The 2019 State of the Association is healthy and strong. The year was highly productive and the following highlights of achievements validate that AWI Set the Standard!

I am pleased to report that AWI continues to remain financially strong which has been verified by our Annual Audit conducted by our CPA firm for the year ending Dec. 31, 2018. The auditor’s “clean management letter” of AWI operations and financial accounting speaks to our AWI Staff’s professionalism and adherence to high standards in our day-to-day operations and administration of its fiduciary responsibility.

EVP Duvic Retires, Leaves Impressive Legacy

On Dec. 31, Phil Duvic, Executive Vice President (EVP) of AWI since 2006, retires from AWI after 13 years at the helm. Phil came to AWI from the woodwork industry as AWI Director of Communications in November 2000. That was followed by appointment as EVP in September 2006, and at this year’s end, Phil will conclude nearly 20 years of employment with AWI.

During Phil’s tenure as EVP, the association profited from his oversight and direction of Board of Directors-driven programs and AWI Staff’s judicious execution. Due to limited space in NewsBriefs, the following highlights illustrate the scope of significant developments during these years.

Standards Developments
• In 2016, after lengthy discussions with AWI’s former Architectural Woodwork Standards partners, AWI announced plans to launch broad consensus-based Standards development

AWI News Briefs

AWI NewsBriefs is published as a service for members to help them improve operations and grow their businesses. NewsBriefs is also a resource for news and information about AWI’s products, programs and publications and other membership benefits and services.

AWI’s Financial Health
Looking at AWI’s Assets over the last four years, Total Assets have held fast at just under $6 million, Current Assets are steadily trending at around $4 million, Fixed Assets Net of Depreciation remain at $1.5 million. Other Assets represent the new AWI Standards development costs at just under $400,000 and the new Digital Learning Platform at over $560,000 in the most recent two-year period.

2019 Annual Budget
In August, the AWI Board revised the 2019 approved annual operating budget with a year-end forecast of almost $3.1 million in Revenues (cont. on page 2)
EVP Duvic Leaves Impressive Legacy

AWI NEWS

independently after gaining Accreditation as a Standards Developer Organization by the American National Standards Institute.


Outreach to Design/Build Industry

- Expansion of AWI Outreach presentations to architects, specifiers and others through industry education events, including CSI as well as AIA, as its oldest registered continuing education provider.
- Launch in May 2015 of an online AWI Communities forum for members to connect, exchange business advice, share insights about suppliers and equipment, and more.
- Introduction of an online presence for AWI Speakers Bureau in 2010 whose registered presenters (currently 125) have successfully educated thousands of architects about woodwork standards and the value of architectural woodwork in their projects.
- Expansion of Design Solutions Magazine online, open for business 24/7.

- Establishment in 2005 of the annual “Standards of Excellence” Awards program to recognize the highest quality architectural woodwork projects featured in AWI’s quarterly journal, Design Solutions, distributed to the design/build industry.

Membership Scope & Community

- Broadening of eligibility for AWI Supplier Members to be elected to an Officer Position via an AWI By-laws amendment in 2018.
- Resolution in 2012 about long-standing discussions of the pros and cons of a new membership dues model with announcement to not go forward with a National – Chapter single membership dues model.
- Introduction in 2015 of bold new membership dues model that replaced the former model established in 1953, the year of AWI’s founding.
- Introduction of a new AWI Chapter Officer Council, designed to provide chapter leaders with opportunities for leadership training and personal growth.
  - Launch in 2014 of new website incorporating web content with AWI’s association management system, member-managed public profiles, and a robust search system for finding architectural woodwork manufacturers and suppliers.
  - Introduction of Honorary Life Membership in 2007, which currently recognizes 59 individuals who have “contributed exemplary service to the association, its members and AWI’s mission.”

2019 AWI Annual Sponsors

AWI thanks the 2019 annual sponsors for their additional support of AWI throughout the year, which helped to fund the association’s programs, publications and other services for members. AWI Manufacturing Members are encouraged to connect with these suppliers anytime at www.awinet.org whenever a need arises for their services.
Education & Workforce Development

- Introduction in 2012 of a new vision for education with the launch of an Education Outreach program of AWI's core national seminars for hosting by AWI Chapters.
- Revitalization of AWI's core seminars: Project Management and Estimating which began rolling out in 2016 and 2017 respectively.

