



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 3, Issue 77 December 1, 2006

Management's Missing Ship...By: Boyne McHargue

Miami. San Juan. Bermuda.

Sandy beaches. Sun soaked waterfronts. Exciting vacation destinations. And the apex of one of the world's strangest geographical mysteries: the Bermuda Triangle.

Over the years more than 30 aircraft have disappeared there. One moment flying, then simply gone from the radar. In one instance, a squadron of 5 Avengers simultaneously vanish. Tragic, but maybe explainable. Possibly they crashed, but no one knows for sure. It's one thing to fall from the sky, however, but it's different for a ship sailing in calm seas to disappear. And yet that has happened as well.

The General Gates, the Hornet, the Insurgent, the Pickering, the Wasp, the Wildcat, the Rosalie, and maybe the Navy's greatest mystery, the disappearance of *the Cyclops* and her crew of 309 men. More than 80 ships in total: all gone. And without a good explanation.

Are there special forces that have just been too challenging for those who would skim her wakes? Some say the Triangle hosts a dangerous magnetic field. Others blame the unpredictable nature of the western Atlantic gulf streams. Even Columbus is said to have reported seeing fire from the heavens. Few clear answers, only missing ships.

Now shift to the tumultuous world of management. Here, proud ships seem to abound. Tall, shining and impressive, they are everywhere. Ownerships, proprietorships, chairmanships, partnerships and distributorships. Many build friendships and companionship. Apprenticeships are offered. Workmanship is valued. All in an effort to seize the market championship.

Plenty of ships, everywhere. All you need to do is look around. But one ship is often missing. Gone, without a good explanation.

Leadership. In many organizations all hands are on deck while the bridge sits empty. Oh, there may be a body in place. An image with a title. A suit with responsibility, barking orders and demanding attention. Someone impersonating a direction setter. But when it comes down to it, the troops are often on their own. They are left alone to fend for themselves, drifting toward a future of missed opportunities and eventual market irrelevance.

Left leaderless, what do the troops in most organizations do? They do the best they can. They try to maintain, compete, survive. Knowing that something is amiss above, the workers continuing working. After all, customers still have needs and orders continue to appear.

But the process of decision making takes a new form. Many of the issues are now settled through committee and common understandings. Everyone just tries to get along and see the other's point of view. The once noble cause now migrates into maintaining the status quo. Soothing, but not so inspiring.

In fact, it has been said that consensus is what you are left with when there is a void of leadership. No vision being dreamed nor spoken. No new hills to climb. No space races to initiate. Besides, who would take on that role? Only the leader can.

So what about you? Are you leading? Setting the example...dreaming about the future and, in a simple fashion explaining it to your people? Repeatedly?

Are you regularly communicating to your crew why you exist and what is necessary to be successful today? They, my friend, are listening. Waiting to see and hear what emanates from the deck above.

It's interesting. On a ship, real work takes place on many decks and in multiple locations. But the key communications, headings and warnings all come from the bridge. Command central. That is where leadership belongs and should rightfully take up residence.

John Quincy Adams said, "If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

Look behind you. Are your followers following? Are they confident in the captain? Walk the talk. Commit to your crew so that when it comes to their leader, they know their ship is anything but lost. ☒

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2007 MCASC WINTER RETREAT

LAKE BLACKSHEAR RESORT & GOLF CLUB

MARCH 15-18, 2007

MAKE YOUR
HOTEL
RESERVATIONS
TODAY!

See Page 6 For Details

© Boyne McHargue, 2006. For more than 20 years Boyne McHargue has helped develop leaders. For information on Boyne's consulting and speaking practice, visit www.aplayersonline.com or email him at boyne@aplayersonline.com

**Mechanical Member:
EASLEY MECHANICAL**

Easley Mechanical is one of Upstate South Carolina's oldest mechanical contractors with origins going back to 1955. Art Brewer founded Easley Heating & Plumbing in 1955 as a plumbing, heating, and appliance supply firm. In those days, it was not unusual for supply firms to also contract for the installation of the products they represented as dealers. Mr. Brewer joined with E. J. Barnes, one of his employees, to form Barnes Sheet Metal in 1961 to provide sheet metal fabrication for Easley Heating & Plumbing installations, and also to contract for other sheet metal needs in the community. In 1967, the company was incorporated as Barnes Sheet Metal, Inc. As the company grew into commercial contract installations, it adopted the name Easley Mechanical to better reflect its identity as a commercial mechanical contractor. Easley Mechanical's legal name is Barnes Sheet Metal Inc. dba Easley Mechanical.

