



W.I.B.A. Punch List



Board Members

President:
Greg Davis

Vice President:
Neil Thomas

Treasurer:
Amy Schwartz

Past President:
Scott Howe

Directors:
Dee Spivey
Steve Hawkinson
Terry Allen
Zack Thiel

Life Director:
Bill Johnson

Executive Director:
Kaylee Johnson

February 2020

WIBA Membership Meeting

February 19th 6:30p.m.

Kensington Garden Room



FREE

ADVERTISEMENT OPPORTUNITIES

Many of you are missing out on the **FREE** advertising opportunities available to our members:

- **Full Page Flyer** in monthly newsletter (each member allowed 1/year)
- **Business cards** in rack at Welcome Center
- **W.I.B.A. Website**—General information for each member and links on our webpage to your business (email me if you need your username/password info—feel free to place a link on your business website to the WIBA site—our logo is on website)
- **W.I.B.A. Brochure**—Call the office if you would like copies to display in your business

Get the most out of **YOUR WIBA** Membership today!

Inside this issue:

President's Letter
Highlights **2**

Dues
WIBA Membership
Meeting **3**

Resources &
Industry Events **4**

Employee
Retention **5**

WIBA Home Show
Donors **6**

WIBA Home Show **7**

Website Features
Social Media **8**



President's Letter

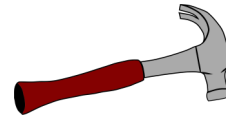


Welcome New Members!

Moxie Solar

Will Richardson spoke to us at the November Membership Meeting.

Leaf Filter



We look forward to seeing you at the WIBA Home Show!

W.I.B.A. Board Highlights

63 WIBA Members

*WIBA Membership Meeting

February 19th 6:30p.m.

Kensington Garden Room

*WIBA Board Meeting

March 4th 6:30a.m.

Perkins Restaurant

*WIBA Membership Meeting

March 18th 6:30p.m.

Kensington Garden Room

*WIBA Home Show

April 4, 2020 10a.m.-4p.m.

April 5, 2020 12a.m.- 4p.m.

Knights of Columbus

1556 E. Fremont St.

Galesburg, Il.

Congratulations!

The 50/50 Drawing worth \$23 was won by Roger Williams, General Contractor. Congratulations, Roger!

The Cash Drawing worth \$25 was won by First Midwest Bank! Congratulations Dee Spivey!



WIBA Home Show

April 4th 10a.m.-4p.m.

April 5th 12p.m.-4p.m.

Knights of Columbus

1556 E. Fremont St.

Galesburg, Il.



Save the Date!

WIBA Membership Meeting January 15, 2020



Ken Spring, Knox County Area Partnership for Economic Development, was our speaker.

The success stories this last year were Nutrition on Main, Wordsmith Bookstore, Culvers, McAllister's Deli. The Shopko building is being renovated to be repurposed for a warehouse. The Maytag buildings have both been sold to Phoenix Industries and they plan to renovate them. They plan to then sell the buildings. They have done this with 7 other former Maytag buildings in the past. Dollar Tree is moving the old Walmart Building now called Galesburg Crossings. Bergner's has been sold. The intention is to convert it to a convention center for trade shows and conferences.

The first students have graduated for the CEO Program that Ken has talked to us about before. It is a program for Juniors and Seniors that meets of campus during their first hour of school. The program is for creating entrepreneurial opportunities. They are currently recruiting students for the 2020-2021 school year.

Ken has been meeting with school districts and bringing businesses to visit schools. He has arranged student visits to business visits, trade show visits, and Career & Technical visits. He is focusing on the youth of our area because they are tomorrows workforce. Currently, the focus is on manufacturing, transportation, and the health care field because that tends to be where the most opportunities are in the area. On February 11th, there will be a half time basketball game presentation spotlighting business. On March 5th, there will be a showcase for students featuring Healthcare.

In order to rebuild the population, we need population growth strategies like income tax credits, housing incentives, and remote tech workers.

In 2020, Windmills are the next big project for the North East side of Knox County. It is estimated to be over a \$200 million project. Host landowners will receive a new source of income.

