

INDIANA BUILDER NEWS

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Schwinghammer assumes office as Indiana Builders Association's President

Paul Schwinghammer, owner of Hallmark Homes in Anderson, Indiana, was elected to serve as the IBA's 2022 President during the Leadership Conference and Board and Committee Meetings in November 2021.

Indiana Builders Association CEO Rick Wajda said, "We are excited to begin this new chapter with Paul as our President. Paul has always been incredibly involved with our association and we cannot wait to see where his leadership takes us. He already has hit the ground running with his many ideas."

Paul has served multiple terms as president of the Madison County Builders Association. He is an NAHB Certified Graduate Builder, Certified Green Professional, Certified Aging-In-Place Specialist, Certified Graduate Associate and Graduate Master Builder. Paul is also an NAHB-approved instructor, and you can catch him teaching our upcoming CAPS and CGP courses after our Legislative Conference in March.

In 1992, Paul started Hallmark Homes, Inc., which builds "on your lot" custom homes throughout Indiana. Since it be-

gan, Hallmark Homes has built over 2,500 homes. In 2009, Hallmark Homes was selected to build a home in Bunker Hill, Indiana for ABC's Extreme Makeover: Home Edition.

Paul and his wife, Winnie, are the proud parents of six children, with the oldest being his company's vice president of operations.



Indiana Builders Association's 2022 President Paul Schwinghammer

Lieutenant Governor Suzanne Crouch to address IBA Board

The Indiana Builders Association is excited to invite Indiana Lieutenant Governor Suzanne Crouch as the keynote speaker for our upcoming Board Meeting.

Lieutenant Governor Crouch first got involved in public service in her community as Vanderburgh County Auditor. During her time there, her office received its first clean bill of health in decades from the State Board of Accounts. In 2005, Crouch served as the State Representative for House District 78 and served as the Vice Chairman of the Ways and Means Committee and on the Public Health Committee. Crouch then went on to serve as president of the Vanderburgh County Commissioners before being elected as Indiana's State Auditor in 2014. In 2016, Crouch was elected to the office of Lieutenant Governor. As Lieutenant Governor, Suzanne serves as President

of the Indiana Senate. She also oversees a portfolio that includes the Indiana State Department of Agriculture, Indiana Housing and Community Development Authority, Office of Community and Rural Affairs and Indiana Destination Development Corporation.

For more information on our upcoming Legislative Conference and Board and Committee Meetings or how to register, see pages 12 and 13.



Indiana's 52nd Lieutenant Governor Suzanne Crouch

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A look back, a look forward

As we close the book on 2021 and head into the first quarter of 2022, I always find it important to take stock in what we accomplished as an association for the year, where we can improve, and upcoming challenges for the industry as we head into the new year.

2021 was a strong year for the home building industry in Indiana. There were nearly 22,000 single family permits pulled across the state. That number is up 17% from 2020, when Hoosier home builders pulled over 18,600 permits. The demand for new housing remains strong even as supply side challenges persist and labor, lot shortages, and material price increases continue to make our jobs of providing safe and affordable housing more difficult by the day.

Advocacy is a big part of what we do at the Indiana Builders Association and is why our forefathers created the organization back in 1952. I am pleased to report that 2021 was a successful year for advocacy as 2 important pieces of legislation passed the Indiana General Assembly. SEA 389 dealing with isolated wetlands and HEA 1191, which prohibits local governments from banning natural gas or other energy sources from use in a respective community. Indiana needs an all of the above approach to our energy needs. Now is not the time to restrict the use of one form of energy in favor of another. We all know what happens when that occurs.



Inside the Issue

By Rick Wajda

Chief Executive Officer

Indiana Builders Association

On the legal front, the Housing Protection Fund, on behalf of the Association, continues to monitor and engage on issues of interest to the housing industry, whether that is through filing of legal briefs or joining in on lawsuits that negatively impact housing affordability across the state. Regulatory costs at the local, state, and federal level now account for over 24% of the cost of a house. We are fortunate in Indiana to have a regulatory environment that understands the importance of our industry, but work remains to be done to make sure governmental bodies are held accountable for regulations, ordinances and laws that impact their existing and future residents.

As we look forward to 2022, what does the crystal ball have in store for us?

All indicators are that demand will remain strong well into 2022 for new housing across the state. Inventory on the existing real estate side remains tight and even though our permits were up 17% year over year in 2021, demand continues to outpace supply. From a historical perspective, Indiana was producing over 30,000 single family homes a year 2000-2005. That number dropped to under 10,000 in 2009 and we have gradually made our way back up to over 20,000.

However, for a decade, we were underbuilding, which is a contributing factor to the situation we find ourselves in today.

What could derail the strong performance of our industry in 2022? Interest rates creeping up could knock some potential buyers off the fence as historically low mortgage rates have allowed many buyers to afford to buy a home even as price increases from materials such as lumber, etc. have pushed the cost of construction up.

A stock market correction that wipes out the gains many have enjoyed over the last couple of years could temper the cash flowing into the real estate market as buyers may not be as confident of building their dream home. Lastly, the cost of construction. Providing safe and affordable housing at every price point is critical to the success of our industry and this country. We must be able to provide housing that Americans can afford.

We must be able to get materials for our houses at a fair and reasonable price and within a reasonable time-period. In our business, time is money and the longer it takes to build a house, the more expensive it becomes.

Rest assured, we're fighting on your behalf to make sure we can deliver on providing the American Dream of homeownership.

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Please direct all advertising inquiries to Logan Dowell at 317-917-1100 ext. 203 or Logan@buildindiana.org.

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Indiana Builder News

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For more information, call 317-917-1100 ext. 203 or visit buildindiana.org/advertise.

What We Do

The Indiana Builders Association, Inc. educates and advocates for the construction industry to positively impact legislative, regulatory, and legal issues that affect housing affordability.

Indiana Builders Association Advocacy Team



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Paul Schwinghammer
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Ric Zehr
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Kenny Reinbrecht
Treasurer
Haubstadt



Ryan Baker
Secretary
Terre Haute

Housing Quick Facts

1 in 50 Hoosiers work in the construction industry

In Indiana, over 18,500 single-family building permits were pulled in 2021

Priority Issues Affecting Home Builders



During the 2022 Legislative Session, state lawmakers will debate many issues affecting Indiana's home building industry. IBA's Advocacy Team will closely monitor the following priority issues to foster growth in Indiana and to protect our members' ability to provide housing that is safe and affordable for Hoosiers.

Housing Task Force

We support the creation of a Housing Task Force to offer solutions that provide achievable housing for Hoosiers.



- Housing is essential to the well-being of families, communities, and the state.
- Housing costs have increased significantly due to spikes in materials prices and land, shortages in labor and inventory, and regulations.
- A comprehensive review of housing data and regulations that limit the supply of housing are needed.

Associational Standing

We support allowing associations to pursue litigation on behalf of members.



- Association advocacy for members on housing related issues takes place on the municipal, county, state, and federal levels as well as in the courts.
- Litigation is costly and time consuming, and members can be reluctant to file lawsuits challenging zoning decisions out of fear of retaliation.
- Associational standing allows an association to step in the shoes of its members and bring the litigation, provided it falls within the association's mission and purpose.

Contributions in Aid of Construction

We support rates and charges for utility infrastructure that are justified, necessary, and reflect contributions in aid of construction.



- Contributions in aid of construction (CIAC) include any money, services or property received by a local unit or utility from a person, developer or government agency for utility infrastructure at no cost to the local unit or utility.
- CIAC is provided to ensure that the expansion of water or wastewater service to new customers or new locations doesn't unfairly burden a utility's existing customers.
- A local unit or utility should not double dip by charging a property owner a connection fee that includes CIAC since it was provided at no cost to the local unit or utility.

Regulations account for nearly **25%** of price of new single-family home

For every **\$1,000** price increase, **4,304** households are priced out of the market in Indiana

IBA takes an active role in the following issues impacting home builders:

Business Regulation

- Economic Development
- Impact Fees
- Foreclosure Issues
- Homeowners Associations
- Contractor Licensing
- Home Inspectors
- Mechanic's Lien
- Home Warranties
- Performance & Maintenance Bonds

Insurance

- Worker's Compensation
- Medical Insurance
- Title Insurance

Labor

- Workforce Training Programs
- Employee Classification
- Unemployment Insurance Trust Fund

Taxation

- Model/ Speculative Home Exemption
- TIF Districts
- Historic Preservation Tax Credit

Land Development

- Private Property Rights
- Eminent Domain
- Planning & Zoning
- Complete Streets

Construction Codes & Standards

- Statewide Building Codes
- Product Mandates
- Permit & Inspection Fees
- Energy Efficiency
- Fire Sprinklers

Energy & Environment

- Onsite Sewage Systems
- Combined Sewer Overflows
- Mold Remediation
- No More Stringent Than Corresponding Federal Provisions
- Wetland Mitigation
- Lead Paint
- Radon-resistant Construction
- Water/Sewer Infrastructure

Congratulations to IBA's 2021 Scholarship and Grant Recipients

In 2021, the IBA Educational Scholarship Foundation and Indiana Builders Charitable Foundation provided \$12,780 in grants and scholarships to deserving programs and students. Both charities enhance education in the building industry through scholarships to the next generation of builders and industry leaders, as well as grants for organizations providing education and programming for trades.