Art Brewer still leads the company and is active in the company as general manager.

Currently, Easley Mechanical is licensed as a Mechanical Contractor in 5 states: South Carolina, North Carolina, Georgia, Alabama and Virginia. Easley Mechanical currently holds unlimited licenses for Plumbing and HVAC in South Carolina, North Carolina, and Georgia. Most of the work originates within a 150 mile radius of the Greenville/Spartanburg metropolitan area.

Easley Mechanical
111 Neal Street, Easley, SC 29642-1613
Phone (864) 859-4976 Fax (864) 855-1905
www.easleymechanical.com

DECEMBER BIRTHDAYS

Claude Cole	12/3	AAA Supply, Inc.	
Jim Rabon	12/9	Honorary Lifetime Member	
Fae Sox	12/10	Honorary Lifetime Member	Wife of Wyman
Chris Kirkland	12/10		
Harvey Kirkland	12/12	W. N. Kirkland	
Tiffany Cullum	12/13	Cullum Mechanical	Wife of Chris
C. J. Compton	12/21	C. J. Compton Plumbing	
Carol Forsberg	12/24	Metro Electric Co., Inc.	Wife of Ned
Johnny Richards	12/27	Gatch Electrical Contractors, Inc.	
Chris Cullum	12/29	Cullum Mechanical	
David Paul	12/31	Tri-Star Constructors of Greenville, Inc.	

*Happy Birthday Members! We Would Like To Announce Yours.
Please call the Birthday Hotline at 803-772-7834 or Email to mflowers@mcasc.com*

*Mark Your Calendars For The Nineteenth Annual George W. Bryce, Jr.
Memorial Golf Tournament - Friday, May 4th At Oakdale Country Club, Florence, SC*



*MCASC Would Like To Extend Our Appreciation And Season's Greetings To All Of Our
Members For Their Support During The Past Year.
Together, Let Us Make 2007 The Best Year In The History Of MCASC.*

PROJECTS FOR BID & BID FORECAST

MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA
 P.O. Box 384, Columbia, South Carolina 29202 · 1504 Morninghill Drive, Columbia, South Carolina 29210
 PHONE (803)772-7834 · FAX (803)731-0390 · E-MAIL: mflowers@mcasc.com WEBSITE: www.mcasc.com

OBS TO BE BID THROUGH THE MCASC BID PROCEDURE.
 ALL MECHANICAL CONTRACTORS WHO ARE NOT MEMBERS OF THIS ASSOCIATION BIDDING ON THESE ADVERTISED JOBS ARE
 INVITED AND URGED TO UTILIZE THE MCASC BID PROCEDURE PUBLISHED HEREIN.
 INFORMATION PUBLISHED BY THE MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA

NOTES:

1. ALL JOBS LISTED WITHOUT REFERENCE TO THE MCASC FOUR-HOUR DESIGNATION ARE EITHER ZERO OR TWO-HOUR BID JOBS.
2. ALL ASPECTS OF THE MCASC FOUR-HOUR BID PLAN APPLY TO JOBS DESIGNATED AS EITHER ZERO OR TWO-HOUR JOBS WITH THE EXCEPTION OF TIME & BID PROCEDURE OFFICE/SIGNATORY GENERAL CONTRACTOR INTERFACING.

*MCASC BID PROCEDURE SIGNATORY GC'S INDICATED WITH "O"

PIEDMONT AREA

CHAIRMAN DESIGNATING COMMITTEE
 DAVID BISHOP TEL: (864) 578-7252 FAX: 578-341

NO JOBS LISTED

MIDLANDS AREA

CHAIRMAN DESIGNATING COMMITTEE

NO JOBS LISTED

PEE DEE AREA

CHAIRMAN DESIGN. COMMITTEE	PAUL PREVATTE	JIMMY LEE
WILLIAM L. SELF	G'TOWN, HORRY & MARION	FLO, DAR, DIL, C'FLD & M'BORO
TEL: (803) 432-8519 FAX: 432-3845	TEL: (843) 272-4915 FAX: 272-6071	TEL:(843) 669-8243 FAX: 673-0826

