



Volume 19, Issue 4, April, 2022

The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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The Law of Leadership Humility *When Less is More!*

To lead the people, walk behind them."

The Law of Leadership Humility:

Leaders who are comfortable with themselves are less likely to not draw attention to themselves. Know the difference between thinking less of yourself and thinking of yourself less. Possess the mindset that there is always something to learn from everyone. People respect leaders who are "one of them" and humbly leading them. Share the credit; knowing there is enough to go around.

At a speakers conference where I earned my Certification as a professional speaker, I attended a breakout session with a well-known speaker leading. She is famous in speaking circles. During her presentation, she asked for a volunteer to come up on stage with her to evaluate their speaking topic and emphasis. I was the first to volunteer. Why not take advantage of this opportunity?

When she got me up on stage with her, she took me aside and quietly said, "Thank you for volunteering to be my 'guinea pig.' Are you sure you want to do this? It's rare that a speaker with your certification wants to be evaluated in front of the crowd." I answered, "How will I ever get better if I think that I am at the top of my game?" She not only gave me some invaluable guidance but offered to be accessible to me at any time. It paid off!

The times in life that I have learned the most were when I was willing to put my ego aside and take a chance to develop

new skills. I have met so many leaders in life that fear being humble or human for fear it would ruin their high image. People respect leaders who are humble and add value to them, rather than claim all the glory for themselves.

There is no respect for others without humility in one's self.
– Henri Frederic Amiel .

Every leader wishes they had the one thing they can't directly push a button to get... Respect. I've never met a leader who doesn't want his or her people to respect them and follow them out of dedication, rather than obligation. If you want people to follow your leadership because you are the boss, you know that they will only go so far. They won't work overtime. They rarely make suggestions. They stay quiet in meetings. They won't put themselves on the line for you.

They are simply following you because they MUST follow to get paid and/or keep their job. Your organization will never grow much under this style of leadership.

Burning Down the House

I'm a member of a model train club in my community. It is a volunteer organization with many members who contribute to building the various layouts the club owns, taking on responsibilities and helping each other out.



Last month, our president had a crisis. He noticed that some items were missing from the clubhouse and took it upon himself to purchase security cameras to watch us in the club. He announced this in a meeting very angrily. When asked why he didn't discuss the purchase with club funding with the executive board or the members prior to taking action, he reacted with violence

His reaction took everyone by surprise. When a couple of members after the meeting calmly advised him to be more delicate in the matter and maybe get the board to support him next time he felt the need to purchase expensive equipment. . . . He resigned both his office and membership.

In his resignation email to each club member, he took swipes at the people he had a problem with... named names, quoted people, and took them all down with him. I lucked out not being involved! However, the reaction was so negative that some of the people he named were shocked and scared to hold office in the club elections for fear that the impression the ex-President left would keep people from trusting them.

When you want all the credit, be prepared to take all the blame as well

Sadly, the person hurt the most was the one who started this and left in a huff of anger. Throwing rocks on your way out the door will never win the argument or popular opinion. Humble leaders know how to share major decisions to add value to their team and, also to the organization. They share both the rewards and the problems.

There is a saying I've heard: "If you leave an organization bitter, the organization won. If you leave without bitterness, you won."

Growth in Crisis There have been times that I resigned organizations that got too hurtful or toxic to belong as a member or officer. I never took everyone down with me. I knew that the person who burns bridges and the building as they leave is never viewed as being the winner or justified in the end.

This was one of the best leadership lessons I have learned. I was in a crisis and learned that if I am the only one taking the credit, I will be the only one blamed when things don't go well. I learned to equip people and put them up front every time to get the credit.

Great leaders never cross the finish line alone, and don't care who gets the credit for victory

What type of leader do you want to become? Do you want people to respect you? If so, it takes much time. Respect is never awarded overnight. It takes months, years and sometimes a lifetime of ethical, humble behavior. It takes transparency and a willingness to go with people.

I like the illustration I heard several years ago about the difference between travel agents and tour guides. It tells a lot about leadership. Travel agents send people to places they are going and probably have never been. Tour guides take people with them and lead them on the journey. You have probably seen tour groups following a guide holding a tall flag or wearing a certain colored vest or jacket, so everyone knows where they are and where the group is going.

Years ago, I took a group of teenagers on a tour through underground caverns in Tennessee. We were 750 feet below the surface, and it was dark. Using only flashlights and his voice, the tour guide led us (sometimes crawling, sometimes walking, and sometimes squirming through openings that we could barely fit through). The only thing that kept the group from being afraid is the knowledge that if the tour guide could make it through the cavern, we could too!

