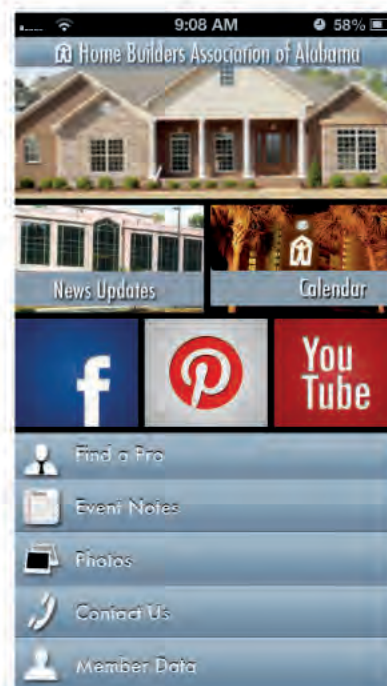


# TECHNOLOGY NEWS

## HBAA APP PROVIDES USEFUL INFO ON THE GO FOR MEMBERS, CONSUMERS

The HBAA has launched an app to help members and consumers alike access important information from their mobile devices. The free app, HBAA, is available in the iTunes and Android app stores.

The app includes the latest news from the HBAA website, a calendar of upcoming education and events, photos from HBAA activities, and direct links to the HBAA's social networking sites such as Facebook, Pinterest and YouTube. There's also a Find a Pro link to put consumers in contact with their local Home Builders Association.



## FREE ONLINE SAFETY TRAINING OFFERED FOR FUND MEMBERS

The Alabama Home Builders Self Insurers Fund has partnered with Safety Plus to provide online safety training at no cost to Fund members. Fund members will set up an account on Safety Plus' e-commerce website, where they will then be able to select from a variety of video training presentations.

This service will allow contractors to conduct safety training as needed on the jobsite or any other place with internet access. The partnership complements the services already offered by the Fund's Loss Control Department—onsite consultations, safety program development, forklift operator safety training, substance abuse prevention and drug screening program, and an extensive safety DVD library.

To access the online trainings, Fund members can go to the Fund website ([www.ahbfund.com](http://www.ahbfund.com)) and click on the "Online Safety Training" button on the home page. You will need to log in to the Fund website (or create an online account if you don't already have one) and will then be directed to the safety training.

For HBAA members who are not currently members of the Fund, Safety Plus is offering a 50% discount on the online training. Visit <https://ekocom.ekonomiktechnologies.com>, select the safety training you want to view, and enter HBAA50 in the discount code box.

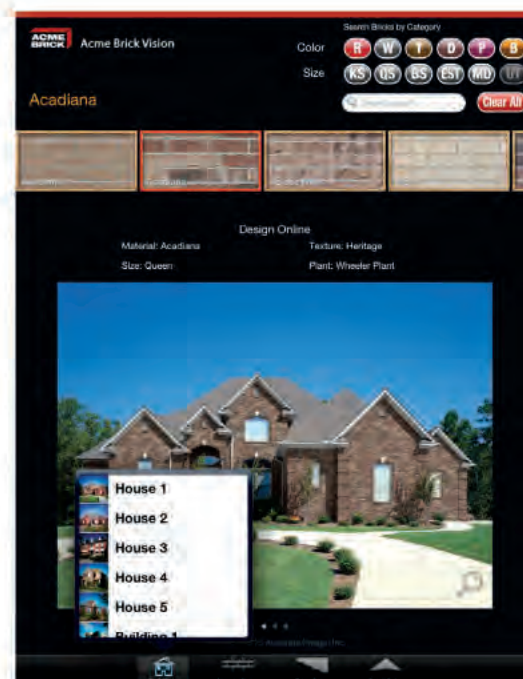
For more information or assistance, contact Loss Control Rep Ray Girona at 205-296-3126.

## NEW MOBILE APP SIMPLIFIES BRICK SELECTION PROCESS

Acme Brick Company has unveiled a new mobile app to help builders, architects and home buyers more easily select brick for use in their projects. The free app, called Acme Brick Vision, allows users to view the Acme and Jenkins Brick product lines on both residential and commercial building elevations, or as a brick sample in a close up view. With the app, the user can choose an elevation, put their choice of brick on the building, and change variables such as mortar color, trim paint color, and roof color. The app allows for the creation of over one million unique combinations of brick, mortar, roof and trim colors.

Views can be enlarged to a full-screen view tailored to the viewer's iPad model and saved to the user's camera roll. Brick selections can be searched by name, size, or by color families. For each product listing, viewers can scroll to a detail page that provides a full set of technical specifications for that brick product.

Acme Brick Vision can be downloaded from the iTunes app store.



## RANDY DEAN'S TOP TEN E-MAIL TIMESAVERS & PRODUCTIVITY ENHANCERS

Email, time management and technology expert Randy Dean wowed this year's Summer Meeting attendees with his strategies for being more efficient and productive with email and technology use. Here are a few more of his tips and tricks for saving time and better managing your email overload.

- 1. HANDLE "QUICK LITTLE" E-MAILS RIGHT NOW.** For nearly 20 years, I've been following a principle I originally learned from time management guru David Allen – to handle "quick little" things when they come up the very first time I look at them. This keeps you from reviewing them multiple times before taking action, as well as getting buried under these items too. I've been following this rule with my inbox, and I hit "e-mail zero" nearly every day! My personal rule – if I think acting on that e-mail will take 3-minutes or less, I just get it done right now! Then, I file or delete that e-mail and get it out of my inbox.
- 2. "TASK" E-MAILS TAKING LONGER.** In my opinion, most e-mails are basically a task or a bundle of tasks you need to get done. You need to review. You need to reply. You need to forward. You need to take an action. You need to schedule an appointment, or create a new contact. Some of these things are quick – get those done right now! But for those e-mails that will take longer than 3-minutes, I figure out what the embedded task(s) is, and then I add it to my task list. Then, when I get "open block" time, I can prioritize the most important and/or urgent tasks and act on those as appropriate. You can task your e-mails on a paper To Do list, or use a software program like Outlook. But whatever you do, once you identify the task in the e-mail, once again, either delete that e-mail or file it in an appropriate folder for later reference.
- 3. DON'T USE YOUR E-MAIL INBOX AS A "DE FACTO" TASK LIST!** Now, if you read tips #1 & #2 above, you realize I don't like people leaving e-mails that have been read in their inbox. Here's the simple reason why – if you are like most people, when you leave an e-mail in your inbox, it is because there is an action you still intend to take on that e-mail. But typically, that action is not clearly defined in your e-mail's subject line, so when you come back to it three or four days later, you have to go through the entire review process again to figure out what you want/need to do. Better to define the task one time, and act on it when it reaches the top of your task list! Some people are also using their inbox as their "one and only" file folder, but then you'll start mixing "active" e-mails with "archive" e-mails, meaning you'll be re-reading messages that you are already done with – also not the best use of your time!
- 4. MAKE FOLDERS AND USE THEM!** I think it is fine to keep your e-mails if you need them for retention and reference. Just don't keep them in your inbox. Instead, build a personal file "infrastructure" for your e-mails, with folders that naturally make sense to you, so you can quickly and easily file your "done" e-mails, as well as quickly and easily find them when you need them. (And, if you get a new e-mail you want to keep, but you don't have a good folder for it, MAKE ONE!) Some programs, like MS Outlook, even allow you to make folders inside of folders – that gives you even more flexibility in your file structure – just be careful to not make such a complex folder structure that you then start having a hard time filing and finding – the old adage K.I.S.S. (Keep It Simple Stupid!) is perfectly apropos here.
- 5. BUT, DON'T KEEP ATTACHMENTS YOU DON'T NEED!** Perhaps the single biggest complaint I receive from people is that they are "busting out the size limits of their mailbox." They perceive it to be because they have too many e-mails, but I always tell them: "What's more important than the number of e-mails you have is the size of the e-mails you have." If you get an e-mail that has attachments you no longer need or that you've already saved to a different location, delete the attachments! And go check your "Sent" folder too – if that is full of large e-mails with large attachments, once again, delete those attachments (in MS Outlook and many other popular e-mail software programs, you can open an e-mail with attachments and then delete the unneeded attachments.) If your e-mail software doesn't easily allow for you to delete attachments, consider forwarding the e-mail back to yourself, but remove the attachment before forwarding. Then, delete the original e-mail. This will solve many if not all of your file size problems.

