

W E L L I N E

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CORNERSTONE CHRISTIAN SCHOOL

A PROJECT OF RUDD & ADAMS MASONRY,
TMC'S 2019 PEOPLE'S CHOICE AWARD WINNER

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Rudd and Adams Masonry



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On the Level

WINTER 2019-20

TONY TOPPING, EXECUTIVE DIRECTOR



Roaring 2020: New Year, New Leadership, New Priorities

I would like to start off by wishing a Happy New Year to all of TMC's members and industry supporters. I want to personally thank Lindsey Geeslin for her years of service to TMC—years she spent dedicated to building up this organization and its special mission. Lindsey left TMC in a great place and we wish her the best of luck in her future endeavors!

It is now my charge to continue the organization's growth and advancement, and I am grateful to have been selected to lead this effort after six years with TMC.

In reviewing 2019, I am happy to say, despite some major setbacks during the State's legislative session, TMC has come out a stronger and more diverse organization with a number of major achievements, successes, and most importantly—a renewed sense of purpose and direction.

Michelle and I, along with the Board of Directors, are looking forward to establishing new objectives and priorities, and reinvigorating our craft. Our priority for 2020 is the implementation of the Masonry Workforce Initiative (MWI), which seeks to bring NCCER-accredited masonry training to local high schools, community colleges, trade schools, apprenticeship programs, and anyone willing to better themselves and gain endless career opportunities by learning a skilled trade.

The push for higher education has coincided with the removal of vocational arts from high schools nationwide. And, the effects of this one-two punch have laid the foundation for a widening skills gap. It is TMC's express mission to change the outdated perceptions of the skilled trades and showcase the benefits and opportunities that can be gained from learning a skilled trade like masonry. The TMC is on-the-ground in YOUR community, putting the trowels in the hands of YOUR future workforce, and we need YOUR help to expand these efforts and reach our potential. In 2020, we will be expanding the University Masonry Day programs to more universities, hosting more Masonry Days in local high schools, attending career fairs, developing attractive promotional materials and career information, and changing the perception of the industry at all levels across Texas.

TMC has formed a Workforce Committee and we, on behalf of the industry, ask that you dedicate some of your time, talent and/or resources to ensure its success. On February 13th and 14th, the TMC will be hosting its 2020 Winter Meeting in conjunction with the SkillsUSA Regional Masonry Competition at the Texas State Technical College in Waco, TX. Please join us as we unveil the next steps of the MWI and discuss important issues facing the industry that could impact workforce development efforts.

The TMC is a phenomenal industry association—there is truly

nothing like it anywhere else in the nation and I wholeheartedly believe in our mission, our message, and the men and women who lead behind the scenes. Thank you for helping us to spread the Masonry Message, preserve the legacy and work to improve communities across Texas. May 2020 bring you a year full of happiness and success, in both your business and personal endeavors.

Thanks,

Tony Topping, Executive Director

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TMC WINTER MEETING

FEBRUARY 13 - 14, 2020

TEXAS STATE TECHNICAL COLLEGE

WACO, TX

Join us as we debut TMC's Masonry Workforce Initiative (MWI).

We have combined our annual Winter Meeting with the SkillsUSA Regional Masonry Competition to give our members a first-hand look at youth education and training programs in Texas. There will be one-on-one discussions with the teachers and faculty facilitating NCCER construction/masonry training on-the-ground in Texas schools, where our members can find out just what these teachers need to be successful in teaching and recruiting for the craft. Register today to join the conversation and direct the future of TMC's Masonry Workforce Initiative (MWI) as we roll out the details of our plan and how YOU can help advance the industry in 2020 - 2021.



MASONRY WORKFORCE
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TMC ANNUAL CONVENTION & GOLDEN TROWEL AWARDS

AUGUST 5 - 7, 2020

THE LINE HOTEL | AUSTIN, TX



Golden Trowel Award

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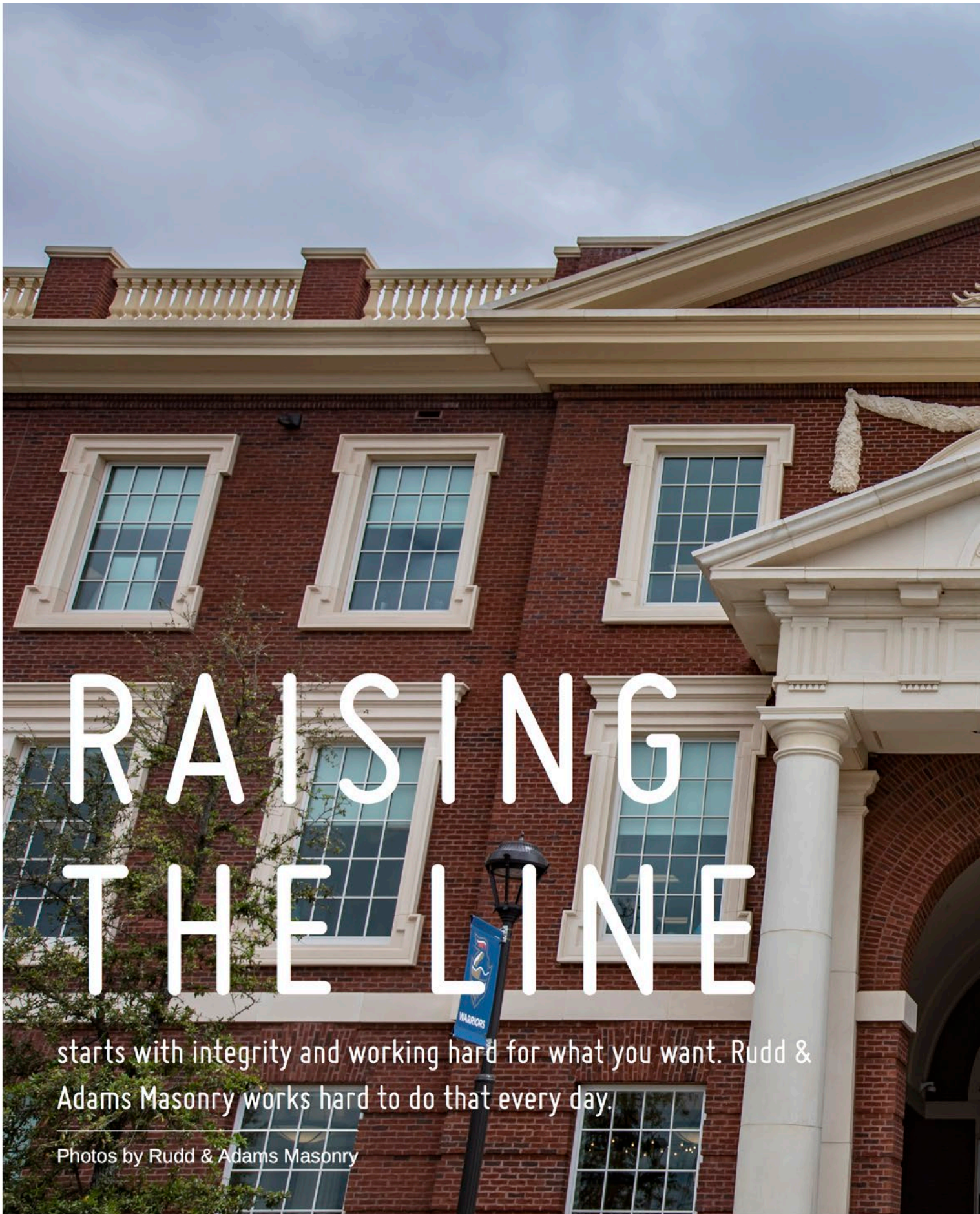
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RAISING THE LINE

starts with integrity and working hard for what you want. Rudd & Adams Masonry works hard to do that every day.

Photos by Rudd & Adams Masonry



THE TMC 2019 PEOPLE'S CHOICE AWARD was awarded to the Cornerstone Christian School of San Antonio, Texas. In a live polling event, the school took the award at TMC's Golden Trowel Award ceremony and was celebrated by the mason contractor, architect and owner's rep in attendance. We had a quick talk with Jacklyn Rudd Islas of Rudd & Adams Masonry to get more insight into the project and the companies behind the legacy! Check out the Masonry Rocks Podcast for the audio recording or YouTube to watch us live!

LINDSEY GEESLIN (LG): Welcome! Welcome back to another episode of our show Masonry Rocks. If this is your first time listening again, welcome. If you are returning – well, what we like to say here is, BLOCK on! We've got Michelle with us in the studio, aka the Waco office – Michelle how are you doing today?

MICHELLE QUEEN (MQ): I am doing well – thanks, Lindsey! I'm also really excited to be here, it's my first time putting my face on the podcast.

LG: We are doing something exciting for this episode, and we also have another special guest with us—Ms. Jacklyn Rudd Islas! The content today is very visual so we are making this into a video podcast to go along with the audio version that has pictures of the project we are talking about and the design details and masonry craftsmanship y'all definitely don't want to miss. If you are interested in seeing some of the great projects we'll be talking about, check out the video version on our YouTube or any other digital media spaces. Y'all ready to get started ladies?

