



## Best Intentions

Back when we sent out the Summer issue of The Bridge we thought that announcing a publication date of Dec. 21 (the last day of fall) would give us all the time we could get and still call that a fall issue. With that move and Best Intentions we addressed a bunch of other issues So of course now we are pulling the issue together with the calendar giving me until 12:30AM tomorrow as the end of fall and a definite lack of copy to make good on our Best Intentions.

The issue focus is on volunteer motivation and providing membership value. The last NE Region Strategic Plan update identified Building Leadership and Membership Growth. Chapters successful in delivering on that strategy have underlying success in motivation members and providing membership value.

We tried to get chapter leaders to identify their best practices in these areas and were underwhelmed by the response (mea culpa: we likely didn't give them enough notice and our decision to publish three days before Christmas was a long way from brilliant)

Consequently what you have in this issued is the Best Intentions of your editor and those NER chapter leaders who might have provided copy negatively effected by poor timing. For that we apologize with the hope that our Best Intentions can in the future produce better results.

Best wishes for a happy holiday season. *The Bridge* Editor

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## MEMBERSHIP VALUE

By: Edward Healy, Editor

We've heard it in workshops, board meetings, planning sessions and sometimes in our worst leadership nightmares. In a variety of sessions, documents and settings the region has repeatedly identified Leadership and Growth as areas where improvement needs to be made. While some initiatives are being pursued progress has been slow and chapters have questioned if focus on membership value has been lost.

Difficult questions have been asked and answers are slow in coming. For example, are region resources (money and time) being used efficiently to build member value. Member Value is generally accepted as being the key to a membership organization's growth and CSI is no exception. Some leaders cite the declining economy and with it the construction industry bust as the reason for declining CSI membership. While a contributor, since the decline was underway prior to the economic downturn, obviously there are other contributing factors.

Since membership value can and should be added at all three levels of CSI, leaders at the Institute, Region and Chapter level have a responsibility to use resources to maximize member value. In a rush of volunteer exuberance we committed to exploration of the subject and elected to start at the grass roots chapter level with a request...

### The Request:

**From:** [Edward Healy](#)

**Sent:** Wednesday, December 07, 2011 8:41 PM

**To:** NER Chapter Leaders and Communicators

**Subject:** The Bridge Fall FY2012 Copy

NER Chapter Leaders and Communicators,

As Editor of The Bridge and your NER Publication Committee Chair I'm asking you, the communicators for each chapter, to send me info on a program of your chapter that has provided member value or stimulated membership growth. Like you I have been busy and that's my only justification for making this request so late and at the start of the busy Holiday season.

If you can, please get together with your other chapter communicators to coordinate your response and get me a paragraph or two no latter than Dec 16th. My publishing deadline is Dec 21st. (after all it's the Fall issue). The author of the best copy submitted will receive a pair of Genuine Ol' Argyle in Training (GOAiT) sox.\*

Edward (Ted) Healy, RA, FCSI, Member Emeritus, CDT  
Editor, The Bridge, NE Region Newsletter  
Chair, FY2012 NE Region Publication Committee

\*The Small Faint Print: It is my hope that you are sufficiently self-motivated and of such impeccable good taste that such a

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## Northeast Region FY 2012 Leadership

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Edward Healy, RA, FCSI, Emeritus Member,  
CDT

## President's Page

#### Editors Note:

If Ken's message seems familiar to you, it's because you may have read it in our Summer issue of the Bridge. We repeat it in the hope that it remains in your short term memory and you then might be moved to step up your personal commitment to improve functioning of the NER ... and then as Ken suggests ACT!

## CSI Northeast Region – No Boundaries

Why use “No Boundaries” as this year's value statement? The Region is required to perform several specific tasks required by institute guidelines, other than that we can mold the region into what we (the chapters) want it to be, we are limited only by our imaginations.

