



# CONTRACTOR CONNECTION



October November December 2021

## Grow WithIN PHCC Annual Report



"Grow WithIN PHCC" became the tagline for the state association when plans were made for the PHCC National Association CONNECT event to be held in Indianapolis in 2019. No one could have predicted the world events that unfolded in 2020 and how things would change.

The one thing that didn't change was the resilience of Indiana PHCC members. 2021 showed there was, indeed, growth WithIN PHCC!

It wasn't always easy to figure out how/where/when to hold meetings and there was a shortage of workers and a supply chain puzzle and the list goes on!

But there was growth in the association! Contractors needed answers and training and they looked to the PHCC to provide it.

Here are some of the 2021 highlights:

- Apprentice training enrollment is at an all time high. Over 800 plumbing apprentices at Mechan-

ical Skills in Indianapolis. Over 200 in plumbing and HVAC in Fort Wayne.

- IN PHCC Partnerships helped to get the apprentice to journeyman ratio changed to 2 to 1 and the OJT hours to 6400 matching the State of IN requirements.



- Contractor membership is at an all time high of 292.
- Indiana PHCC is the largest state chapter in the country.
- The Leadership Summit '21 held in September proved to be successful in providing a new impactful event that motivated and equipped leaders to be the best versions of themselves. Check out the photos on page 4. If you missed it plans for a '22 version are underway!

- Speaking of leaders...IN PHCC boasts the two on the National PHCC platform: Dave Frame, Bob Frame Plumbing Services, South Bend is President-Elect and Laura Ciriello-Benedict is the Zone 3 Director.



- Workforce continues to be at the forefront and IN PHCC participated in virtual and in person career fairs. The website [www.thebestcareer4you.com](http://www.thebestcareer4you.com) continues to get hits that go directly to IN PHCC contractors.

- IN PHCC continues to follow and report info from the Indiana Plumbing Commission and the Indiana Code Exploratory Committee.

IN PHCC continues to search out new leaders that will help grow the association even more and continue the legacy of those who have gone before. Grow with us. Call the Association office for more info at (317) 575-9292.



## THE PRESIDENT'S PERSPECTIVE

Tyler is President of the Indiana PHCC. Tyler is a licensed plumbing contractor PCI I200080 and President of Bob Frame Plumbing, South Bend

started working out regularly again and I have discovered how much I missed it.

**What type of partnerships have you formed that are helping you grow the business?**

One thing, of many that I have learned from my dad is the importance of building a strong outer team. This outer team consists of good relationships with your wholesaler, lawyer, accountant, insurance agent, banker etc. that play an important role in the success of your company. When you put together your outer team based more on the value that each player brings to the team rather than just the cost of their services it can really help in the growth of your business.

**How has having to be flexible in today's environment helped you grow as a leader?**

I think everybody has had to be flexible in today's environment. It is the new normal going forward.

**Aside from your dad is there someone else in your life you consider to be your mentor? If so, what have you learned from him/her?**

There's not enough room to mention all of the people that I have met through the local and state PHCC that have made an impact on me. I'm afraid I'll leave out someone. I just remember my younger self going to PHCC events with my dad and having contractors come up to me and making me feel like I was one of them. They would introduce me around and make sure I was included.

**Is there one piece of advice you have been given that is your favorite and that you will pass on to others?**

Learn to delegate.

When I first started out I thought that I could take on all tasks myself. I was told one time by another contractor that I saw as a mentor at the time, that I needed to learn how to delegate. I think we all sometimes get in the habit of thinking we can (or should) do it all. It is something that has stuck with me and that I would pass on to others.

**Leaders often talk about taking risks. How do you decide if and when a risk is warranted in the business?**

When it comes to taking risks in business, I think it always comes down to risk vs reward and if the company could survive if the risk does not pay off. Will the risk put a small dent in the ship or will it sink the ship?

**Is there a piece of leadership advice you gained from the IN PHCC Leadership Summit that has stayed with you?**

One piece of advice that I gained and has stayed with me from the Leadership Summit is to take large tasks/problems and break them down into smaller parts and not look at the problem as one large problem. Brett Hagler motivated me to think in this way. If you try to solve everything at once nothing will get accomplished.

**What person or persons has impacted you the most in how you run the business? Why?**

When I think about who has impacted the way I run the family business, I think the obvious answer is my Dad. Watching him run the business for many years growing up, gave me a good perspective on the amount of time, type of work ethic, and dedication that is needed to run a business.

**What has surprised you the most about moving into your company leadership role? (positive or negative or both)**

I knew coming into it that there would be challenges in running a business. What surprised me the most is that it's not just challenges here and there. Running a business consists of overcoming challenges on a daily basis. (The job description for running a business could be simply put as solve challenges!) Don't get me wrong, this is not all bad, it's what keeps us on our toes and coming back for more.