About the Indiana Builders Charitable Foundation

The Indiana Builders Charitable Foundation (IBCF) is managed by the Central Indiana Community Foundation with direction from the IBCF Advisory Board. Funds are used for an educational cause that enhances the knowledge and understanding of the housing industry and career opportunities within the housing industry. Educational institutes such as Indiana universities and colleges with construction technology programs, Indiana high schools, Indiana vocational schools and other educational causes which enhance knowledge and understanding of the housing industry and of the career opportunities within the industry are asked to submit a proposal for funds to the IBCF with a description of the project they hope to spend the funds on, how the educational cause enhances the knowledge and understanding of the housing industry and career opportunities within the housing industry and the amount of funds needed to accomplish the project.

2021 Grant Recipients

- New Prairie Building Trades - Funds used for tool upgrades and safety equipment
- Greater Lafayette Career Academy - Funds used to purchase materials to build student-built playhouses
- NAHB Student Chapter, Purdue University - Funds used for International Builders' Show Student Competition travel costs and local outreach initiatives to middle and high schools



IBA's 2021 Grant Recipient New Prairie Building Trades working on expanding their skills and knowledge with hands-on experience.

IBA's 2021 Grant Recipient Greater Lafayette Career Academy students developing basic knowledge, skills and awareness of the construction industry while gaining college credits.



IBA's 2021 Grant Recipient NAHB Student Chapter at Purdue University posing for a picture together during a meeting.

IBA Educational Scholarship Foundation 2021 Awardees



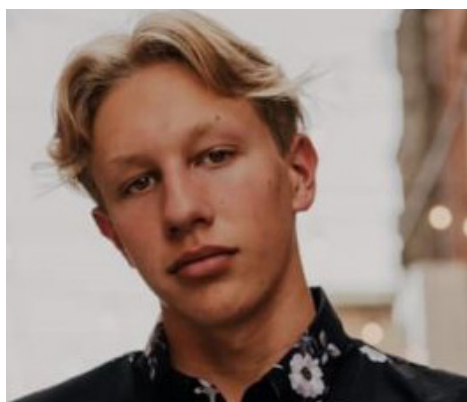
The Indiana Builders Association Educational Scholarship Foundation honors IBA's long-time CEO, the late Bill Carson, by providing youth the opportunity to become the dream-makers of future generations. Scholarships are awarded to individuals desiring to enhance their career in the building industry, whether it is a structured degree, certification, designation apprenticeship, or an approved continuing education class. The student must be at least a senior in high school and be in good standing with the school. The student must also be a legal resident of the state of Indiana, live in the jurisdiction of the Indiana Builders Association and be enrolled in a construction technology program or a related construction field of study. Each student is judged according to academic achievement, prior work experience in the area of construction technology, recommendations by faculty and employers and specific career objectives.

The Foundation awarded \$500 scholarships to the following deserving students who have chosen the building industry as their vocation.

2021 Scholarship Recipients



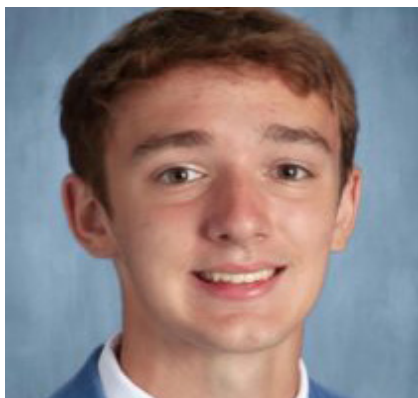
Aiden Woods, Warsaw, IN - Ball State University, College of Architecture and Planning



Ashton Beachy, Napanee, IN - Undecided, Architectural Studies



Cole Ambrose, Haubstadt, IN - Indiana University, School of Public and Environmental Affairs



Jacob Deutsch, Batesville, IN - Ball State University, Department of Construction Management & Interior Design



Shane Gupton, Indianapolis, IN - Ball State University, Department of Construction Management & Interior Design



Trace Stookey, Winona Lake, IN - Trine University, School of Engineering

2022 Applications Now Open

Do you know an Indiana student pursuing an education in the building industry or an organization that provides housing related projects that further industry education? Applications are open once again for the Indiana Builders Charitable Foundation and Indiana Builders Association Educational Scholarship Foundation. Applications must be submitted by mail or email to the Indiana Builders Association by October 29, 2022.

Visit <https://buildindiana.org/education/scholarship/> to download applications or email Raelle@BuildIndiana.org

Continuing the Support

The Indiana Builders Association will continue to support the building industry by offering scholarships and grants to students and professionals furthering the educational development of their professional careers within the industry. To create an even greater impact, the Indiana Builders Charitable Foundation and IBA Educational Scholarship Foundation welcome and appreciate support from members.

Four Ways to Get Involved:

1. Attend the Bill Carson Memorial Topgolf Outing - IBA will be hosting an outing at Topgolf in Fishers on April 19th. Proceeds will go towards both foundations. Register online at business.buildindiana.org/events.
2. Pledge financial support - Both foundations are 501(c)3 public charities qualified to receive and gift tax deductible bequests, devises, transfers or gifts. Contact Raelle Vitali at Raelle@buildindiana.org or go online to buildindiana.org/scholarships-grants/ to fill out a pledge form.
3. Add us on AmazonSmile - Support the foundation at no cost by setting us as your AmazonSmile Charity, where 0.5% of the amount of your purchase will be donated. Use the link smile.amazon.com/ch/20-3910424 to access us in your web browser or search "Indiana Builders Association Education Scholarship Foundation" in Smile.amazon.com.
4. Join the Advisory Committee - The committee meets once a year to consider applications and award grants. Visit buildindiana.org/committees/ to sign up.

Have you reviewed your exclusive sponsorship opportunities?



Members have access to promotional sponsorships for IBA's:

- In-Person Events
- Print Publications
- Digital Publications
- IBA's Website & App

Contact Raelle Vitali to receive your 2022 Sponsorship Guide

Raelle@BuildIndiana.org
(574) 849-2111



INDIANA BUILDERS ASSOCIATION

The eye of the storm

As we ring in the new year, it comes with great anticipation of what new challenges will be before us and how we will continue to battle our current ones. As I enter into the presidency of our state association, it is with humility and understanding that our organization is in a stable financial and leadership position. Our presence in the halls of state government is widespread and our fight to provide safe and affordable housing for all Hoosier families will not wane. The 2022 legislative session has begun, and our team is already weighing in on bills that affect our industry.

Every president has faced challenges as they enter their term. Whether the events of September 11, 2001, the financial and housing collapse of 2008, or the COVID-19 pandemic. While we can't control the effects of these historic anomalies on our businesses, our job is how to navigate through the challenges they present. Without question, our biggest challenge in the coming year will be the continuation of supply chain disruptions and price increases.

My company, Hallmark Homes, constructs single-family homes in seventy-five of Indiana's ninety-two counties. Since our inception thirty years ago, we've never experienced any challenge quite so catastrophic. Base prices of our homes have increased



President's Message
By Paul Schwinghammer
Hallmark Homes
President
Indiana Builders Association

steadily since August 2020, as much as 45% on some larger home plans equating to a \$100,000 increase. Even our most modest, starter homes have increased nearly one-third in the past eighteen months equating to a \$60,000 increase. Historically, over our 30-year history, prices have risen on average thirty percent per year. Thirty percent year-over-year increases are simply not sustainable. Those of you that build homes know it's not just lumber driving these increases, but it is a major contributing factor. Some other examples: electrical wire is up 146%, garage doors are up 235%, water heaters are up 32%, exterior doors are up 21%, caulking up recently over 200%, and dozens of more materials are up 5%-20%. Materials only make up a portion of a home's price as the increase in labor has also contributed. Framing and masonry labor, as an example, are up twenty-five percent. More housing starts with no increase in labor availability naturally means higher wages. It's the perfect storm of which we are in the eye of.

To what can we attribute such massive price increases? Financial pundits all have their theories, but the reality is the federal reserve allowed interest

rates to remain too low, too long. The stimulus packages provided spendable cash to millions of Americans, whether they needed it or not. The seemingly endless printing of money has with it consequences of which we are now experiencing. While no one saw the onslaught of buyers coming during the pandemic, it became clear there was a tremendous amount of pent-up demand for new and existing homes. Interest rates should be increased in small, regular intervals to slowly ease buying when the economy is overheated. Every mortgage rate increase, no matter how slight, will drive a certain percentage of buyers out of the market or defer their purchase. Maintaining historically low rates only feeds the fire and keeps everyone in the market for homes longer. Not only is the housing industry experiencing increased prices, every tank of gas, every burger on the grill, and every meal out is more than it was just a few months ago.

Inflation is the result of too much money chasing too few goods, and nearly everything is in short supply while the money keeps flowing. Some financial experts are predicting as many as five interest rate increases in the coming year. Buyers are rushing to lock in mortgage rates before this happens. While it may seem odd for a homebuilder to want higher rates, it's truly the only way to ease the pain and reality of inflation we all feel every day in our own homes and certainly in our businesses. Home prices cannot continue their upward spiral. Buyers

will not, and cannot, stand for it much longer, appraisals will be a challenge, and builders won't be able to risk their own capital trying to sustain that which is not sustainable.