NO JOBS LISTED

COASTAL AREA

CHAIRMAN DESIGNATING COMMITTEE
 RON RUNYON TEL: (843) 556-5636 FAX: 763-3091

No JOBS LISTED

Congratulations To MCASC Members
Listed In The Engineering News-Record 2006 Top 600 Specialty Contractors
Cullum Mechanical Construction, Inc. (354)
Gregory Electric Co., Inc. (251)
Johnson Controls, Inc. (3)
Waldrop Heating & Air Conditioning, Inc. (497)

Condolences

Harry & Jean King - James M. Pleasants Co.
 Gary & Joyce Kirkland - W. N. Kirkland, Inc.
 Barry Shuler - Hoyt's Heating & AC, Inc.

Concerns

Carroll Richardson - Shealy & Sons Electric

Happy Anniversary

Mr. & Mrs. Lewis Caswell - December 20
 Mr. & Mrs. Randy Harley - December 21

Welcome New Members

Carlton Holcombe - Summerville Mechanical, Inc.
 Summerville, SC
 Donn E. Duncan, Sr. - Johnstone Supply
 Greenville, SC
 Elmer Rogers - Watson Electrical Construction Co.
 Charleston, SC
 Ann Fesperman - Upstate Workforce Invest. Brd.
 Spartanburg, SC
 Matt Patterson - Turbeville Insurance Agency
 Columbia, SC
 Terry Walkup - Walkup Electrical Construction
 Florence, SC

December, 2006 - January, 2007

DAY JOB NO. 4/HR LOCATION NAME BID DATE TIME

No Jobs Listed

**“Tool Box Talks”
Safety Tip****PERSONAL PROTECTIVE EQUIPMENT**

WHEN USED PROPERLY, suitable protective equipment can prevent many serious injuries in construction work.

Eyes are extremely delicate. Eyesight can be permanently impaired - or even completely lost - if flying chips of steel or fragments of concrete strike your eyes. When cutting concrete, wear goggles or a face shield. When drilling overhead or when dust is present, suitable goggles are required. When working around concrete vibrators, safety goggles or a face shield will prevent most splashes from reaching your eyes. When drilling or cutting pressure-treated or preserved lumber, creosote timbers or any lumber, always wear eye protection. If glasses are worn with corrective lenses, goggles may be needed to be worn over glasses for additional protection from damage or breakage.

Now, let us consider nose and throat protection. To prevent nose and throat irritation when working in dusty conditions, wear appropriate respiratory protection. The type of work being done will determine the type of respiratory protection needed.

Falls can be prevented if employees properly use approved safety harnesses and life lines. Use a safety harness and lanyard to limit the fall distance to 6 feet. They only work when used correctly. Contact your supervisor for the proper use of this equipment.

RSS Safety now sells safety supplies and products. See our website at www.RSSsafety.com for more information.

PREVENT INJURIES BY WEARING THE APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT!

For more information, visit www.osha.gov

Any job that you are doing becomes hazardous when you forget that SAFETY is the most important part of any job, regardless of what kind of work you do.

By: Mel Rosas – RSS Safety, LLC

1122 Industrial Drive, Suite 109, Matthews, NC 28105

Telephone (704) 844-2519 Fax (704) 844-0291

NEWS RELEASE

Waldrop Heating and Air Conditioning, Inc.

Named One of *South Carolina's Fastest-Growing Companiessm 2006*

Spartanburg, South Carolina, Waldrop Heating and Air Conditioning, Inc. was honored as one the Palmetto state's top-performing companies during the presentation of the South Carolina's Fastest-Growing *Companiessm 2006* program's Top 25 winners during the South Carolina Chamber of Commerce's Annual Summit luncheon event held at Wild Dunes Resort near Charleston S.C. on November 2. The *South Carolina's Fastest-Growing Companiessm* program, co-sponsored by Elliott Davis, LLC and the South Carolina Chamber of Commerce, recognizes an exceptional and diverse assembly of businesses from across the state. This year's winners represent a cross section of industries and business categories, including: manufacturing, professional services, banking and finance, e-commerce, staffing, technology, real estate, retail, merchandising and healthcare among others.