- 6. MAKE YOUR SENT E-MAILS “TASK ORIENTED.”** Perhaps the second biggest complaint that I get by people in my programs or on my blog is when they receive e-mails with “no action” or where the action is unclear. I try to coach my clients to follow a strategy that for every e-mail sent, every recipient has a clear, defined task with a clear due date. This helps mitigate the overuse of those pesky “FYI/Just thought you’d want to know” e-mails that clog up far too many inboxes. Tell each recipient 1) why they got the e-mail, 2) what they need to know in the e-mail, 3) what they need to do in the e-mail (the task that needs to be done), and 4) when they need to get it done by. Can you imagine if every e-mail you sent or received was this clear on defined actions? The result would be much less confusion, much more confidence, and higher team productivity.
- 7. NEVER SEND AN E-MAIL WITH A SINGLE OPEN TASK TO A LARGE GROUP!** This is one of my biggest e-mail pet peeves – the person that likes to send out a single task in an e-mail to a large group of recipients, with a top line that says, “Somebody needs to take care of this.” Human nature indicates NOBODY will, because no one truly owns the task. Better practice: make it VERY clear who owns an individual task in an e-mail if the e-mail is sent to a larger group, with VERY clear deadlines. No more “passing the buck!”
- 8. USE YOUR “SIGNATURES” TOOL AS AN “AUTO-EMAILER”.** Most people are clever enough to figure out how to create an auto-signature for their outgoing e-mails. This is a capability that lets you put an auto-message at the bottom of your e-mail – typically your contact information. But many of these programs allow you to save multiple different versions of your signature. If that is the case, you have the capability to then use that signature tool as a way to quickly send repeat messages. Have you ever written an e-mail that you know you’ll need to send again to another person again in the future (usually related to a question, topic, or action that comes up now and then)? You could take that e-mail text and make it an auto-signature option in your e-mail software. Then, when that issue/option/topic comes up again, in just a couple seconds, you can drop that signature into a new e-mail, personalize it with the recipient’s name, and send as if it were an original composition. That is WAY faster than retyping from scratch, and even faster than searching your “Sent” items folder for an e-mail to reuse again in all or part. (If your e-mail doesn’t allow for multiple signatures, another option is to save the desired text in your “Drafts” folder in your e-mail account.)
- 9. USE SHIFT-DELETE FOR JUNK AND/OR SPAM MESSAGES.** Even if you’ve got a good spam filter, invariably, a junk or spam message will “run the gauntlet” and still make it to your inbox. What to do? Well, if you are a PC-based user of MS Outlook, Lotus Notes, or GroupWise, you can simply single-left-click on that message (don’t double click it – that opens it!), hold down the SHIFT key, and hit Delete. When you do this, the e-mail you’ve selected bypasses your “Deleted Items” folder and is immediately permanently deleted – no more “double deleting” from your inbox and then your “Deleted Items” folder! (I bet I use this little gem of a tip 30-50 times a day in my MS Outlook!)
- 10. WHATEVER YOU DO, DON’T “BLING”!** No, this has nothing to do with modern, contemporary hip-hop culture. “Bling” instead stands for that pesky little sound your e-mail program makes to inform you that a new message has just been received. And far too many professionals I coach hear that sound, drop whatever they are doing, and jump over to check their e-mail. It is truly almost like an addiction! And, it completely derails you from being able to keep your focus and momentum, and actually get your work done. If you are ever having a day where you are having a very hard time concentrating and feel “all over the place”, ask yourself how many times you’ve checked your e-mail/voice mail/text messages that day. I’m betting this might be the source of your addle-brained confusion! Instead, develop and follow a regimen that allows you to check your e-mail often enough to be “appropriately responsive”, but yet not so much that you can’t keep your focus and get your work done. Typically, for most professionals, that means 4-7 times per work day. It will make a MASSIVE difference in your productivity and work sanity.

Randy Dean, MBA, The “Totally Obsessed” Time Management Technology Guy, has been one of the most popular expert speakers on the conference, corporate, and university training and speaking circuit for several years. The author of the recent Amazon e-mail bestseller, *Taming the E-mail Beast*, Randy is a very popular and engaging time, e-mail, and technology management speaker and trainer. He brings 22 years of speaking and training experience to his programs, and has been very popular with programs including *Taming the E-mail Beast*, *Finding an Extra Hour Every Day*, *Optimizing Your Outlook*, *Time Management in “The Cloud” Using Google and Other Online Apps*, and his newest program, *Smart Phone Success & Terrific Tablets*. Learn more at <http://www.randalldean.com>.

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GOLF CLASSIC  
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*FOR FOUNDATION*

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The Huntsville/Madison County Builders Association brought home the Foundation Cup for the fourth year in a row, thanks to Tim Ryberg, Bret Slaton, Bryan Askew and Max Barnett.

## AHB FOUNDATION GOLF CLASSIC



AHB Foundation President Kenneth Chandler, PACP Chair Joe Daffron, and HBAA President Taylor Burton take turns sharing the importance of the tournament to the Foundation and thanking the golfers for their support.

For nearly twenty years, HBAA members from around the state have taken to the golf course to raise money for the Alabama Home Builders Foundation. The AHB Foundation Golf Classic is the sole fundraising event for the Foundation, with proceeds benefitting its scholarship program.