What can we do? Continue our calls to our federal, elected representatives to have the Biden administration end, or significantly reduce, the Canadian lumber tariff is one example. The US Lumber Coalition contends Canada is dumping their lumber into the United States at a cheaper cost due to subsidies given to the lumber industry by the Canadian government. The fact is, the U.S. cannot produce enough lumber to meet even normal demands, much less the extremely high demand we currently face. Adding a nineteen percent tax on imported lumber gives the US Lumber Coalition the ability to raise their prices to the Canadian-taxed lumber, which ultimately lands in the lap of the American homebuyer. President Biden's claim of supporting affordable housing does not align with this policy. The Lumber Coalition contends, via their website, lumber makes up just two percent of the cost of a new home but the reality is at least fifteen percent. The current nineteen percent tariff adds more fuel to the pricing fire of which there seems to be no near-term end. Call your congressional representative and senators and urge them to help reduce home prices by reducing or eliminating the lumber tariff. Saddle up members, we are in for an interesting ride.



2022 State & National Association Calendar of Events

Date	Event	Location
February 8 – 10	International Builders' Show	Orlando, FL
February 28 – March 1	Legislative Lunch and Board & Committee Meetings	Embassy Suites Downtown, Indianapolis, IN
March 1	Basics of Building Professional Designation Course (CGP)	Indiana Builders Assoc, Indianapolis, IN
March 2 – March 4	Certified Aging in Place Specialist Courses (CAPS I, II, and III)	Indiana Builders Assoc, Indianapolis, IN
April 19	Bill Carson Memorial Topgolf Outing Executive Committee Meetings	Topgolf, Fishers, IN
April 27	Codes Training	Embassy Suites, Noblesville, IN
June 6 – June 7	Summer Board & Committee Meetings	French Lick Resort, French Lick, IN
June 14 – 18	National Spring Legislative Conference and Leadership Meetings	Washington Hilton, Washington, D.C.
September 28	Executive Committee Meeting	TBD
October 24 – 27	National Fall Leadership Meetings	Loews Kansas City Hotel, Kansas City, MO
November 7-8	Leadership Conference and Board & Committee Meetings	Embassy Suites, Noblesville, IN



Cheers

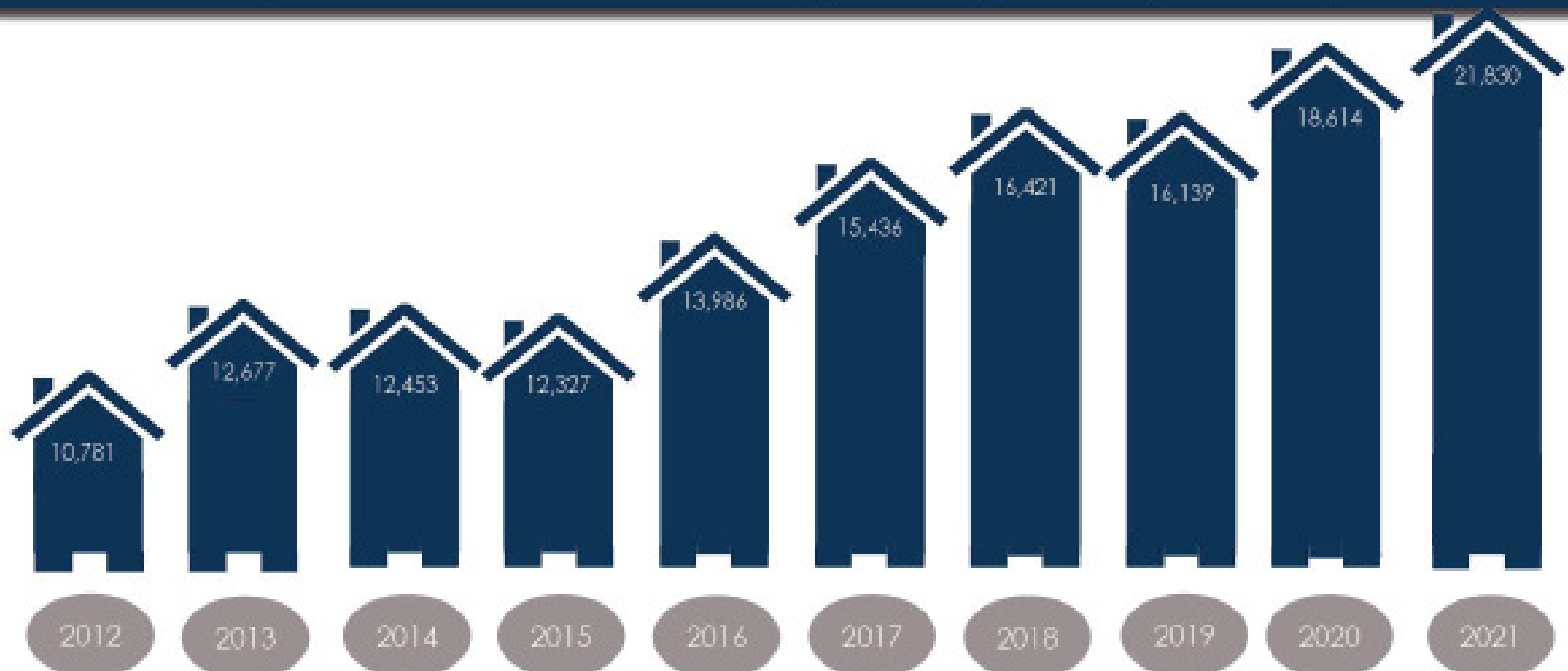
TO THE NEW YEAR

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Year-Over-Year Indiana Single-Family Building Permits



Created by the Indiana Builders Association | @IBAHome | www.BuildIndiana.org

Data provided by the U.S. Census Bureau and the Department of Housing and Urban Development

Local Spotlight

Featuring:



Madison County Builders Association celebrates 70 years

This year, the Madison County Builders Association (MCBA) will turn 70 years old. While their actual charter anniversary isn't until September, the Indiana Builders Association is happy to spotlight them and their efforts to help our association for the past 70 years. The MCBA supports builders and members in Anderson, Pendleton, Elwood, Alexandria and other towns in Madison County.

The Madison County Builders Association's goals are to promote the home building industry throughout Madison County, Indiana, to provide a forum for the general public to find information about their members (builders, suppliers and other associates) and to provide a means for their members to meet and promote their own businesses to other members. Their mission statement is "The Association shall strive to create quality and affordable housing while achieving professional success for its members, creating jobs and strengthening our local economy."

One of the ways that the MCBA works to meet these goals is by supporting local organizations like Habitat for Humanity. If you would like to donate through the MCBA please visit www.madisoncountybuilders.org/donate-to-habitat-for-humanity/. The Madison County Builders Association delivers 100% of donations to Habitat for Humanity.

For the last five years, Madison County has contributed 100% or more of their Indiana Builders PAC goal. In 2020, their contribution was over 400%. MCBA kicked off 2022 with a reception introducing their incoming slate of officers including: President Marcy DeShong, Vice President Daphne Holtzleiter, Secretary Eric Johnson and Amber Dietz, who serves as both the Treasurer and Executive Officer.

While they are one of IBA's smaller associations, with 25 members, that does not make them any less successful. In 2019, MCBA was awarded the Outstanding Small Local Association Award from the National Association of Home Builders. As part of the Association Excellence Awards program, MCBA was awarded for its excellence in recruitment and best website under the communication pillar of the awards. The Association Excellence Awards is an annual program designed to recognize the outstanding accomplishments of state and local HBAs and executive officers in the field of association management. For the HBA awards, like-sized HBAs compete against each other for the "best of" educational initiatives, communications projects, non-dues revenue generation for programs such as home and garden shows and parades, community service and other categories.

In addition to receiving national awards, the current president of MCBA, Marcy DeShong, was the Indiana Builders Association's 2021 Remodeler of the Year.

Paul Schwinghammer, owner of Hallmark Homes in Anderson, served as MCBA president from 2016 - 2021. Paul currently serves as IBA President.

In 2020, Madison County had more than 270 building permits pulled. A majority of those permits pulled were for single-family buildings. 270 permits is a 5% increase from the amount of permits pulled 10 years ago.

If you would like to learn more information about this association, please visit www.madisoncountybuilders.org.



IBA President Paul Schwinghammer (center), at a recent meeting of the Madison County Builders Association (MCBA). From left: Marcy DeShong, President, MCBA; Schwinghammer; and outgoing MCBA Executive Officer, Donna Jacobsen.

Welcome IBA's 2022 Leadership Team!



**Paul Schwinghammer-
President**

Paul is President and Owner of Hallmark Homes, Inc. in Anderson, specializing in on-your-lot custom homes throughout Indiana. He has served multiple terms as president of the Madison County Builders Association and has 35 years experience in the housing industry. He is a graduate of Ball State University.



Ric Zehr- Vice President

Ric is a residential developer with The North Eastern Group in Fort Wayne. He served as president of the HBA of Fort Wayne and currently serves as the President of the Allen County Regional Water and Sewer District.



**Kenny Reinbrecht- Treasur-
er**

Kenny is a residential developer and CEO of Reinbrecht Homes in Haubstadt, Indiana. They have built over 300 homes in the past 18 years for customers across Southern Indiana, Eastern Illinois, and Northern Kentucky. With 30 housing awards under their belt, they focus on building a home for every stage of life. Kenny is an active member of the Southwestern Indiana Builders Association based in Evansville and has held multiple leadership positions with his local association.



Ryan Baker - Secretary

Ryan is the Vice President of Rick Jenkins Builders in Terre Haute, Indiana. In his nearly 30 years there, he has built over 1,000 homes. Ryan has numerous NAHB Professional Designations to his name including Certified Graduate Builder (CGB) & Graduate Master Builder (GMB). From 2007 - 2017, Ryan served as the IBA Builder Area Vice President and as the Chairman of the IBA Land Use Committee from 2011 - 2014. Ryan is a past president of his local, the HBA of Greater Terre Haute.