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Mechanical Member



Inverter Mechanical Piping Solutions (IMPS) was founded in 2018. Thomas Bessinger, Jr., with an extensive background in mechanical work since 2001, and his three sons, Thomas, Tanner and Tucker started IMPS with the core values of passion for quality, efficiency, and integrity. Thomas was inspired by a high school class ring he inherited from his great uncle inscribed with Nihil Sine Labore, “nothing without labor.” This has been his life motto and the foundation behind IMPS.

Thomas’ sons involvement in IMPS has led to aspirations to lead the next generation in the field. IMPS does not shy away from inexperienced individuals that are eager to learn the trade and industry. We call it the “IMPS Way” and pride ourselves on being able to walk away from jobs that are completed the right way.

IMPS has over 35 years of collective expertise providing HVAC and refrigeration services to businesses in and around Columbia, South Carolina. We have been working and researching VRV/VRF systems extensively and have been exclusively contracting VRV/VRF with many clients, including businesses and consulting agents. At the forefront of building the company IMPS saw a need to properly install the growing VRV/VRF market; therefore, IMPS started piping for other mechanical contractors to hone our craftsmanship. As a result, IMPS has working knowledge of ten plus (10+) brands on VRV/VRF systems. Over the last two years, we have transitioned to focus on installing our own projects. With this experience, we have gained knowledge on what brands will work best for different applications such as renovations of old buildings and new construction with the customer needs and wants in mind

In addition to providing a quality system, IMPS gives back to the community through organizations such as Oliver Gospel Mission, Providence Home and organizations through National Association of Women in Construction (NAWIC). Our focus is on commercial work; however, some crew members assist in residential installs or repairs for less fortunate families in the surrounding Midlands.

Associate Member



For over 35 years, Faulkner Haynes <https://faulknerhaynes.com/> has been the premier provider of commercial HVAC and IT Infrastructure Power and Cooling solutions in the Carolinas. With seven (7) offices in the Carolinas (Raleigh, Charlotte, Greensboro, Wilmington, Greenville, Columbia, Charleston) and 68 employees, our service and support is comprehensive.

Faulkner Haynes boasts a service department with experienced, highly skilled, factory trained and certified technicians to ensure equipment is installed and maintained according to manufacturer recommendations. FH has developed an online storefront <https://fh247.com/mStorefront/> with well stocked warehouses in Raleigh, NC & Charlotte, NC.

As new technology has transformed the landscape of the commercial HVAC market, FH continues to be on the leading edge of that new technology providing product design, support and implementation.

Loyalty is our #1 core value. Our average employee has been employed with the company for over nine (9) years, 14 of whom have been with the company for over 15 years. The strong sense of loyalty also permeates our relationships with customers and manufacturers.

Our commitment to our customers, manufacturers and employees has been consistent since our inception and has positioned FH to lead the way in the next generation of HVAC technology and services. The continuity of our well-trained staff makes us the proven trusted advisor for HVAC and IT Infrastructure products in the Carolinas. We are committed to excellence in customer service and meeting the demands of a growing and changing market.

“Tool Box Talks” - Safety Tip

Seven Things You Should NEVER Do With A Portable Ladder

[Reference 1910 Subpart D / 1926 Subpart X]

We've held several toolbox talks about the proper selection and use of various types of portable ladders, and well as actions and conditions to avoid when using a ladder. But something we haven't talked about too much are some of the ways that people misuse a ladder in ways that it was not designed. So here is a quick list of seven things you should never do with your portable ladder.

Never use your portable ladder as a make-shift scaffold stand or scaffold board. Setting up two step-ladders and placing a walk-board horizontally from one ladder to the other is an invitation to a fall. So is laying an extension ladder horizontally across two saw horses or other surfaces to use as a walking or working surface. One other thing to avoid? Setting your ladder up to serve as a ramp so you can walk up and down from one level to another.

Do not climb up the back side of a step ladder. The cross braces on back of your portable step ladder are just that; braces. They are not designed to support your weight, the spacing between the braces is too far apart to climb safely, and they are not treated to prevent your foot from slipping off. (You may wish to point out that this rule does not apply to specialty ladders designed by some manufacturers to be climbed on both sides, if applicable).

Do not use your portable ladder as a tool or equipment rack. Hanging or laying a tool or something similar on the side-rail or on a rung of your ladder is an invitation to an accident. Someone who does not know, or forgets, it is there might accidentally step on it as they climb up or down the ladder, or it may interfere with them grasping a side rail or rung.