The 19th Annual Golf Classic, held at the Robert Trent Jones-Cambrian Ridge course in Greenville, attracted over 50 teams from across Alabama and raised more than \$36,300 for the Foundation. In addition to the financial support it raises, the tournament helps raise the profile of the Foundation with participants. It also gives valuable opportunities for sponsors to interact firsthand with builders and associates, as well as providing a fun venue for members to catch up with one another.

This year's overall winning team was a familiar one. The team representing the Huntsville/Madison County Builders Association walked away with the Foundation Cup for the fourth year straight. Team members included Bryan Askew, Max Barnett, Tim Ryberg and Bret Slaton.

The tournament is organized each year by the Past Associate Committee Presidents, chaired this year by Joe Daffron of the Home Builders Association of Tuscaloosa. The PACPs are already making plans for the 20th Annual Golf Classic, scheduled for May 8, 2014.

The Foundation thanks the many sponsors and players who helped make the tournament such a success. To learn more about the Golf Classic, including sponsorship opportunities, contact Candi Stroh at 1-800-745-4222 or email [candistroh@hbbaa.org](mailto:candistroh@hbbaa.org).



## PARTICIPATING TEAMS

Alabama Dept. of Revenue  
 Alabama Housing Finance Authority  
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 Alabama Power Company-Southern Division  
 ALAGASCO - Auburn  
 ALAGASCO - Birmingham  
 ALAGASCO - Montgomery  
 AllSouth Appliance Group, Inc.  
 Baldwin County HBA  
 Beavers Drafting  
 Boral Building Products  
 Capital Brick Company  
 Capital Growth  
 Carr Riggs & Ingram  
 Cathy Brown's Team  
 Fairhope Winnelson  
 First Federal Bank  
 GCS & I  
 Greater Birmingham AHB  
 Greater Gadsden HBA  
 Greater Montgomery HBA  
 Greater Morgan County BA  
 HBA of Metro Mobile  
 HBA of Metro Mobile Associates Council  
 HBA of Tuscaloosa



Huntsville/Madison County BA  
 Long Knocker Plus One  
 Marshall County HBA  
 Northwest Alabama HBA  
 Post Tension Tech/Construction Materials  
 President's Team  
 River Bank & Trust/United Heating & AC  
 S. Rolin, Inc.  
 Selby Davis Builder, LLC  
 ServisFirst Bank  
 Shoals Home Builders Association  
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Buddy Bowman Construction	Jayne Ward Interiors	Slaton Custom Homes
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Capital Growth Buchalter	Jimmy Jones	Steve Steele Custom Homes
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Don Spurlin Construction	Peggy Turner – Graphic Designs & Promotions	Valley Overhead Door
Enterprise HBA	Phenix City HBA	Verizon Wireless
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Garry Cooper, Joe Hocklander, David Lisenby and Cathy Brown visit at the golfers' reception held the night before the tournament at Carosel Farms.

## CANYON/LOBLOLLY FLIGHT **WINNERS**

1st	Chris Hert	Alabama Housing Finance Authority
	Cade Barrett	Alabama Housing Finance Authority
	Tony Lee	Alabama Housing Finance Authority
	Corey Lawson	Alabama Housing Finance Authority
2nd	Bret Slaton	Huntsville/Madison Co. BA
	Tim Ryberg	Huntsville/Madison Co. BA
	Bryan Askew	Huntsville/Madison Co. BA
	Max Barnett	Huntsville/Madison Co. BA

## LOBLOLLY FLIGHT/SHERLING **WINNERS**

1st	Scott West	Fairhope Winnelson
	Tally White	Fairhope Winnelson
	Jason Van Landingham	Fairhope Winnelson
	Chris Taylor	Fairhope Winnelson
2nd	Patrick Waller	Baldwin County HBA
	Andy Harp	Baldwin County HBA
	Joe Sullivan	Baldwin County HBA
	Rob Roberts	Baldwin County HBA

## SHERLING/CANYON **WINNERS**

1st	Greg Gipson	Touchstone Energy Cooperatives
	Andy Kimbro	Touchstone Energy Cooperatives
	Mike Majors	Touchstone Energy Cooperatives
	Cory Ellis	Touchstone Energy Cooperatives
2nd	Jerry Williams	Alagasco - Auburn
	Ken Kirchler	Alagasco - Auburn
	Greg Langston	Alagasco - Auburn
	Rusty Lewis	Alagasco - Auburn

## LONGEST DRIVE

Sherling #1	Mitch Thorn, South East Alabama Gas District
Loblolly #7	Kevin Williams, Alabama Power Company
Canyon #3	Jimmy Jones, Associated Masonry Products

## CLOSEST TO PIN

Sherling #4	Chris Taylor, Fairhope Winnelson
Loblolly #6	Kevin Williams, Alabama Power Company
Canyon #8	Greg Langston, Lee County HBA

## FOUNDATION CUP **WINNERS**

Bret Slaton	Huntsville/Madison Co. BA
Tim Ryberg	Huntsville/Madison Co. BA
Bryan Askew	Huntsville/Madison Co. BA
Max Barnett	Huntsville/Madison Co. BA

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<sup>2</sup> Offer eligible for non-CAP customers only through 12/31/13. See dealer for details.

<sup>3</sup> To qualify, vehicles must be used in the day-to-day operation of the business and not solely for transportation purposes. Must provide proof of business. Visit [gmbusinesschoice.com](http://gmbusinesschoice.com) or your Chevrolet or GMC dealer for details. Take delivery by 9/30/13.

<sup>4</sup> According to your vehicle's recommended maintenance schedule for up to two years or 30,000 miles, whichever comes first. Does not include air filters. Covers six oil changes for gasoline engines and four oil changes for diesel. Extra charge may apply for dual rear wheel tire rotations. See participating dealer for restrictions and complete details.

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# AHB FOUNDATION PARTNERS WITH SHELBY COUNTY TO CREATE NEW BASIC CONSTRUCTION CERTIFICATE COURSE

Thanks to a partnership between the Alabama Home Builders Foundation and Shelby County Career and Technical Education, more Alabamians will be qualified to enter the building workforce. The Foundation is underwriting a new basic construction certificate course offered this fall at the Shelby County College and Career Center in Columbiana.

The class will meet on Tuesday and Thursday evenings in October and November, and has room for up to 15 adult students. Other than the cost of a few tools, there will be no cost for the students.

The course will begin with the fundamentals of using basic construction tools, learning how to read a tape measure and the importance of safety on the jobsite. Attendees will then learn basic construction site layout and how to read blueprints before progressing to learning about framing, window and door installation, siding, trim and finishes, stairs, and finishing work.

Each class meeting will include time for both classroom instruction and hands-on work in the shop. By the end of the course, the students will have earned a certificate and firsthand knowledge of essential basic construction skills to make them more attractive work candidates.


