

30 Years of Construction Excellence!

# BLUEPRINT for Progress

WINTER 2018

CONSTRUCTION NEWS & INFORMATION FROM MINGHINI'S GENERAL CONTRACTORS, INC.

## Minghini's Celebrates a Decade of Honors

For the 10<sup>th</sup> year running, the readers of the *Martinsburg Journal* have selected **Minghini's as the Best General Contractor in the Region** in its Annual Readers' Poll.

States Craig Collis, "We are honored by this selection and will continue to do everything possible to earn this "Best of the Best"

distinction for the next decade. I want to thank our dedicated employees for making this award possible.

This year we are celebrating 30 years of ownership of Minghini's and this kind of acknowledgement confirms that our customers and the community are aware of our ongoing commitment to excellence." ■

## America's Strength—Family Owned Businesses

Family owned businesses are not only the oldest form of enterprise in the world, they continue to be the most numerous.

According to the U.S. Bureau of the Census, about **90 percent of American businesses are family-owned or controlled**. Ranging in size from two-person partnerships to Fortune 500 firms, these businesses account for **half of the nation's employment and half of its Gross National Product.**" (Source: Inc.com)

Much of the wealth of America was created by family businesses. A recent survey by Forbes of the 400 wealthiest individuals in the world determined that 44 percent derived that wealth from a family enterprise. In some countries the largest of publicly traded companies on the stock market are family businesses, meaning that the controlling shareholder is an individual rather than a state, corporation, management trust, or mutual fund. In fact, today family owned businesses account for 30% of businesses worldwide with sales in excess of \$1 billion.

**A family business, by definition** is a commercial organization in which decision-making is influenced by multiple generations of a family, related by blood or marriage. They are closely associated with the company through leadership or ownership. Owner-manager entrepreneurial firms are not considered to be family businesses because they lack the multi-generations and family influence that create the unique dynamics and relationships of family businesses.

The family business may have some advantages over other types, such as having a penchant for quality associated with pride in the family's reputation and name. However, they come with their own unique set of challenges. The most notable that affect family owned businesses may involve a member (or members) of the family having personal ambitions or objectives that are not in the best interest of the company. For example, a family member might want to be president of the company, but lack the skills or personality for the role. Or, a member of the family might want to sell his or her stock when the company needs the cash for operating capital or to invest to stay competitive. Then, too,

there can be issues related to perceptions of favoritism to family members over other non-related employees. Additionally, some family members' opinions on the company's operation or direction may be in conflict. In summary, the three spheres of FAMILY, MANAGEMENT AND OWNERSHIP, whose interests may overlap in places, often have potential for conflict.

Of course, the whole issue of succession (who inherits and/or operates the business when the original owners retire or die), is often a complicated and/or emotional issue if it is not handled properly through a well thought out succession plan agreed to by all family members prior to being needed. There are professional advisors who specialize in this consulting.

The link that follows is to a good article on Inc.com for some simple ways to avoid conflict in family businesses.

<https://www.inc.com/guides/201102/7-rules-of-conduct-for-family-businesses.html>

A large proportion of the Construction Industry and affiliated businesses in the Tri-State Region are family owned and in the country as a whole, owing to the fact that the specialized building skills are often shared within a family with sons learning from their father or uncle. We see daily evidence of this by the preponderance of family members working in the office and on the crews of general contractors, suppliers and subcontractors.

States Craig Collis, President and Construction Supervisor of Minghini's, "I enjoy working with other family businesses on projects. Generally, these companies are comprised of people who are trustworthy, reliable and competent. The management stays the same for long periods of time so we build solid relationships. When their name is on the door. like ours is, what they do is a matter of family pride."

That said, the family business is the strength of the US economy and we are seeing exciting trends such as more female successors taking over family owned businesses. Since 1996 this trend has grown by 40 percent so that today women are top management in approximately 12 percent of all family businesses. ■

# Editor's Message

## Thanking God for My Family

I think most people know by now that Minghini's is a family business. When Craig and I bought Minghini's nearly 30 years ago, Bruce MINGHINI was a respected mentor to Craig. Craig's own father had served as Construction Supervisor at Minghini's for most of his career. Then Craig learned the trade and the business from the bootstraps of both of them as a member of Minghini's construction team. He later moving into the position of Construction Supervisor.

I joined the company when we bought the business in 1988 and have enjoyed serving as Vice President - Marketing for nearly 30 years. I've responded to hundreds of job bids, worked with subs and suppliers, handled the promotion and PR, and have been heavily involved in the community while also working shoulder to shoulder with our office staff.

In the last decade our two sons, Jacob and Morgan, decided to join the business after studying construction and business at college and working at other construction enterprises prior to joining us. We are thrilled to have the opportunity to work with them on a daily basis. It was their choice and desire to become part of the business.

The level of trust and support within our company is extremely high because we consider our entire work force as family members, and we feel honored that the majority have been with us for many years!

