



MINUTES
Kingdom Builders Construction Industry Forum
4 December 2024



ATTACHMENT

- 1) Briefing Charts
- 2) C12 Interviewing and Hiring Guide

ENCLOSURE

- 1) Devotion Message
- 2) C12 Kingdom Builders Company Profiles

MEETING VIDEO

https://us02web.zoom.us/rec/share/UDkZx271wZP_15ohkGIUm0mZT2f9huiOeF8Cikszlf6LQ3zMkOybdGrbC5K9ICl0.CumFp75mwkzSTCNu?startTime=1733328245000

Passcode: Hwy^z96b This link is active for 30 days.

ATTENDANCE 18 people at 11:05 am. 3-4 new members.

WELCOME & PRAYER

Bob welcomed everyone and opened the meeting with prayer at 11:00 am.

DEVOTION (See Enclosure 1)

Jesus is the Story. Luke 2:14

"Twas the night before Christmas...."

Review St. Nicholas story, including Santa Claus and Coca-Cola's influence in the character of the current Santa Claus. Luke's Christmas story. "For there is born to you this day in the city of David..." One story is fiction and the other fact. The arrival of Christ was a moment of divine glory and human peace. Jesus isn't just in the story of Christmas.... HE is THE story!

Devotions Discussion

Luke 2:14 differences in translation. "Good will toward men." or "Peace among men with whom he is pleased."

Hebrews 11:6 tells us without faith it is impossible to please God.

MEMBER PROFILE Tim Troyer @ Troyer Post Buildings

www.troyerpostbuildings.com

Service area is Tennessee & Kentucky

Based in Monterey, TN

Post frame buildings & barndominiums

Personal: Married to Crystal, 3 kids

Mission: Have a healthy workplace that gives value to all those we touch.

Operations Highlights: 35 employees. 2024 primary objective is to have charitable giving at \$823k in 2024.

Ministry: Goal to give away \$20m cumulative by 2031. Big mission to the crisis at the Mexican border. Also work in Ukraine and Zambia.

P2P DISCUSSION – RECRUITING & RETAINING CONSTRUCTION TALENT



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According to current industry reports, the most significant problem facing the construction industry is a shortage of skilled labor; this includes a lack of experienced workers, leading to project delays, cost fluctuations, and difficulty finding qualified personnel to fill open positions. Key points about the labor shortage in construction:

- High demand for skilled workers: There are more construction jobs available than qualified workers to fill them.
- Aging workforce: A large portion of the current construction workforce is nearing retirement age, leaving a gap in skilled labor.
- Lack of young talent entering the field: Fewer young people are choosing construction careers, further exacerbating the shortage.

According to data from Wide Effect, a research and recruiting firm, the following 5 points will go a long way in attracting top talent:

- A streamlined hiring process. Move quickly.
- Extremely competitive compensation.
- On-the-job training programs. Career advancement opportunities is a major consideration.
- Highlight your impressive projects. Top talent wants to be challenged, wants to do remarkable work.
- Always be honest.

Discussion Questions What are you experiencing and what are you doing about it? What is working and what isn't?

Group Discussion (General comments and ideas discussed as a memory prompt for those that attended. Refer to the recording for details):

- 2024 has not been an issue for hiring due to some industry slow-down. 2025 is projected to be different.
- Hiring/posting opportunities thru Indeed, about 80%. The 20% that is walk-ins or referrals is a higher quality applicant. Not great luck with what is coming in the door thru Indeed. Low amount of skills for the amount of pay the applicants think they need. Void of training opportunities for small companies. Start a formal apprenticeship program since there is none. Need training for older supervisors to engage and connect with the younger workforce.
- Question: Does the skillset or values mean the most in finding new talent? Response: Interview for culture. Skill or aptitude to learn is figured out in the first 90 - 120 days. Questions for interview; "Did you have brothers? Did you play team sports? How was that experience?" How do you search out motivation? Look at dress. Ask off topic questions. Are they on time? How do they carry themselves? Do they ask intelligent questions?
- DoD SkillBridge Program. (www.skillbridge.osd.mil) Military transition to civilian life. Applicants have motivation and work ethic. You need to register, sign a memorandum of understanding. Applicants come to you. Employment can begin 6 months ahead of the end of their service term. Application period for applying to the program opens 1 February 2025
- Working with a local co-op or intern capacity. Many kids by junior year have offers and are getting pressured to commit. "Loan forgiveness" benefit where the employer pays down the student loan debt.
- Look for veteran programs. A sort of "reverse boot camp" a place to learn some skillsets for a period of time as they come out of the military.
- We donate labor to non-profit home repair organizations when business slows down.



