



January 2025

Metropolitan Washington Association of Plumbing-Heating-HP Inc.

## Newsleak — January 2025

Happy Holidays!

**A World of Good wishes ....**

One of the real joys this holiday season is the opportunity to say thank you and wish you the very best in the New Year!

On behalf of the MWPHCC Board of Directors, our thoughts turn gratefully to those who have helped make the MWPHCC Chapter a successful hub for outreach, networking, training and continued education.

**Thank you!**

The Metropolitan Washington Association for Plumbing, Heating & Cooling Contractors (MWPHCC) is an association dedicated to the promotion, advancement, education, and training of the industry, for the protection of our environment and the health, safety, and comfort of society.

# MWPHCC TECH TRAINING

The Crown Boiler Company will team up with Winnelson to provide a 60-minute Tech Training on the installation, troubleshooting and service of the High Efficiency Crown Boiler. Presenter, Bill Genes, will lead the presentation.



**Thurs. January 9, 2025**  
06:15 p.m.



**Holiday Inn**  
College Park



**Bill Genes**  
Presenter



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## Welcome to our newest Board Members

**Mark Choinski**  
**Rinnai America Corporation**

**Silas Naecker**  
**The John G. Webster Company**

**Brendan Warshauer**  
**United Service Specialists**

Board Members will be sworn in on Thursday, January  
9th during our Chapter Dinner Meeting



Save  
the  
Date

## UPCOMING MWPHCC TECH TRAININGS IN 2025



**FEBRUARY 6, 2025**

Washington Gas on Gas Meters and Regulators, policy and insights.

**MARCH 6, 2025**

Milwaukee Tool with product updates.

**APRIL 3, 2025**

N H Yates will present a training on refrigerant press fittings and the tools used to complete the process, looking at the difference between water and refrigerant press fittings,.

**MAY 1, 2025**

Rinnai will provide product updates and the latest innovations in its continuous commitment to providing the best hot water solutions. Products will be on-hand for a hands-on experience and breakdown of features and benefits.

**SEPTEMBER 4, 2025**

Duhart Company will present on Gas-tite Certification.

*All trainings begin at 6:15 p.m. and are held for Chapter Members at Holiday Inn, College Park*

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## ASK 5 QUESTIONS BEFORE SETTING GOALS FOR 2025

By: Dan Rockwell, *The Leadership Freak Blog*, December 19, 2024

Four things make you unique. Personal goals make sense when they express and extend your experiences, values, aspirations, and talents. You could add **DNA to the list but you don't influence that.** This post focuses on talents.

Ask, "How can I express or extend my talents?" before setting personal goals for 2025.

Gallup says talents are natural patterns of thought, feeling, or behavior that can be productively applied. They are abilities that feel like second nature to you.



Strengths express talents you have developed. For example, learning conflict resolution techniques when empathy comes naturally to you is a developed talent.

5 questions before setting personal goals for 2025. Complete this entire exercise in less than 10 minutes.

1. What can you do easily that causes you to wonder why others find it difficult?
2. What do you see that others frequently miss?
3. What roles or responsibilities feel most like play?
4. What do you consistently do better than others?
5. What is true of you that causes people to seek your advice or perspective?

Explore:

Write a few sentences in response to the following.

- ◆ The talents I would love to express or extend in 2025 are ....
- ◆ I could express or extend my talents in new ways by ....
- ◆ What personal goals come to mind?



Come back to these questions once a day until you are comfortable with your responses.

[Click here for a more detailed list of questions for reflection when contemplating goals for the new year!](#)

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# FOCUS FLASH

Monthly Newsletter of the PHCC Educational Foundation

The lead story of this newsletter could be a long list of all the great things that the Foundation has accomplished in the past year.

But in the end, what matters are the people who have had their lives changed for the better because of our work - the work that many of the readers of this newsletter help to support each year.

So we invite you to take two minutes to hear from a few of the 2024 scholarship winners who wanted to tell you about why getting a scholarship matters so much to them.

Our 2025 scholarship program will open in January and we hope that one of your employees will be able to share their story with our readers next year!