LG: This year we celebrated 60 years at our Annual Convention and we celebrated BIG down in The Woodlands! If you know, you know how big we celebrated. If you don't know, well we are about to give you a taste of what you're missing so you can join us in Austin in 2020! The TMC Annual Conference is a chance for our members, new members

and prospects to get together and discuss the challenges and opportunities facing the industry and what the TMC is doing behind the scenes fighting for our industry across the State. Through the Golden Trowel Awards program, we showcase the amazing work and lasting legacy that our craftspeople and designers have built across Texas. So Michelle, do you want to tell our listeners about the Golden Trowel Awards?

MQ: Sure, I'd love to! The Golden Trowel Awards are awards given to the overall winning projects. Essentially, each local organization submits the winners of their local Golden Trowel Awards to the TMC and we compile a judging panel of esteemed professionals who judge each of the projects in each category. The categories are single family residential, multifamily residential, hardscape/landscape, retail/commercial, government/institutional, block, and lastly the People's Choice! Which is why we have invited Jacklyn to come and talk about the project that won the People's Choice Award here in 2019—the Cornerstone Christian Schools.

This was our first time to ever do the LIVE People's Choice polling and Lindsey said we've never done anything as exciting as this! People were polling through the whole ceremony. This just gives us a really great opportunity to celebrate the winner, get to know you, Jacklyn, get to know your company and really tell everybody about the winner and talk a little bit about that special project.

LG: So, so true. Welcome, Jacklyn—we are excited to have you with us! For our listeners (and readers) today, a little about your company:

Since its inception in 1993, Rudd and Adams Masonry has built a solid reputation as one of the premier commercial masonry contractors in the Austin and San Antonio area. Jacklyn, can you tell us a little bit about Rudd & Adams Masonry. How long each of you has worked for the company and what is your position within the company? What kind of projects does Rudd & Adams typically do?

JACKLYN RUDD ISLAS (JRI): Yes. Well, thank you ladies for having me. Rudd and Adams was started in 1993. Terry Adams and Jay Rudd formed the company after being rugby teammates and friends for the Austin Huns Rugby Club. They were both working in respective fields and decided to go into business together and, 26 years later we're here. I came on board about 10 years ago or so which seems crazy! My position with the company is Operations Manager—being a family business, you wear many hats. Our kinds of projects; we do governmental, institutional, commercial, educational, you name it, we are on the job.

LG: Now that you say that Terry and Jay were rugby teammates, that makes a lot of sense! I'm so glad to know that information about them. Now a couple of questions: out of all of the Golden Trowel Award nominations, Rudd & Adams took home the People's Choice Golden Trowel Award for the Cornerstone Christian School facility in San Antonio, Texas! Congratulations—it was a huge honor, it got a standing ova-

tion almost! How do you feel about this win? Were you expecting it? Tell us a little bit about the evening of the big reveal.

JRI: We definitely weren't expecting it, there was only maybe a handful of us in the room. It was a great surprise. Sharing it there with the architect and the owner's rep was a big thing to be accepted, or voted on by the room full of peers. It meant a lot and it was a big honor—and we think well deserved, ha-ha!

LG: What was your role on the project, and how did you get involved with this project?

JRI: Safety Director is the main hat that I wear, so I go out and visit the job sites many times and Cornerstone was always one I was on. We were there for about two years, so it was a big role to make sure everything was safe and up to our standards.

LG: Have I heard correctly that there will be more Cornerstone Christian Schools in the future?

JRI: Yes, and hopefully we are the masonry contractor on them.

LG: Hopefully we can enter them into the awards for the next few years, so we are excited too!

JRI: They do have the vision to continue to add on; I believe a High School. It will be a beautiful campus when complete.

LG: I'm going to turn it over to Michelle to give all of our listeners and readers a snapshot of the description of the Cornerstone project.

MQ: Yeah, let's dive a little into that specific project. I'm going to read a short description that you guys submitted with the project and then we can ask you questions after that.

The campus buildings enlisted over 1,000,000 Boral colonial brick and countless units of cast stone. The first level brick work was designed with rustication courses and stepped jack arches above window and door openings.

There is a cast stone band at the second floor followed by



brick for two more floors. The numerous opening at levels 2 & 3 employ ornate cast stone window surrounds. The two main entrances of each building are framed by four large cast stone columns supporting an intricate cast stone entablature and a gabled cornice with an intricate emblem. Behind the columns is a massive structural arch of bonded brick and a cast stone key. At the entry door is a cast stone arch with the school's name etched into the cast stone.

That sounds like an incredible amount of custom work! What was that like? Were these all designed by the architect, Wigodsky & Derrick Architects? Can you tell us a bit about the architects? What was it like working with them? What is your favorite thing about this project's design?

JRI: It was great working with them. We were definitely appreciative that they collaborated with us on some of the designs they had in mind, and of course making it work in the masonry. You spoke of the jack arches, they included us in the finalization of that intricate work. It was a close collaboration and they were open to our help. It was overall a great experience.

LG: Clearly, that collaboration with the architect, the owner, and the contractor really having a good relationship made this project so successful. Can you tell us a little about your crew, give us a little insight about how many people it took to build this project, and maybe a little bit about working on their campus.

JRI: I think at our peak we had about 50 men on site—men and women. We had a couple women on site working on the project as well. It was a lot of hours, a lot of hard work—but it was definitely rewarding in the end to see the beautiful campus as you can see.

MQ: Had you worked with Wigodsky before this project?

JRI: I actually do not know that. I don't think we had.

MQ: Cool! Well, I honestly loved this project and I voted for it outright from the beginning when the polls opened. We had amazing submissions this year, but I really loved this school! And Jacklyn, I don't know if you know this, but the People's Choice Award was literally neck-and-neck until the very last

second! Your project beat out Brazos Masonry's restoration of St. Austin's Catholic Church by literally ONE VOTE—WOW!!!! Congratulations again because that is just too close!!!

JRI: That's good! That last minute supplier I talked to really helped, ha-ha!

LG: Well, that just shows too, how many amazing projects we had competing this year in the Texas Masonry Council's Golden Trowel Awards. It was a very stacked competition all around through all of our categories this year, the odds of that happening were so low and it was really neat! We were so pleased with the participation we had and the outcome at Golden Trowel Awards by the Rudd and Adams family, by all of our masonry family. We are really excited to take it to the next level at next year's Golden Trowel ceremony.

We have asked you all of the questions we had about the People's Choice and specifically, the Cornerstone Christian Schools, was there anything you didn't get to say or wanted to add before we move on and wrap up our interview? Anything you wanted to add to it about women in construction, specifically this project, or the Masonry Council, the industry, youth—this is just a really unique situation to have three women on a podcast talking about masonry and work experience. You've been with the company 10 years, I've been with the Masonry Council for eight years—we probably have at least 25 years of experience in the masonry industry total between the three of us! Did you have anything you wanted to add before we sign off?

JRI: No, just thank you again for having me and getting a chance to talk about Cornerstone. We are really proud of this school and we look forward to many more years of some beautiful work in the masonry industry.

LG: Well, good, thank you again. Big shout out to you, Rudd & Adams for being a wonderful member of the Texas Masonry Council, a supporter whose helping increase the masonry market share across Texas and really uplifting our industry and building those relationships with the architects and owners, and participating with us today as we are really working to expand our footprint within the masonry industry. That's all we



have, so again, just wanted to say Congratulations! And on a light note, one more question. Do you have any career advice that you've been given that you could pass forward to anyone listening today that somebody could take home and put in their pocket and use one day?

JRI: Oh, I think the thing that Jay Rudd likes to say is: KEEP RAISING THE LINE. I think as far as a masonry industry, that's exactly what we want to keep doing—keep raising that line and keep building those buildings.

MQ: I like that a lot!

LG: That is a great piece of advice. I may steal that, I'll quote Jay on that.

JRI: I think that's an old bricklayer saying, but you can quote him on it, ha-ha!

LG: We are bringing it back, the old is coming back as new. It's been an honor to interview you and get to know you. Next time we will go golfing because I know you like to golf. Again,

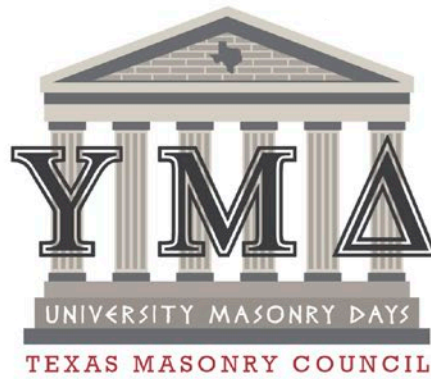
thank you Rudd & Adams for participating and letting us showcase you to our other members and the entire industry out there. Michelle, do you have anything else to add?

MQ: No, just that it was a pleasure to showcase another woman in the industry and we can't wait to see what Rudd & Adams submits next year for the Golden Trowels.

