

BLUEPRINT

for Progress

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

The Leadership Mandate

Most would agree that our Country and the World face massive problems. From an unsustainable environment to rampant warfare and poverty, many areas are destitute. In America, our Civil Rights along with economic opportunities are being eroded. Each successive generation's opportunities appear to be diminishing.

What happened to our ideals of equality, brotherhood, and freedom? Why is our Constitution becoming an archaic document, easily manipulated in the highest courts? Why does our government bail out corrupt financial institutions while ignoring the needs of small businesses, which drive the economy? Why are young people rightfully depressed about the future?

These are not just problem related to greed, lack of education, apathy, or media manipulation. Our world is experiencing a Crisis of Leadership at all levels of society.

But what exactly is Leadership and why in a mass society is it so important to our well being?

In the past, leaders were thought to be marked with some special gift to be able to influence others. But organizational behavior studies have determined that Leaders are not just born, but are made through the mastery of skills. Hence the best graduate schools of business now focus on Leadership Development.

Leadership is the ability to discern problems and solutions and apply social influence to enlist the aid and support of others to accomplish a common task. A leader has more than power, she/he has vision, intelligence and *the desire to improve a situation.*

Certainly there are many styles of LEADERSHIP, from the micro manager to the "laissez

faire" type, yet experts agree that there are key traits of good leaders. These are explored in many business texts, biographies, and articles, like "The Leadership Skills of Steve Jobs." One Forbes article talks about the qualities that make a good leader (<http://www.forbes.com/sites/tanyaprive/2012/12/19/top-10-qualities-that-make-a-great-leader/>). These qualities include honesty, an ability to delegate, communication, sense of humor, confidence, commitment, positive attitude, creativity, intuition, and the ability to inspire. Other skills include continual improvement, ability to handle pressure, and motivation.

Aside from the basic character traits (honesty, trust, respect, etc.), the good news is that most leadership qualities can be learned. ■



Minghini's appreciates the region's confidence that is demonstrated by the fact we have won the Journal's Readers Poll in the category of Best General Contractor for the EIGHTH YEAR IN A ROW!

Editor's Message

In my early career as a public school teacher, I could see that education had a huge role in shaping future leaders. But never did I think I would be taking on many leadership roles in the Construction Industry, in our Business Community, in the School System, and even on a National Board for the advancement of girls.

Running a business involves learning many leadership skills, and provides a great platform for leading in other facets of life. Hence, during my business career, I have learned to manage people and have also held public leadership roles, which required overcoming my fears of being in the spotlight, of speaking publicly, and of stepping on other's toes. I have always felt strongly that each of us has the ability to shape our destiny. There are problems and each of us can make a difference by getting involved, by taking a stand, and by acting on our beliefs.

To my way of thinking, Leaders need three things: 1) a Desire to make things better; 2) Preparation (either education or study of the issue); and 3) Skills (which often are honed through the process of involvement). For example, through my leadership in Money Unlimited Investment Club for women, many of us served as president and learned to apply Robert's Rules, the accepted rules for organizing and running meetings.

So my experience as a Leader goes to show that each of us can and should get involved as much as possible in creating a better present, and safeguarding the future for our children and grandchildren. We can work to elect good leaders, and we ourselves can also do simple things like write letters to the editor, serve on committees, and even run for office.

Are you a Leader? You won't know until you try. ■



Berniece Collis
Vice President

Completed & New Projects

Completed

Martinsburg Sprint, Shentel
Hedgesville Public Library
Harpers Ferry Middle School



*New Martinsburg
Sprint Building*



*Top left: Harpers Ferry Middle School
Entrance; Top right: HFMS new gymnasium
addition . . . GO TIGERS!; Bottom right:
Ribbon cutting at HFMS.*

*Project Manager
Morgan, and Craig
Collis stand in front
of the Hedgesville
Public Library*



New

Johnson and Johnson Heating and Air Conditioning Facilities,
Martinsburg
Dental Facility for Dr. Hani Al-Saleh, Martinsburg
Rankin Physical Therapy Facility, Hedgesville

Supplier Profile

Ken Kline, President, Antietam Metals, Inc.
301/223-9010; Williamsport, MD



Founder and President Ken is retiring after 29 years, and the Company, under the aegis of Antietam Metals, LLC, will be continued by existing employees noted Ken in a letter to his customers. Ken is passing the baton to Shannon Blanchard, who will serve as president, and Drew Balshaw, who will serve as vice president. Both employees have occupied key operational roles with the company for many years, so there should be no interruption in the company's outstanding delivery of fabricated metal products to the region's construction industry. These products include among others, structural steel, steel bar joists, metal deck, metal railings, metal stairs and, as discovered over the years, miscellaneous metalwork that no one else wants to deal with.