[Click HERE to hear from our scholarship winners!](#)

## What Do Our Scholarship Winners Have to Say?

A large advertisement for Thos. Somerville Co. featuring a background image of a warehouse aisle with high ceilings and tall shelving units filled with boxes. The ad is overlaid with comic-style speech bubbles and text. A large black speech bubble on the left says "WE HAVE WHAT YOU NEED!!!". A white speech bubble on the right says "INVENTORY!". Below it, a smaller white speech bubble says "You can count on us!". Another white speech bubble to the right says "Don't let a lack of options hold you back!". At the bottom left, text reads "DISTRIBUTORS OF PLUMBING, HEATING & AIR CONDITIONING SUPPLIES". Below that, it says "Come see what we have in our branches and experience the difference of working with a team that's always prepared!". At the bottom right is the Thos. Somerville Co. logo, which is a green circle with a white 'S' and the text "Thos. Somerville Co. Est. 1861". Below the logo, it says "Thos. Somerville Co. Distributors of Plumbing, Heating & Air Conditioning Supplies" and "TSCOnline.com".

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The **8-hour, 1-day class** provides a **recertification** opportunity to keep your certification current and up-to-date.

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## 7 REASONS WHY SANTA IS A POSITIVE LEADER

By: Jon Gordon, December, 23 2024



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## HABITS ARE BRAINLESS ACTION

By: Dan Rockwell, *The Leadership Freak Blog*, December 16, 2024

**"We are what we repeatedly do. Excellence, then, is not an act, but a habit."**  
(Will Durant)

I love a good overstatement. William James said, "All our life, so far as it has form, is but a mass of habits..." Actually, we don't think about what we're doing between 35% and 43% of the time.

We are what we repeatedly do. Excellence, then, is not an act, but a habit. Image of a woman blowing down dominos.

### Brainless action.



You don't think about habitual actions. You just do them. I get up in the

morning, drink a glass of water, refill the glass, set it on the counter, and mark it on my calendar. I don't think about it, I just do it. By lunch, I do that routine four times. The most important part of my routine is marking it down. I don't think about it when I manually track it. You automatically wash your hands after using the restroom because you always do. The same goes for making coffee and taking the same exit to work.

**Success is a product of brainless repetition.**

Radical repetition shapes who you become. When you go to the gym once, nothing changes. You reshape your health when you go to the gym three times a week for three months.

### Big is the enemy.

Bad habits are hard to break. Good habits are slow to make – unless you begin

small. Leave your phone in the kitchen if you want to give yourself a few minutes of quiet when you wake up.



Small moments are the mundane ingredient of habits. What do you do at the beginning of a meeting? What about the end? Choose a behavior that contributes to success.

### Bad or useful?

Bad habits corrode life. Thinking about the next task while doing the current one is a bad habit. It's useful to be present.

*What simple routines help you get where you want to go in life?*

*What is your advice for someone who wants to develop a good habit?*





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**Best wishes to the MWPBCC  
for a safe, healthy and prosperous 2025!**



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## PHCC End of Year Recap

Thank you for being part of a great 2024. Our association, our incredible chapters, members, and industry partners came together in constructive ways to address industry challenges, foster growth, and ensure a prosperous future.

Here is some of the work we have done on behalf of and for you, our members:

- ◆ We supported **workforce development funding** and initiatives that provide pathways to careers in plumbing and HVAC.
- ◆ We also worked closely with chapters and our industry partners to **promote careers in the trades** and to ensure a continuous pipeline of skilled workers.
- ◆ We significantly elevated our profile through increased participation in industry events and efforts, including several key education sessions at the **AHR Expo**, one of the largest events in the industry.
- ◆ PHCC leaders and the association's industry partners exchanged ideas and solutions for mutual benefit during the **PHCC Industry Summit** this Summer in Chicago, Illinois.
- ◆ Our annual **Legislative Conference** enjoyed its largest attendance in years, with over 100 contractors and state executives making the journey to Washington, DC to advocate for our association and industry.
- ◆ Your Washington team continues to be exceptionally active in educating lawmakers on Capitol Hill and traveling the country to **raise awareness of critical policy issues** with contractors at chapter and industry events.
- ◆ We've made considerable progress in fighting back against restrictions on natural gas and gas appliances at the state and federal level, while reinforcing workforce initiatives that opens pathways for jobseekers to find secure employment in the plumbing and HVAC trades.
- ◆ Business Intelligence Resources such as our **PHCC Environmental Scan, Member Pulse** surveys and regular PHCC Insta-Intel reports have provided valuable information on trends that members can use to grow their business.
- ◆ The **PHCC Academy®**, a collaborative effort between PHCC and the PHCC Educational Foundation, is building a strong line-up of educational and training resources for the various stages of a p-h-c career, including apprenticeships, technician roles, and the different phases of business ownership.
- ◆ PHCC attended the **HVAC Industry Partners Forum** in August, a productive opportunity to identify common goals and to work together on sustainable practices, realistic regulations, and quality installations.
- ◆ **CONNECT 2024** in Birmingham, Alabama delivered a hometown welcome to an energetic group of p-h-c professionals who experienced top-tier education, the latest technologies, and face-to-face interactions. Be sure to join us for **CONNECT 2025**, Oct. 27-30 in Grand Rapids, Michigan! Check out more here and save the date: [phccweb.org/connect](https://phccweb.org/connect)
- ◆ In the wake of devastating hurricanes this fall – particularly Helene and Milton impacting the Southeast – PHCC proved that it's a community that truly cares, with several members reaching out and helping others in that region and PHCC—National **distributing PHCC Disaster Relief Funds** to affected members.