Do not tie two ladders together to make a longer one. I really don't need to list all of the things that could go wrong if we did this, do I??

Never set up your ladder in the back of a truck bed, on top of a trailer, or in the bucket of a front end loader or other vehicle. Even though we would like to believe there is no way the vehicle could move and cause your ladder to fall, unintended things do happen on occasion.

Do not salvage and use unbroken sections of a broken ladder. If one part of the ladder is damaged or broken, take the entire ladder out of service. Do not separate the "good" section to use for climbing or other purpose. It should also go without saying that making any kind of structural repairs or modifications to broken ladders in the field must not be done either.

Last but not least, do not allow two or more people to climb or work from a ladder at the same time. This usually results in too much weight on the ladder, and also makes the ladder less stable than when used by only one person. In addition, this practice is typically prohibited by ladder manufacturers. Of course, this does not apply to specialty ladders designed to be used by two people at one time.

Happy Birthday Members!

Benny Waldrop	4/2	Honorary Life Member	
Melanie Starrett	4/3	Mayer Electric Supply	Wife of Billy
Buddy Davis	4/6	Central Heating & AC Service, Inc.	
Gloria Maguire	4/13	Mayer Electric Supply	Wife of Jim
Angie MacQueen	4/13	Gateway Supply Company	Wife of Chris
John Whatley	4/16	Greenville Mechanical, Inc	
Fred Gibbs	4/22	Bear Mechanical Services, LLC	
Sylvia Jacobs	4/22	R. C. Jacobs, Inc.	Wife of Duwayne
Crystal Strickland	4/23	Adams Insurance	
Shirley Tuck	4/27	Tuck & Howell	Wife of Jerry
Traci Strickland	4/28	HardHat Workforce Solutions	

We would like to announce your Birthday too! If you would like to be listed, please call 803-772-7834.

Anniversaries

Mr. & Mrs. Benny Waldrop	4/15	Honorary Life Member	Gail
Mr & Mrs. Rudy Cullum	4/16		Robbin
Mr. & Mrs. Billy Kelly	4/16		Liz
Mr. & Mrs. Robert Goff	4/29		Celeste
Mr. & Mrs. Jim Haynes	4/30		Judy

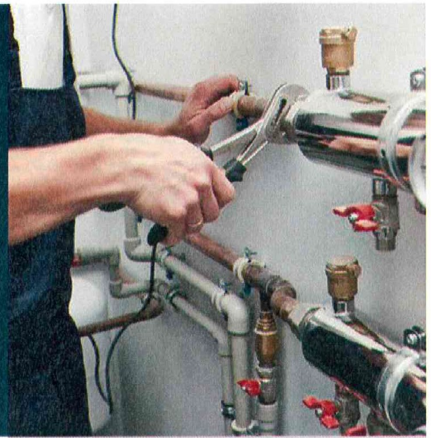
Births



Mac and Dani Doyle on the birth of their daughter,
Adley Lynn Doyle
March 5, 2022
8 lbs 9 oz, 22 1/2 inches long



we can help you fit the right group plan for your business



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**THE MIDLANDS AREA GREATLY APPRECIATES THE FOLLOWING
COMPANIES GENEROUS SUPPORT OF THE
10th ANNAUL NINE AT NIGHT EDUCATION BENEFIT MARCH 31, 2022**

Many thanks to everyone that sponsored, played in and assisted with the 11th Annual Nine at Night golf tournament!
Your support of our tournament and the Training and Education fund is greatly appreciated!

WINNERS

First Place Team:	Kevin Crocker, JMP Equipment Co. Ryan Enfinger
Second Place Team:	Cameron Whitaker, Rep South Bryan Holdman
Closest to the Pin:	Bevan Funderburk Will Mullendore
Closest to the Toilet:	Caleb Teske
Raffle Winner (Taylor Made Spider Putter)	Thomas Bessinger

PLATINUM SPONSORS

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JMP Equipment Company

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Sunbelt Marketing**

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Bear Mechanical Services, LLC

SIFCO Mechanical

GOODY BAG SPONSORS

JMP Equipment Company

Love Chevrolet

RAFFLE PRIZE SPONSOR

W. O. Blackstone & Company, Inc

MCASC Word Scramble

- | | |
|---------------------|----------------------|
| 1. RTRENEAGO _____ | 11. DNRONCEES _____ |
| 2. RPTA _____ | 12. LMAHEETSET _____ |
| 3. ESWTA _____ | 13. EDAHNL _____ |
| 4. LRFITSE _____ | 14. LCRSHAAF _____ |
| 5. NOHEMAL _____ | 15. ASSENRH _____ |
| 6. NDOINRGUG _____ | 16. IRGNNGI _____ |
| 7. PTEEECLRCI _____ | 17. CITENRHNG _____ |
| 8. ELVVA _____ | 18. KFTFILRO _____ |
| 9. FSHUL _____ | 19. VXAANTECOI _____ |
| 10. XFUITER _____ | 20. TMOBLOIF _____ |