JRI: Thank you, we're excited! Thank you for including me in this and I'm excited to see where the masonry industry goes from here.

LG: We are raising the line! That concludes our podcast for today, thank you for listening (and reading)! Thank you for watching, and more importantly, we hope you have been given a little nugget of information to take away. We hope that you have had a chance to view this wonderful project by Rudd & Adams Masonry and Cornerstone Christian Schools. So we'll close with Masonry ROCKS, block on!!!





UNIVERSITY MASONRY DAYS

are quickly becoming one of TMC's most exciting flagship events. More and more Texas Universities are becoming interested in hosting a Masonry Day and competing for statewide recognition with their winning masonry designs.

In 2019, TMC hosted two University Masonry Day events at two of Texas' most prominent universities, the University of Texas and Texas A&M University, respectively. The University Masonry Day Program is led by the Texas Masonry Council to give architectural students a real-life experience with masonry. From start to finish, from the conception process, to design, to the finished structure. Students are introduced to the tools required for the masonry trade. This includes: spreading mortar and striking full joints, laying brick and block to the line. Overall, the University Masonry Day program gives students a first-hand experience on how masonry is durable, yet versatile and beautiful.

TMC was able to capture a lot of great video and audio from the events this year. So rather than just reading about how it went, you are able to watch footage taken on-site and hear from the professors,

students and contractors that participated in the event—visit the Texas Masonry Council on YouTube or any platform podcasts that are streamed.

I was so impressed with students and how hard they worked and how much they wanted to learn. But the neatest thing for me was watching the students realize how talented the brick layers are. You heard it in a few of the interviews. By the end of the day the students realized that masonry is in fact an art. And I think that is something they will take with them as they start their career.

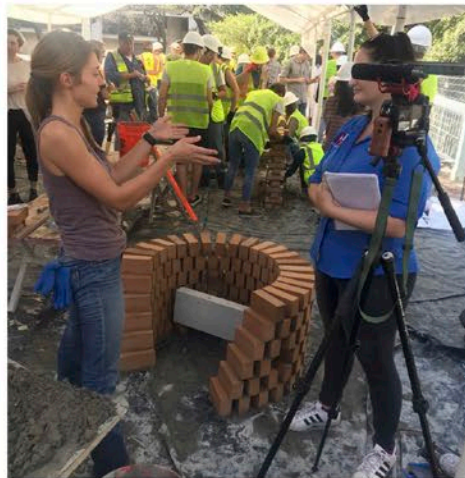
Congratulations to the winning teams and those who did not win, because when you build with masonry— EVERYBODY WINS! Your designs were creative and inspiring! The University Masonry Day Program is one of the most fulfilling and rewarding initiatives of the Texas Masonry Council.

This event has gotten bigger and better every

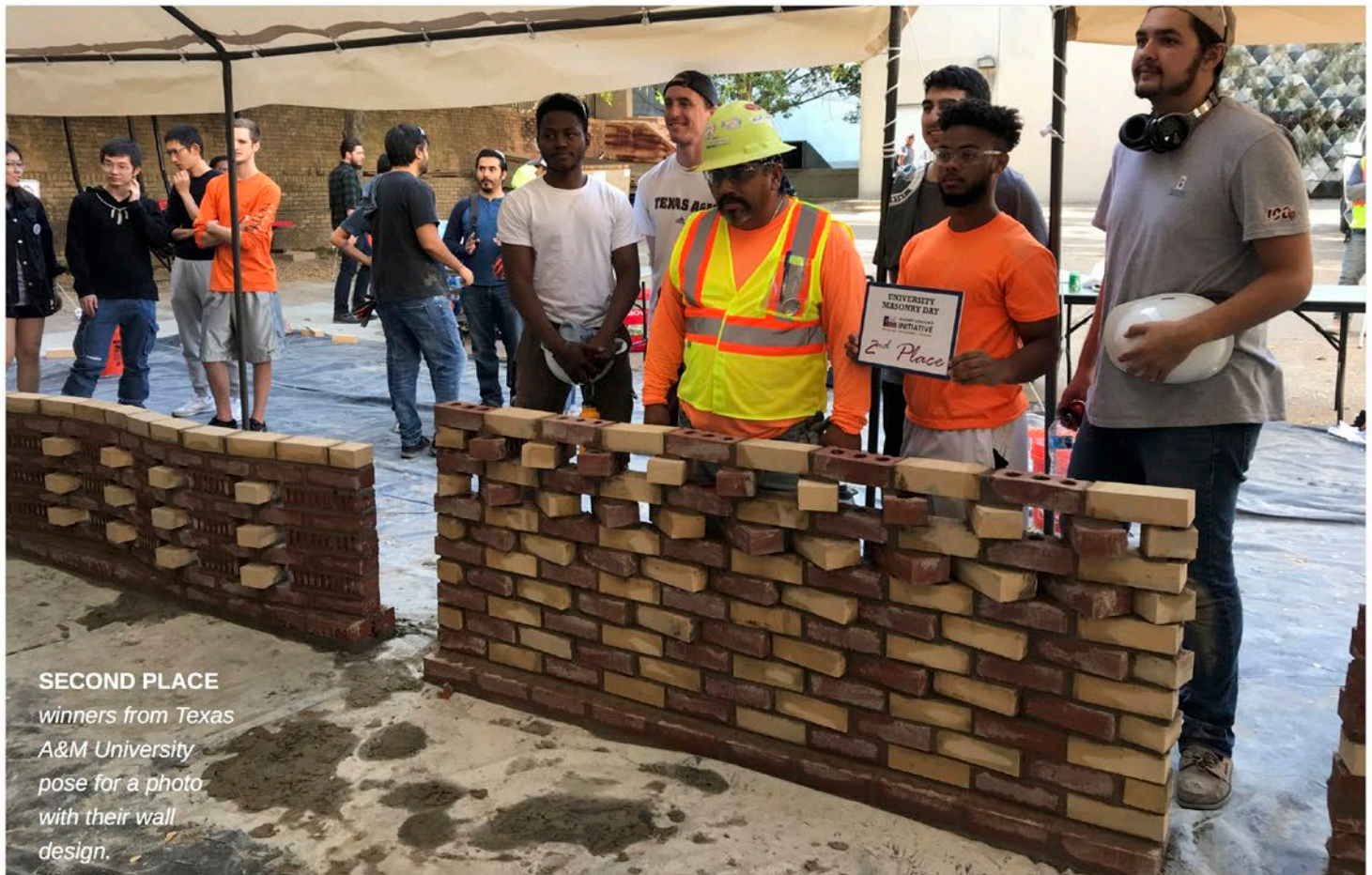
AT TOP
The University
Masonry Day logo
will represent all of
our efforts at the
University level

year, and thus anyone that wants to come out and participate in TMC's 2020 events—contact us today! Fair warning, in 2020 the TMC wants to do University Masonry Days at more schools than just A&M and Texas. The TMC can host this event at any Texas school that has an architecture, engineering or construction program—we are specifically looking at you University of Houston, and Rice and UTA (Hint! Hint!).

If there are any students reading this article in your classrooms, as you begin your careers as architects and designers you will have the choice to use hundreds of different types of materials and construction methods—but if you are looking to build projects that are durable, resilient and that add character/permanence to the community—you will have far fewer choices. It is our hope that the



AT RIGHT
University of Texas students pose with their winning projects and participate in interviews with TMC staff.



SECOND PLACE
winner from Texas A&M University pose for a photo with their wall design.

University Masonry Day event hosted at your school taught you a lot more about masonry so that you will make the best choices for your future designs/projects.

This is my first time participating and it is refreshing to see other stakeholders, another part of construction and exposing our students to the fact that they aren't the only ones in the designing. It is fundamental for the students to get this training because we work in the digital world so much now, and everything is so precise, they end up thinking that the precision and abstract quality of the drawing is something they take to the building site—but that's not the case. I think, for them to experience the weight of the materials, the messiness, and the skill that goes into actually laying the bricks and having respect for the people who do that is really, really important. It is more about the experience, than a perfect design. - ALEKSANDRA JAESCHKE, ASSISTANT PROFESSOR, UT SCHOOL OF ARCHITECTURE

The TMC is looking forward to expanding the UMD program in 2020 and continuing to spread the Masonry Message across the State to those who will be designing our future projects.



LEFT

University of Texas students pose with their winning projects and participate in interviews with TMC staff.

BELOW

A Camarata Masonry Systems, Ltd. mason discusses with TAMU Graduate Students about their masonry design.



HOW CAN YOU CONTRIBUTE TO UNIVERSITY MASONRY DAYS?

1 TIME. We know there is nothing is more valuable than your time and energy. Join us in hosting site tours, plant tours; make a classroom presentations that showcase the versatility of masonry; and attend UMD events to talk with students first-hand about the profession and opportunities within the industry, as well as the benefits of masonry design and construction.

2 TALENT. You are the most valuable asset to this industry. Your skills are unmatched and are therefore valuable to teach young designers and architects about real-life work experience. Dedicate your talents and experiences to teaching young architects about why masonry construction is superior—reach out to us today to get involved with our college-level program.