"Education is the thing that gives a person an edge to get to the next level in life," said HBAA 1st Vice President Les Letlow. "I feel that this program, with the right teachers, can help these young people to learn the carpentry trade correctly and give them a meaningful and rewarding career."

Kenneth Chandler, who served as Foundation President this past year, is excited about the possibilities that the program offers to get more qualified workers in the field. He is optimistic that, with more financial support, the Foundation may eventually be able to expand the curriculum and take the program to other schools in Alabama.

"We've worked for a long time to get a program like this going," Chandler said. "If we get this model going and it's successful and supported, other tech schools may be interested in partnering with us for a similar program in their area."

This is not the first partnership between the Foundation and a trade school. In the 2002-2003 school year, the Foundation helped fund a dual enrollment partnership between Sidney Lanier High School and H. Councill Trenholm State Technical College in Montgomery in which high school seniors could earn credits for completing a basic carpentry curriculum at the technical school.

The partnership is yet another example of how contributing to the Foundation can help educate and prepare tomorrow's workforce. To learn more about the program or to make a contribution, contact Artemis Moore, AHB Foundation Director, at 1-800-745-4222 or email [artemismoore@hbaa.org](mailto:artemismoore@hbaa.org).



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# 2013 HBAA ANNUAL CONVENTION

*November 7-9, 2013 | Beau Rivage Resort & Casino | Biloxi, MS*

Don't miss your last statewide meeting of the year—register now for the 2013 HBAA Annual Convention. This year's Convention will take place November 7-9 at the Beau Rivage Resort & Casino in Biloxi, MS. All HBAA members and their guests are invited to attend.

The 2013 Convention will feature a wide variety of council and committee meetings for builder and associate members alike to keep everyone up to date on association and industry activities. There are also plenty of opportunities for networking with fellow members from around the state.

Several special events are planned throughout the weekend, beginning with the welcome reception on Thursday evening. On Friday night, everyone is invited to attend the annual officer installation, Hall of Fame and awards banquet, where individuals and local Home Builders Associations will be

honored for their commitment and service to the HBAA and the home building industry.

The weekend will wrap up with a football party following the Board of Directors meeting on Saturday, with plenty of food and drinks as we take in some SEC action on the big screen.

The deadline for reserving rooms at the Beau in the HBAA room block is October 16, 2013. The room rate is \$149 per night. For reservations, contact the Beau at 888-567-6667 and reference the Home Builders Association of Alabama. You may also visit the HBAA website ([www.HBAA.org](http://www.HBAA.org)) for the direct link for online room reservations.

To register for Convention, go online to [www.HBAA.org](http://www.HBAA.org). If you've got questions about Convention, contact the HBAA at 1-800-745-4222.

## TENTATIVE AGENDA

### THURSDAY, NOVEMBER 7

- 7:00 a.m. – 6:00 p.m. Registration
- 10:00 a.m. – 11:00 a.m. Investment Property Owners Council
- 10:00 a.m. – 11:00 a.m. Past Associates Committee Presidents
- 11:00 a.m. – 12:00 p.m. Public Relations
- 1:30 p.m. – 2:30 p.m. AHB Foundation Directors
- 2:30 p.m. – 4:00 p.m. HBAA Remodelers
- 3:00 p.m. – 4:00 p.m. Membership
- 4:00 p.m. – 5:00 p.m. Governmental Affairs/ABPAC
- 5:30 p.m. – 7:30 p.m. Welcome Reception

### FRIDAY, NOVEMBER 8

- 7:00 a.m. – 6:00 p.m. Registration
- 7:00 a.m. – 9:00 a.m. Buffet Breakfast for all registrants
- 8:30 a.m. – 9:00 a.m. Professional Women in Building
- 9:00 a.m. – 12:00 p.m. Educational Session

- 12:00 p.m. – 1:30 p.m. Lunch for all registrants
- 12:00 p.m. – 2:00 p.m. Executive Officers Council
- 12:00 p.m. – 2:00 p.m. Executive Committee
- 3:00 p.m. – 3:30 p.m. Associates/Area Vice Presidents
- 6:00 p.m. Hall of Fame/Executive Committee Photos
- 6:30 p.m. – 7:00 p.m. Cocktail Reception
- 7:00 p.m. Installation of Officers, Awards
- Presentation & Hall of Fame Banquet

### SATURDAY, NOVEMBER 9

- 7:00 a.m. – 12:00 p.m. Registration
- 8:00 a.m. – 9:00 a.m. Past State Presidents
- 9:00 a.m. – 10:00 a.m. Local Presidents
- 10:00 a.m. Board of Directors Meeting/  
Annual Membership Meeting
- 11:30 a.m. Football Party

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THE PLAYHOUSE TRAVELING EXHIBIT, on display here in Walker County, gave students a fun, interactive way to learn about how houses are constructed.

## INVESTING IN ALABAMA'S HOUSING FUTURE

*ALABAMA HOME BUILDERS FOUNDATION*

For the past two decades, the Alabama Home Builders Foundation has been on a mission to promote and protect Alabama's housing future. Founded in 1995 as the charitable arm of the Home Builders Association of Alabama, the Foundation's goal has been to educate people of all ages about opportunities in the residential construction industry.

"The homebuilding business is just like any other business in that you need a skilled workforce to support a healthy industry," said newly appointed AHB Foundation President Cathy Brown. "Like other industries, the Baby Boomers are retiring and leaving gaps in qualified trade workers. The Foundation provides support to get people trained to enter the work force not only with scholarships but through partnerships with other organizations."



School-to-work partnerships, such as this one between the Foundation and H. Councill Trenholm State Technical College, give students the opportunity to learn valuable hands-on basic construction skills.

The Foundation is overseen by a group of HBAA members, known as Foundation Directors, who help guide the mission and vision of the non-profit. The Directors share an appreciation for education and a commitment to helping prepare future workers for the building industry.

“One reason I wanted to get involved with the Foundation is that I see the good that is done with scholarships and supporting the trade schools, and I want to contribute and be a part of its growth,” said Brown, a member of the Greater Montgomery Home Builders Association who has served with the Foundation for several years. “We have to provide a path to get people interested and trained for this industry.”

While the Foundation is perhaps best known for its scholarship program, it has been involved in many initiatives to educate students and the public about the building industry. Here’s a brief look at some of the programs in which the Foundation has been involved.

#### SCHOLARSHIPS

Each spring, the Foundation awards scholarships to students throughout Alabama who are interested in pursuing careers in home building. The bulk of the scholarship funds come from proceeds from the annual AHB Foundation Golf Classic. Since 1997, the Foundation has awarded \$469,650 in scholarships to 870 students. See page 36 to read about this year’s scholarship recipients.

#### TOOL GRANTS

The Foundation has assisted building programs at schools throughout the state by providing \$15,000 in tool grants. In many cases, these schools were using equipment that was extremely outdated and hazardous, or they did not have enough tools for all of their students to use. These grants have enabled schools on extremely limited budgets to purchase new tools and greatly enhance their building programs.