Meet the 2022 Local HBA Presidents

Jason Sams
ARC
Building & Devl.
Assoc. of Southern



Steve DeLon
Leader 1 Financial
HBA of Howard County

John Jones
Jones Builders
Vincennes Area BA

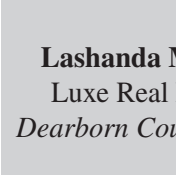


Terry Davis
Bender Lumber Co
BA of South-Central IN

Andrew Brindley
H-E Homes
BA of Greater
Indianapolis



Thomas Burnworth
Milestone Construction
BA North Central Indiana



Lashanda Messer
Luxe Real Estate
Dearborn County HBA



Joe Hoopingarner
Joe Hoop Construction
HBA of Greater Terre
Haute



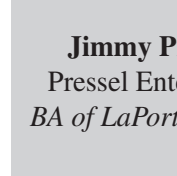
Todd Meier
Team Construction
BA of Elkhart County



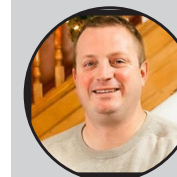
Vince Smith
Vince Smith Construc-
tion
BA of Southeastern IN



Brian McMorrow
V3 Companies
HBA of St. Joseph
Valley



Jimmy Pressel
Pressel Enterprises
BA of LaPorte County



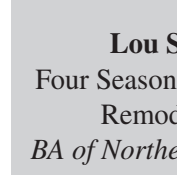
Ryan Kennedy
Kennedy Homes
BA of Greater Lafayette



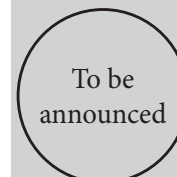
Luke Hoffman
Granite Ridge Builders
HBA of Fort Wayne



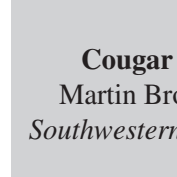
Marcy DeShong
Midwest Remodeling
Services
Madison County BA



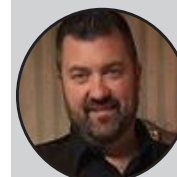
Lou Salge
Four Seasons Design &
Remodeling
BA of Northeast Indiana



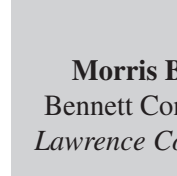
To be announced
HBA of Northwest Indiana



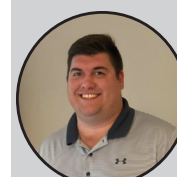
Cougar Martin
Martin Brothers Co.
Southwestern Indiana BA



Bart Persohn
Dubois Co. Block
& Brick
BA of Dubois County



Morris Bennett
Bennett Construction
Lawrence County HBA



Nathaniel Carroll
Jud Construction
Muncie HBA

IBA recognizes more than 120 members with active professional designations

March is National Designation Month - a time to recognize designee achievements, promote ongoing education in the housing industry and educate the public on the value of professionals with NAHB designations. Professional designations offer excellent opportunities to improve skills, advance careers and earn recognition for builders, remodelers and trade partners' commitment to professional growth. Consumers can rest assured that a NAHB professional designation holder or professionally certified individual has excellent training, practical experience and in-depth knowledge.

The Indiana Builders Association is excited to offer a range of professional designations and certification courses that we feel will best fit the needs of our Hoosier homebuilders. You can find the schedule of courses that we will be offering on the next page. These courses come at NO COST to IBA members in 2022 thanks to a grant from the Indiana Housing and Community Development Authority (IHCDA). These courses focus on practical training for newcomers and veterans alike, with lots of ideas and strategies to improve businesses and advance careers. We hope you'll join us for our upcoming classes.

If you are currently a designation holder, be sure to show off your accomplishments! [NAHB.org/promoteyourdesignation](https://www.nahb.org/promoteyourdesignation) has all the tools you need to show your commitment to improving your craft and the value you place on professionalism in the industry.

Thad Adams, CGR, CGP, Adams Construction Services INC., Clarksville
Amy Alexander, CSP, Sublime Homes LLC, St. John
Barclay Allen, CAPS, CGB, GMB, CGP, Timberlin Properities LLC, Leo
Daniel Amonett, CAPS, CICOA Aging and In-Home Solutions, Indianapolis
Jeremy Ash, CGA, Airtron Heating & Air Conditioning, Indianapolis
Jonathan Baker, CAPS, Floyd's Knobs, Floyds Knobs
Jack Barlow, CAPS, Amramp Pathfinder, Huntington
Sam Beachy, CAPS, CGP, Reliance Construction Inc., Nappanee
Victoria Bechert, CAPS, Columbus
Brian Beckman, CAPS, Tri-Cap, Jasper
Michael Bell, CAPS, CGB, GMB, CGR, CGP, Bell Const. Inc., Westville
Nathaniel Bornman, CGB, CGP, Choice Homes by Shawn Bornman Inc., Milford
Brian Boyd, CAPS, Boyd Restoration Remodeling, Indianapolis
Elizabeth Boyd, CAPS, New Hope Services Inc., Jeffersonville
Scott Brown, CGP, S. Brown Construction Co., Lafayette
Matthew Brown, CGP, Accent Homes

Inc., Hamlet
Grover Burdine, CGP, Bloomington
Morgan Campbell, CGP, Fortville
Shaw Collins, CAPS, Collins and Sons Inc., Crown Point
Jennifer Cook, CAPS, Brownsburg
Michelle Coors, CAPS, Coors Remodeling Inc., Lafayette
Jason Cox, GMB, JDC Construction, Lawrenceburg
Lisa Cox, CAPS, GMB, CGR, GMR, CGP, JDC Construction, Lawrenceburg
Tehiji Crenshaw, CAPS, CGP, Community Action Program of Evansville, Evansville
George Davidson, Jr., CAPS, Helping Angels Inc., DBA Right at Home Inc., Anderson
Jeff Deahl, CGP, Four Seasons Design Remodeling, Angola
Don DeLaCroix, CAPS, Miles-Richmond Inc., Liberty
Herbert Delagrang, CAPS, CGP, Delagrang Homes, Fort Wayne
Clayton Detweiler, CGB, CGP, Martin Bros. Contracting Inc., Goshen
Christine Deutscher, CAPS, Neighborhood Associates LLC, Lakeville
Jacquelyn Dodyk, CGP, Affordable Housing Corporation, Columbus
Michael DuKate, CAPS, CGB, CGR, DuKate Fine Remodeling Inc., Franklin
Travis Dunn, CGP, Thermo-Scan Inspections, Carmel
Sara Durham, CAPS, Battle Ground
John Dzikowski, CAPS, JD Home Repair & Remodel, Danville
Michael Eaton, CGP, Rubicon Construction LLC, Bloomington
Ann Essex, CAPS, Accessible Home Design LLC, Fishers
Jennifer Ferguson, CAPS, Fort Wayne
David Fish, CGP, Signature Construction LLC, Carmel
Robbie Froehlich, GMB, CGR, CGP, Corinthian Designed Renovations, Indianapolis
Greg Furnish, CGP, Upright Builders, Memphis
Allen Furrer, CAPS, Sycamore Concierge LLC, Brookston
Richard Ganczak, CGB, CGR, CGP, Martin Bros. Construction, Goshen
Joe Garcia, CGB, GMB, CGP, Master CGP, G and G Custom Homes Inc., Westfield
Glenn Gareis, CAPS, GMG Architect LLC, Carmel
Jason Gettum, CGR, Gettum Associates Inc., Greenwood
Phillip Gettum, CAPS, CGB, CGR, CGP, Gettum Associates Inc., Greenwood
Adam Gibson, CAPS, Adam Gibson Design LLC, Carmel
Grant Giese, CGB, CGP, Green Goose Homes, Lafayette
Bruce Griffey, CGP, Indiana Michigan Power/AEP, Fort Wayne
Kelly Grish, CAPS, Riverside Construction, West Lafayette
Patrick Guinn, CGB, CGP, Guinn Construction LLC, Demotte
Craig Halstead, CAPS, Washington

Doug Harvey, CAPS, CGB, CGR, CGP, Coplen Construction Inc., Warsaw
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Alja Kristensen, CAPS, Pressalit, Plainfield,
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Jack Lieser, CGP, 1st Metropolitan Builders Inc., Munster
Ronald Liggett, CAPS, Ron Liggett Construction Co., Redkey
Jeff Loucks, CAPS, CGB, CGP, J L Construction Inc., Bristol
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John McKenzie, CGP, Homes by McKenzie Inc., Camel
Heather McNeely, CAPS, Blue River Services Inc., Salem
Wendell Miller, CGR, CGP, Renewal Homes LLC, Warsaw
David Miller, CGB, Land-Mill Developers, Jeffersonville
Tom Miller, CAPS, NeighborLink Indianapolis Foundation Inc., Indianapolis
Rhonda Moore, CGP, Bloomington Housing Authority, Bloomington
Jeffery Morgan, CPG, Green Square Inc., Indianapolis
Jud Motsenbocker, CAPS, CGR, Jud Construction LLC, Muncie
Michael Motsenbocker, CAPS, CGR, Jud Construction LLC, Muncie
Wayne Neace, CAPS, Williams Brothers Health Care Pharmacy, Washington
Todd Newman, CGB, GMB, CGR, GMR, Newman Company Inc., Riley
Lora Nix, CAPS, Nix Miller Designs & Cabinetry, Jeffersonville
Laura Noblitt, CAPS, Senior Driving & Mobility, Indianapolis
Michael Overholser, CAPS, Pathfinder Services, Huntington
Ariel Owen, CAPS, Freedom at Home LLC, Floyds Knobs
Tiffany Pajak, CAPS, Adapted Spaces, Schererville
Thomas Pearson, CAPS, CGP, Thomas J. Pearson Inc., New Palestine
Spencer Penrose, CAPS, CGP, Hickory