3 RESOURCES. If you cannot give your time or talent, you can always supplement our program with resources. From trowels and levels to labor and money to sponsor field trips and supplies—the resources our members provide help us to maintain the University Masonry Day program and provide students with an unforgettable top-notch learning experience.

4 SPREAD THE MASONRY MESSAGE. Tell your friends about the UMD program and what TMC is doing at Texas Universities. It is important to educate our future designers and communicate/show them the versatility and beauty of masonry. This hands-on experience is one that will remain with these students forever and will carry over into their future careers.



A special Thank You to our members and their companies who donated resources and participated in our 2019 University Masonry Day efforts at the University of Texas and Texas A&M University, respectively. The events were a HUGE success and we are looking forward to expanding the program to include more schools, more students, and more professors—in this case bigger is ALWAYS BETTER! We could not host these events without your support and without to the talented laborers who teach their craft.

On behalf of our members, thank you!



2019 UNIVERSITY MASONRY DAY
Texas A&M University

WAXAHACHIE ISD CTE

hosted TMC—along with Mel Smith (Smith Custom Masonry), Wayne Smith (Wayne Smith Masonry), and their respective crews—for two days of intensive bricklaying instruction for high school students in the region.



ABOVE LEFT
Mel and Wayne
pose with Curtis
Green (teacher) and
his class of high
school students.

ABOVE RIGHT
A Waxahachie ISD
student beams with
pride at his accom-
plishment.

In October 2019, TMC's Lindsey Geeslin spent two days at Waxahachie ISD coordinating and assisting Curtis Green in hosting Waxahachie ISD's first Masonry Day of the year. Curtis reached out to TMC in the summer of 2019 looking for assistance with materials and instruction, as he is not formally trained in masonry. Not only did TMC come through for Waxahachie, by 2020 Curtis will have added masonry training to his skillset because TMC plans on getting Curtis in the field this summer with some of our member contractors. Not only are schools looking for training for future bricklayers, many are also looking for training, instruction and



externships for their faculty and staff so that they can better train students for the industry.

Mel Smith (UMCA Board of Directors) and Wayne Smith (UMCA Masonry Apprentice School), and members of their crews dedicated two days and some of their crew members to teach over 35 students how to lay brick, work the line, and trowel mortar. It is important for these kids to get the hands-on experience with the materials to really understand how to build with masonry. Not every student is cut out to go to college and high school is the time to really connect with these kids and show them the opportunities the industry has to offer

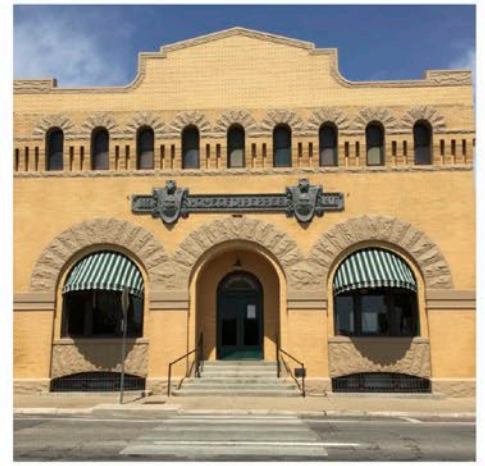
them. Masonry is a good career with unlimited growth potential, security, and continued success. Now is the time to capitalize on America's reinvestment in the trades and get into our local high schools and tell them how we need our workforce trained. We hope you will join the TMC as we attend career fairs, competitions, ISD meetings, Masonry Days, and more next year in an effort to promote masonry across the State of Texas. The future is happening tomorrow, ask yourself how you are helping to build up the masonry legacy and take action. Our efforts are only as strong as the support we receive from our membership, and we hope you will help in this important endeavor.

"After decades of disrespecting the values of learning a trade, the tide is turning. Now is the time to act QUICKLY to capture our share of recruits. I am excited that TMC plans to expand the High School Masonry Day into more schools and further, implement a pre-apprentice program in our High Schools.

On a personal note, as I was watching a shop full of 9th and 10th grade students learning to lay brick, I was reminded of the excitement and pride of becoming a mason, and the art that I was allowed to create. We have an incredibly beautiful gift, let's not be selfish with it. "Building History for Future Generations" is our company motto and I intend to continue that History Building. Who's in?"

- Mel Smith, Smith Custom Masonry





WACO, TEXAS ISN'T typically the first place that springs to mind when you think of "hip" cities. Though it is home to Baylor University and is the birthplace of Dr. Pepper, Waco, historically, it has not been a tourist destination. Waco's metropolitan population will grow by 22.4 percent, and the economy is expected to double, all by the year 2040. Using population models, Perryman consultants predicted the Waco Metropolitan Statistical Area (consisting of both McLennan and Falls county) is likely to expand by about 59,100 residents by 2040 – a 22.4 percent population increase. To say that Waco is growing is an understatement! The development of commercial, retail and residential properties continues to accelerate, and with effective planning and investments, growth will likely continue to snowball. Those combined with the growth in population, workforce and quality of life amenities make now the

LEARNING

provides infinite ways to engage people—from professionals to laymen. TMC set a goal to reach to more architects, planners, legislators and designers by showing them significant masonry designs right in their very own backyards!

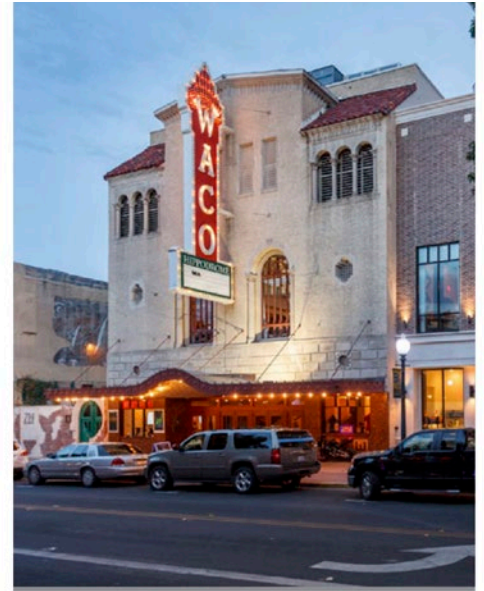
ideal the time for investment in this burgeoning community.

Downtown Waco is small compared to many other Texas cities, however each day an estimated 17,000 people commute to and from work in downtown Waco. Forbes Magazine ranks Waco as #141 Best Places for Business and Careers, #61 in Cost of Doing Business, #80 in Job Growth, and #166 in Education. Waco is home to Baylor University, McLennan Community College and Texas State Technical College. Downtown Waco is the home of the famous Dr. Pepper Museum, where Dr. Pepper was invented; it is also the location of the historic McLennan County Courthouse. Other sites of interest include Armstrong Browning Library, Cameron Park Zoo, Lake Waco and the Mayborn Museum Complex (Forbes).

With newly completed facilities such as Baylor University's McLane Stadium and major downtown redevelopment projects, Waco is hitting the radar for new development opportunities. Movement back into the urban core has driven substantial investment into Downtown—nearly \$600 million in investment has been completed or is underway, not including the new \$250 million McLane Stadium. Currently, more than \$350 mil-

lion in proposed projects are in development. Developed projects have ranged from mixed-use development to retail, hotel, student housing, major historic facility renovations and more than 1,100 new residential units since 2007, with additional capacity for growth.

Waco's public and private sectors have initiated and supported this renewed focus on Greater Downtown and have reacted by forming a strong public-private partnership to lead Greater Downtown Waco into a vibrant future. The partnership recognizes Greater Downtown's many assets – the river, proximity to one of the region's leading university, the diverse neighborhoods, committed advocates and a community enthusiastic to have a strong downtown core. These assets are a springboard for revitalization. The result of this interest was Imagine Waco, the planning effort to capture the community's vision of how Greater Downtown Waco should look and prosper in the years to come. The walking tour guided attendees through the synergistic beginnings of Waco's long-range planning efforts and the resulting Imagine Waco Plan; as well as how implementation has been both challenging and successful since its adoption.



LEFT (PAGE 15)
The Alico Building (1910)

RIGHT (PAGE 15)
Built in 1906 by architect Milton Scott, the Artesian Manufacturing and Bottling Company was the first building dedicated to the manufacturing of Dr Pepper.

TOP RIGHT
The Waco Hippodrome (1914)

BOTTOM
Over 50 attendees attended the 1.6-mile walking tour of Downtown Waco on November 7, 2019.



1. Waco Convention Center
2. Waco Suspension Bridges
3. Heritage Square Development
4. Alico Building
5. Waco Courthouse
6. Waco Downtown Farmers Market
7. Grand Lodge of Texas
8. Historic Lofts of Waco High
9. Waco Hippodrome Theatre
10. Franklin Place
11. Altura Lofts
12. Mary Avenue Market
13. Dr. Pepper Museum/Insurers of Texas Building
14. Behrens Lofts.
15. River Square - Spice Village Market
16. Brazos Promenade (Proposed Waterfront Development)

Small towns and rural communities throughout the United States are looking for ways to strengthen their economies, provide better quality of life, and build on local assets.