#### SCHOOL-TO-WORK PROGRAMS

The Foundation has worked with schools in Montgomery and Shelby Counties to provide hands-on basic construction education to prepare students for entering the workforce. See page 29 to read about the newest partnership in Shelby County.



The Foundation is a longtime supporter of SkillsUSA and FFA competitions, and several scholarship recipients, including Bradley Wright of Pisgah, have competed at the state and national levels.

#### CAREER DAYS

For many students, interacting with a Foundation representative or HBAA member at a career day at their school is often their first glimpse into the home building industry. Through career days, the Foundation has been exposed to students from elementary all the way up through high school.

#### CONNECTING WITH COUNSELORS

In addition to educating students, the Foundation works closely with high school counselors to educate them about building industry careers available to their students. The Foundation is a sponsor of the Alabama Counseling Association’s annual conference and welcomes every opportunity to speak directly with counselors.

## HOW YOU CAN HELP

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**INVEST MONEY.** Your tax-deductible contribution to the Alabama Home Builders Foundation will help provide scholarships to students wanting to study the building trades. Contributions also help fund educational programs for students of all ages that encourage them to pursue careers in the home building industry. See the attached form to make your contribution today.

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**INVEST TIME.** Throughout the year the Foundation has the opportunity to speak directly to students and counselors through Career Fairs and skills competitions around the state. We encourage members to join us at such events in their area to share their experiences in the building industry. We also welcome members who want to present scholarships to recipients at awards days. Contact Artemis Moore, AHB Foundation Director, at 1-800-745-4222 or [artemismoore@hbbaa.org](mailto:artemismoore@hbbaa.org) to learn about opportunities to connect with students in your area.

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**PLAY A ROUND OF GOLF WITH US.** Whether you're a serious golfer or just enjoy spending an afternoon on the links, you can make a difference by playing in and/or sponsoring the annual AHB Foundation Golf Classic. The Classic is the primary fundraiser for the Foundation's scholarship fund. Mark your calendar now for the 2014 Golf Classic, taking place on Thursday, May 8 at the RTJ-Cambrian Ridge Course in Greenville. Contact Candi Stroh at 1-800-745-4222 or [candistroh@hbbaa.org](mailto:candistroh@hbbaa.org) to learn more about the golf tournament.

---

**REMEMBER US IN YOUR WILL.** Leave a lasting legacy by including the Alabama Home Builders Foundation in your will. Contact Artemis Moore for more information.

## VOCATIONAL SKILLS COMPETITIONS

The Foundation has long been a proud supporter of regional and statewide vocational skills competitions, such as SkillsUSA and FFA. Several Foundation scholarship recipients have competed and won at such events, with some even going on to represent Alabama in national competitions.

## ACRE PARTNERSHIP

In 2008, the Foundation began a partnership with the Alabama Center for Real Estate (ACRE) at the University of Alabama to sponsor an intern to assist with the collection and analysis of new construction data statewide. The Foundation also commissioned a study by ACRE on the economic and business challenges and opportunities in Alabama's Black Belt region.

## CHILDREN'S HANDS-ON EXHIBITS

One of the most popular projects in the Foundation's history was the "Building Our House" exhibit. Occupying more than a thousand square feet, this museum-quality exhibit provided children with the opportunity to learn about all facets of constructing a home, from plumbing and electrical work to landscaping and interior design, in a fun, hands-on way. The traveling exhibit was on display at museums, elementary schools and other locations around the state where it was toured by thousands of students. Several years later a smaller version of the exhibit, called "My Playhouse", was commissioned to similarly provide students with hands-on interaction with the components of constructing a house. Both exhibits have recently been retired.

## DISASTER RELIEF FUND

In the wake of Hurricane Katrina's destruction in 2005, the Foundation responded by collecting and distributing funds for rebuilding homes in Bayou La Batre, an area on Alabama's Gulf Coast that was particularly devastated. The Foundation, in coordination with the Alabama Housing Finance Authority, provided funding to the Home Builders Association of Metro Mobile to coordinate efforts with local officials, inspectors, and contractors for the rebuild.

The Foundation provides multiple opportunities for HBAA members and friends of the HBAA to support its educational efforts. See the sidebar at left to learn more about how you can help.

To learn more about the Foundation, visit [www.AHBFoundation.org](http://www.AHBFoundation.org), or contact AHB Foundation Director Artemis Moore at 1-800-745-4222 or email [artemismoore@hbbaa.org](mailto:artemismoore@hbbaa.org).

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77 STUDENTS  
RECEIVE  
ALABAMA  
HOME BUILDERS  
*FOUNDATION*  
SCHOLARSHIPS

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**S**eventy-seven students from across the state were among this year's recipients of scholarships from the Alabama Home Builders Foundation, the charitable arm of the Home Builders Association of Alabama. The scholarships were awarded to students who desire to study the building trades or construction-related curricula at two-year, four-year and technical colleges throughout the state.

The Foundation's scholarship program was established in 1997 to help attract new tradespeople to the housing industry and to provide them with the tools and training they need in order to be successful. The majority of the scholarship funds come from proceeds from the Foundation Golf Classic, held annually in May.

Several students received special scholarships through the Foundation. Ikeem Bayshun Butler, Zaccheus Jackson, Jessie Shelton, Jr., Thyryn Kenyatta Washington, Alvin Dion Woods and Joshua David Wright were each recipients of the Malone-McQueen scholarship. The scholarship is given in memory of Charles and Mary Malone and William N. McQueen, and in honor of Polly McQueen.

Heath Andrew Sample, Jacob Sprinkle, Zachary Tucker and David Whitney each received the Bentley Owens scholarship, given in memory of Bentley Owens, one of the founding members of the Home Builders Association of Alabama.

Any student wishing to study the building trades at a two-year, four-year or technical school in Alabama is eligible to apply for a scholarship. The scholarship deadline is March 15 and the recipients are announced in April. Scholarship applications are available online at [www.ahbfoundation.org](http://www.ahbfoundation.org), or students may call Artemis Moore, AHB Foundation Director, at 1-800-745-4222 for more information.