Hills LLC, Zionsville
Joshua Pfindler, CGP, Green Square Inc., Indianapolis
Kevin Powell, CGP, Rubicon Custom Homes, Bloomington
Tasha Putterbaugh, CAPS, Roanoke
Bradford Redding, CAPS, Delphi
Melanie Reusze, CAPS, RealAmerica LLC, Fishers
Nathan Richardson, CAPS, Williams Brothers Health Care Pharmacy, Washington
Eva Richardville, CAPS, Therapeutic Mobility Services Inc., Fort Wayne
Stephen Robinson, CAPS, CGB, GMB, CGR, GMR, CGP, R. E. Construction & Maintenance Services Inc. New Castle
Mason Rusk, CAPS, CGP, Rusk Builders Inc., Granger
Alison Sanchez, CAPS, New Albany
Bob Sandberg, CGB, CGP, RLS Building Corp., Danville
Paul Schwinghammer, CAPS, CGB, GMB, CGA, CGP, Hallmark Homes Inc., Anderson
Brad Sechrist, CGP, Helman Sechrist Architecture, Elkhart
Ralph Severson, CAPS, Flooring Masters & Professional Remodelers Inc., New Albany
Kelly Seyer, CAPS, Zionsville
Dwayne Shaw, CAPS, CGP, CRF Inc., Indianapolis
Terri Sherrar, CSP, George M. Sherman, Greenfield
Clarissa Shipley, CAPS, Bail Home Services, Goshen
Paul Shirley, CAPS, Accessible Consulting & Design LLC, Indianapolis
Alan Simmons, CGP, Simmons Construction, Muncie
Joshua Sorge, CGP, Granite Ridge Builders, Fort Wayne
Jeanne Sowers, CAPS, Fort Wayne
Dennis Spidel, CGB, Dennis Spidel Custom Homes Inc., Angola
Dean Sprunger, CAPS, CGP, Schrock Homes Inc., Goshen
Kristi Steffen, CAPS, Four Seasons Design Remodeling, Angola
Sara Story, CAPS, Charlestown
Leslie Teddy, CAPS, Real Services, South Bend
Julia Toncheff, CAPS, Highland
Craig Van Prooyen, CGP, Van Prooyen Builders Inc., Merrillville
Anne Vater, CAPS, CGP, Vater Construction LLC, Crown Point
Dennis Voegerl, CAPS, Voegerl Construction, Huntingburg
Herman Walker, CAPS, Pressalit, Carmel
Joyce Watkins, CAPS, Mid-City Supply Co. Inc., Elkhart
Charles Watson, CGR, CGP, Homes by CM Watson, Fishers
Don Weiler, CGP, Bailey & Weiler Design/Build, Bloomington
Angela Worden, CAPS, Angela Worden Designs, Fishers
Michael Young, CAPS, Elwood
Mike Zehner, CGB, GMB, Zehner Development Corp., Evansville
David Zehr, CAPS, CGR, CGP, Zehr Construction Inc., Goshen

2022 Professional Designation Programs



Basics of High Performance Building Course* | Feb 28

*Required course for Certified Green Professional Designation

Basics of Building Course* | March 1

*Required course for Certified Green Professional Designation

Certified Aging-in-Place Specialist (CAPS) Program:

CAPS I | March 2

CAPS II | March 3

CAPS III | March 4

Every class is free for members and \$100 or less for non-members.

For location and registration details: www.business.buildindiana.org/events

These training opportunities are underwritten by the Indiana Housing and Community Development Authority.

IBA Legislative Report highlights weekly action at the Indiana Statehouse

Be sure to read the weekly IBA Legislative Report for news from the IBA's advocacy team on bills that impact the construction industry. The Legislative Report is delivered to your inbox every Friday during the 2022 Legislative Session (Jan. 4 - Mar. 14). In addition to the report, members will receive calls to action on important legislative issues so they can contact their state legislators directly. Both the e-newsletter and the calls to action are sent through VoterVoice. All IBA members are subscribed to VoterVoice, and employees of the members are encouraged to subscribe at www.buildindiana.org/advocacy/ioncenter/.

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Indiana Builders Association Legislative Conference and Board & Committee Meetings

Day One: Monday, February 28, 2022

Keynote Speaker

Lieutenant Governor Suzanne Crouch has been invited to speak to the Indiana Builders Association. Lieutenant Governor Crouch first got involved in public service in her community as Vanderburgh County Auditor. Crouch then went on to serve as president of the Vanderburgh County Commissioners before being elected to the Indiana House of Representatives. Crouch served as Indiana's State Auditor before her election to the office of Lieutenant Governor in 2016. As Indiana's Lieutenant Governor, Crouch is focused on supporting Indiana's rural communities through agriculture, tourism, community development, expanding broadband access and more.



Education Opportunity

Following the Legislative Conference and Board & Committee Meetings, the Indiana Builders Association will offer CGP and CAPS educational courses in person. More information can be found on page 2.

Meeting Location & Hotel Accommodations

Embassy Suites by Hilton Indianapolis Downtown
110 West Washington St. Indianapolis, IN 46204

Reserve your hotel room by visiting <https://www.hilton.com/en/attend-my-event/indwves-iba-6a8fe7f2-c788-4c1d-8282-782612c56cc6/> or calling 317-236-1806 and asking for the Indiana Builders Association discounted rate. Group rate ends: **February 8, 2022**

Cost

\$30 if registered by **February 21, 2022**. An additional fee of \$10 will be applied for late and on-site registration.

Registration

Please register by **February 21, 2022** for catering purposes. Registration can be done online at www.buildindiana.org/events.

Schedule of Events

Monday, February 28

- 9:00 am - 10:00 am
 - Senior Officers Meeting
- 10:30 am - 11:15 am
 - Legislative Briefing
- 11:30 am - 1:00 pm
 - Lunch with Legislators at the Statehouse
- 1:00 pm - 2:00 pm
 - Statehouse Tour
- 1:30 pm - 2:30 pm
 - Board Orientation
 - Housing Protection Fund Meeting
- 2:30 pm - 4:30 pm
 - IBA Board of Directors Meeting
- 4:30 pm - 6:30 pm
 - Welcome Reception for IBA Members & Legislators

Event sponsorships are available. Contact Raelle at Raelle@buildindiana.org for more information.

Gold & Silver PAC Supporters



Event Sponsors





Indiana Builders Association Legislative Conference and Board & Committee Meetings

**WELCOME BACK
TO INDY**

Join us in person for our 2022
Legislative Conference,
Board & Committee Meetings

February 28 - March 1

**Embassy Suites
Downtown Indianapolis**

Learn about priority
issues affecting the home
building industry, meet
with state lawmakers
and network with peers

Register online at
Business.Buildindiana.org/Events

Schedule of Events

Tuesday, March 1

9:00 am - 10:15 am

- Executive Officers Council Meeting
- Past Presidents Council Meeting
- Codes & Safety Committee Meeting

10:30 am - 11:45 am

- Government Affairs Committee Meeting
- Association Issues Committee Meeting

11:45 am - 2:00 pm

- Executive Committee Lunch Meeting

2:30 pm - 8:30 pm

- Basics of Building Course

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**Build
Indiana
Roots**



Education Opportunity

March 1: Basics of Building Course: Build your housing industry expertise by learning about the residential construction process from the ground up. Those in housing and construction-related fields, like vendors, suppliers, brokers, retailers, builder/remodeler company staff, REALTORS® and others will learn what it takes to build or remodel a home. This Course will be held in-person at 101 W. Ohio St. Indianapolis, IN 46204 from 2:30 pm - 8:30 pm.

March 2 - 4: Certified Aging-In-Place Specialist (CAPS): The CAPS designation program teaches the technical, business management and customer service skills essential to build or remodel for the fastest-growing segment of the residential construction industry: Homes for the aging-in-place. Complete all three CAPS courses to earn this designation. All courses will be held in-person at 101 W. Ohio St. Indianapolis, IN 46204 from 8:30 am to 4:30 pm.

- March 2: CAPS I: Marketing & Communicating with the Aging-In-Place Client
- March 3: CAPS II: Design Concepts for Livable Homes and Aging-In-Place Client
- March 4: CAPS III: Details and Solutions for Livable Homes and Aging-In-Place

These optional, in-person courses are free to members and instructed by IBA President Paul Schwinghammer of Hallmark Homes. For more information, please visit www.buildindiana.org/events.

These training opportunities are underwritten by the Indiana Housing and Community Development Authority.

What happens in markets with achievable housing options?

Build Indiana Roots contributed article

To get at the answer, let's first ask a different question: what happens in markets where residents have a voice, when they collaborate, dream, and plan together? Well, you get that in Central Park in Denver, Colorado. This innovative effort transformed 7.5 square miles into one of the area's most vibrant communities, while making achievable housing a key priority.