In reflection, one of the best parts of being a family business is the working relationships we've built over the years with other family businesses in the area. Having these long-term associations

has deepened our appreciation for their support and allowed us to become part of their evolution as businesses and as families. We see each other at church and shop at the same supermarket; we celebrate births together, and grieve the passing of dear ones. We are truly an extended family in this respect. This aspect of the business would not exist if we worked in a large, impersonal corporation where the employees are constantly turning over.

So, I thank God for how HE has blessed Minghini's with the wonderful support of our family and friends, not to mention, the trust of our amazing clients. Whether the third generation of Collises (*grandson Boyd and granddaughters Savannah and Carlie*) decides to join the business a couple of decades down the road, only time will tell. But spending time with Grandma Bernie and Pappy as little ones in the office, they have certainly had plenty of exposure to what we do! ■



**Berniece Collis**  
Vice President



*The Collis Family*



**Tom Donaldson**

## Client Profile

*Tom Donaldson, President SugarOak Holdings and SugarOak Corporation, Herndon, Virginia*  
[info@sugaroak.com](mailto:info@sugaroak.com)    [www.sugaroak.com](http://www.sugaroak.com)

Tom is the President of SugarOak Corporation which is the construction entity wholly owned by SugarOak Holdings. He started with SugarOak in 1984 directly out of the University of Kentucky.

SugarOak Holdings is the parent company of three wholly owned subsidiaries with three partners. The company currently manages approximately 3 million square feet of commercial real estate in 10 different states and typically has two custom homes and 3-4 addition/remodels under construction most years. Its subsidiaries are responsible for the acquisition, disposition, business management, property management and construction management of all the properties under its management. The company also builds custom homes and manages residential addition/remodels in the Northern Virginia area.

SugarOak purchased Old Courthouse Square in Martinsburg as an investment from a larger group that had purchased the property as part of a large portfolio purchase. However, because the previous owner didn't typically own or manage shopping/retail centers, they wanted to sell it. SugarOak purchased it with plans to invest, improve and lease the vacancies so the Center could realize its full potential as a vibrant retail center for the community. The Food Lion and Post Office were already in the Center so it had a good base of anchor tenants on which to build.

According to Tom, "We think it's important to support local businesses and economies where we own or manage real estate. Because we are relatively small, it is difficult to be 'on the ground' with any real frequency, so our approach has been to meet with and interview (look them in the eye) general contractors where we own property. We try to find someone that will become a partner in the project with us.

"We were fortunate to be introduced to General Contractor Craig Collis. Minghini's has experience and knowledge and understands the goals of each project we initiate at Old Courthouse Square. The Company helps us achieve that goal in the most cost-effective and efficient way. Craig serves as my 'eyes and ears' on the property and treats the facility as if it were his own. Moreover, I can always depend on Minghini's to give me an honest and complete assessment and provide competitive pricing for the projects at Old Courthouse Square.

"At this writing, Minghini's has successfully completed several projects at Old Courthouse Square for us and is currently completing a facade renovation that we hope will attract new users to the vacant space. The new facade will be a bit of a departure from the traditional architecture of the rest of the Center. We're confident it will create interest and visibility for future tenants."

In 2006 Tom served as President of the Northern VA Building Industry Association. Tom grew up in Northern, Virginia and moved back to the area after graduation from university. Subsequently, he married his wife, Linda, and they raised two daughters who are now attending Mary Washington and Lehigh Universities. ■



# Supplier Profile

Patricia and Charlene Caudell, Owners  
Tristate First Aid LLC

304/ 229-8794 [tristatefirstaidllc@yahoo.com](mailto:tristatefirstaidllc@yahoo.com)

This family owned and operated business was founded in 1986 by Gene Rowe, Charlene's father. Today Patricia's husband, James serves as office manager and CPR/FA facilitator, while her sister Charlene and Patricia are owners and sales representatives.

Tristate First Aid provides safety services, products and training for businesses in the Eastern Panhandle, Hampshire Hardy, Mineral and Grant Counties in WV; Shenandoah, Frederick and Clark Counties in VA; and Washington, Allegheny Frederick Counties in MD. The three-person company sells first aid and safety supplies to private companies and government agencies. It also helps them meet OSHA requirements that are specific to their work places, whether they have one employee or hundreds. Tristate analyzes and caters to each customer's needs individually. Its vans are fully stocked to service any first aid kit; it responds to service calls and also provides regular, automatic scheduled service. The partners also teach first aid, CPR, AED & Bloodborne Pathogen classes to meet all OSHA requirements. It keeps customers' first-aid kits fully stocked and up-to-date at the office, job sites, and in work vehicles.

Tristate First Aid instructs Minghini's employees in first aid, and CPR classes. According to Patricia, "Minghini's has always been safety oriented and provided their employees with the necessary first-aid supplies and CPR/FA training. We have helped them stay in compliance with OSHA regulations since 1991. They have always treated us with respect and professional courtesy."