THE 2013

# ALABAMA HOME BUILDERS FOUNDATION SCHOLARSHIP RECIPIENTS

## BENTLEY OWENS SCHOLARSHIP RECIPIENTS

Heath Andrew Sample (1)  
Pelham  
Auburn University: Graphic Design

Jacob Sprinkle  
Town Creek  
Northwest Shoals Community College: Carpentry/Construction

Zachary Tucker (2)  
Muscle Shoals  
Northwest-Shoals Community College: Carpentry/Cabinetmaking

David Whitney  
Attalla  
Gadsden State Community College: Electrical Technology

## MALONE-MCQUEEN SCHOLARSHIP RECIPIENTS

Ikeem Bayshun Butler  
Selma  
Wallace Community College-Selma: Masonry

Zaccheus Jackson  
Selma  
Wallace Community College-Selma: Masonry

Jessie Shelton, Jr.  
Selma  
Wallace Community College-Selma: Masonry

Thyrin Kenyatta Washington  
Lerohatchee  
H. Councill Trenholm State Technical College:  
Electrical Technology

Alvin Dion Woods  
Camden  
Alabama Southern: Masonry

Joshua David Wright  
Minter  
Wallace Community College-Selma: Masonry

## GENERAL FUND SCHOLARSHIP RECIPIENTS

Michael Algie  
Weaver  
Gadsden State Community College-Ayers: Electrical Technology

Blake Aaron Baughman (3)  
Valley  
Jacksonville State University: Engineering/Architecture

Dakota J. Benefield (4)  
Salem  
Auburn University: Engineering

Brandon Bingham (5)  
Paint Rock  
Northeast Alabama Community College: Electrical Technology

Brandon Tyler Bowman  
Gadsden  
Gadsden State Community College: Electrical Technology

Loraleigh Rosette Briscoe (6)  
Douglas  
Snead State Community College: Building Science

Forrest Bryant  
Cullman  
Auburn University: Building Science

Cyneldra Busby (7)  
Lafayette  
Southern Union Community College:  
Building Science & Architecture

Betsy M. Campbell  
Arab  
Snead State Community College: Business Management

Brandon Carter (8)  
Sumiton  
University of Alabama-Birmingham:  
Electrical Engineering/Drafting

Megan Elizabeth Chesnut  
Anniston  
Auburn University: Building Science

Paul Chisolm (9)  
Mobile  
University of Alabama: Engineering

Joshua Caleb Clark (10)  
Oxford  
Gadsden State Community College-Ayers:  
Electrical Technology

Devan Cone  
Decatur  
Northwest Shoals Community College: Carpentry/Cabinetry

Tyler Austin Corbett (11)  
Northport  
Shelton State Community College:  
Architecture/Building Design

Toby W. Davis (12)  
Higdon  
Calhoun Community College-Decatur:  
Electrical

Patrick Ryan Dreher (13)  
Pelham  
Auburn University: Business & Landscape  
Design

Gary Martin Durbin (14)  
Auburn  
Auburn University: Building Science

Madison Lenora Elmore (15)  
Jasper  
University of Alabama: Electrical  
Engineering

Travis Eubanks  
Silverhill  
Auburn University: Mechanical Engineering

Chelsea Falkner  
Trussville  
University of Alabama: Interior Design

Marica Foster (16)  
Anniston  
Gadsden State Community College-Ayers:  
Electrical Technology

Jonah Fowler  
Madison  
Calhoun Community College-Decatur:  
Electrical Technology

Mathew Cole Garrett (17)  
Boaz  
Gadsden State Community College:  
Drafting

James Gunn  
Selma  
Alabama A & M: Civil Engineering

Thomas Christian Hall (18)  
Decatur  
University of Alabama: Business

Stephen Hart  
Oakman  
Bevill State Community College-Sumiton:  
HVACR

Ryan Marshall Haymon (19)  
Arab  
University of Alabama: Electrical  
Engineering

Matthew L. Herring (20)  
Bessemer  
University of Alabama: Engineering

Eduardo Honorato  
Birmingham  
Lawson State Community College:  
Electrical Technology



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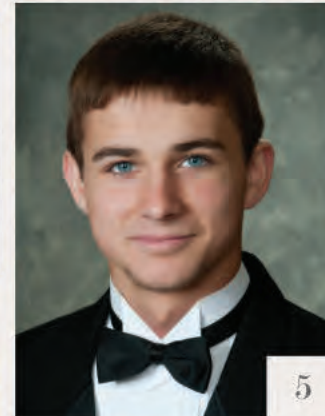
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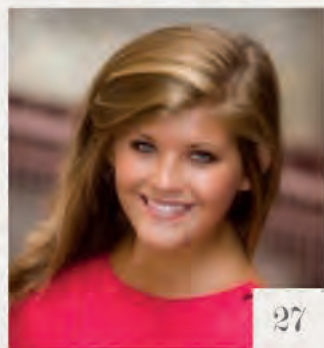
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Joseph Hood  
Moulton  
Northwest-Shoals Community  
College: Electrical Engineering

Tyler Hudson  
Uniontown  
Alabama A & M: Electrical  
Engineering

James Ashton Johnson (21)  
Eufaula  
Auburn University: Building Science

Camden Joel Kelley  
Troy  
Lurleen B. Wallace Community  
College: Electrical Engineering

Kendall Chase Kilpatrick  
Opelika  
Southern Union: Electrical  
Engineering

Bradley Landin (22)  
Madison  
University of Alabama:  
Construction & Civil Engineering

Martin Trey Little  
Moulton  
Calhoun Community College-  
Decatur: Industrial Maint.;  
Electrical

William Zackery Little (23)  
Winfield  
Bevill State Community: Electrical  
Technology

John Slade Lutz (24)  
Fairhope  
University of Alabama: Engineering

Antonio Falinto McCorvey  
Monroeville  
Reid State Technical College:  
Electronics/Electrical

William Brannen McMahan (25)  
Auburn  
Auburn University: Building Science

Austin S. Mills  
Rainbow City  
Auburn University: Electrical  
Engineering

Jeffrey (Jay) Donald Mock  
Sheffield  
Northwest Shoals Community  
College: Carpentry/Cabinetry

Lucas Moore  
Trussville  
University of Alabama:  
Construction Engineering

Timothy C. Murphy, Jr. (26)  
Hampton Cove  
Auburn University: Building Science

Cameron E. Nelson (27)  
Trussville  
University of Alabama: Engineering

Anthony J. Opsteen (28)  
Muscle Shoals  
Northwest Shoals Community  
College: Cabinetmaking, Carpentry

Romero Pablo  
Birmingham  
Lawson State Community College:  
Plumbing

Zackery Pasley (29)  
Fayette  
Bevill State Community College-  
Fayette: Electrical Technology

Heath Allen Roeber (30)  
Huntsville  
Auburn University: Building Science

Kayla Reid Russian (31)  
Wetumpka  
Auburn University: Interior Design

Matthew Scholwinski  
Hartselle  
Calhoun Community College-  
Decatur: HVACR;  
Industrial Maintenance; Wiring

Jeremy Chase Shirley (32)  
Luverne  
Lurleen B. Wallace Community  
College: HVACR

Jacob Cameron Shrader  
Flat Rock  
Northeast Alabama Community  
College: Electrical  
Technology

Jacob Clay Smith  
Vinemont  
University of Alabama-Huntsville:  
Engineering

Mitchell Smith (33)  
Decatur  
Auburn University: Building Science

Sarah Allison Smith (34)  
Huntsville  
University of Alabama: Civil  
Engineering