How did Central Park come to be — and how can we apply lessons learned to our own neighborhoods here in Indiana?

Welcome to the 80238

Central Park (formerly Stapleton) is a collaborative effort on the part of civil officials, business leaders, and citizens who wanted a voice in how Denver grows. And it all started at the airport.

In 1995, Stapleton International Airport was shuttered when the much (much!) larger Denver International Airport opened. As it turned out, the 7.5 square miles of unused terminals, concourses, and runways was fertile ground for the imagination and for collaboration. Civic officials, business leaders, and citizens wanted a say in the future of their city, and they worked tirelessly to create a plan for redevelopment that builders and developers helped to execute. (Or some other language that recognizes that vision & planning are just part of the equation & finding partners who can make plans come to fruition is equally important).

Forward-thinking community leaders wanted to focus on what made Denver, Denver — the classic neighborhoods, architectural diversity, ample parks, beautiful tree-lined streets —and extend the appeal into new neighborhoods. They

also wanted to enhance the living experience, putting energy efficient building standards, pedestrian-friendly mixed-use environments, and achievable housing options at the top of their wish list.

The Central Park community enjoys award-winning schools, over 60 public parks, seven swimming pools (each with its own unique features), eye-catching public art, six charming water features, and abundant shopping and dining. According to Central Park's website, "Central Park now thrives at a grassroots level thanks to residents and business owners each adding their own touch. It has become a place that's far better than anyone could have planned."

Today, Central Park is "12 Neighborhoods Strong," and each of these neighborhoods has its own unique character. A big part of what makes this development so successful is the diversity of housing options.

Achievable Housing in Central Park, Denver

Central Park is nothing if not diverse. This is apparent in the award-winning architecture, which ranges from traditional styles to ultra-modern designs. It is also evident in the mix of housing options available.

There are homes that start at \$1 million. There are also homes that are achievable for those with a median or below-median income. We know what you're thinking: compared to the million-dollar mansion, the attainable housing options must be... well, eyesores. They must be subpar. They must be "other."

They are anything but. These homes are



Build Indiana Roots

IBA encourages EVERY member and EVERY local HBA to support achievable housing by joining the coalition at buildindianaroots.com.

built with the same exacting standards (including sustainability and energy efficiency) as any other home in the area. Emily McCormick, a Coldwell Banker agent who works in Central Park, says, "People think that they can't get a home... And that's just not the case. They walk in the door, and they're like, 'I can afford this house — this house right here? It's beautiful.'"

Central Park recently added 132 condos to its stock, and these will be attainable for those earning 60-80% of the area median income. Britta Fisher, executive director of Denver's Department of Housing Stability, says, "This project is so needed. This will make a meaningful difference for 132 individuals and families, providing housing stability and an asset from which to build and grow their lives."

These are not subsidized or "affordable" housing programs. Hopeful homebuyers still have to save, get their credit in order, get a loan, and complete the process as usual. The difference is that they're in the running. Homeownership is not easy; achievable options make it, at least, a possibility.

The Central Park neighborhoods feature single-family homes, bungalows, cottages, paired homes, townhomes, and apartments at a variety of price points. A portion is income-restricted. As Central Park promises, "The more choices you have, the better your chances of finding the new home or apartment that's right for you."

The more choices you have, the better your chances of being able to live in the community in which you work. The

better your chances to achieve housing stability. The better your chances of realizing your dream of homeownership. The better your chances to reinvest in and contribute to your community. This is what happens in markets with achievable housing options.

Achievable Housing in Indy

Central Park was the culmination of vision, collaboration, forward-thinking housing policies, and hard work. At the same time, we are not looking to copy Denver's playbook verbatim. What works there may not work here; we have different needs and different visions for our communities.

But what does work (and is backed by data) is planning for and building a variety of housing options with greater fiscal accessibility in mind. The economic benefits are clear; the social and cultural benefits, while perhaps less easy to quantify, are no less important.

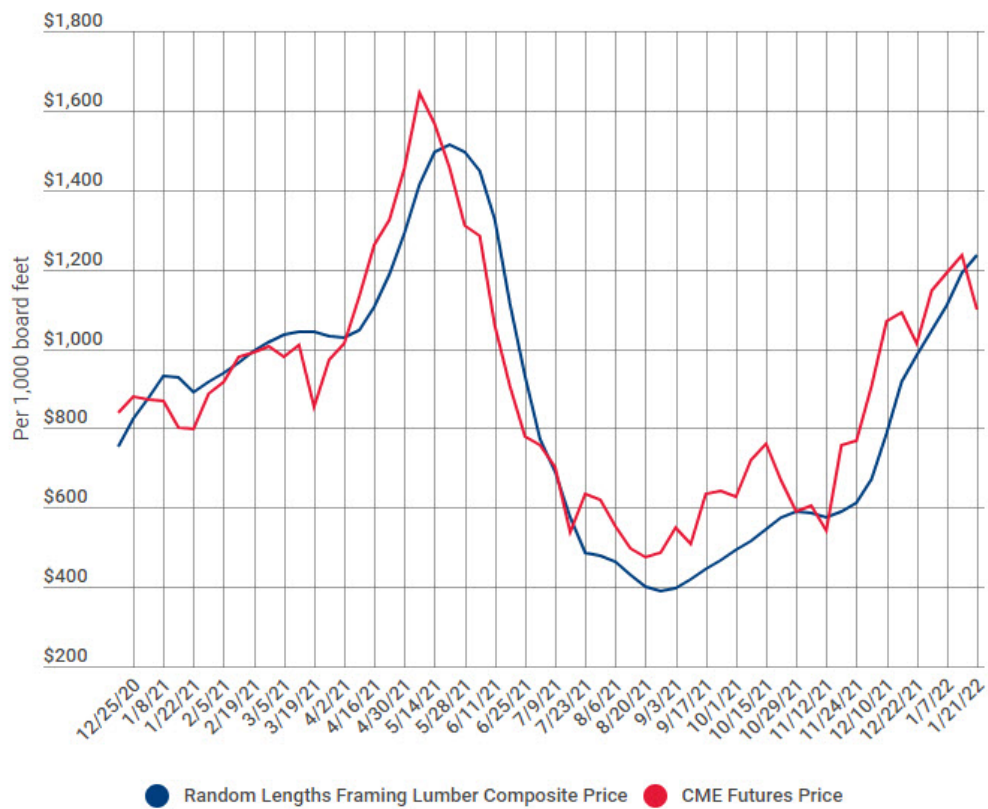
As Central Park shows us, introducing achievable housing into a market not only creates more opportunities for individuals and families, but it also enriches and enhances life in the community for all.

What can we do, right here, right now? How can we create communities that thrive? Let's talk about solutions. Connect with us at <https://buildindianaroots.com/>

Note: Central Park, Denver was formerly known as Stapleton. Like Stapleton International Airport, the development was named after Benjamin Stapleton, who served five terms as mayor in the 1920s, 30s, and 40s. Stapleton was an unabashed member of the KKK, and in 2020, residents succeeded in canceling him. They voted to change the name of their community to "Central Park."



Framing Lumber Prices



Get our new app

By Raelle Vitali, Marketing & Member Services Director

Did you know that IBA now has an app? We are bringing our news, resources, networking, and support right to your worksite, office, or wherever else your job takes you and your phone. Members can log in to gain access to communication feeds and groups with other members or use any of the home button features to explore a host of content and resources created by IBA directly. The app can be found in both the Apple App Store and Google Play Store by searching “Indiana Builders Assoc” or by typing in the following quick links:

Apple Phones- <https://bit.ly/IBAAppApple>

Android Phones- <https://bit.ly/IBAAppAndroid>

Download the IBA app to access:

- Industry Resources
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Rebuilding the construction industry through diversity and inclusion

Build Your Future Indiana contributed article

Author: Rose Morrison

There has never been a more important time for the construction industry to make diversity and inclusion a priority.

While in some ways construction is more open to new people than it has traditionally been, the actual representation of minority groups in the industry's workforce remains low. The industry must become more active in its efforts to recruit and retain professionals from all backgrounds and walks of life and make construction a welcoming place for everyone.

Creating a diverse team helps businesses grow and supports minorities, and time is ripe for this sector to embrace inclusion. Here's why diversity and inclusion are critical for the future of construction, and how the industry can start to better implement these principles.

THE CURRENT STATE OF THE INDUSTRY

Women are one of the groups underrepresented within the construction business. In 2018, only 9.9% of the U.S. construction workforce was women, and about 73% of them work in sales or office positions as opposed to on job sites. They often face barriers such as poorly fitting personal protective equipment and stereotypes that physical work is better suited for men.

Racial minorities are also underrepresented in construction. In 2020, Blacks made up 6% of the construction workforce, and Asians counted for only 2%. White people, meanwhile, comprise 88.6% of the construction industry.

THE IMPORTANCE OF DIVERSITY AND INCLUSION

Becoming a more diverse and inclusive industry is important to the long-term health of construction. Here are some reasons diversity is essential to the building industry.

1. IT FILLS EMPLOYMENT GAPS

Hiring a diverse team can help construction companies deal with labor shortages. As the housing demand increases, the industry will need to hire 430,000 workers this year. Supporting underrepresented individuals can give companies a competitive edge.

2. IT FOSTERS ENGAGEMENT

Creating a diverse team will make employees feel more welcomed and happier. Feeling like everyone has a place can increase engagement levels, and people are more likely to be productive and stay at the company longer.