- Expansion of AWI's Best Practice Groups, which currently number 10 that are active today with 66 executives participants, evolving from the first peer-to-peer mentoring forum launched in 2005 that now include a Next Generation BPG and a Women's BPG.
- The giving arm of AWI, its Education Foundation, was established in 2008, and in 2012 gained status as a 501(c)(3) not-for-profit organization, allowing for tax-deductible contributions for scholarships and more. AWI endowed the AWIEF with $300,000 to assure its perpetual health in furthering workforce development.

Governance

- A refocusing of AWI's Vision and Mission which was announced in June 2014.
- In 2006, adoption of a new strategic process called AWI's Preferred Futures, which looked forward for up to six years, was updated periodically, and evolved in in 2017 with creation and adoption of a new Strategic Plan and Operations Model.

I am grateful for the privilege to work with our AMAZING AWI Professional Staff for the past two decades.

TEN TAKE-AWAYS AFTER TWENTY YEARS

I am deeply grateful for the opportunity to serve AWI, our members and our industry over these years. But above all, I am grateful for the privilege to work with our AMAZING AWI Professional Staff for the past two decades. In addition, I have been blessed to work alongside some of the best and brightest business leaders in our industry.

Along the lines of take-aways, I would like to share ten personal best practices take-aways distilled from my years with AWI.

1. In what I do or what I say, always remain true to my personal core values: Love of God, Honesty, Integrity, Loyalty and Service to Others.
2. Lead and nurture others by my own example.
3. Always keep my word to others...for my word is the ONLY currency by which trust can be earned and exchanged.
4. Always give freely and without expectation of anything in return.
5. There is only one opportunity to make a first impression, so make it the best I can.
6. Be kind, considerate and forgiving of others.
7. Focus on today’s work and each day, work on progress to achieve the objective at hand.
8. Be grateful for life’s journey...Each day, Show-up, Suit-up and be ready to do HIS will and work.
9. Each day be grateful for my relationships and friendships in this life.
10. Always make time to acknowledge another person’s kind gestures and remember to say THANK YOU.

And with that, THANK YOU ALL for the opportunity to live and experience this chapter in my life as my dear friends and family that I call AWI.

(continued on page 7)
and $3.3 million in Expense, leaving an anticipated operating loss that is offset by projected investment income resulting in a modest -1% net loss forecast for year-end 2019.

Given AWI’s financial strength in Assets, the forecast modest net loss was planned for and results from many new initiatives undertaken this year. AWI has been building strong reserves for several years, and your Board of Directors is allocating those reserves to execute strategic plan initiatives, develop our new AWI Standards and embarking on a new digital learning platform.

Membership Retention
On the membership front, AWI has a high Membership Retention rate and our four-year trend continues into 2019. The association’s Industry averages about 88% membership retention, while AWI performs at 91% for both Manufacturing and Supplier Membership Retention.

As we go to press, AWI Manufacturing Company Membership is just over 980 while Supplier Company Membership is at 210.

Meeting Our Missions
The following achievements in 2019 relate to two of AWI’s highest profile missions.

AWI MISSION NO. 1
Creating, publishing and continuously improving Standards for architectural woodwork and related interior finishes.

ANSI Standards Development
AWI’s new Standards are being developed using an American National Standards Institute or ANSI process. The AWI Technical Committee considered and incorporated valuable input from diverse architectural woodwork companies into AWI’s new Standards documents. The ANSI process of openness and transparency ensures that the AWI’s new Standards are positioned and maintained in the best interest of our industry.

Fundamental Criteria
Our new AWI Standards approach is based upon two fundamental criteria: Product Performance and Aesthetics. Both criteria are important factors and provide specifiers with the ability to balance the product manufacturing cost to its intended use and expected life cycle.

Most important, AWI’s new approach provides manufacturers with a pathway to standards-compliant products using alternative materials, innovative joinery techniques and the latest manufacturing processes which ultimately lead to a better industry and quality products.

Standards in Effect
The following AWI Standards released in late 2018 became effective as of March 15, 2019, superseding relevant sections of Architectural Woodwork Standards, Edition 2 (2014):

- ANSI/AWI 0620-2018 – Finish Carpentry/Installation Standard
- AWI 100 – Submittals
- AWI 200 – Care & Storage
- AWI 300 – Materials

ANSI Standards in the Works
- Draft AWI 1236 – Countertops Standard which supports the Casework Standard.
- Draft AWI/SMA 0643 – Wood-Stair, Handrail, and Guard Systems Standard, developed in collaboration with the Stair Builders and Manufacturers Association (SMA).
Merry Christmas & Happy Holidays!