John Gary Stacey  
Semmes  
University of South Alabama: Civil  
Engineering

LeDarius Steele  
Birmingham  
Lawson State Community College:  
Plumbing

Paul P. Telehany (35)  
Montgomery  
Auburn University: Building Con-  
struction

Norma-Jean Theriot (36)  
Oakman  
University of So. Alabama: Civil  
Engineering



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Kaleb Timmons (37)  
Bessemer  
Lawson State Community College:  
HVACR

Xavier Trancoso  
Birmingham  
Lawson State Community College:  
Carpentry

Katherine Uhrin (38)  
Oxford  
Auburn University: Architecture

Ashley Watts  
Wetumpka  
Auburn University: Business/  
Communications

Scott Hamilton Wells (39)  
Northport  
Shelton State Community College:  
Electrical Technology

Joshua Kevin Williams  
Boaz  
Snead State Community College:  
Agriscience Education



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## GIVING ALABAMA'S FUTURE WORKERS A HEAD START

Jerald and Carol Smith of 5 Star Enterprises in Rogersville with one of their student workers, Adam Zanellato, who won first place in cabinet making at this year's SkillsUSA state competition.



Getting some “real world” work experience while still in school can be invaluable to students preparing to enter the building industry. Some HBAA members, such as Jerald and Carol Smith, are giving hard working students in their area the opportunity to get that experience under their belts before entering the workforce full time.

The Smiths, owners of 5 Star Enterprises in Rogersville, are longtime members of the Shoals Home Builders Association and are also extremely active at the state level. Through the two divisions of their company, 5 Star Cabinets and 5 Star Building, they have employed five students from Northwest Shoals Community College since 2008.

“Most of the experienced workers were already working for themselves or other contractors, so we then thought we could hire young, inexperienced workers and train them on the job,” said Carol. “But finding dependable young people willing to learn with a good work ethic was always difficult. We started contacting the college for recommendations on students who seemed serious in working in the cabinet or construction industry.”

The key characteristics they look for are students who are dependable, clean cut, are able and willing to follow directions, possess a good work ethic, have good communications skills, are willing to learn, have a good attitude, and are willing to work as a team player. Charles Hardy, an instructor in carpentry/cabinet making at Northwest Shoals, has helped match the Smiths with students who he thought would be a good fit for their business.

“You’ve got to support these kids because there aren’t that many out there who choose to go into the home building industry,” said Carol.

Adam Zanellato is one of the latest Northwest Shoals students to work for the Smiths. A New Jersey native, opportunity knocked in Alabama and he took a chance on moving south to earn his education. Now studying cabinetry and carpentry at Northwest Shoals, he has worked for 5 Star Cabinets for the past two years. Depending on his school schedule, he works between 32 and 40 hours per week.

The skills that he’s learned through school and work have enabled

Zanellato to compete and succeed in SkillsUSA, a non-profit organization for instructors and high school and college students preparing for careers in technical, skilled and service occupations. Formerly known as VICA (Vocational Industrial Clubs of America), the organization holds competitions locally, statewide and nationally where students can demonstrate their technical skills. The Alabama Home Builders Foundation is a longtime sponsor of Alabama’s SkillsUSA competition.

Earlier this year, Zanellato took first place in the SkillsUSA statewide competition in cabinetmaking. His first place finish earned him a trip to the national SkillsUSA competition in Kansas City, where he finished 11th.

Zanellato is not the only 5 Star employee to represent them so well at competitions. Another student working with the Smiths, Zach Tucker, took second place in cabinet making at the Alabama SkillsUSA competition this year.

Upon graduating at the end of this school year, Zanellato intends to return home to New Jersey, where he already has several job offers waiting. He plans to one day have his own cabinetry shop. No doubt the experience he’s gained from working with the Smiths will help him as he builds his career in the building industry.

As for the other students who have come to work with the Smiths, two came to work at 5 Star full-time after graduating, and two others are working there while still in school. Putting students to work in their business has been a win-win situation for the Smiths and their student workers alike, and is an option that they think other employers should consider when looking for prospective laborers.

“There are many benefits to hiring student workers,” said Carol. “They have a strong willingness to learn, so training will come more naturally. They have more physical and mental energy, which could speed up production. They are ready to gain work experience in their field of study and you get the opportunity to train a potential [full-time] employee. The chance you give them to work for you is their first step to success in their career.”

# LOCAL SCHOLARSHIPS

## BALDWIN COUNTY HOME BUILDERS ASSOCIATION

The Baldwin County Home Builders Association awarded \$6,000 in scholarships this year to local students who are pursuing careers in the home building industry. This year's recipients included Bradley Wilson, Alicia Radcliffe, Slade Lutz, Emily Anny Lysek, and Madison Schneider. To date, the BCHBA has awarded \$62,000 in scholarships.



BALDWIN COUNTY HBA President Eddie Youngblood (back row left) and fellow scholarship committee member Chris Bumpers (back row center) present scholarships to Bradley Wilson, Alicia Radcliffe, Slade Lutz and Emily Anny Lysek.

## MARSHALL COUNTY HOME BUILDERS ASSOCIATION

The Marshall County Home Builders Association presented five deserving Marshall County students with scholarships this year. Recipients include:

- Anthony Johnson, Jr. of Arab High School, who will study architecture at Snead State Community College;
- Dexter McClendon of Asbury High School, who will study welding at Gadsden State Community College;
- Landon Willoughby of Boaz High School, who will study welding at Gadsden State Community College;
- Second-year recipient Dillon Campbell, studying construction/diesel service at Wallace State Community College; and
- Second-year recipient Joshua Williams, studying engineering at Snead State Community College.



MARSHALL COUNTY HBA President Janice Warren presents Dillon Campbell with a scholarship from the MCHBA.



MARSHALL COUNTY HBA President Janice Warren looks on as scholarship recipient Joshua Williams thanks the members for their support.

## SHOALS HOME BUILDERS ASSOCIATION

The Shoals Home Builders Association recently held a golf tournament with the goal of raising \$3,000, bringing their total to \$10,000 to give to Northwest Shoals Community College for an SHBA Scholarship Endowment Fund. The tournament actually brought in more than double their goal, raising \$6,015 toward a grand total of \$13,000 to establish the endowment.

The endowment will go to second year students in the building trades and will be chosen by the Northwest Shoals instructors. The SHBA chose second-year students as recipients because of the abundance of scholarships available for first-year students, and they wanted to ensure that recipients were truly committed to a career in building. Instructors at Northwest Shoals CC will select the scholarship recipients.