At this past April's Board meeting the Region Directors had voted to increase spending for increased services such as chapter visitations, electronic communications and leadership training. This is your money and under our new leadership we intend to spend it in ways that will directly benefit and support the chapters.

At the last Region Board meeting a single word which appeared on the list of what the Region needs to improve really struck home with me – ACT. Three simple letters which when implemented can produce great results. I promised the Region Directors I would do this and part of the plan developed by the incoming Executive Committee to provide increased value and service includes:

**Communication**– We are looking into telecommunication companies such as Webex, Skype & GoToMeeting to set up direct communication with the chapters on a regular basis. The Region will be setting up Linked-in, Facebook & Twitter accounts as additional means of communication. We are developing a Region website presence on the Institute's microsite.

**Networking** - It was agreed that the old Region Conference & workshops format were no longer relevant. New ideas for new formats are being explored which will still provide networking and learning opportunities for all members, not just licensed professionals.

**Leadership Development** – Less workshops on awards, technical, certification, etc. and concentration on true leadership development. The Board approved funding for another Leadership in Action leadership mentoring program through BU's Arch of Leadership Program. Other leadership workshop ideas are being explored.

**Chapter Support** – Chapter visitations are required to be made by the Region President and Vice President to all the chapters over a two year period and we will be taking this responsibility seriously. We will use these visitations to listen, learn and share best practices. We will explore how the Region may be able to help struggling chapters.

Miracles happen overnight, serious change does not. The new Board will be working very hard throughout the year on the goals stated above and improve service to the Chapters. So I am now issuing a challenge to all of you – the next time you have an idea, concern or other, don't sit back and complain about it – do something about it – ACT and help out on a Region Committee or Task Team.

Looking forward to working with/for you.

Kenneth R. Gehringer, AIA, CSI, CCCA  
Northeast Region President

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Edward Healy, RA, FCSI, Emeritus Member,  
CDT

**A**s principal generator of content for the Bridge I wanted to thank the chapter Leaders who somehow found the time to communicate on the Member Value issue. It will be a cold day in hell before I again set a deadline 3 days before Christmas. For those of you that could not find the divine assistance to perform all that the season and I demanded, the good news is you now can procrastinate until February 3, 2012, our next copy deadline, and enjoy a very festive Holiday.  
**Ol' Argyle**

(Continued from page 1)

transparent attempt to motivate you to your best effort with a lovely pair of blue and green argyle wool sox is audacious in the extreme but for what it's worth I, Ol' Argyle, make the offer. The award of one pair of GOAit Argyle Sox will be made to the author of copy judged best by Ol' Argyle himself, and of course the Judge's decision will be final. Relatives closer than second cousins twice removed are nit eligible for the grand, and only, prize. .The prize has a NER Scholarship auction value of \$95 but is actually priceless when paired with the Genuine Ol' Argyle Knickers Kit, available for \$9.99 at [Ol' Argyle Enterprises VLLC](#) - 625 Boston Tpke - Shrewsbury, MA 01545 - .

### The Responses:

#### Buffalo

Ted, Basically all our 8 yearly programs offer member value, because every program offers one AIA learning unit which also stimulates membership growth. But the one big program is our CSI/AIA Joint Seminar which the CSI sponsors and invites the AIA to participate (attachment). This is our third such seminar which we try to have annually. The program is attached which you should have received with the SCOPE. We get members because of the credits but our problem is retention. If you read our SCOPES we took in five new members in the last couple months and total membership declined to 57 members. I remember the good old days when we had 120 members. Good luck in your publication. Al Oberst, Editor Buffalo Newsletter, The Scope

#### Rhode Island

Ted, we have experienced a membership decline in RI but average upwards of 50+ attendees per monthly event, which primarily are facility tours. I shared descriptions of these events in the last 2 years of Director's reports, so I'm not sure whether this would be redundant info? The other successful event we had in 2010 and 2011 is our joint Winter Social (holiday party) which draws members and non-members from throughout nearby states. Here is a link to our event (plus all other events which can be viewed on our monthly calendar):

<http://ri.csinet.org/Functional-Menu-Category/Upcoming-Events/Annual-Winter-Social-12211.aspx>

It's also worth noting that publicity of events has proven very successful to promoting increased attendance. We currently broadcast via Evite.com invitation tool, on our new microsite, via LinkedIn Group, and on affiliate organization's event calendars (e.g., AIA, NAWIC, etc.)