This summer, the Strategic Planning process will begin again as the

Knox County Area Partnership for Economic Development has been in existence for 5 years now. Congratulations Ken!

Blue Jay Barns

Breslin's Floor Coverings

Cardie's Landscaping

Carpetland USA

Century 21 Affiliated

First Midwest Bank

Howe Overhead Door

IH Mississippi Valley Credit Union

MidAmerica Basement Systems

Munson Pool & Spa

REMax Preferred Properties- Tom Knapp

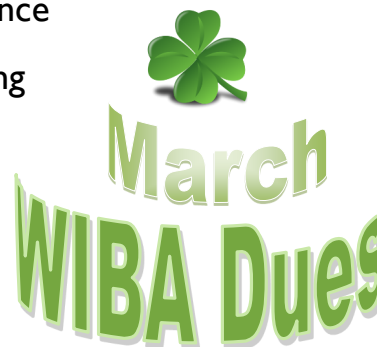
Roger L. Williams, General Contractor

Webber Rental & Supply

Extreme Home Improvement

Porter Hay Insurance

Unique Landscaping





NFBA Frame Building EXPO

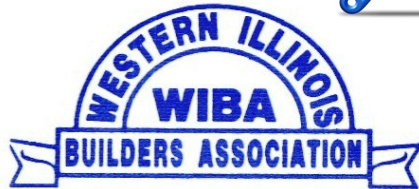
Hilton Des Moines Downtown

435 Park St. Des Moines, IA

February 26-28, 2020

Contact:

Hall-Erickson, Inc. 630-434-7779



Bloomington-Normal
Area Home Builders
Association Home Show



March 6-8, 2020

1106 Interstate Dr.
Bloomington, Il.

For valuable insights, best practices and share strategies to streamline, systemize and scale your business.

Contractor Innovation



(On Facebook)

Daily motivations,

Tips, and strategies

Weekly Q&As

Periodic Live Interviews

Group Discussions

The Enterprising Contractor

(On Facebook)

A Community for Contracting Company Owners & Managers Interested in Growing Their Businesses



Monmouth Area
Chamber of Commerce
11th Annual Trade Show

March 28th

9a.m.-2p.m.

Request a registration at

info@monmouthilchamber.com

Employee Retention

Has anyone walked in your office and said, “I think I deserve a promotion”?

Conflicting feelings arise. You’re caught off guard because your day has been interrupted. You want to make the right decision or respond positively so that you can retain that employee. You must balance whether your company can afford to pay this person more or whether he/she truly deserves to be promoted.

You tell yourself that you should’ve seen this coming. But few managers or owners ever see it coming.

If a company is run well, people who ask for a raise and/or promotion would already know whether they deserved one. He or she wouldn’t need to ask, and you wouldn’t end up being shocked in the middle of the day by this question.

Contractors, of course, think about selling and installing jobs rather than hiring or promoting. Human Resource plans are the cornerstone to building and maintaining the business smoothly and that lets you sell and install jobs without running into those roadblocks like an employee quitting because he or she decided they weren’t valued, making enough money, or because their work was not recognized and rewarded.

You can avoid that unexpected request for a raise or promotion, for example, with performance reviews.

If you regularly evaluate employee’s performance, then both you and your employees know where they stand in relation to your business.

Performance reviews are key to have them in place if you want to move your company forward. You need reviews, an organizational chart and job descriptions if you’re going to be able to fill specific jobs that need to be there as you grow.

It’s a balance of keeping employees and developing business growth. Spend your time hiring and training new employees then you spend less time planning for growth.

Think of production, for instance: If your sales are \$3 million and you’re not growing, then you’re not adding more crews. Everybody stays stagnant, and there’s no room for No. 2 or No. 3 to move up to foreman, crew manager or production manager. There needs to be more work to provide that opportunity.

How much difference would be having performance reviews make?

Let’s say someone comes into the office, and he or she says they feel they’re entitled to a raise, or they want a promotion. One look at that person’s recent evaluations and you can swiftly determine if a raise or promotion is merited. “I see you got a so-so review the last time out. Not a lot of ‘exceeds expectations.’ And now you want to run the department?” You’re deciding not from emotion but based on a factual record.

Job descriptions and your organizational chart help accomplish the same thing. Say your marketing manager leaves and an administrative employee comes into your office and says, “I want to be the marketing manager.” You can look at the marketing manager’s job description to see whether that person meets the qualifications to be a marketing manager at your company.

With performance evaluations, job descriptions and an organizational chart, you have about zero chance of being surprised by someone who thinks that he or she is entitled to more money or a better position.

You can also promote people with confidence. You want to keep the good people who are working for you. If someone has earned a promotion or a raise, it’s wise to find a way to give it to him or her before they ask. You win in two ways. First, you know that employee exceeds expectations, and here’s a way for them to contribute more. Second, everyone in your business takes notice. They can see that there’s opportunity for them at some point. There are many ways to keep people, but the best way is promoting someone who deserves it. Announce and celebrate that promotion!





WIBA



HOME SHOW PRIZES

Can You Donate?

Your Business Giveaways

T-shirts	Gift Baskets	Candy Dish
Hats	Home Décor	Fan
Jackets	Hammer	Rake
Tool Belt	Wrench Set	Shovel
Gardening Tools & Gloves	Clock	Cookie Jars
Lamps	Candy Jars	Piggy Bank
Lawn Chairs	Travel Coffee Mugs	Book shelf
Rug	Bird Feeders	Ottoman
Pillows	Paint	Plant Stand
Kitchen Accessories	Paint brushes	Planters
Picnic Basket	Paint Trays	Thermometer
Garden Statue	Garden Hose	Tool Box
Levels	Garden Hose Rack	Socket Set
Mail box	Sprinkler	Plier Set
Watering Can	Measuring Tape	Screw Driver Set

What Can You Give For That Feels Good Advertising?

Call Kaylee at 309-343-2116 and tell her what you can donate by March 15th so it can be included in our publicity.

Or email Kaylee by March 15th at wiba@grics.net.



43rd ANNUAL HOME SHOW

April 4th 10a.m.-4p.m. & April 5^h 12-4p.m.

For WIBA Members

Knights of Columbus 1556 E. Fremont St. in Galesburg

Full menu available for purchase/ No outside food or drink

Vendors should park in the back.

It is a great advertising tool;

to show the public your specialty &

promote any new ideas in your specific field.

First time participants receive- \$100 discount

Attend 5 meetings- \$100 discount

Bring a new exhibitor- \$25 discount

One discount per exhibitor.

Each Booth Space Indoors is 8'X10'.

Each Booth Outside is 10'X10'and can be inside a tent.

Set Up is on Friday, April 3rd from 1-6p.m. or on Saturday from 8a.m.-9:30a.m.



2020 HOME SHOW RESERVATIONS

NAME _____ **COMPANY** _____

TYPE of BUSINESS _____

ADDRESS _____

PHONE _____ **FAX** _____ **E-MAIL ADDRESS** _____

Please check one or number if more than one space needed.

Fees = \$275 for Inside _____ I need electricity. _____ I need a table. _____ I need a tablecloth. _____

\$250 for Outside _____ I need a table. _____ I need a tablecloth. _____

Yearly membership fee is \$150.

Membership fees & final booth rental must be **paid by Wednesday, March 18, 2020.**

Please mail form with FEES payable to WIBA:





Business Name
Builders Association

2163 E. Main St.
P.O. Box 565
Galesburg, Illinois 61401
Phone: 309-343-2116
Fax: 309-343-1114
Email: wiba@grics.net

«First Name» «Last Name»

«Company»

«Newsletter Mailing Address»

«City», «State» «Zip»

**“Support Your Local
Communities, Where
Professionals do
Professional Work”**



W.I.B.A. Membership Meeting

February 19, 2019

6:30 p.m.



Kensington Garden Room

Our Website, <http://WWW.wibaweb.org>, feature:

Follow Us,

We're Connected:

www.wibaweb.org



This Month



Howe Overhead Doors, Inc.

REMAX Preferred Properties-
Zack Thiel

Porter Hay Insurance

Next Month

Dean Peterson
Construction &
Painting

HCI Get a Pro

Tompkins State Bank