Over time, all communities experience changes that affect the industries, technologies, and land use patterns that help form the foundation of their local economies. Economically resilient towns, cities, and regions adapt to changing conditions and even reinvent their economic bases if necessary. Even if the community has lost its original or main economic

driver, it has other assets that it can use to spur the local economy. While most economic development strategies involve some effort to recruit major employers, such as manufacturers or large retailers, many successful small towns and cities complement recruitment by emphasizing their existing assets and distinctive resources.

The walking tour was a huge success in kickstarting the TMC's outreach efforts in providing continuing education credits for architects (AIA CES) and planners (AICP CM). This was the second (of many) walking tours hosted by TMC with the express goal of exposing locals and professionals to the legacy of masonry, and providing technical information to professionals about masonry, masonry construction, historic preservation, and regulation. In 2020, the TMC plans to host several more accredited walking tours for architects and planners, but also for state officials as well, to educate them on planning/design best practices and the benefits of masonry construction. These will also serve as opportunities to discuss the challenges facing communities since the passage of H.B. 2439 and other detrimental legislation this past session and give insight to legislators as they make decisions and considerations in the 2021 legislative session.

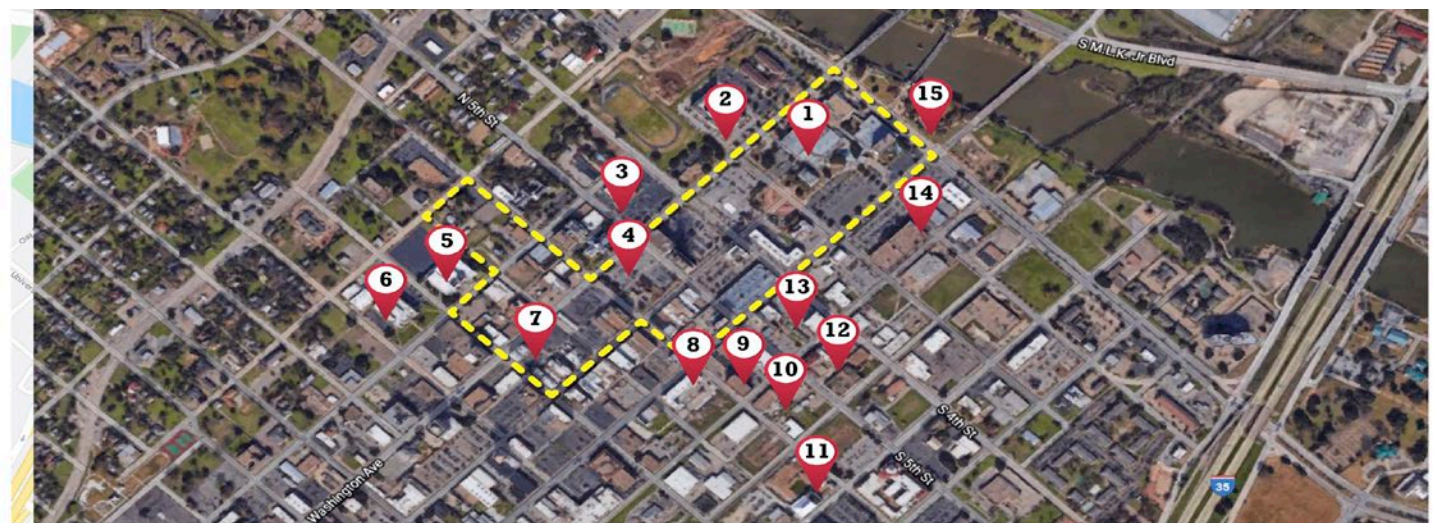


ABOVE
The Grand Lodge of Texas (1902)

BOTTOM
Tour Map

SESSION TOPICS

- Advocacy/Policy
- Comprehensive/Long-Range Planning
- Downtown/In II Development
- Finance/Innovative Funding
- Historic Preservation
- Zoning Tools



MOBILE WORKSHOP 4 - THURSDAY 2 PM - 5 PM (3 CM)

GROWING UP WACO: DOWNTOWN PAINS AND GAINS

T M C G O E S T O N C M C A

to learn the in's and out's of their nationally-recognized Pre-Apprenticeship program and how Texas can implement a similar model for our workforce.



EARLY THIS YEAR the Texas Masonry Council will begin rolling out our new Masonry Workforce Initiative (MWI). The initiative is a series of programs that are aimed at increasing the quality and availability of masons in Texas.

One of the first steps in developing our program is to see first-hand some of the workforce development successes in other parts of the country. We did just that when a delegation of TMC Workforce Committee members traveled to North Carolina to visit with Ryan Shaver of the North Carolina Masonry Contractors Association.

What NCMCA is doing is a great inspiration to our Workforce Development Committee. The involvement that they have from contractors across the state, big and small, is a big part of why they're successful. They're led by an amazing individual [Ryan Shaver] who gathers and directs this support. We look forward to developing a program like this in our state. – LIZ GRAVES, SPEC RENTS

RYAN SHAVER: "This is Mr. Bagnoni. I'd say he's been here five or six years. What he does with his students is phenomenal. He takes students – this is an inner city school – so he can take these students, show them an opportunity in the trade—in masonry—he's able to use them two years, use their ability and train for two years and he is placing on average around 8 to 10 students every summer full-time into the trade."

DEAN BAGNONI: "My grandfather and my great uncle did masonry work. Then my dad grew up doing masonry work for my great uncle. He had a company in Pennsylvania so when I was 5 years old I was on masonry jobs. I grew up in it.

What I have seen is they have an opportunity to learn in the class, and they have an opportunity to go work. And in North Carolina you get a high school credit during the summer time. So you get paid a competitive wage and you get a high school credit. The guys who go and do that come back and they're like different kids."

BOTTOM LEFT
A student works the line in NCMCA's pre-apprenticeship program.

MIDDLE
The students end class learning about hard work and teamwork.

RIGHT
Ryan Shaver, NCMCA teaches a high school student how to work the line.





TOP LEFT
NCMCA's Ryan Shaver reaches for a trowel in the classroom

CENTER
From Left to Right:
Ryan Shaver (NCMCA),
Liz Graves (Spec Rents),
Reggie Wilson (WDP Construction),
Mel Smith (Smith Custom Masonry),
Lynn Nash (NCMCA),
Mackie Bounds (Brazos Masonry/TMC Board of Directors),
Lindsey Geeslin (TMC),
Michelle Weyant (Brazos Masonry),
and Tony Topping (TMC).

What I took away from our visit was how important it is for mason contractors to be involved from the ground up giving their support through their time, talent, and resources. Also I think the time has come for our industry to stop seeing ourselves as individual entities and see ourselves as a Brotherhood with trowel in hand as we lay down pavers to construct a pathway for now and the future of our industry. Each paver we lay should consist of initiatives from Masonry Contractors, Vendors, Instructors, CTE, DOL, Contractors, and Communities. Mackey said Masonry was like being an artist. Well said because when we look at the back drop of America painted on the canvas of every great city are masonry projects that stand out, but the real message of this beautiful art of masonry is it stands in Brotherhood building after building resonating its beauty, strength and durability that has lasted over time.

- REGGIE WILSON, DWP CONSTRUCTION

MACKIE BOUNDS: "I've had a great time here in North Carolina the last couple of days looking at their program. They've got a great program as we expected them to have. They're turning out some great students for our indus-

try to use moving forward. And, this is what excites me so much about our opportunity in Texas. We're known by being Texans that we do things bigger and better. And we'll take the program that we have witnessed the last couple of days and improve it for us to use in Texas; I truly believe we will produce enough masons moving forward that all of us can grow our companies, we can produce better, we can go out and sell better. We can also go back to our building ordinance program and let the cities know that we have the manpower to build structures in their city in a timely manner. So I'm expecting big things moving forward that we're not only training people for our industry but we are also training people to be an asset to our communities."

The time to get involved is now. A series of in-person meetings is currently being scheduled for January, and February 2020 to layout the first phases of the workforce initiative. Call or e-mail TMC today to get involved in those meetings. Our annual Winter Meeting on February 13-14 will primarily focus on the creation of the MWI program and our upcoming efforts.

Please join us in Waco, February 13th and 14th, for those important meetings.



“It’s all about building a relationship. If you’re a local mason contractor and you don’t know who’s at your high school in a 5 mile radius – that’s your fault.”