P.S. Love the fine print! haha  
Tracey Powell, Assoc. AIA, CSI

#### Maine

OA, In response to your request for a Chapter Membership article for the next issue of the "Bridge". I have attached a brief article about Maine Chapter Membership growth. I expect we will have at least 2 new Student Members within the next month.

#### Maine Chapter Membership

The growth in the Maine Chapter Membership has come primarily as the result of attracting new "Student Members". The number of student members at the University of Southern Maine has grown to the point that a "Student Affiliate" is being formed and the Chapter Bylaws already included provisions for this to occur. This has been facilitated by the fact that David Early, PE, CSI, CCA is serving as a Faculty Member at the campus as well as the Chapter holding an occasional Chapter Meeting on campus.

The Chapter Membership also includes two members who serve on the faculty of the University of Maine at Augusta, home of the only architectural program in the state. The Chapter holds one meeting each year on the UMA Campus that is well attended by the UMA Students and we hope to gain some student members from these contacts. Each year the Chapter holds a meeting on the campus of Central

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CDT

*(Continued from page 3)*

Maine Community College as a way of interesting those students in CSI. In addition, one Chapter Meeting each year is held in the Bangor area with an invitation extended to the students in the Civil Engineering and Construction Management programs at the University of Maine.

Not all of these meetings produce additional members but it is an excellent opportunity to introduce students to CSI as well as for students to meet practicing professionals in the design/construction industry and in some cases it results in summer employment for the students. Dick Eustis

### Worcester

The Worcester County Chapter of CSI has been running a Golf Tournament as a scholarship fundraiser for 14 years. It continues to be highly successful, both in number of attendees and participating sponsors. While raising funds for the Chapter's Michael G Lapomardo Memorial Scholarships, chapter members and local construction community members meet for a fun day of golf and relaxed networking that builds relationships and the WCCSI image. Participating tournament sponsors receive the promotional value of getting their name in front of the more than 100 golfers. Over the years, the chapter has given out more than \$50,000 in scholarships. The scholarships are available to anyone who is directly related to a member of a construction related professional organization or tournament participants and sponsors.

Running a close second in membership value and also a contributor to membership growth are the monthly Chapter meeting programs. Eight of the ten scheduled programs each year are AIA/CES registered programs enabling our members and non-member guests to get a majority of their required Continuing Education credits from attending. Non-member guests who attend for the benefit of the credits also get acquainted with CSI. We have had success incorporating the CSI 50-50 Membership Promotion Program into the meetings. The chapter continues to develop programs as an AIA/CES provider with an eye on providing programs of greater interest and higher quality.

Marty Helly

### And ...

that's all we got ... so far. We know that other chapters have worked on developing member value and, but for bad timing on our part, we would have had more responders. We will modify our future publishing schedule to releases at mid season. So for those of you with Best Intentions but no time, how about getting me Winter Issue copy by Feb 3, 2012 for a publication deadline of February 13, 2012.

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CDT

Anything in the range of 15 yes answers please call me. I've got a couple of leadership hats you can try on for size.

Anything below 10 yes answers please call me. I've got a pair of Genuine Ol' Argyle in Training (GOAiT) socks if you're willing to volunteer to follow me.