Answers will be provided in May's issue of the Tool Box

Answers to March's MCASC Word Scramble:

1. Ballast 2. Coil 3. Wood 4. Drill 5. Fluorescent 6. Electrician 7. Foreman 8. Vent 9. Sewer 10. HVAC
11. Inspector 12. Backflow 13. Furnace 14. Plumber 15. Screws 16. Duct 17. Conduit 18. Cistern 19. Welder
20. PVC Pipe



Association Snapshots

Coastal Area Oyster Roast February 24 2022



Midlands Area Nine at Night March 31, 2022



MARK YOUR CALENDARS

Area Meetings & Up Coming Events

Piedmont Area

15th Annual Piedmont Clays for Education Tournament
Friday, April 29, 2022
The Clinton House, 15171 Hwy. 56 North, Clinton, SC
The Election of the 2022-2023 Officers and Board will take place
At the Clays for Education Tournament



Midlands Area

Thursday, May 5, 2022 at 6:00 pm
Joint Meeting with Pee Dee Area
Hosted by: Hill Plumbing & Electric, 438 North Main Street, Sumter, SC 29150
Program: TBA



Pick a Winner for Education—Winner of Drawing was Gerald Edwards

Pee Dee Area

Thursday, April 14, 2022 at 6:30 pm
Hosted by: D & L, Inc., 221 Palmetto Road, Darlington, SC 29532
Program: Florence District 1 Career Center Electrical Program
Scott Szalwinski, Instructor, Electrical Program



The Election of the 2022-2023 Officers and Board will take place at this meeting.

Pick a Winner for Education-Winner of Drawing was Paul J. Trembath

15th Annual Pee Dee Blast Sporting Clays Event
Friday, September 16, 2022
Back Woods Quail Club, Georgetown, SC

Coastal Area

Tuesday, April 26, 2022 at 6:00
Atlantic Coast Electric Supply
332-A International Circle, Summerville, SC 29483
Program: "Employee Retention Tax Credit"
Sandy Nivens, National Sales Manager for Synergi Partners



The Election of the 2022-2023 Officers and Board will take place at this meeting

Pick a Winner for Education-Winner of Drawing was Bill Poole

13th Annual Coastal Inshore Fishing Tournament
Friday & Saturday, May 13-14, 2022
Location: TBD

MCASC requires that all attendees follow the CDC and OSHA Guidelines when attending.



2021-2022 RECRUITMENT CHALLENGE!!

Effective NOW through May 31st, 2022!

ALL MEMBERS ARE ELIGIBLE TO COMPETE FOR A CHANCE TO WIN:



TWO COMPLIMENTARY



Registrations to the 2022 Summer Convention!

We are counting on you to break out your networking boots and inform prospective members about the benefits of being part of the

Mechanical Contractors Association of South Carolina!

We look forward to welcoming our new members and as a reminder; here are some of the benefits we continue to provide:

- an ongoing effort to offer free training opportunities for both professional & craft personnel
(Participation in our training program means "WE pay YOU to be a member!")
- a proactive political/legislative agenda
- current business/technical information & support
- a joint industry collaboration to improve relative business practices
- development of industry related career opportunities & work force development
- networking opportunities
- Group Health Insurance Program

Help us to continue to enhance the future of the construction industry in South Carolina!



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E-mail: mflowers@mcasc.com
www.mcasc.com

*Serving mechanical contractors
in South Carolina since 1912.*

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Treasurer

Mike Richardson
Secretary

Mac Doyle
Associate President

Mona Flowers
Managing Director

Congratulations to our Associate &
Mechanical Members who will be
highlighted in the March issue of
"The Tool Box"

Associate Member



Mechanical Member



Bill Kirkland Heating &
Air Conditioning, Inc.

[Update Your Outlook](#)

Let us know if we need to
update your Outlook or if
you know someone
who does!

MCASC Vision Statement

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

MCASC Mission Statement

The Mechanical Contractors Association of South Carolina (MCASC) 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 Associations objective for this mission is to enhance the future of the Construction Industry in South Carolina.