Waldrop Heating and Air Conditioning, Inc. will appear with the other award recipients in a major feature article in the annual *South Carolina Business* magazine.



MCASC 2006 COURSE REGISTRATION



COMPLETE AND FAX OR MAIL TO MCASC
 P.O. BOX 384, COLUMBIA, SC 29202
 TELEPHONE #: 803-772-7834 FAX #: 803-731-0390
 EMAIL: mflowers@mcasc.com WEBSITE: www.mcasc.com

NAME: _____ **COMPANY:** _____

ADDRESS: _____ **PHONE:** _____ **FAX:** _____

CITY: _____ **STATE:** _____ **ZIP:** _____ **EMAIL ADDRESS:** _____

NAME ON LICENSE: _____ **LICENSE NO.:** _____
STATE: _____

Payment Method

Please Invoice

Check Enclosed for \$ _____

NOTE:

WE OFFER A DISCOUNT
 IF YOUR COMPANY REGISTERS
 THREE (3) OR MORE
 FOR THE SAME COURSE.
 SEND 3...THE 4TH IS FREE

NOTE:

All Courses Will Be Held At
 The MCASC State Office
 Training Facility
 1504 Morninghill Drive
 Columbia, SC

NOTICE:

ANYONE FAILING TO WITHDRAW FROM A COURSE
 TWO WEEKS PRIOR TO ITS START WILL BE BILLED
 FOR THE ENTIRE COST OF THE COURSE.
 NO EXCEPTIONS.

NC, GA & AL APPROVED

Plumbing & Gas Code
 October 4, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

NC, GA, & AL APPROVED

Plumbing & Gas Code
 November 1, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$ 175.00 Non-Member: \$ 225.00

NC, GA, & AL APPROVED

Plumbing & Gas Code
 December 6, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$ 175.00 Non-Member: \$225.00

NC, GA & AL APPROVED

Mechanical (HVAC) &
 Gas Code
 October 25, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

NC, GA, & AL APPROVED

Mechanical (HVAC) &
 Gas Code
 November 15, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

NC, GA, & AL APPROVED

Mechanical (HVAC) &
 Gas Code
 December 20, 2006 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

**TO RENEW YOUR 2007 NORTH CAROLINA LICENSE YOU MUST TAKE
 4 OF YOUR 6 CE HOURS IN NC CODE CHANGES AND AMENDMENTS
 (EXCEPT FOR FIRE SPRINKLER LICENSEES)**



Check In time is 4:00 pm, prior to this time accommodations cannot be assured. Check Out time is 11:00 AM.

Group Name: Mechanical Contractors Association Of SC

Winter Retreat Meeting Dates: March 15 – 18, 2007

Rate: \$99.00 per room, single/double occupancy (subject to 10% sales tax)

Name (s): _____

Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ Daytime Phone: _____

Accommodations: Number of Occupants: _____ Number of Rooms: _____

(Type of Accommodations Requested – room type not guaranteed):

I will arrive on: _____ I will depart on: _____

Reservations must be received by **February 16, 2007**. After this date, rooms will be confirmed on a space available basis. The above rate will be extended (upon availability) three (3) days prior to your conference and three (3) days after your conference.

Please guarantee your reservation(s) in the following manner:

Advanced Deposit – Please enclose one night’s room plus 7% state sales tax and 3% local tax. Deposits are refundable if canceled within seven (7) days prior to arrival.

Assured by Credit Card – Please fill in an American Express, VISA, Master Card, Discover Card, or Diner’s Club Number, Name of Cardholder and Expiration Date in the spaces provided below.

RESERVATIONS MUST BE CANCELLED ONE WEEK PRIOR TO ARRIVAL DATE

Please Mail Reservations To:

Lake Blackshear Resort & Golf Club, 2459-H US Highway 280 West, Cordele, GA 31015

-Call Or Fax To:-

Telephone (800) 459-1230 or Fax: 229-271-7400

CREDIT CARD AUTHORIZATION FORM

This is an authorization for the above-identified hotel to apply the guest charges to the credit card listed below. After signing, the cardholder assumes the total financial liability, as described for all applicable charges.