## HUNTSVILLE/MADISON COUNTY HOME BUILDERS ASSOCIATION

Since 1999, the Huntsville/Madison County Builders Foundation has awarded more than \$162,000 to students studying building related fields. This year the Foundation presented a total of \$9,200 in scholarships to nine students. Recipients include:

- Anthony M. Stansell, studying architecture at Northeast Alabama Community College;
- Andru R. Perez, studying civil engineering at Auburn University;
- Bradley T. Landin, studying civil engineering at the University of Alabama;
- Corey A. Thomas, studying architecture at Auburn University;
- Jeffery B. Rice, II, studying civil engineering at the University of Alabama-Huntsville;
- Jonathon M. Clark, studying architectural engineering at Tennessee State University;
- Kirby D. Tucker, studying architecture at Auburn University; and
- Randall D. Sargeant, studying architectural drafting & design at J.F. Drake Technical School.



HUNTSVILLE/MADISON COUNTY BA scholarship recipients Anthony Stansell, Bradley Landin, Andru Perez, Jeffery Rice, Corey Thomas, and Randall Sargeant.

Additionally, the Burl & Betty Chandler Scholarship Award was presented to Kennedy R. May, who is studying Building Science at Auburn University.



## HOME BUILDERS ASSOCIATION OF GREATER CALHOUN COUNTY

HBAA President Taylor Burton presents a scholarship from the HBAGCC Foundation to Joshua Clark. Joshua is the son of associate member John Clark of John Clark Construction.



## GREATER GADSDEN HOME BUILDERS ASSOCIATION

Members of the Greater Gadsden Home Builders Association present a scholarship check for \$3,000 to Gadsden State Community College.

Whether you're looking to expand your business, save money or learn about the latest codes and regulations, the HBAA offers a variety of education around the state designed to meet your needs.

## PROFESSIONAL DESIGNATIONS EDUCATION

DATE	COURSE	INSTRUCTOR	LOCATION
September 27	Customer Service	Cathy Brown	Montgomery
October 25	Scheduling	Tom Cooper	Montgomery
December 6	Negotiating Skills	Tom Cooper	Montgomery

Professional designations classes will take place from 9 a.m. to 4 p.m. with lunch provided. Fees are \$225 for members and \$330 for non-members.

## QCI/STORMWATER EDUCATION

DATE	COURSE	LOCATION
October 10*	QCI Continuing Ed	Irondale
October 15	QCI Initial Course	Huntsville
November 13	QCI Continuing Ed	Irondale
November 14	QCI Initial Course	Irondale
December 4	QCI Continuing Ed	Montgomery
December 5	QCI Initial Course	Montgomery

*QCI Initial Course Information:* All initial courses will take place from 8 a.m. to 5 p.m. Cost is \$350 for HBAA members, \$500 for non-members and \$200 for government officials/non-certification participants.

*QCI Continuing Ed Course Information:* All continuing ed courses will take place from 1 p.m. to 5 p.m. Cost is \$100 per attendee.

\*Training will take place as part of the 2013 Alabama Clear Water Seminar & Field Days (October 8-10). Contact Kory Boling at 1-800-745-4222 or koryboling@hbbaa.org for more information.

## LEAD PAINT CERTIFICATION EDUCATION

DATE	COURSE	LOCATION	TIME
October 2	Lead Paint Initial Course	Tuscaloosa	8 a.m.-5 p.m.
October 3	Lead Paint Continuing Ed	Dothan	8 a.m.-12 p.m.
October 17	Lead Paint Continuing Ed	Montgomery	8 a.m.-12 p.m.
October 22	Lead Paint Continuing Ed	Mobile	1 p.m.-5 p.m.
October 23	Lead Paint Initial Course	Mobile	8 a.m.-5 p.m.
November 12	Lead Paint Continuing Ed	Huntsville	1 p.m.-5 p.m.
November 13	Lead Paint Initial Course	Huntsville	8 a.m.-5 p.m.
November 21	Lead Paint Continuing Ed	Irondale	8 a.m.-12 p.m.
December 10	Lead Paint Continuing Ed	Montgomery	1 p.m.-5 p.m.
December 11	Lead Paint Continuing Ed	Mobile	8 a.m.-12 p.m.

*Lead Paint Initial Course Information:* Cost is \$125 for HBAA members and \$225 for non-members. No walk-ins allowed.

*Lead Paint Continuing Ed Course Information:* Cost is \$75 for HBAA members and \$175 for non-members.

## CLASS LOCATIONS:

- Huntsville: Huntsville/Madison County BA office (2804 Bob Wallace Ave.)
- Irondale: Greater Birmingham AHB office (5000 Grantswood Rd., Suite 240)
- Mobile: HBA of Metro Mobile Office (1613 University Blvd. S.)
- Montgomery: HBAA office (7515 Halcyon Summit Dr., Suite 200)
- Tuscaloosa: HBA of Tuscaloosa office (2009 Paul W. Bryant Dr.)
- Dothan: Clarion Inn & Suites (2195 Ross Clark Circle)

Registration required for all courses and tests. To register or for more information, contact Kory Boling at 1-800-745-4222 or koryboling@hbbaa.org.

Check the HBAA website calendar for the latest educational offerings: [www.HBAA.org](http://www.HBAA.org).

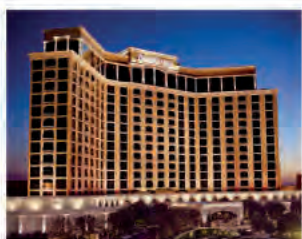
Dates and/or times and locations are subject to change if necessary. A course may be cancelled if minimum of 6 registrations are not received.

Cancellation policy: To avoid course fee payment, registrants must give at least 48 hours notice to cancel.

# C A L E N D A R

HBA  
EVENTS

For details about these and other upcoming HBAA events, visit [www.HBAA.org](http://www.HBAA.org) and follow us on [Facebook.com/HBAAAlabama](https://www.facebook.com/HBAAAlabama).



## NOVEMBER 7-9

HBAA Annual Convention  
at the Beau Rivage Resort &  
Casino in Biloxi, Mississippi



## FEBRUARY 4-6

2014 International Builders'  
Show in Las Vegas  
(Visit [www.buildersshow.com](http://www.buildersshow.com)  
for details)



## JANUARY 17

Registrations Due for  
2014 Alabama's Remodeling  
Excellence Awards  
Competition



## FEBRUARY 18-20

2014 Alabama's Better Living Expo  
& HBAA Winter Meeting at the  
Montgomery Convention Center



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1st Vice President

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2nd Vice President

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**TODD SLYMAN**  
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**BUDDY BOWMAN**  
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**BOBBY SMITH, JR.**  
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Director

**RANDY FANNIN**  
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**JOE DAFFRON**  
Past Associate Committee  
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**BRET SLATON**  
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**JERALD SMITH**  
Presidential Appointee

**PHILLIP KINARD**  
Presidential Appointee/  
Building Innovations Group  
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**SANDRA STEELE  
LIVINGSTON**  
Presidential Appointee

**ROBERT BROWN**  
Presidential Appointee

**BEN BYRD**  
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**DAVID LISENBY**  
Governmental Affairs Chair

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