**What piece of advice would you give your younger self about running the family business today? (In other words if you could tell 5 year old Tyler that when you are 35 and running the family business you need to remember.....)**

Remember that the business is only part of who you are and that you need a release or a hobby. Don't let the business consume you 24/7. I've

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## LEADERSHIP SUMMIT '21 HIGHLIGHTS



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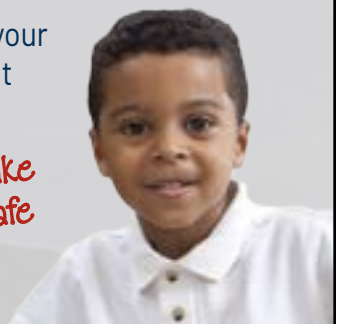
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## RAY ABBOTT NAMED IN PHCC MEMBER OF THE YEAR

Congratulations to Ray Abbott, Central Supply Company, Fort Wayne on being named the 2021 Member of the Year.

Ray was honored at the opening reception of the Leadership Summit on September 16th at Sun King Fishers.

Indiana PHCC annually honors the Contractor of the Year. In 2020 the association named all contractors as "Contractor of the Year" for their diligence in continuing to be essential workers and providing necessary services during the pandemic.

Ray holds a Plumbing Contractors license even though he now



works on the supplier side. The honor was bestowed on him for this continuing commitment to training in the Fort Wayne area. He serves as the FWAPHCC Local President, the IN PHCC Executive Committee and has been instrumental in the building of the Donald Shumaker Training Facility in New Haven for Fort Wayne area apprentices in plumbing and HVAC. That school has over 200 enrolled and continues to grow. Additionally the Fort Wayne chapter brought in 13 new members and has a total of 71 contractor members.

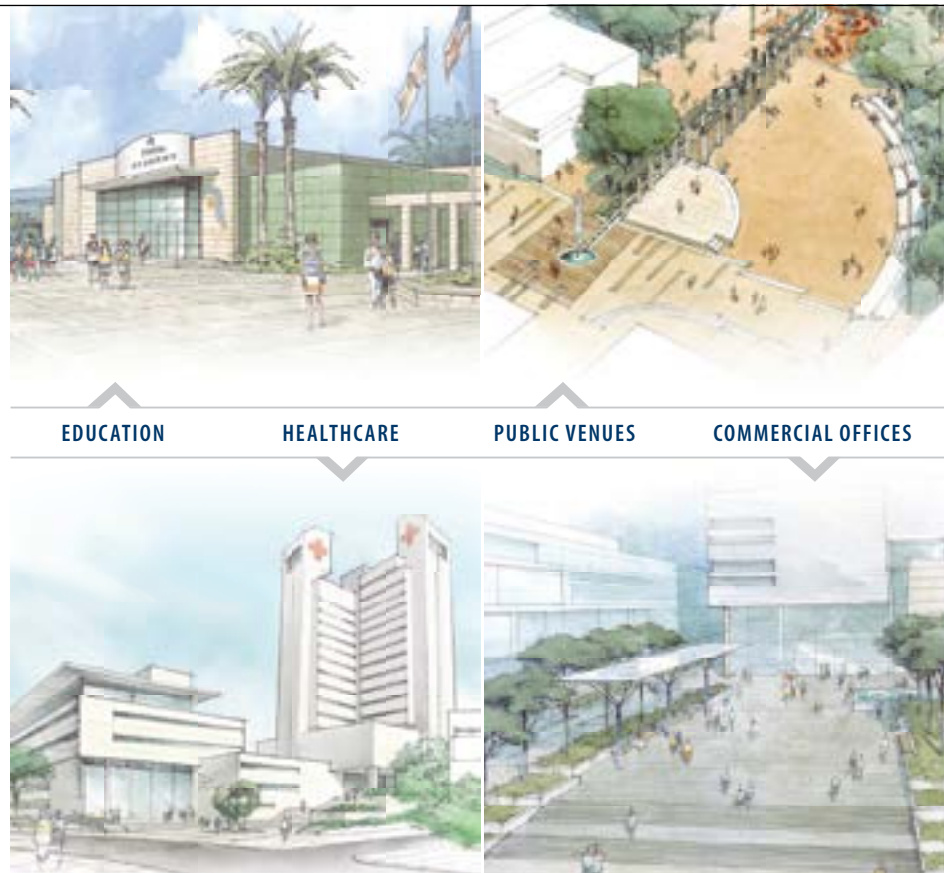
Ray is married to Sarah and they have a 9 year old son, Blake. Congratulations Ray!



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