CREDIT CARD INFORMATION

(Please attach a photocopy of the front and back of the credit card when returning the completed authorization form)

AMERICAN EXPRESS DISCOVER MASTERCARD VISA

CARD NUMBER: _____ EXP DATE: _____

CARD HOLDER AND AUTHORIZED SIGNATURE

PRINTED NAME: _____ SIGNATURE: _____

CARD HOLDER PHONE #: _____

BILLING ADDRESS: _____

**Associate Member:
DesPortes Risk Management Co.
(Insurance Related Consulting)**

What is an insurance consultant? Why would any business need one?

Property/Casualty Insurance is complicated and dry. Most business people would rather not have to think about it any more than absolutely necessary. Additionally, insurance agents as a group are usually very strong negotiators and highly competitive, in order to survive and prosper. This being the case, important technical details can often be overlooked by insurance buyers and their agents, since the process of placing and pricing your insurance takes much time and effort. After all, if the insurance agent is great on details and negotiates poorly, you will probably thank him or her for the help and write your insurance with the strong negotiator who brings you the best deal.

Thus the need for an insurance related consultant, who only works for you. I look for problems agents may miss, whether these involve over insurance, under insurance, gaps, a lack of advice on key issues, common sense loss control, and more. Most of my work comes from assisting you to objectively weigh different proposals from agents, all of whom usually feel they deserve your business. Since I get paid by and answer to no one but you, the insurance buyer, I have no reason to be biased. With 24 years of experience first as an agent, I know the challenges and shortcomings of the insurance system you deal with. My company is 3 years old and has no financial ties with any insurance organization. Please see more information from my website below.

**Bobby DesPortes, Jr.
DesPortes Rick Management Co.
P.O. Box 553
Blythewood, SC 29016-0553
Phone: (803) 786-9292
Fax: (803) 786-7966
E-mail: bobby.dprmc@earthlink.net
www.dprmc.com**

**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of "The Tool Box":
Elliott Davis, LLC - Associate Member Cullum Mechanical - Mechanical Member**

DECEMBER 2006 - JANUARY 2007 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, January 4, 2007
Location: MCASC State Office, 1504 Morninghill Dr., Columbia
Sponsored By: Tradesmen International

**No Meeting or Event Planned
For December**

PIEDMONT AREA

Tuesday, December 12, 2006 @ 5:30 PM
Location: The Augusta Grill
1818 Augusta Street, Suite 116, Greenville
Sponsored By: No Sponsor

**Christmas Social
Meet, Greet & Eat Gathering**

PEE DEE AREA

Thursday, January 18, 2007
Location: 933 Santiago Dr., Florence
Sponsored By: City Plumbing Company

**No Meeting or Event Planned
For December**

COASTAL AREA

Saturday, December 16, 2006 @ 7:00 PM
Location: Holiday Inn, 5264 International Blvd., N. Charleston
Sponsored By: Charleston Contractors Assoc., Charleston Elec.
Contractors, NAWIC, & MCASC

**Charleston Area Contractors
Christmas Party**



P.O. Box 384, 29202
1504 Morninghill Drive
Columbia, SC 29210
Phone: (803) 772-7834
Fax: (803) 731-0390
E-mail: mflowers@mcasc.com
www.mcasc.com

***Serving mechanical contractors in
South Carolina since 1912.***

MCASC Executive Board & Staff

- Steve Brewer, President
- Henry Poplin, Vice-President
- Chris Cullum, Treasurer
- Darlene McGee, Secretary
- Mike Hough, Associate President
- Mona Flowers, Managing Director



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By the time you receive this month's copy of The Tool Box, most of you who have attended the September/October meetings have seen our presentation of the Vision / Mission that our Task Force and Board have been working on. This Vision / Mission Statement mirrors our By-laws "Preamble and Objectives" in a more vibrant and forward looking format, which if we as individual members will take every effort to meet these mission statements, the future of our Association is very exciting.

President Steve Brewer

Vision Statement

The Mechanical Contractors Association of South Carolina will be the leading construction association in South Carolina for specialty contractors and suppliers in the mechanical, electrical, and plumbing fields by serving its membership, the industry, and the community in a vibrant and harmonious fashion.

Mission Statement

The Mechanical Contractors Association of South Carolina will provide its membership with:

- current business/technical information and support
- a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
- educational scholarships for deserving students
- the development of industry related career opportunities

The association's objective for this mission is to enhance the future of the construction industry in South Carolina.