Best wishes for a happy, healthy and prosperous New Year from the AWI Board of Directors and staff. We appreciate your support and involvement in 2019.

- A new Solid Surface Material Standard, which is on the horizon in partnership with the International Solid Surface Fabricators Association (ISFA).
- AWI 0400 – Finishing Standard that is coming soon.

Performance Testing at NTC
The AWI Technical Committee and our Staff at the AWI National Testing Center (AWINTC) in Americus, GA have been developing new test methodologies designed to provide product-specific data on the structural and aesthetic qualities of a variety of architectural woodwork components, panel products, drawer components, and shelf support systems.

AWI MISSION NO. 2
Providing education and opportunities for industry stakeholders to participate, collaborate, share resources and engage through AWI.

This year has been a whirlwind of education deliveries, networking activities and Education Outreach events within the industry and beyond. AWI has actively participated in dozens of related events in 2019, with the support of our volunteer presenters and AWI Staff, who make our outreach and education deliveries possible. Thanks to all of you.

External Audience Outreach
Throughout the year, AWI was present to partner with eight (8) of the nine (9) Construction Specification Institute’s Regional Meetings. At these eight CSI Regional events, AWI took center stage to deliver educational and informative presentations on AWI’s new Standards development, and received enthusiastic, positive feedback from specifiers about our new Standards development efforts. AWI and the Quality Certification Program (QCP) also participated as an exhibitor at the American Institute of Architects (AIA) annual convention and interacted with over 100 architects during the event.

On another outreach front, AWI has actively participated with the Deltek-AIA MasterSpec group who write architectural specification templates for architects.

Education Outreach Events
AWI Education Chapter Outreach events continue to be an extremely successful arm of education offerings. They are made possible by local chapters that host these events and our AWI volunteer presenters who give so much of their time and knowledge so that others can benefit.

This year we have hosted two Estimating Seminars, three Project Management Seminars, two Financial Management Seminars, one new Contracts Seminar, and two sessions at AWFS covering Project Management and Estimating. This year, 257 professional careers have been impacted by AWI’s efforts.

The new Contracts Seminar is the first of its kind – a six-hour seminar developed by one of our very own AWI members to further our education and an awareness of the important business matter.
During the AWI President’s Dinner on Oct. 7 in Providence, RI, Michael McNulty, Sr. recognized four members of the Board of Directors whose terms expire on Dec. 31. “We appreciate their contributions of time, travel and knowledge and they deserve special honor and appreciation.”

Pictured (l to r): Tony Aubin, Aubin Woodworking, Inc.; Dustin Giffin, Giffin Interior & Fixture; Rob Ziegelmeier, Digifabshop; (AWI President Michael McNulty); and Bob Krejci, Riverside Construction Services, Inc.

AWI NEWS

AWI Digital Learning Portal
In August 2018, the Board of Directors approved an education initiative to develop a digital learning platform where Education interacts with Standards and Standards interact with Education. AWI’s new learning platform will launch soon. The investment and system is robust enough to carry us many years into the future... truly exciting times.

WIRC Initiative Partnership
AWI partnered with nine related woodwork industry associations as the Wood Industry Resource Collaboration (WIRC) initiative to raise public awareness about the challenging careers and exciting opportunities in our high-tech woodwork manufacturing industry.

AWI Education Foundation
Every year a portion of the AWIF’s budget goes to provide financial aid scholarships to students who have demonstrated an interest in a career in our architectural woodworking industry. In the last 12 months, we have seen a greater increase of personal donations to this fantastic cause. Because of your generosity in 2019, ten scholarships were awarded, totaling $23,000.

This year, our fundraising continued during the AWI Annual Convention in October. AWI hosted an auction of items donated by AWI Chapters and together with other donations and sponsorships by over 60 contributors, raised $31,698! Thank you to all who have contributed to this important initiative’s growth!

In closing, I thank the AWI Board of Directors, the AWI Staff and the entire membership for your support of these successful initiatives in 2019. It has been an honor serving you as AWI’s 64th President.

State of the Association: AWI Set the Standard!