In this season of giving, we are thankful for our members who support our mission every day of the year. We wish you and your family a joyous holiday season!

As you go about your day-to-day work, remember that the people of PHCC are collaborating on your behalf. The more you get involved, the better we all are. Because making our industry better ... makes our businesses better. That is the value of PHCC.

President      Chief Executive Officer  
Dan Callies      Cindy Sheridan





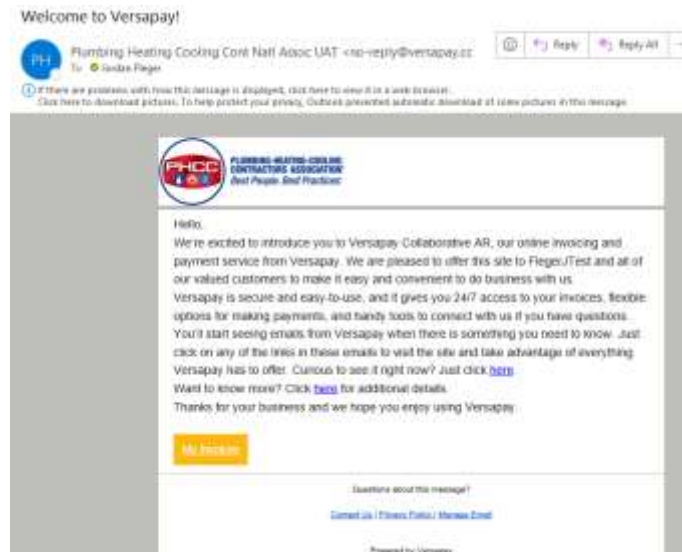
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## Versapay & 2025 Dues

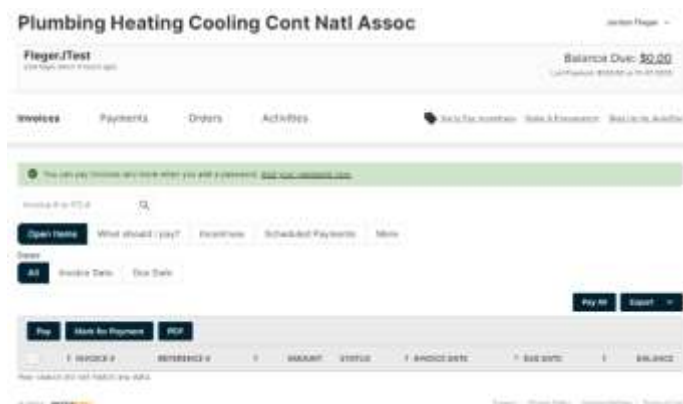
Good afternoon,

The PHCC National office will manage our 2025 dues billing and will be using the payment processing system called **Versapay**. In the coming weeks, you will be sent an email from **Versapay** ([no-reply@versapay.com](mailto:no-reply@versapay.com)) asking you to create your user account if you have not already done so.

Below is a sample screenshot of the welcome email you will receive if you have not created your profile in **Versapay**, and the portal you'll see once you've created your account and are logged in.



Once your account has been created and you are logged in, you will see the below screenshot and will have access to your 2025 membership open invoice(s). You will see a “click and pay” option next to any open invoice for you to easily make a payment. You will also be able to track all payment history in your **Versapay** portal.



As always, if you need immediate assistance, reach out to [membership@naphcc.org](mailto:membership@naphcc.org) or call 703-752-9879 and a team member will be happy to assist you!



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## Webinar: Government Affairs Update

**Jan 9, 2025 02:00 PM in Eastern Time**

Please join PHCC's Chuck White and Mark Valentini for a **"Chuck and Mark Show"** government affairs webinar to preview the agenda of the new Congress and incoming administration, as well as its impact on plumbing and HVAC contractors. Chuck and Mark will discuss policy proposals by the incoming government to reform tax and immigration laws, promote a more robust national energy portfolio, and potentially modify the current workforce education & training regime. Contractors who want to remain "in the know" must not miss this webinar.

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## Metropolitan Washington PHCC Board of Directors 2025

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