"Ken and his company have been exceptional resources to Minghini's over the years and we look forward to working with Shannon and Drew in the future," notes Craig Collis.

Ken's plans for retirement are to gradually phase out of operations so that he can do some travelling, spend more time with the grand children who live in Arlington, Virginia, play a bit more golf, and to dedicate more time to the Williamsport, MD Lions Club. As for travel plans, he wants to explore areas of the U.S. and perhaps go abroad. ■

Client Profile

Ralph Dinges,
Assistant Superintendent in charge of
Construction, Maintenance and Facilities
Jefferson County Board of Education



Ralph Dinges recently worked with Minghini's on the 10 phases of the Harper's Ferry Middle School (HFMS) Addition. Ralph has been with the School System for the past 12 years and says that he always looks forward to working with Minghini's.

The HFMS project actually involved the construction of several new buildings which make HFMS the third largest school in Jefferson County. The renovation consisted of building one- and two-story structures plus renovations to the existing property. In all there was 51,000 sq. ft. of new construction and 27,000 sq. ft. of renovations.

The new additions included administration, media center and classroom wings along with a single-story addition incorporating a new kitchen and expanded cafeteria. The renovations included the gymnasium, boiler room, classrooms, corridors and band rooms. The project was built in 10 phases to allow the School to continue operations and maintain year-round use of the facility.

Ralph is pleased with the finished construction, stating: "Minghini's are professionals. I enjoy working with them because they not only do a good job, but also treat clients with a great deal of respect." ■

Subcontractor Profile

Jason Johnson,
Vice President
Johnson and Johnson
Heating and Air
Conditioning
754-7038
www.johnsonheatair.net
Martinsburg, WV



Jason and his father, Michael (the company president), started Johnson and Johnson Heating and Air Conditioning in 1989 part-time. But in four years it grew to a full-time operation and now it is a major player in the residential and commercial HVAC market. The Company provides Lennox products, including high-efficiency heat pumps and solar systems. Its services span design, installation, service, cleaning, and consulting on all sizes of heating and air conditioning equipment.

Jason also provides energy audits and consulting to residential customers helping them save on their energy usage. According to Jason both the heat pump and solar systems have come a long way in recent years in terms of increase in their efficiency rating and voltage production, respectively.

Jason says he enjoys working with Craig and Minghini's, that they are "great people." In fact, his Company has retained Minghini's to build its new 8,600 sq. ft. facility off Rt. 9 W in the Ridgefield Subdivision, Martinsburg. The new metal building with a brick facade will house the company's warehouse, offices, production and training rooms.

Jason is married to Tracy and they have a son, Caleb, 13 and a daughter, Whitney, 11. As a family they love to camp and hike, but Caleb particularly loves fishing and Whitney loves horseback riding. ■

Community Service

Girl Scouts Council of the Nation's Capital News On October 1st, GSCNC honored three talented, strong, confident women who are role models for our girls, as Women of Distinction. As part of the celebration and fund raising for this event, Christian Caine Jewelers donated pearls for a raffle. The proceeds go to a Scholarship for girls, in this region, who earn their Gold Award. ■



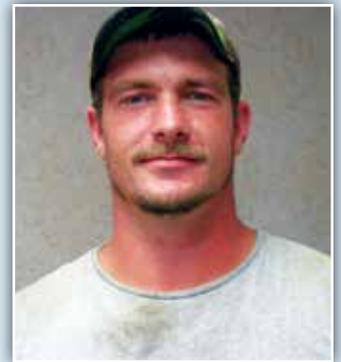
Ph: (304) 263-9988 • Fax: (304) 263-0109 • www.minghinis.com • WV 000056

Staff News

And the beat goes on... Minghini's has hired two new employees, who are actually the next generation of current and previous employees. Frosty Shepherd's son, Christopher, and Kenny Besaw's son, Kenneth III, are now working on our construction crew. Frosty is among our current employees, while Kenny Sr. worked with our company for many years, retiring a couple of years ago. It is great to see a second generation joining the Company. *Welcome!* ■



Christopher Shepherd



"Little Kenny" Besaw



Fourth generation Collis in the business. Boyd comes to work on time and never gets tired!



Project Manager, Jacob Collis at the completed Harpers Ferry Middle School.