Michael R. McNulty, Sr. is located in Cranston, RI, where he is associated with Lutz Woodworks LLC. Michael has served AWI in various capacities, including Development Council, Chapter Officer Council, and Technical, Nominating, Sustainable, Finance, and Insurance & Safety Committees, as well as AWI Director, Vice President, President-elect, and Chair of numerous task forces. Locally, he has served as President of the AWI New England Chapter. In 2018 Michael led the AWI Quality Certification Corporation as its elected Chair.

Pictured above, Michael McNulty, Sr. receives an AWI President’s Plaque from Tyler Cerny, 2020 AWI President.
Thanks to Volunteers: Your Ideas Made a Difference!

The following chairs of AWI committees and education team leads contributed their time and great ideas in 2019. They and the many volunteers who served AWI in 2019 contributed to AWI’s strength and vitality.

**COMMITTEE CHAIRS**

- Audit Committee
  Skip Heidler
  Heidler Hardwood Lumber Company

- Bylaws and Policy Committee
  Rob Ziegelmeier
  Digifabshop

- EVP Search Committee
  Doug Mock
  Mock Woodworking Company

- Finance Committee
  Tyler Cerny
  Strata Design

- Insurance & Safety Committee
  Dustin Giffin
  Giffin Interior & Fixture

- Nominating Committee
  Tyler Cerny
  Strata Design

- Past Presidents Advisory Committee
  Rob Ziegelmeier
  Digifabshop

- SkillsUSA Committee
  Kristine Cox
  Rowland Woodworking, Inc.

- Technical Committee
  Greg Lutz
  Lutz Woodworks LLC

- AWI-QCC Casework Verification
  Task Force
  Mike Coticchio
  Siteline Interior Carpentry, Inc.

**EDUCATION TEAM LEADS**

- Advanced Estimating
  Luke Remmert
  Remmert & Company

- Contracts
  Sandy Sandburg
  Granite Mill & Fixture

- Finance
  Sebastien DesMarais
  Hollywood Woodwork, Inc.

- Project Management
  Bob Krejci
  Riverside Construction Services, Inc.

**EVP Duvic Retires, Leaves Impressive Legacy... (cont. from page 3)**

- Establishment of an organizational policy that recognizes AWI’s Officers as an **AWI Executive Leadership Team** going forward from 2015.

**Other Member Services**

- Introduction of new **AWI Safety Partner, Federated Insurance**, a provider of insurance, as well as risk management and other resources, including complimentary webinars.

- In late 2007, establishment of the **Quality Certification Corporation** as a 501(c)(6) entity, a separate business unit but affiliated with AWI, that administers the Quality Certification Program.

**Bon Voyage!**

Phil, clearly, you’ve been extremely busy during your tenure with AWI. Best wishes for a joyful retirement as you embark on a new and well-earned next phase of your life. The AWI Officers, Board of Directors, Staff, hundreds of volunteers, and the entire AWI membership wish you well and offer deep appreciation to you for advancing AWI’s service to and stature in the architectural woodwork industry.
AWI Members Elect Three Board Members

AWI members elected three members of the Board of Directors last month whose two-year terms commence Jan. 1, 2020.

**Tony Aubin,** President of Aubin Woodworking, Inc. (an AWI QCP Licensee), will serve a second two-year term. With 27+ years of experience in the architectural millwork industry and Manufacturing Membership in AWI, Tony is a Past President of the AWI New England Chapter and is involved locally in New Hampshire SkillsUSA. He “gives back to the industry” through outreach programs and involvement with local schools and colleges by providing curriculum reviews, mentoring students, and offering help to the local community through sponsorships and product donations.

**Robert S. Krejci,** President of Riverside Construction Services, Inc. will also serve a second two-year term. He brings 30 years of architectural woodworking industry experience to the board. He has served on the AWI Education Committee from 2013 to 2016, and has been on the Project Management Seminar Team for six years. Currently, Bob is Treasurer of the AWI Ohio Valley Chapter, and has served previously as its president and vice president.

**Whitney Pyle,** Vice President and COO of Advanced Cabinet Systems (an AWI QCP Licensee) will begin a two-year term serving on the AWI Board of Directors for the first time. She has been associated with ACS for more than 10 years. Whitney was a speaker at the AWI National Convention in 2017, the same year she received Woodworking Network’s “40 Under 40” recognition. As a presenter at industry forums, Whitney speaks about diversity and other workforce issues.