Ol' Argyle 508-842-8520

# Volunteer Motivation

## Twenty Questions on Leadership

1. Are you in a leadership position?
2. Would you consider being in a leadership position?
3. Would you follow an effective leader to explore your leadership potential?
4. Are you an effective leader?
5. Do you delegate?
6. Have you successfully recruited assistance?
7. Have you matched members skills and interests with the task?
8. Do you allow those you lead the freedom to work their way?
9. Do you have a vision. a plan, goals and strategies?
10. Do you communicate? Do you clearly communicate your objectives?
11. Do you "help" only when necessary?
12. Do you motivate?
13. Do you elevate the performance of those you lead?
14. Do you monitor in a constructive manner?
15. Do you offer assistance gracefully when necessary?
16. Do you recognize good work?
17. Do you criticize constructively only when necessary?
18. Are you motivating others to become leaders?
19. Do you listen?
20. Are you open to suggestions?

*The Bridge*

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CDT

The NER could provide an incentive for chapter improvement by creating four new NE Region awards

Outstanding Large Chapter Commendation – 100 or more members

Outstanding Small Chapter Commendation

Most Improved Large Chapter Commendation – 100 or more members.

Most Improved Small Chapter Commendation.

In FY2011 the NER budgeted \$3200 for \$800 incentives to Chapters meeting Growth Goals. Does your chapter believe that awarding four \$800 incentives as suggested above would be a good use of Region funds? **Would your chapter support a recommendation to that effect?**  
Editor

## Updating Chapter Bylaws

By: Dick Eustis, PE, FCSI, CCCA, CSC  
NE Region Bylaws & Admin Reference TT Chair

In most cases, CSI Chapter Bylaws need to be updated as the result of the 2 most recent amendments to the Institute Bylaws, one dealing with the change in "Membership Classifications" and the other dealing with "Chapter Delegates" to the Institute Annual Meeting and responsibilities of Institute Directors. Two reminders have been sent to all Chapters along with a brief presentation at the November Region Board Meeting. If you still have questions about the need to update your Chapter Bylaws, please let me know.

As you begin the updating process, there are few things to consider. First, the revision in the Institute Bylaws left it to individual Chapters to determine the right to hold Chapter Office or vote in Chapter elections for "Emerging Professional Members". Because the Institute Bylaws changes eliminated the "Industry Member" classification, any reference to Industry Members needs to be eliminated. The Institute has also adopted "Gender Neutral" language so all gender related terms need to be revised. Further, the Institute has asked that all requests for approval of bylaws amendments be submitted as a "Word" document using "Track Changes" to show revisions.

**For Chapters that intend to submit an "Outstanding Chapter Commendation" nomination this year, it is important to begin the process of getting your Chapter Bylaws update. One of the Mandatory Requirements for the OCC submission this year is proof the Chapter Bylaws have been updated or at least an initial update submission has been made to the Institute.**

As of the latest report distributed to the Institute Bylaws Approval Review Task Team, in the NE Region, the Maine Chapter has completed the Bylaws updating process and the Buffalo-WNY Chapter and the Worcester County Chapter have submitted documents for review and in both cases, review comments have been returned to the respective Chapters. I am serving on the BARTT but will not be formally reviewing any submissions from the NE Region. However, at the Region Board Meeting I offered to do a preliminary review for any Chapter in the Region that requested it, as a way of reducing the approval time. Having someone outside the Chapter do a preliminary review may be of help, especially if they know the "Hot Topics" that need attention.

### *The Bridge*

The Outstanding Chapter Commendation identifies areas of chapter activity necessary for success. By using it as a chapter improvement planning tool a leader can improve his or her chapter's performance. To submit Chapters must meet certain mandatory requirements. One of the mandatory requirements is to have the Chapter Bylaws update at least in the initial review stage. To assist in the updating process we are pleased to offer Dick Eustis's Article.

***The Bridge*** Editor

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**Northeast Region CSI  
Region's Future – Workshop  
May 7, 2011 /Update**

Material on the following pages repeats the table summarizing the May 7, Workshop as it was published in the Bridge Summer 2012 issue with Updates of subsequent actions indicated thus /red copy. The intent of the workshop was to look forward for ways the Region could be of increased service and provide a greater level of value to both Chapters and to members. The workshop was to determine what the Region would like to accomplish in the future and not to get bogged down on details or individual tasks. Additionally non-construction comments were recognized in the original table but have been deleted with the update to save space.

The table outlining the discussion /Update follows...

<b>CHAPTER SUGGESTIONS:</b>	<b>DISCUSSION/UPDATE</b>
<b>1 Chapter/Member expectations of the Region?</b>	
1.1 Do what chapters cannot do	Requires identification hopefully starting with this workshop. /Funded Arch of leadership
1.2 Run and organize Region Conference	Budgeted \$5000 for a feasibility study/ 5K is for Event Planner
1.3 Bring Chapters together / networking; Provide networking opportunity	/At Fall FY12 Board mtg invited 3 local chapters.
1.4 "How to" Workshops (e.g., Leadership, Membership); Professional development	Budgeted \$4000 for workshops /At Fall FY12 Board mtg ran programs for 3 local chapter attendees.
1.5 None –	What Region? (Members not aware of Region's existence.
1.6 Chapter support committee chairs	
1.7 Share best practices	/Fall directors reports did some sharing
1.8 Support "struggling" chapters	/Initial steps being taken to assist chapters
1.9 "What's in it for me?" Voice of the member	/No update
1.10 Mentors / Future Leaders	/No update
1.11 Mentoring – create succession	/No update
<b>2. What does the Region Need to improve?</b>	
2.1 Communication	/No update
2.2 Website	Tracey is creating a microsite?/go to <a href="http://ner.csinet.org">http://ner.csinet.org</a>

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**CHAPTER SUGGESTIONS:**

**DISCUSSION/ UPDATE:**

**2. What does the Region Need to improve? (Cont)**

2.3 Develop social networking (internet and in person)	Tracey was going to set up a group with LinkedIn & Facebook?/Go to <a href="http://www.linkedin.com/groups/CSI-Northeast-Region-4034242?trk=myg_ugrp_ovr">http://www.linkedin.com/groups/CSI-Northeast-Region-4034242?trk=myg_ugrp_ovr</a> /Couldn't find facebook group
2.4 Doesn't focus on CSI Mission Statement	/No update
2.5 Filter information from the Institute	/No update
2.6 Act	Do something _ We need more Volunteers!/ read this issue and volunteer
2.7 Promote Mission of CSI and its Value to the Chapters	/No update
2.8 Visitations - Presence in the Chapters	Budget increased \$1600/3 chapters joined Fall Board Meeting
2.9 Increase involvement of inactive members / non-affiliated (i.e., the silent majority)	/No update
2.10 Utilize membership retention programs	/No update
2.11 Promote every 1 member counts program in chapters through Region Leadership	/No update
2.12 Lower assessment	/approved recommendation to return unspent Budget funds to Chapters
2.13 Possibly consolidate struggling chapters	New Hampshire/Vermont, Hartford/Housatonic, Districts (groups)/initial discussions on helping. NH & Housatonic have no NER Board Director. Volunteers sought for direct assistance.
2.14 Value proposition	/Read this issue of the Bridge and Communicate
2.15 Motivation	Future leadership development event with motivational speaker /presented at Fall Board meeting

**3. What has the Region done well?**

3.1 <u>Conferences</u> (Past); Prior conferences provided networking venue	All attendees don't need CEU's; Conferences should provide more than that/No update
3.2 Build <u>relationships</u> among active members	/No update
3.3 Host / Home Base Convention	/some chapters exploring possibilities

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**CHAPTER SUGGESTIONS:**

**DISCUSSION / UPDATE:**

**3. What has the Region done well?( Cont)**

3.4 Ask for more than volunteers can give

Expectations are too high; Combine with leadership development to foster future leaders/**No update**

3.5 Build its reserves

**/unspent budget items in FY2012 will be returned to chapters**

3.5 Build its reserves

**/unspent budget items in FY2012 will be returned to chapters**

**4. What does the Chapter and Members believe the Region capable of doing?  
How can the Region achieve these things?**

4.1 Building relationships

**/No update**

4.2 Face-to-face interaction

**/No update**

4.3 Implement the "Strategic Plan"

**/No update**

4.4 Launch microsite (link chapters)

**/go to <http://ner.csinet.org>**

4.5 Virtual meetings to improve communication

**/No update**

4.6 Lower Region assessment

**/No update**

4.7 Show value

**/Read Member Value Page 1 This issue**

4.8 Sharing best practices (e.g., having leaders of one chapter be active in another chapters).

**/No update**

4.9 Create plan to attract student members throughout the region (e.g., competition)

The Region needs to do more to attract "Emerging Professional Members" and "Student Members". It was suggested that some type of "Student Competition" be developed that could be held as a part of a Region-wide Event. Expand the awards beyond performance recognition (e.g., project awards, design/construction team).**/No update**

4.10 Identify issues at the chapter level and address

**/No update**

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## ACTION ITEMS:

### 1. Communication

1.1 Social Networking

## DISCUSSION - ACTION

Improve comm. & reach younger members/  
**No update**

1.2 LinkedIn, Facebook, Twitter (Social media)

Tracey working on these? **/Partial completion**

1.3 Website – Create microsite to link chapters

Bulletin Board for sharing best practices/**completed**

1.4 File Repository – Designate access

**/No update**

1.5 Region Excom and Directors online meetings

Bi-Monthly TBD/**No update**

1.6 Region Committee Chair online meetings

Quarterly TBD/**No update**

1.7 Board Meetings

**/No update**

1.8 Newsletter (Constant Contact)

There is a need for a greater level of information sharing between Chapters which could be accomplished by more active Region Chairs and more Chapter and Program information in the Region Newsletter. There was also a suggestion of a more frequent Newsletter but no discussion on how Chapter or Program information would be acquired for the Region Newsletter. **/No update**

1.9 Region News Flash

**/No update**

1.10 Chapter Visitations

Increased Pres & Vice Pres. Budget \$1,600/  
**President visited Boston, Metro NY, NJ and LI Chapter contact/"visitation made with Buffalo, Syracuse and Rochester at augmented Board Fall Meeting**

1.11 District Workshops

Allocated \$4,000 for workshops/**first done in conjunction with Fall FY2011 Board Meeting**

### 2. Relationships

2.1 Networking / Exchanging Ideas

**/No update**

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**ACTION ITEMS:**

**DISCUSSION / UPDATE:**

**2. Relationships (Cont.)**

2.2 Future Region Event (formerly conference)

It was clear the Board wanted some type of "Region-wide Annual Event" that would attract many Region Members in addition to Region Board Members and Region Committee Chairs. Although not clarified, it was suggested that this "Region-wide Event" needed to be located convenient to all Chapters in the Region./No update

2.3 Hire an Event Planner to assist in Future Region Event FKA Region Conference

Budgeted \$5,000/No update

2.4 Motivate Committees & Task Teams,

no "committees of one"/No update

2.5 Committees / Task Teams (12)  
Academic – Students, Emerging Professionals  
Awards  
Certification  
Communications\* – Publications, Website  
Education –  
Finance\* – Audit books (Prof. \$2,500/yr)  
Membership  
Nominating  
Planning\*  
Fundraising – Product Show\*  
Publications\*  
Technical  
Website\*

(\*not required by institute)/volunteer Committee chairs sought for Education and Fund Raising / Product Show.

**3. Leadership Development**

3.1 Training Districts (5)

There was a desire expressed to have Chapter Leader Training presented in 5 locations around the Region each year, each location serving 3 Chapters in close proximity. There was some discussion that the Region President's or Vice President's participation in one of these "Leader Training Sessions" might be considered as a "visit" to each of the 3 chapters involved./First session conducted with Fall FY 2011 Board Meeting. Task Team appointed Kevin Phillips as Chair, Ruma Som, Dick Eustis & Tracey Powell

3.2 Leadership Training

Increase Region funding/Budgeted Region support /Budget approved with Arch of Leadership Program funded at \$9000

3.3 Mentoring

Emerging Professionals/No update

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**ACTION ITEMS:**

**DISCUSSION / UPDATE:**

**4. Support chapters (Cont.)**

4.1 Visitations (Chapters/Districts)

Indication that Chapters wanted more visits from Region President and Region Vice President but it was not clear what Chapters wanted accomplished by visits other than seeing a Region Officer. President & VP) Budgeted additional \$1,600./President visited Boston, Metro NY, NJ and LI Chapter contact/"visitation made with Buffalo, Syracuse and Rochester at augmented Board Fall Meeting

**5. Strategic Plan**

5.1 Show Value of Region

/No update

5.2 Region's Plan (1998)

/No update

5.3 Institute FY11-15 (Adoption/Achievement)

/No update

5.4 Possible Task Team

Possible Task Team

5.5 Board Meetings

Consider reduction of Board Meeting expenses./Task Team appointed Kevin Phillips as Chair, Ruma Som, Dick Eustis & Tracey Powell to study Board Size Reduction

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Edward Healy, RA, FCSI, Emeritus Member, CDT

When you see a president's name listed as a member of a committee that probably means one of two things. Either the president in addition to other responsibilities wanted to chair that committee or a volunteer was not designated as chair of the chapter committee on the *Chapter Officers and Committee Chair* form submitted to the Institute.

One of a president's prime responsibilities is to motivate chapter members to participate in the operation of the chapter. Chapter Committees are where active volunteers participate in the creation of outstanding chapters. In that participation relationships are formed; skills are learned and developed; and lasting bonds can be formed between individuals and the organization.

**Participation** is the engine that drives chapter growth.

#### NER FY2012 Chapter Presidents

Boston— Brian Neely  
Buffalo—Elisabete Gooden  
Eastern NY— Annette Woodside  
Hartford—Jennifer Casedy  
Housatonic—Frank Tropea  
Long Island NY—Ken Raikowski  
Maine—Bill Charland  
Metro NY—Jeff Matles  
New Hampshire—Bob Weygant  
New Jersey—Charles Vetter  
Rhode Island— Tracey Powell  
Rochester—Craig Mole  
Syracuse—Kevin Phillips  
Vermont—Rebecca Leet  
Worcester—Martin Helly

## A Communication Update

To facilitate the communication process we require identification of those members that have volunteered for leadership positions at the Region and Chapter level. That information is customarily given on the Institute Website in the Leaders area and also on The Regions website. Communication is complicated by issues with the data in both of these locations. We downloaded the NE Region Committee Chairs and list them below as verified. We ask that these chairs make it their first item of business to identify their Chapter Committee Chairs. Chapters can make communication much easier by seeing that both Institute and Region Websites list their Officers and Committee Chairs correctly.

Some chapters do not list a member for some committees. In that case we know what will be achieved. We are not at all certain that listing of the Chapter president or another member that has no time to address committee responsibilities will result in an upgrade in committee performance. A committee of one is also not likely to be an upgrade. The simple act of volunteering does not guarantee participation. **Please copy me with any changes or additions to the list.**

Editor *The Bridge*.

## FY2012 Region Committees

Committee	Chapter
<b>Academic Programs</b>	
Ruma Som, Chair	Metro NY
<b>Awards</b>	
Jim Grucella, Chair	Buffalo
<b>Education</b>	
Ken Gehringer, Chair	Volunteer sought?
<b>Finance</b>	
Jay Strother, Chair	Housatonic
<b>Membership</b>	
Edward Healy, Chair	Worcester
<b>Nominating</b>	
Tracey Powell, Chair	Rhode Island
<b>Planning</b>	
Brian Neely, Chair	Boston
<b>Product Show</b>	
Vacant	Volunteer sought?
<b>Publication/Editor</b>	
Edward Healy, Chair	Worcester
<b>Technical</b>	
George Rosamond, Chair	Housatonic
<b>Webmaster/Website/Electronic Comm.</b>	
Dick Eustis, Chair	Maine

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## Northeast Region FY 2012 Leadership

### Executive Committee

#### President

Kenneth Gehringer, AIA, CSI, CCCA

#### Vice-President

Brian H. Neely, AIA, CSI, CDT, NCARB

#### Treasurer

Roland Barrett, CSI

#### Secretary

Tracey Powell, AIA Assoc. CSI

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Principal Region resources to accomplish agreed upon goals and objectives are two in number.

1. Budgeted funds
2. Time volunteered by members

The Region board approved a FY2012 Budget with funds taken from reserves to accomplish identified Workshop objectives. However goals and objectives will not be accomplished without the second resource. The volunteer time of the membership sufficient to staff the effort has not been there in recent past history.

**Chapter President Check Alert:** We return again at the chapter committee chairs as listed on CSI-net.org and NERegion.org and many are still unfilled. The listings omit our large Chapters Boston and Metro NY and other chapters look like they might have incomplete early data. A review of your chapter leadership would aid in communications. The Region committee chairs might take that as an early task.

Editor *The Bridge*

As Dick so well states, the question is ...

**WHERE ARE THE VOLUNTEERS?**

## Where are the Volunteers Part II

By: Dick Eustis, PE, FCSI, CCCA, CSC

Most Membership Organizations are heavily dependent on volunteers to do the multiple tasks that are necessary to keep the organization vibrant and to just keep the organization functioning. CSI Chapter and the NE Region are not the only organizations attempting to find volunteers to fill available slots; this same problem is faced by most other profession or social organizations that cannot afford full-time staff.

Numerous studies, as well as experience have shown that some of the older methods of "group invitations" no longer work. Our increased use of email, including email "blasts" to groups large and small, are becoming much easier to delete without reading. Gone are the days when we felt a responsibility to read each email that we received. I even have a friend who explains that when he turns on his computer, the first thing he does is delete all new email message, his assumption is if it is important, someone will telephone him.

If group invitation no longer work, we may need to revert to older tactics of "one-to-one" requests. As organizational Boards, we may have to specifically identify members that we believe are capable of doing a required task and then invite the member to have coffee in public area. If the member cannot be recruited over a single cup of coffee, you may have to find someone else. Don't just borrow a person's name to fill a blank, have some expectation for active participation. Members need to feel they can contribute to "Making a Difference" to the organization or to their industry. This may require a little more advance preparation but the results will show the value.

We cannot forget that "Volunteerism" has many benefits. With the availability and use of Social Media, an increasing number of organizations are looking at volunteer activities when reviewing resumes for new hires or consideration for promotion. Volunteer activity within your profession is an excellent demonstration of interest in your field. Leadership activities in membership organizations are a clear indication of one's reputation among their peers.

Being an active volunteer also opens many learning opportunities. CSI is an organization devoted to improving communications among all parties to a project, designers, constructors, suppliers and owners. How better to learn about the different viewpoints about any project related issue than to sit around the table with all of the parties without having to discuss issues where the results of the discussion will be an additional cost to someone at the table. It is much easier to arrive at a fair and equitable solution when money is not a part of the consideration.

Being an active Volunteer may require a little time but the educational benefits are well worth it. Further, if the knowledge that is gained improve your chance of getting a job, or increases your opportunity for promotion, the time should be seen as a small investment. Add this to the fact you will have an excellent opportunity to "Make a Difference"

If you have the interest, don't wait to be asked, call you Chapter or Region Leaders and indicate you would like to be involved. Begin solving those problems that you wish would disappear. Be the catalyst for improvements in your field of interest. You are the best one to make the start.