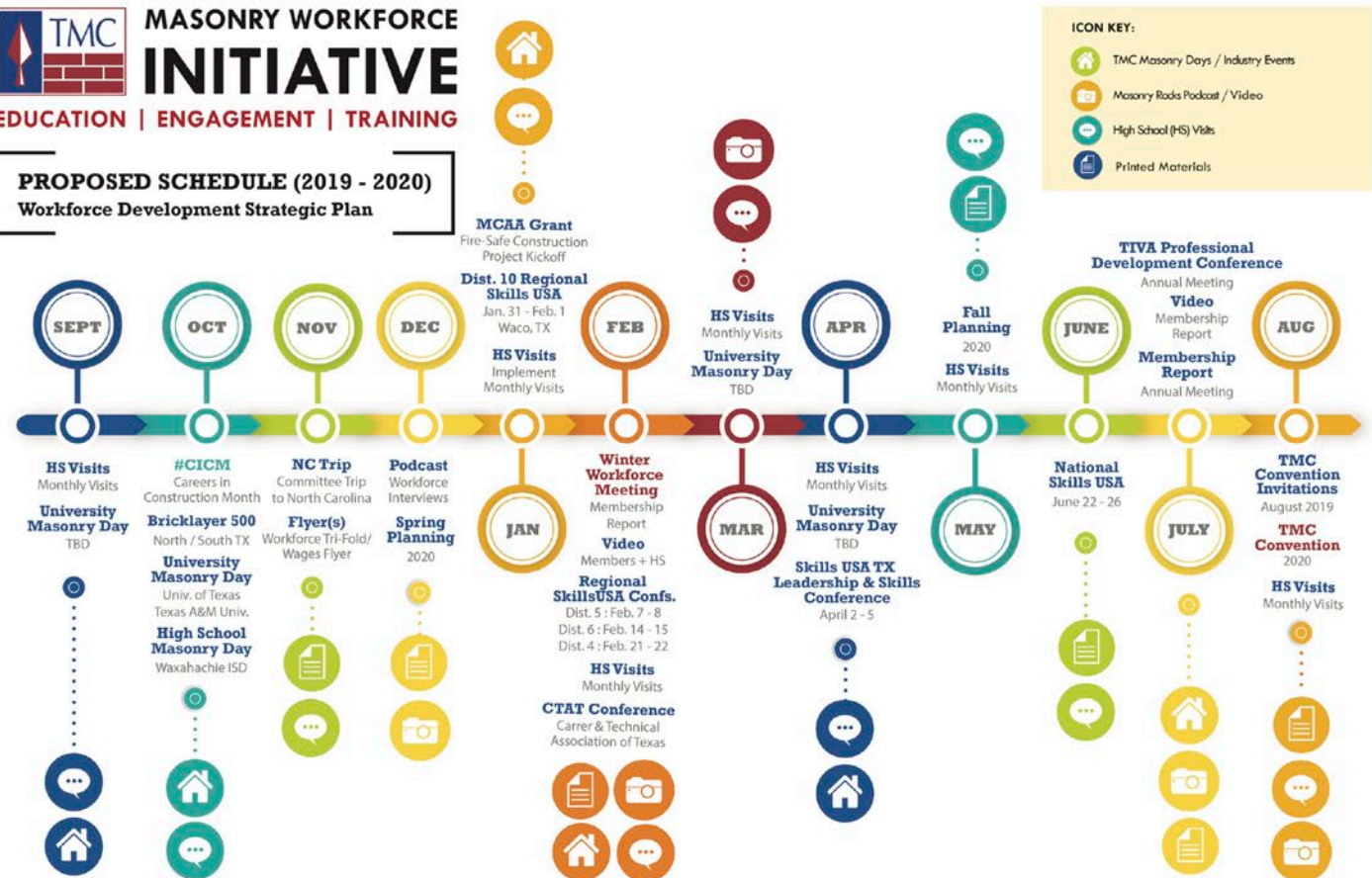
– Ryan Shaver,
Workforce Development
& Training Coordinator,
NCMCA



MASONRY WORKFORCE INITIATIVE

EDUCATION | ENGAGEMENT | TRAINING

PROPOSED SCHEDULE (2019 - 2020) Workforce Development Strategic Plan





EMPLOYMENT POLICIES – YOU GOTTA HAVE ‘EM!

SPIKE CUTLER

Attorney Spike Cutler, and the firm of Cutler-Smith, P.C., are staunch advocates for the rights and interests of construction trade contractors. Cutler provides legal counsel to a number of trade organizations, including the Independent Electrical Contractors (IEC) of Texas, IEC- Dallas, IEC – Fort Worth, the Subcontractors Association of the Metroplex (“SAM”), the Texas Masonry Council, the United Masonry Contractors Association of DFW, and the North Texas Stone Fabricators Association. He is also a member of the Attorneys Council of the National Subcontractors Alliance.

Do you have written employment policies? How about an Employee Manual?

It’s simply amazing to observe how many employers don’t – and that’s just silly.

Many construction-related businesses have grown from small start-ups to being large employers with hundreds of employees at multiple locations, and to their way of thinking, the old way has worked, so why change? And, truth be told, it will work – until it doesn’t, at which point – hey – it’s too late!

Every employer should have well-defined and crafted employment policies, dealing with issues like vacation or paid time-off, reporting times, discipline for violation of attendance and how employees are expected to deal with workplace conflict. If you don’t craft a reasonable set of employment standards – and follow them – you can bet that, one of these days, you’ll get a costly education at the hands of a plaintiffs’ lawyer, a judge and a jury.

Your employment policies should be complete, they should be written, and they should be well-shared with employees. When employees are hired, ensure that the employment policies are provided to each newly-hired employee. A good practice is to have a new-hire checklist, on paper, covering all of the steps involved in bringing new employees into the organization. Besides getting the employee to complete a written Application for Employment (you are doing that, aren’t you?), you should be carefully examining the documents required to verify eligibility for employment and so certifying with the I-9 form you’ll be filing away, offer enrollment on any employee benefit programs (and documenting if the offer is declined), scheduling and confirming appropriate safety training, and of course, documenting that the employee has received his or her personal copy of the Employee Manual.

Being able to prove that you provided the employee with a copy of the Employee Manual can make a huge difference if (when!) you have a claimed violation of employment law by a disgruntled employee (aka, that guy who wouldn’t show up for work, and got fired). Be sure the employee has signed to confirm receipt of the manual.

Another factor often overlooked: be certain you have translations of your Employee Manual into the languages used by the employees (around here that would be Spanish); proving a complaining ex-employee received an Employee Manual he or she can’t read is not much help!

DISPUTE RESOLUTION PROVISIONS

An important element in any Employee Manual is a defined and reasonable process for employees to follow in the event of a dispute. Having a clear process for reporting employee issues, and making certain there is an accessible and non-threatening process if the employee’s immediate supervisor is not responsive, can go a very long way towards heading off trouble.

For years, many employment policies sought to impose mandatory arbitration as the dispute resolution forum for employment disputes which were not resolved informally –and there are some pretty sound reasons for using arbitration. A qualified arbitrator can effectively apply the law to an employment dispute, without interposing the emotion and bias that can be introduced in a trial before a partisan court or a jury hell-bent on punishing the “rich” employer. Starting in the late 90s, however, the Clinton-era Equal Employment Opportunity Commission (EEOC) promulgated strong policies disfavoring mandatory arbitration in employment disputes. A policy statement published by the EEOC in 1997

held that mandatory arbitration “harms both the individual civil rights claimant and public interest.” The net effect of the EEOC policy was that, even where an employee had agreed to expeditious arbitration of employment disputes, the EEOC could as a matter of policy still proceed with its own, independent investigation and enforcement. Not a good deal for employers.

The recent trend in court decisions chipped away at this doctrine, however, and the EEOC has just voted to rescind the employer-hostile policy document, recognizing the legitimate value and interest that properly-crafted mandatory arbitration provisions has in promoting swift, and reasonable, resolution of employment disputes. So if you don't have an arbitration provision in your Employee Manual, you might consider implementing one.

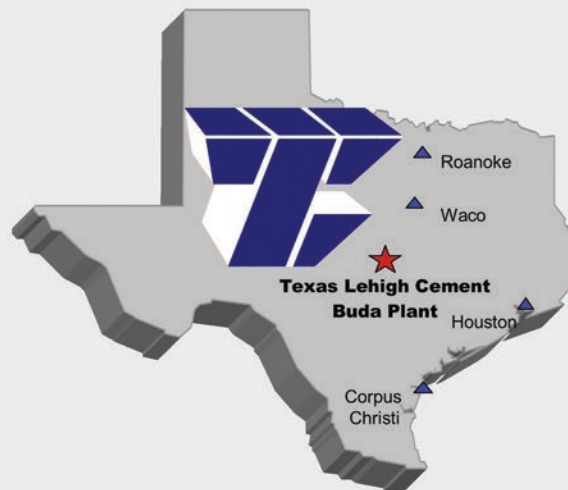
ARE YOU INSURED FOR EMPLOYMENT DISPUTES?

Ask your insurance broker whether you have Employment Practices Liability Insurance – it can be a lifesaver if you're sued by an employee or ex-employee over employment issues. Like all insurance, it's expensive until you need it – then it's invaluable!