The employees of Tristate First Aid live near the water and enjoy canoeing, kayaking, and riverside picnics with friends and family. ■

## Subcontractor Profile

Blake and Courtney Frye  
Frye Masonry LLC

Martinsburg, WV 304/ 582-0131  
[fryemasonryllc@hotmail.com](mailto:fryemasonryllc@hotmail.com)



A classic family-owned and operated business, Blake and his wife, Courtney, founded Frye Masonry in Martinsburg in 2015. Owner/Field manager Blake oversees the masonry work and estimating; whereas, Courtney serves as Office Manager with responsibility for administration and payroll for their eight employees.

Frye's handles masonry jobs for residential and commercial projects including new construction, repairs and renovations. The Company works in brick, block, stone, stone veneer, flagstone, and pavers, etc. It is licensed to work in WV and VA.

Frye's has worked on a number of projects with Minghini's including: Foxcroft Town Center in Martinsburg, Valley Health Rutherford Crossing in Winchester, Rankins Physical Therapy in Inwood, James Rumsey Technical Institute in Hedgesville, 1st United Bank in Inwood, Panera Bread in Martinsburg, and Musselman High School Wrestling Building in Inwood.

According to the dynamic couple, "We appreciate the opportunity to work with Minghini's. Their knowledgeable staff is easy to work with and very responsive. When we show up on a job, they always have everything in order and are ready for us to begin our work. When we were first starting out in business, Minghini's gave us a chance to bid on commercial work even though we were a small company that they knew was just getting started. We appreciate their trust and enjoy working with them."

As for their formula for success, Blake says that they focus on quality regardless of the size of the job.

The young couple lives in Martinsburg with their newborn daughter, Brellyn. In his spare time Blake enjoys spending time with the family as well as hunting and fishing. Courtney enjoys horseback riding...but the new baby certainly takes precedence over leisure activities these days. ■

## Projects

### Completed Projects:

- Amerigas Renovations
- Domino's Boonsboro
- Freshwater Institute Hoop Structure Replacement
- Musselman High School Wrestling Building
- Musselman High School Field House
- Shops at Foxcroft Town Center Phase 2/Party City
- Shenandoah Valley Medical Systems Alterations and Additions
- Valley Health Multi Specialty offices
- Valley Health Ranson Urgent Care
- Valley Health Rutherford Urgent Care and Primary Care
- Inwood Physical Therapy

Foxcroft Town Center



Exterior of Valley Health in Ranson



Interior of Valley Health in Ranson



Interior of Valley Health in Ranson

### Projects in Progress:

- Purcellville Children's Academy
- Valley Health Berkeley Springs
- Valley Mall Storefront Replacement
- Old Courthouse Square Façade Renovations
- Domino's Hagerstown
- Domino's Keyser
- MVB Bank Charles Town Remodel
- James Rumsey Technical Institute Entry Renovation
- First United Bank Inwood
- Big Spring Water Treatment Plant Facility



Purcellville Children's Academy (Just beginning construction)



Façade Plan for old Courthouse Square Shopping Center, Architecture by The M Group



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## Staff News



**WELCOME.** Corey Jackson joins our team as Construction Administrator. He attends pre-bid meetings, works with the municipalities to secure permits, manages submittals and trouble shoots other priorities. Corey graduated from Shepherd University in 2010 with a Bachelor Degree in Business Administration. He worked for the U.S. Coast Guard as a contractor in a support role as part of a team that assisted the Coast Guard with a wide variety of issues from fixing anything from minor computer issues all the way up to assisting with search and rescues and oil spills. His hobbies include golfing, hiking and any kind of outdoor adventure. His plans for the future are to continue learning and working towards "making myself better at my job". Corey is getting married in May of 2018. ■



**WELCOME.** Matthew Lassak is our new supervisor on the Purcellville Children's Academy project. Raised on a family farm in PA with five siblings, Matthew attended Penn State University. After school he worked at L. Robert Kimball Engineers and Architects for five years. He started his own residential construction and industrial sandblasting painting business 29 years ago. He moved to the Eastern Panhandle in 2000 where he became a licensed contractor working on government, commercial and residential contracts. He has also participated in volunteer construction work from Up-state New York to Florida. Matthews' personal interests include hunting and fishing. He has been married 23 years with one adult daughter; she just got married. ■

**CONDOLENCES.** William Stanley Newcomb was a valued member of the Minghini's team for 28 years. He never met a stranger and was an excellent worker. Stanley, who was 51, passed away in June and will be missed by all of us. ■

## Community Service



Members of the McMurrin Scholars Association tailgating at Homecoming, October 7, 2017. From the left: Cindy Vance, Dan Herr, Berniece Collis and Shepherd Rams Mascot. ■

**BERNIECE HONORED AS GS VOLUNTEER OF THE YEAR.** Girl Scouts of the National Capital's Women of Distinction Committee honored Berniece at a luncheon on November 17<sup>th</sup> as its Distinguished Volunteer. The luncheon was held in conjunction with National Philanthropy Day by the Association of Fundraising Professionals VA Tri-State Chapter. ■