3. IT IMPROVES COMPANY PERFORMANCE

Being open to hiring underrepresented groups allows managers to find qualified talent. Limiting biases widens their candidate pool. For example, hiring veterans can bring valuable skills that stress the importance of safety. They can be strong leaders and are familiar with operating heavy machinery.

With more talented workers, a company can be more productive. In fact, a diverse firm's productivity is 1.32 times higher than those lacking inclusion.

4. IT CAN LEAD TO INNOVATION

Contractors often need to make quick decisions or come up with creative solutions. Having a diverse group of individuals can bring up different perspectives that may lead to faster resolutions. This innovation can help employers outperform other companies.

5. IT CAN BOOST A COMPANY'S REPUTATION

When companies show they are willing to hire minority groups, it paints them in a positive light. The increase in reputation helps employers attract new talent and gain more business. Organizations showing they're progressive can even break down traditional gender stereotypes.

STEPS IN THE RIGHT DIRECTION

Despite the challenges for underrepresented groups, the industry has been taking some steps. Multiple support networks are available to reduce the marginalization of women. National Women in Construction offers education and networking opportunities and hosts an annual conference, including professional seminars and workshops.

Some companies work with the local community to offer courses for girls. In addition, blogs, such as Construction Equality, address issues of diversity. The site highlights scholarship opportunities and shares personal stories.

The government also plays a role by supporting women in construction through the Women in Apprenticeship and Nontraditional Occupations Act.



Many universities also promote women in STEM fields.

HOW TO INCREASE DIVERSITY

While the industry is making strides, there is still more that can be done. Here are some strategies to improve diversity in the construction industry.

1. OVERCOME LANGUAGE BARRIERS

Employees should accommodate people from all backgrounds. Offering a language training program for employees not fluent in English is a good start. Managers can also use visuals when explaining projects. Improving communication among the team is essential to ensure employee safety.

2. OFFER MORE EDUCATIONAL OPPORTUNITIES

Minorities often face more barriers when it comes to educational opportunities. Employees should provide real-world experiences to help improve skills. For example, a company could partner with a community college and explain what it's like to work in construction.

Employers should encourage technical training before college degrees and encourage minorities to take advantage of this education to qualify for leadership positions.

3. PROVIDE A MORE INCLUSIVE ENVIRONMENT

Creating a diverse workforce means giving everyone equal opportunities, and offering women leadership roles can help reduce gender biases. While many women work in administrative functions, only one in 20 hold leadership positions. Also, promoting women can give young girls a model to look up to.

4. REEVALUATE CURRENT POLICIES

Managers need to educate themselves on inclusive behaviors and unconscious biases and pass this knowledge to their employees. They can also change a company's structure by reexamining

anti-discrimination policies and promotion criteria. A company that promotes inclusivity can help attract the younger generation.

5. BUILD PARTNERSHIPS

Construction companies should work with other organizations, such as colleges and vocational schools. It can help them find top talent and promote their business. For example, Turner Construction's Youth Force 2020 program connects professionals with students to encourage their interest in design and engineering.

Companies can also work with career programs, such as YouthBuild. The non-profit teaches teens construction skills while building new homes.

6. INTEGRATE TECHNOLOGY

The construction industry has been slower to adopt new technology, but it can help improve process efficiency. For example, artificial intelligence can make planning and scheduling projects quicker.

Also, integrating modern tech can attract the younger generation to the industry. Millennials are used to growing up in a world with electronics.

7. SUPPORT OPEN COMMUNICATION

Employers need to encourage open communication and allow minorities to share their stories. Managers also need to create an environment where employees are comfortable speaking up.

FOSTERING AN ENVIRONMENT OF DIVERSITY AND INCLUSION

The construction industry faces challenges when it comes to creating a diverse workforce, but it can be highly beneficial to a company's productivity. Taking steps to promote inclusion allows companies to have more room for growth in a competitive environment.

Top 5 Recruiting

Locals:

(as of 12/31/21)

1. **BA of Greater Indianapolis : 61 New Members**
2. **HBA of Fort Wayne: 50 New Members**
3. **Building and Development Association of Southern Indiana: 43 New Members**
4. **BA of North Central Indiana: 36 New Members**
5. **BA of Greater Lafayette: 29 New Members**



IBA welcomes 109 new members in fourth quarter

For the months of October, November and December Indiana local home builders associations welcomed 109 new members to the federation. They are listed below. To find a local homebuilder association near you, please visit www.buildindiana.org/local-associations/.

Chelsea Abraham, Howard Hanna SB Real Estate
 Kelly Avila, Yourspace Design
 Joseph Barnes, Fisher & Paykel Appliances & DCS Appliances
 Joe Bauman, Old National Bank
 Sara Bizarro, Howard Hanna SB Real Estate
 Peter Brubaker, Bullseye Construction Inc.
 Mark Buckingham, FDC Construction
 Tara Cabral, Thryv
 Shane Caldwell, ProTec Panel & Truss
 Rob Carlson, Rochester Homes Inc.
 Adam Chastain, ACGC
 Bri Collier, Legacy Homes/ Contracting
 Tehiji Crenshaw, Community Action Program of Evansville (CAPE)
 Tom Decker, Metronet
 Monica Decker, Coldwell Banker Realty
 Neil Elkins, Tri-Cap
 Angela Ertel, A.M.E. Cleaning
 David Finnerty, David Finnerty Interiors
 Robert Fischer, Lifehouse Homes LLC
 Scott Flom, Genesis Products
 Charles Florance, NFINET
 Scott Foley, Big C Lumber Co. Inc.
 Mike Fowler, Near North Title Group
 Chris Frane, Hoosier Plumbing LLC
 Brett Frisch, GME Testing
 Nathan Gephart, Maven Electric

Jordan Glick, JLG Contracting and Renovations LLC
 Misty Goldman, Breathe Wright Radon & Air Quality Services
 Ben Graber, Graber Roofing & Gutters
 Brett Gray, Clayton Hoover & Sons
 Aksel Gulukyan, Quality Builders Warranty
 Sherri Haas, Tom Haas Construction LLC
 John Hawkins, H & H Sales Company Inc.
 Adam Hawks, Applied Technology Group Inc.
 David Hays, Times Union
 Grant Hellwarth, ActionCOACH One
 Ian Heuer, Heuer Homes LLC
 David Hobbs, River City Bank
 Mary Hoiem, Best Version Media
 Kenny Hooten, Hooten Renovation LLC
 Greg Hoppes, Habitat for Humanity-Kokomo
 Dean Howard, Miller Door & Trim
 Jeanette Huerta, Lee Supply Corp.
 Karen Johnson, Michiana House & Home
 TJ Jorgensen, TJ21 Media Group
 Lisa Kane, Pool Man
 Bill Kauffman, PatchMaster Drywall Repair
 Terry Keelen, Terrys Discount Windows
 Verlin Kemp, Kemp Builders LLC
 Aspen Klaus, Shook-Kay Insurance
 Daniel Kooi, Redbox + Northwest Indiana
 Jennifer Kreilein, Stac Material Handling Inc.
 Gary Lallo, Lawnscape Land Management Inc.
 Jason Lovely, Lee Supply Corporation
 Matt Lowry, Lowery's Carpet Care Flooring & Restoration
 Jen Luke, Meridian Title

Corey Madaras, Rooftech Construction LLC
 Mike Madrid, Highway Safety Services
 Roger McAleese, Knight Trucking inc.
 Brandt McCoskey, Offerpad
 Kristin McDonald, McDonald Marble & Stone
 Chris Metz, Glen Gery
 Jay Middleton, Badger Forms
 Charles Miller, Miller and Son's Roofing
 Carlos Montes, Clean Lemon LLC
 Corey Mosier, Mosier Enterprises
 Brad Mosness, Abonmarche
 Lamar Mullet, Mullet's Seamless Guttering
 Bruce Nicola, Comcast
 Morgan Nobbe, Rural 1st
 Deb Payton-Showqley, Coldwell Banker - The Real Estate Group
 Rich Raake, Laminated Tops of Central Indiana Inc.
 John Redding, John Redding Construction
 Marie Resch, Screens of Kentucky
 Gary Richard, G & R Siding Roofing & Windows
 Jonathan Rios, Clayton Hoover and Sons
 Chris Rittenhouse, Roberts Construction Group Inc.
 Tim Roberts, Craft Construction
 Aimee Robinson, Premier Electric Inc.
 Mike Ronchetti, ActionCOACH One
 Eric Russell, Horizon Home Remodeling
 Jodie Russell, 1st Source Bank
 Gary Schermer, Steve's Roofing and Sheet Metal
 Casey Scheurich, Dulin Ward & DeWald Inc.
 Matthew Schickel, Rural 1st
 Brady Shepard, Steel Coated Floors of Indiana

Jason Shepperd, Raynor Door Authority
 Philip Slesman, Surf Broadband Solutions
 Jan Smith, FM Construction
 Robert Sprigler, Sprigler Door Services
 Tara Stahl, Berkshire Hathaway Northern Indiana Real Estate
 Kenneth Steve, K's Cleaning
 Viraj Summers, Summers Realty Services
 Barrett Thomas, Stock Yards Bank and Trust Company
 J. Thorne, Thorne's Homes
 Ellen Tropper, Oxbow Electric LLC
 Shawn Tramble, Aquor Water Systems
 Courtney Vanslager, Howard Hanna SB Real Estate
 Jeff Vervynck, Best One Fleet Service
 Jill Walker, JEMS Design
 Larry Warren, Core Concrete Construction LLC
 Ami Webster, Webster & Associates LLC
 Brandon Weddington, Weddington Electrical Services Inc.
 Stacey Wilson, First Federal Savings Bank
 Wayne Wingard, Master Steel Roofing
 Tim Wolfe, Monteith Is Best One Tire & Auto Repair
 Chris Wright, Hoosier Homes Construction
 Joann Zollo, KPC Media Group Inc.
 Sue Zurface, Precision Constructing Services

All membership information is provided by NAHB's Web Membership System.