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- Addressing the aging workforce, we have created an alumni program, where retirees can mentor young workers for pay. Also significant pay for internal referrals. University using videos and Q&A tutorials to create a curriculum for training. Three main things to look for in an interview; Character. Courage. Competency.
- To retain employees we offer 3 weeks paid vacation during the 7th year of work. 3-week consecutive time off, plus a 7% bonus.
- Chaplain program isn't clicking. Why would that be? Chaplain on job sites is tough to do, but crew is starting to call him when they're off the job.
- A challenge with overpaying new people. Is seeing new attitudes (can be regardless of age) of workers looking for top pay without experience. Don't expect the diamond in the rough to just land in your lap.
- We are in a perpetual state of interviewing candidates even without a job opening at that specific time. Keeps a running pool of resumes and partially interviewed applicants. Creating a pool of candidates that can be quickly tapped when a job opens.
- Arlan's random list of 9 employee retention incentives.
 - 1) 3 week paid vacation during 7th year of work + 7% spending bonus.
 - 2). Opportunity to buy company shares after 5 yrs.
 - 3). Profit-sharing bonus at end of year.
 - 4). Caring Team w/ company chaplain, operates with a budget of 5% of profit.
 - 5). Weekly meals if production targets are met.
 - 6). 4 company events per year; cookouts, fishing trip & food, breakfast, and banquet.
 - 7). Try to keep average pay at 167% of our county's household income.
 - 8). Maintain a flexible schedule structure.
 - 9). Paid day off for birthdays, if you make/provide breakfast for the crew.

Bob concluded the session by reviewing C12's Interviewing & Hiring guide. It is included as Attachment 2 to these minutes.

WRAP UP & CLOSING PRAYER

Kingdom Builder's website: <https://www.goodworksinc.org/c12kb>

Next meeting: 5 March 2025, 11:00 - 12:30.

We are always seeking topic ideas, speakers for future sessions

We need company profile volunteers, email Bob; bob@goodworksinc.org.

CLOSING PRAYER Nick closed the meeting with prayer.

MIGDAL EDER

Bob reprised the video that was shared last year: www.facebook.com/oneforIsrael/videos/416127696431811/

Respectfully Submitted,
Arlan Riehl



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Enclosure 1: December 2024 Devotion

Jesus is the Story

“Glory to God in the highest, and on earth peace among those with whom He is pleased.” (Luke 2:14)

In 1822, Clement Clarke Moore penned the lines of the classic Christmas poem, “An Account of a Visit from St. Nicholas,” which begins with the immortal lines: “T’was the night before Christmas, and all through the house, not a creature was stirring, nor even a mouse.” The real Saint Nicholas was born around 280 A.D. in Patara, in the region of Lycia in modern-day Turkey. He was known for his generosity and is believed to have given away his inheritance to the needy. By the Renaissance, Saint Nicholas was the most popular saint in Europe. He was canonized by the Catholic Church in 1446 and became the patron saint of children and sailors. The character of Santa Claus first appeared in American popular culture in the late 18th century. The name Santa Claus evolved from the Dutch nickname for Saint Nicholas, Sinter Klaas and not surprisingly, Coca-Cola advertising played a major role in shaping the jolly character of Santa Claus we know today who has become the centerpiece of the holiday we call Christmas.

Another famous author penned a classic Christmas story around 90 AD. His name was Luke and inspired by the Holy Spirit, his story climaxed with these immortal lines: “For there is born to you this day in the city of David a Savior, who is Christ the Lord. And this will be the sign to you: You will find a Babe wrapped in swaddling cloths, lying in a manger. Suddenly a great company of the heavenly host appeared with the angel, praising God and saying, “Glory to God in the highest, and on earth peace among those with whom He is pleased.”

Two very different stories, with two very different protagonists. One story is fiction and the other fact, yet it is the fictional story that has captured the imagination of our culture today. If anything proves the power of consumerism, commercialism and marketing, it is the devolution of Christmas.

A true celebration of Christmas is a time to commemorate the birth of Jesus Christ, for as it says in John 3:16. “For God so loved the world, that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life.” The arrival of Christ was a moment of divine glory and human peace, one that transcends worldly troubles and offers reconciliation with God. In a world often marked by division, conflict and anxiety, Luke’s writings serve as a powerful reminder that Christmas is about the promise of peace and goodwill that is offered for all. It’s an invitation to embrace the hope and harmony that Christ’s birth makes possible and reminds us that the true meaning of the holiday goes beyond gifts and festivities. In fact, it is worthy of being celebrated everyday, year around. It calls us to focus on the gift of peace that Jesus brings to all who receive Him and challenges us to reflect on how we can live out that peace in our lives.

Jesus isn’t just in the story of Christmas...He is the story! Christ is the core of Christmas. The entire meaning of the season revolves around His birth, the defining moment in history that changed the world. Glory to God in the highest indeed!



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Enclosure 2: Company Profiles

Good Works Inc	Sep 2021
Accutech	Sep 2021
Liberty Sheds	Dec 2021
J Bar	Dec 2021
Lindon Group	Mar 2022
Gregory Construction	Mar 2022
Seidel	Jun 2022
AG Homes	Jun 2022
Professional Building Svcs	Sep 2022
Thompson Electric	Sep 2022
C2 Services Group	Dec 2022
Nelson Lewis	Dec 2022
Grade A Construction	Jun 2023
JW Grand	Jun 2023
About Floors & More	Sep 2023
Dovetail Builders	Sep 2023
VPC Builders	Dec 2023
Alora Build Windows & Doors	Mar 2024
AR Custom Homes	Jun 2024
Florida Window Door Solutions	Sep 2024
Troyer Post Buildings	Dec 2024