ON THE GROW

Your Devoted Legal Advisor, Spike Cutler, is proud to announce the expansion of the firm to a new office in Austin, Texas, serving construction industry clients all over the central and south Texas region. If you're in or around Austin, and you have need, call us at our Austin location – 512-887-1100. We're excited to serve Central Texas subcontractors!

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OVERALL EMPLOYMENT OF MASONRY WORKERS IS PROJECTED TO GROW 11 PERCENT FROM 2018 TO 2028, MUCH FASTER THAN THE AVERAGE FOR ALL OCCUPATIONS. Although employment growth will vary by occupation, it will be driven by the demands of a growing population for more commercial,

public, and civil construction projects, such as new roads, bridges, and buildings. <https://hubs.ly/H0m2qwT0>

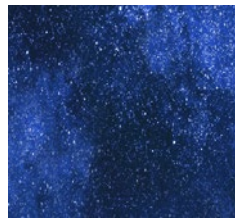
of people to give, collaborate, and celebrate generosity. During December 2019, all new members who join the TMC will have half of their membership dues donated to TMC's Masonry Pre-Apprentice Scholarship fund! There is no better time to join the organization and directly support the industry's future #workforce. Join TMC today and make a contribution at www.texasmasonrycouncil.org/join/.



STUDY: THE MOST DESTRUCTIVE HURRICANES ARE HITTING US MORE OFTEN

Big, destructive hurricanes are hitting the U.S. three times more frequently than they did

a century ago, according to a new study. Experts generally measure a hurricane's destruction by adding up how much damage it did to people and cities. That can overlook storms that are powerful, but that hit only sparsely populated areas. A Danish research team came up with a new measurement that looked at just the how big and strong the hurricane was, not how much money it cost. They call it Area of Total Destruction. <http://bit.ly/2rZvBcU>



BUDA SOON TO ENTER DARK SKY STATUS IN LATEST SUSTAINABILITY EFFORT.

Texas House Bill 2439 provides building restriction exemptions for current Dark Sky communities. City of Buda sustainability commissioner

Blake Farrar is uncertain if the bill includes exemptions for communities seeking Dark Sky status. Read more <http://bit.ly/33p4yok>.



AS THE CLIMATE CHANGES, ARCHITECTS AND ENGINEERS NEED TO DESIGN BUILDINGS DIFFERENTLY.

The lab @ University at Buffalo studies climate change & buildings. Research shows that USA building stock may not be prepared for future climate-related storms & flooding. Read more at <http://bit.ly/2OZGhmr>.



AWARD-WINNING #AIA ARCHITECT, JOYCE OWENS, FAIA, RIBA, DISCUSSES WHY SHE LOVES CMU, "VALUE ENGINEERING", DURABILITY, & WHY THE FUTURE IS ALL ABOUT #CLIMATECHANGE.

Read more from the National Concrete Masonry Association <http://bit.ly/34190jB>.



TMC MASONRY WORKFORCE INITIATIVE | RECENT NORTH CAROLINA TRIP.

"It's all about building a relationship. If you're a local mason contractor and you don't know who's at your high school in a 5 mile radius - that's your fault." - Ryan Shaver, North Carolina Masonry Contractors Association (NCMCA). Watch TMC's recap video! Stay in touch as we put together a series of meetings to lay out a comprehensive plan to build relationships with vocational teachers and school districts across. <http://bit.ly/2OorU9a>



TMC CELEBRATED #GIVINGTUESDAY THROUGHOUT DECEMBER 2019!

GivingTuesday was created as a day that encourages people to do good. It has grown into a global movement that inspires hundreds of millions



HOW CMU ALLOWED AN ARCHITECT TO DESIGN ONE OF THE FIVE SAFEST SCHOOLS IN AMERICA.

They wanted something that was going to be timeless and

secure..."Part of that is durability - the wear & tear on middle schools is pretty tough, so concrete block was a 'no-brainer' option." Read more about the design: <http://bit.ly/342FG72>



CMU AS URBAN HOUSING SOLUTION?

Architects freed up living space by building to 4 stories (no elevator), and saved on costs by using CMU. Read more! <http://bit.ly/2Orld7X>



REBOUNDED DOWNTOWN WACO UNDER MICROSCOPE FOR STATE PLANNING CONFERENCE.

Downtown Waco's revitalization got its moment on stage last week at the

American Planning Association - Texas Chapter Annual Conference! Over 45 attendees took the 1.5-mile architectural walking tour coordinated by TMC's own, Michelle Queen, in collaboration with local urban development consultant Chris McGowan, architect B.J. Greaves, and Waco EDC Coordinator, Melett Harrison. Read more about the conference here: <http://bit.ly/2X6agtC>



SECRET DEAL HELPED HOUSING INDUSTRY STOP TOUGHER RULES ON CLIMATE CHANGE.

A secret agreement has allowed the nation's #homebuilders to make it much easier

to block changes to building codes that would require new houses to better address climatechange. Read more at <https://nyti.ms/34UyLNg>.



THE BUSINESS OF BALLISTICS: WHY MASONRY IS UNPARALLELED - PART 1"

Within the context of senseless acts of #violence, building materials can absolutely be a factor

in the equation of protecting people." Dan Kamys, MASONRY Magazine. Read more at <http://bit.ly/2jOUi11> .



PUERTO RICO'S NEW BUILDING CODES ARE CREATING A MORE RESILIENT ISLAND.

Hurricanes Irma and Maria spurred significant

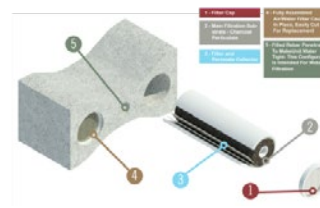
revisions to the 2018 Puerto Rico Building Code! The future of building codes will be decided by innovations in hazard-resistant construction materials & construction design concepts. Read more here: <http://bit.ly/2ke13lq>.



CEMENTING OUR PLACE IN SPACE.

Astronauts aboard the International Space Station experimented with cement by mixing it in space for a new study in preparation for the construction of space colonies on the Moon

or Mars! Read more at <http://bit.ly/2kgQpsO>.



"PURA BLOCK," the Iowa State University team's unit design, wowed with its appearance & versatility—

including the potential to be

used as a screen, a curtain wall, OR a filtration system to clean polluted rivers. Read more at <http://bit.ly/36iPOSu>.



MIDDLE SCHOOL GIRLS FIND CAREER INSPIRATION IN MALE-DOMINATED FIELDS.

Middle school girls in Green Bay, Wisconsin are learning about

masonry and firefighting! Check out this inspiring video about hand-on #careers for #women! <http://bit.ly/2Ph91G6>.



The masonry industry offers great benefits, advancement opportunities,

job/financial security, training, and

MORE! Watch the Top 10 Reasons to

become a masonry professional - <http://bit.ly/2p8oPR7>.

IN THE NEWS



Paul Hoggatt Retires after Serving as President of Houston Masonry firm for 37 Years

Houston, TX – Locally owned Hoggatt LP announced this month long time President/Owner Paul D. Hoggatt is retiring from the business effective 10/31/2019.

Paul Hoggatt started working for his father's construction company, Hoggatt Masonry, in the summer months of 1958 as a laborer. Every summer he worked and also attended bricklaying apprentice school during the year at night until he graduated from high school. Upon graduation from high school, he started working full time as a bricklayer and became a foreman within a few months at the age of 18. In 1972, Phinehas Hoggatt decided to incorporate the company and take three of his sons into the corporation, Paul being one of them. James Hoggatt became President of Hoggatt, Inc. and ran the business for 10 years until he decided to start a business of his own. At that time, Paul and his older brother John Hoggatt decided Paul would become President and run the office and John would run the field work.

During the 37 years that Paul was President of Hoggatt, Inc. and later Hoggatt LP, he was actively involved in associations that benefited his business. His father had taught him that you should always give back to what gives to you. Hoggatt Masonry was a long standing member of the Associated Masonry Contractors of Houston, and Paul served as President in 1993, 2002, and 2003. Paul served as President of the Texas Masonry Council in 1998. He also received the Industry Service Award from The Texas Masonry Council in 2002. Paul served as the

President of the American Subcontractors Association-Houston Chapter 1988-1989. Paul was a member of The Masonry Society for many years and served on the Board for one year, chaired the Construction Practices Committee for several years, and in 2008 received the TMS Service Award for his exceptional service to TMS in time of need. Paul also served on the Masonry Systems Marketing Committee of the Mason Contractors Association of America for three years. Additionally, he became active on the Training Committee of MCAA and eventually served as Chairman of the committee. In 2007, the MCAA honored him with the C. Dewitt Brown Leadman Award.

As part of the leadership transition, Andrew Hoggatt, Paul's son, will take over as President of Hoggatt LP, and Mel Oller will continue in his role as Vice President and Partner. Andrew Hoggatt said "It has been my honor and privilege to work alongside my father for the past 20 years. On behalf of the entire Hoggatt LP family, I want to thank him for his leadership and dedication to this company. I know that I will continue to call on him for guidance and insight."

To learn more about Hoggatt LP, please contact: Andrew Hoggatt, Hoggatt LP, 605 Garner Road, Pasadena, Texas 77502, 713-869-1030, www.hoggattlp.com.

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IN THE NEWS



Angel Ramirez Named North Texas' Best Bricklayer

Ft. Worth, TX – The best masons in North Texas came together to test their skill, speed and stamina by battling to see who could build the largest and best 26-foot-long brick wall in one hour. The competition is one of 24 SPEC MIX BRICKLAYER 500® Regional Series competitions to be held across North America in 2019. The winner of the each regional qualifies to compete in 2020 World Championship on February 5th, at the World of Concrete expo in Las Vegas.

Twelve teams of masons and tenders lined the arena at Builders Equipment and Supply in Ft. Worth, TX ready to prove they're the best craftsmen in the region. Mason Angel Ramirez and mason tender Adolfo Gonzales of Artisan Masonry in Royce City, TX took home top honors with a brick count of 579, winning a free trip to Las Vegas for the World Championship, a cash prize of \$1,000, a Marshalltown tool bag, Stabila Level and the title, "North Texas' Best Bricklayer."

This year high school students also had the opportunity to compete in the JR. SPEC MIX BRICKLAYER 500, an event designed specifically for their skill level. They were given 20 minutes to build an abbreviated version of the wall being constructed during the day's journeymen bricklaying battle. 6 teams of students from Birdville and Grand Prairie ISD took part in specialized JR. event. Mason Eulices Casiano and tender Cesar Leon from Grand Prairie ISD took home top honors and a cash prize of \$300.

Contractors and suppliers from around the region came together in support of a charity auction, Bricks, Blocks and Bags for Bikes, hosted by SPEC MIX in conjunction with WFAA Santa's Helpers. The auction raised \$50,000 to help purchase bikes for under privileged kids in the Dallas/Ft. Worth region. This is the second year in a row the North Texas Regional Series site hosted a charity auction, organized by SPEC MIX Sales Manager Trey Harris. The auction is a passion project for Harris, and started as a tribute to his late friend Mike Blackburn. Last year the auction brought in over \$35,000 and also went to benefit local children.



Jacob Ramirez Wins 2019 Spec Mix Bricklayer 500® South Texas Regional Series

Converse, TX – The best masons in South Texas came together to test their skill, speed and stamina by battling to see who could build the largest and best 26-foot-long brick wall in one hour. The competition was one of 24 SPEC MIX BRICKLAYER 500® Regional Series competitions to be held across North America in 2019. The winner of the each regional qualifies to compete in 2020 World Championship on February 5th, at the World of Concrete expo in Las Vegas.

Nine teams of masons and tenders lined the arena at Best Block in Converse, TX ready to prove they're the best craftsmen in their region. Mason Jacob Ramirez and mason tender Miguel Contreras of Ranch Masonry in Houston, TX took home top honors with a brick count of 651, winning a free trip to Las Vegas for the World Championship, a cash prize of \$700, a Marshalltown tool bag, Stabila Level and the title, "South Texas' Best Bricklayer." The prize of SPEC MIX TOP CRAFTSMAN, which goes to the team with the "most sellable wall," went to mason Jose Fernandez and tender Sebastian Fernandez of James Groesbeck Masonry in San Antonio, TX earning them a cash prize of \$500.



Hill Country Modern – A Masonry Masterpiece

On a large private lot at the foothills of the Hill Country, this client wanted their house to be ingrained in nature, rather than up on the hill towards the view; what results is a beautiful play fashioned amongst landscape and building – with each one stealing the spotlight from each other around every bend. To achieve greater privacy and to use the superior natural quality of its surroundings, we have nestled the house deep into the lot and worked integrally with the Landscape Architect to create a balance in the environmental setting and positioning.

The design solution involves a plan orientation that is unorthodox. The rear of house, with rooms configured around the swimming pool and courtyard terrace, is oriented towards the access road – while the entry to the house is situated towards the rear of property. A wonderfully challenging project that utilizes all aspects of the design process to make use of the entire lot in the best possible way: functionally, effectively, and naturally.

Contractor's Corner

If you would like to see your business card listed in this section, seen by 10,000 readers, contact Pat Huber at (512) 310-9795



Tim Michael
Vice President Operations

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TREY HARRIS - SPEC MIX TEXAS

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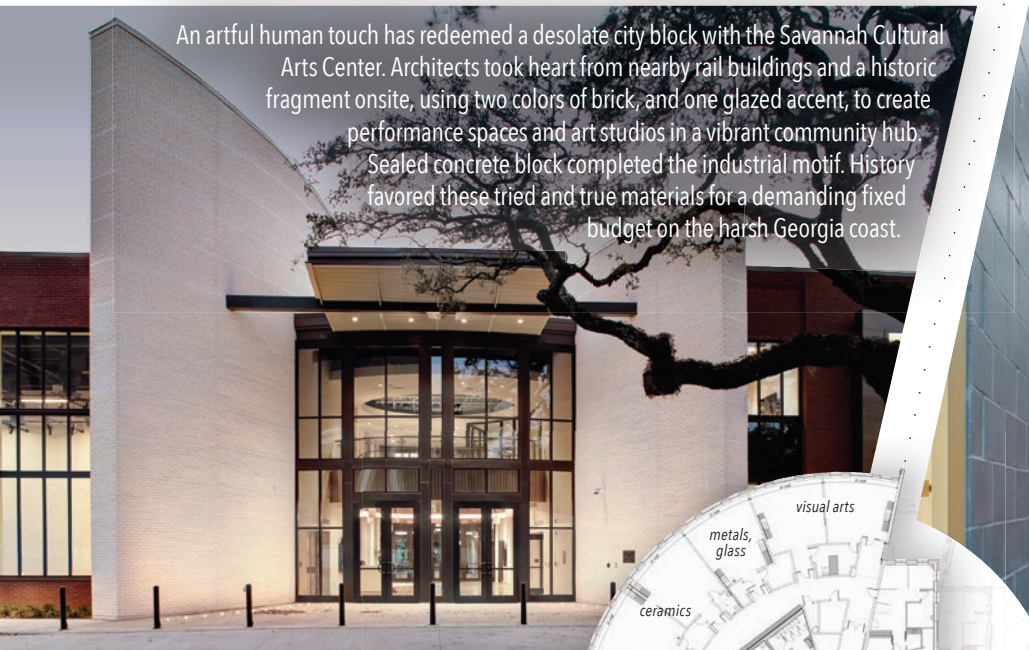


A City Center Reborn with Art at Its Core



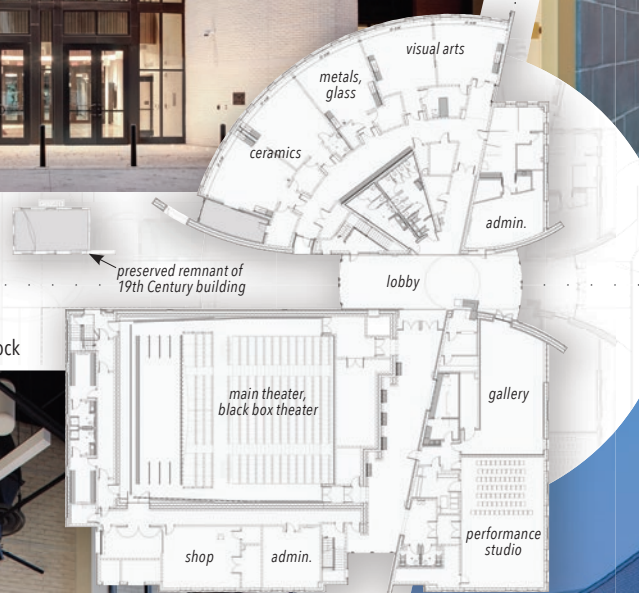
An artful human touch has redeemed a desolate city block with the Savannah Cultural Arts Center. Architects took heart from nearby rail buildings and a historic fragment onsite, using two colors of brick, and one glazed accent, to create performance spaces and art studios in a vibrant community hub. Sealed concrete block completed the industrial motif. History favored these tried and true materials for a demanding fixed budget on the harsh Georgia coast.

"Brick was better for design, and more economical than structural concrete or stucco. We used corbelling on the red brick structure as a reference to historic solid masonry structures. Normal weight concrete block allowed us to avoid painted walls. Its finer, denser texture is beautiful when clear-coated. Masonry gives the overall monumental building a human scale, too." – Patrick Shay, AIA, LEED AP, Principal, GMSHay



photography © Richard Leo Johnson

Acme Brick Red Richmond
Blend Velour Modular
General Shale Cunningham Brick
Diamond White Velour Modular
with Glazed Accent Bands
Acme Brick Normal Weight Concrete Block



Savannah Cultural Arts Center
architect GMSHay, Savannah GA
program manager CHA Consulting, Savannah GA
general contractor M.B. Kahn Construction, Columbia SC,
 and Polote Construction, Savannah GA
masonry contractor Rush Masonry, Andrews SC



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 details, descriptions, and more photography.