IBA member files for State Representative

On January 12, Shane Weist (above), sales manager for Tempest and Timberstone Homes in Lafayette, filed for the Republican nomination in the May 3rd Indiana primary. Weist, a lifelong resident of Tippecanoe County, filed for the open seat in Indiana’s House District 41.

Weist is currently serving on the Board of Directors for the Indiana Builders Association and the Builders Association of Greater Lafayette (BAGL).

When asked about his running for office, Weist stated, “I am honored to file for the opportunity to serve the people of Indiana’s 41st House District. During my time spent in Boone, Clinton, Montgomery and Tippecanoe County, I have seen how blessed I am to be a Hoosier. This district is filled with individuals who have a passion for great education, hard work and continued growth in our communities and business climate.”

2022 Association Anniversaries



Muncie HBA - 75

Indiana Builders Association - 70

Madison County BA - 70

BA of Elkhart Co. - 55

Vincennes Area BA - 45

Dearborn County HBA - 30




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Indiana Builders Association's Indiana Builders PAC Donor Club



Indiana Builders PAC Donor Club provides members with an opportunity to take part in the association's legislative and political advocacy efforts, showing their commitment to protect housing.

10 IBA members in the Indiana General Assembly

2 Dedicated lobbyists for home builders

97% Of candidates supported by Indiana Builders PAC won their races in 2020

WHY JOIN?

Through Indiana Builders PAC, Indiana Builders Association supports the election of pro-housing candidates to the Indiana General Assembly and connects our members and lobbyists to those state lawmakers. Joining the PAC Donor Club helps us strengthen our voice at the Indiana Statehouse and fulfill our mission to advocate for the construction industry to positively impact legislative, regulatory, and legal issues that affect housing affordability.

TOP 5 LEGISLATIVE ACCOMPLISHMENTS

- Passed prohibition of residential fire sprinkler mandate
- Passed prohibition on local builder license and registration requirements
- Passed Right to Work Law and repealed common Construction Wage Law
- Defeated Employee Classification
- Passed Developers Discount Statute

PAC ANNUAL COMMITMENT LEVELS

Gold Club	\$5,000
Silver Club	\$2,500
Bronze Club	\$1,500
Hammer Club	\$100
Supporter	\$40

JOIN THE CLUB AT BUILDINDIANA.ORG/CONTRIBUTE/



Indiana Builders PAC Donor Club Members



Gold













Bronze













Indiana Housing Dashboard offers statewide inventory of housing

The Indiana Housing and Community Development, guided by a Housing Working Group that included IBA and many other stakeholders, has launched a comprehensive housing dashboard that includes a statewide inventory of housing in Indiana to serve as a tool for identifying the greatest housing needs and opportunities for economic development and investment. The platform allows users to track demographic and housing trends across the state at a county-by-county level. It allows users to see data snapshots for each county in the state, to compare data points across different counties and to export a Housing Needs Assessment with detailed housing and demographic analysis for each county. Check it out at: www.indianahousingdashboard.com.

How does it work?

After accessing the website, you'll see a Navigation Guide video that highlights the many functions of the site. Continuing to the Dashboard's front page, you will notice the four main data points - Population, Housing, Housing Availability & Jobs - at the upper left. In addition to viewing these statistics for the entire state, you may review them for each of our 92 counties, or even compare counties to each other or to the state as a whole.

What can it tell me?

Did you know that Hillenbrand, Inc. is the largest employer in Franklin County, or that the median salary in LaPorte County has increased nearly 14% over the past 10 years? A quick use of the comparison tool reveals that 69.1% of residences in Indiana are owner occupied, while those numbers are 77% and 61.8% in Lawrence and Vigo counties, respectively. Home prices in Johnson County have increased an average of 42% since 2019 with a median listing price of \$304,593. You can also use the Export Full Report tab to produce a 32-page in-depth report.

Will it be updated?

All the data and statistics contained within will be continuously updated as new census and other data sources are utilized. All of the above and much more is available online 24/7 for individuals, housing providers, stakeholders and municipalities.

Population

Housing Stock

Housing Affordability

Jobs

Identify the greatest housing opportunities and challenges for Indiana communities.



INDIANA HOUSING DASHBOARD

ihcda

Photos from around the state



U.S. Senator Mike Braun (right) meets with IBA President Paul Schwinghammer to discuss issues in housing at an event in Indianapolis.



Elliot Eisenburg, Ph.D., also known as “The Bowtie Economist,” shared a housing and economic outlook with new state lawmakers at the Indiana Housing Summit. The event was co-hosted by the Indiana Builders Association, Indiana Association of REALTORS® and Habitat for Humanity of Indiana.

Special Association **Discount** for the Indiana Builders Association

SuperFleet Mastercard® Association Fueling Program

A fuel card program designed with associations in mind.

- Save 5¢ per gallon at Speedway locations*
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- Over 175,000 locations nationwide that accept Mastercard cards**
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Be sure to reference Indiana Builders Association for your special 15¢ discount.

*Limited time offer valid for new Speedway SuperFleet Mastercard applications received from 1/1/2021 through 12/31/2021. New approved accounts will earn 15 cents per gallon rebate on Speedway fuel purchases in the first three months after account setup. Rebates are cents per gallon based on the number of gallons purchased at Speedway locations per calendar month. The maximum promotional rebate in any one-month period, regardless of billing terms, is \$300. Rebates are subject to forfeiture if account is not in good standing.
**Rebates are cents per gallon based on the number of gallons purchased at Speedway locations per calendar month. Rebates will be reflected on your billing statement in the form of a statement credit. Not valid on aviation, bulk fuel, propane or natural gas purchases. Rebates are subject to forfeiture if account is not in good standing. Program pricing is subject to change any time beginning 12 months after sign-up.
***Please see Client Agreement – at www.fleetcor.com/terms/superfleet-mc – for rate, fee and other cost and payment information. Fuel purchases at locations other than Speedway locations are subject to an out-of-network transaction fee. The SuperFleet Mastercard® is issued by Regions Bank, pursuant to a license by Mastercard International Incorporated. Mastercard is a registered trademark, and the circles design is a trademark of Mastercard International Incorporated.

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- houzz PRO
- RingCentral
- ups
- AMERICAN EXPRESS
- YRC FREIGHT
- CONSTRUCTION
- NAHB IBS

INDIANA BUILDERS ASSOCIATION

2021 Value of Membership Snapshot



Icon	Category	Value	Description
	EDUCATION	47	hours provided through professional designation courses, industry webinars and in-person trainings
	ADVOCACY	2	major bills passed in the Statehouse that reduce mandated restrictions on builds based on land and energy
	NETWORKING	5	state conferences, meetings, and outings provided in-person and virtually to membership
	SAVINGS	\$250K	earned in member savings and rebates through participation in IBA's member benefit programs
	INDUSTRY KNOWLEDGE	50	publications and industry resources released covering updates, news, business tools, best practices and more

INDIANA BUILDERS ASSOCIATION



2021 YEAR IN REVIEW

The Indiana Builders Association, Inc. educates and advocates for the construction industry to positively impact legislative, regulatory, and legal issues that affect housing affordability.

10 Members serving in the Indiana General Assembly



Supported Reclassification of State Wetlands

SEA 389

Protects high-quality isolated wetlands while reducing the regulatory costs and permitting requirements on low-quality Class I isolated wetlands in Indiana.

Supported Natural Gas Ban Preemption

HEA 1191

Prohibits local governments from banning the purchase of, use of, or connection to a utility service based on the energy source of the utility service.

Raised over \$75,000 for state and national housing PACs



Hosted monthly policy calls with lawmakers during the legislative session

Met with 7 of 11 of Indiana's U.S. Congressional delegates during Bring Housing Home

Provided **47 Hours**



of educational opportunities and professional designation courses

\$12,780



in scholarships awarded to students and programs that further careers in the construction industry

2,581

Total Members

278,000+

Employees Represented

389

New Members



21

Local Associations



21,830

Single-family housing permits pulled in 2021

Up 17% from 2020

1,327

Followers and Page Likes

19,326

Social Impressions

Search: Indiana Builders Association, Inc.



Released over

50

industry publications & resources

Developed official IBA app to connect members, provide news and resources, and prepare for events



\$250,000 +

in member savings and rebates through participation in IBA's member benefit programs





2022 IBA Bill Carson Memorial GOLF OUTING

Tuesday • April 19, 2022
Topgolf in Fishers

Player Costs

Bay (up to 6 people): \$500

Individual Players: \$100
(solo players will be assigned to a group)

Schedule

10 am - 12 pm.....IBA Executive Committee Meeting

12 - 1 pm.....Lunch and Registration

1 - 3 pm.....Golf

3 - 4 pm.....Reception



Sponsorship Options

Table Top: \$250 Beverage: \$1,000 Lunch: \$1,500



Register on the "Events" tab at www.buildindiana.org or contact Logan Dowell at 317-917-1100 ext. 203

Proceeds to support:

