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NEWS



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Expo 2024 Overview



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May is Mental Health Month



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Building Supply NEWS



ABSDA Serving the Industry for 70 years

It will come as no surprise ABSDA currently has over 550 active Member Retail Building Supply and Associate Supplier Members.

ABSDA is the collective voice and liaison for the independent Building Supply and Home Improvement Industry.

Since 1955 this Association has focused on industry specific needs to our Members.

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The ABSDA Building Supply News is the official magazine of the Atlantic Building Supply Dealers Association and is published in February, May, July and September. The Atlantic Building Supply News is distributed to all ABSDA Dealer and Associate Members.

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ABSDA Executive 2023-2024



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Past Chair
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 (902) 275-5512



Vice Chair
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 Roblynn Home Hardware
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President
Denis Melanson
 ABSDA
 Dieppe, NB
 (506) 858-0700

ABSDA Directors 2023-2024



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 Hickey's Building Supplies
 Conception Bay, NL
 (709) 744-2132



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 Callbecks Home Hardware Building Centre
 Summerside, PEI
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Deborah Brinson
 Gander Bay Building Supplies
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Stephen Rector
 Island Home Hardware
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Tim Sabean
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 (902) 471-7391



Jeff Peddigrew
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Kyle Crook
 Kohltech
 Debert, NS
 (902) 222-2395



Thank you for this Opportunity



It is hard to believe that it has been seven years since I agreed to accept Denis Melanson's invitation to join the ABSDA Board of Directors.

As I had mentioned in a previous article, Earle McCutcheon and Sid Smith brought me into this industry thirty years ago, and both were big proponents of ABSDA. Sid actually served a term on the Board of Directors, so, based on his positive experience, it was an easy decision to volunteer to join the board.

As Past Chair Steve Foran mentioned in his last article as Chairman, serving on an Association Board is a great way to broaden your perspective, outside of the four walls of your individual business. Learning, seeing and hearing the perspectives of other people, is never a bad thing. While you don't always have to agree with contrary points or opinions, truly listening to and thinking about them will make you aware that not everyone thinks the same way, and there are different paths to achieving common goals. Our current Board is a collection of dealers, wholesale distributors, manufacturers' agents and manufacturers salespeople. If you are reading this article, perhaps you or someone within your organization would be interested in joining the Board? ABSDA is always in search of new Board members, so please reach out to a current board member or the ABSDA office directly.

I have enjoyed a wonderful 12 months as Chairman of the Board. It is not lost on me

that I am the first "non dealer" Chair. I see this as a privilege and also as a sign that ABSDA is progressing, and open to change. Another great sign of progress is that our incoming chair, Tanya Hanson Rocca, will become only the second woman to Chair

our Board. I am certain that Tanya will do a wonderful job and I am also certain that we will have future non dealer and female chairs.

While I take no credit for these successes, I would be remiss if I did not highlight some of the great achievements of our association over the past 12 months:

- The hiring of Patrick Goguen and Terry LeBlanc to provide enhanced HR and Marketing deliverables for our membership.
- The successful rollout of the ABSDA APP – your competitors are on the app, you should be too.
- Two very successful and fun Summer Events.
- The 2nd annual HR conference in Halifax which provided great insights into methods and programs to help members with this important facet of their business's.
- Despite a blast from Mother Nature, a sold out and Uber successful Expo.
- The launch of the Kiln Dried Studs World Tour 2024, which will lead to a donation to the IWK that will likely exceed \$10,000. Thank you to the Studs and to our Generous Membership.
- Sold out, and enhanced training sessions in new locations.

Congratulations to Denis, Connie, Patrick and Terry for carrying out the Associations vision of adding services and value for our membership.

Peter Merrill
Chair



Brian Warr
NEWFOUNDLAND & LABRADOR
(709) 770-5607
bwarr@castle.ca

Terry Mulock
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(902) 471-3985
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Are Trade Shows Still Relevant?



Denis Melanson
President

Let's get right to the short answer to this questions – heck yes they're still relevant.

In an increasingly digital world, trade shows continue to play a vital role in the business landscape in 2024. Despite the rise of online commerce and virtual meetings, these events offer unique opportunities that cannot be replicated through digital platforms.

The value of face-to-face marketing for establishing trust with clients and prospects should never be overlooked. The reality is, people are there for something tangible, otherwise they would source everything from the comfort of their own homes.

For vendors, trade shows offer a stage to showcase their products to a targeted audience of retailers and industry insiders. This exposure will lead to increased brand recognition and awareness. Trade shows are an excellent opportunity to launch new products, conduct product demonstrations, and gather valuable market research.

Trade shows are also an efficient way to generate leads and prospects. For vendors, having a physical presence at these events allows them to engage with potential customers directly, answer their questions, and provide information about their products and services. Retailers, on the other hand, can connect with vendors that align with their business goals and product needs, streamlining the process of finding new suppliers.

ABSDA Expo 2024 was without question one of the best shows we've had in decades.

The Expo had some trying years at times, however with the support of so many ambassadors we were able to remain resilient and return its status to the glory days.

If we continue to work together and respect the rules of engagement of participating in our Expo we will continue to have success. What are those rules of engagement you ask?

The number ONE rule to respect as a vendor is this – Do not offer Expo specials to Non-Attending dealers! It's simple! Provide solid Expo specials and make it worth the trip and the expense for Dealers to attend, and then ensure that you offer the deal to attending dealers ONLY.

Simple.....so simple.

I would like to take a moment to thank all our Expo Sponsors! Without their financial support we would not have the same level of success. Thank you also to all our Exhibitors for attending and providing a great experience to our Dealers. Last but not least, thank you to all the Dealers that attended because without your participation there simply is no Expo.

As an association we've had a fantastic year and we'd like to thank all our Members.

On June 27th we'll be holding our Annual General Meeting if you're interested in coming out and hearing about our accomplishments for the past fiscal year.

Wishing everyone a happy spring and good preparation for the summer construction season ahead.

Denis Melanson
President

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Patrick Goguen
Director, Training and
Workforce Development

HR Insights

The Role of Emotional Intelligence in Effective Leadership and Team Management

In the fast-paced world of business, the concept of leadership has evolved beyond just making strategic decisions and managing teams. A new dimension has emerged – one that emphasizes emotional intelligence as a cornerstone of effective leadership and team management.

Emotional intelligence, often referred to as EQ, encompasses the ability to understand, manage, and harness emotions – both one's own and those of others. In a leadership context, this means having the insight to navigate complex human interactions with empathy, self-awareness, and social skills. But how does EQ translate into better leadership and team dynamics?

At its core, emotional intelligence enables leaders to forge deeper connections with their teams. Gone are the days of the distant and detached boss. Instead, leaders who embrace EQ foster an environment where open communication and trust thrive. They listen actively, validate emotions, and create a space where team members feel valued and understood.

Moreover, EQ-driven leaders are adept at conflict resolution. They can identify underlying emotions that contribute to conflicts, address them with sensitivity, and guide the team towards solutions that benefit everyone. This not only maintains a

harmonious work atmosphere but also prevents conflicts from festering and affecting productivity.

Team management is where emotional intelligence truly shines. Leaders with high EQ understand that each team member is unique, with varying motivations and needs. This insight allows them to tailor their approach to individual team members, thereby boosting morale, engagement, and overall performance. When employees feel their emotions are acknowledged and their well-being is considered, they become more invested in their work.

The ripple effect of emotional intelligence extends beyond the leader-team relationship. It impacts collaboration, innovation, and even the organization's bottom line. When leaders encourage an emotionally intelligent culture, it encourages team members to support and uplift each other. The result is a cohesive and productive team that is more resilient in the face of challenges.

In conclusion, the role of emotional intelligence in leadership and team management cannot be overstated. EQ-equipped leaders empower their teams by creating an environment of understanding, empathy, and trust. They harness the power of emotions to navigate conflicts, adapt to different personalities, and ultimately drive success. As organizations continue to evolve, cultivating emotional intelligence is no longer just a soft skill; it's a vital tool for effective leadership in the modern workplace.

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Washer Toss Tournament

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Registration price is \$150 per person

Golf Tournament

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SHOTGUN START: 11AM
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Teams of 4 people (max 36 teams)
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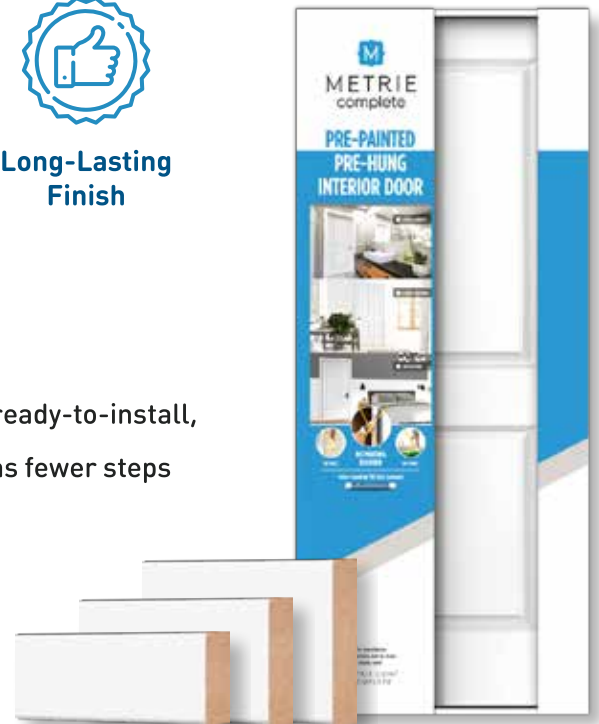


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Expo 2024 Recap

Thank you to everyone for participating in our 2024 ABSDA EXPO. Following is a brief recap of the highlights of the event.

271

retail member locations participated

84%

of Dealer member locations were represented

11000

attendees walked the floor

With a solid attendance and our first sold-out floor plan, we couldn't have done this without all of your support!



Over
150
vendors participated



565
people attended the
Meet & Greet

Over
\$12K
was raised for the
IWK Children's Hospital



720 people attended
the Gala &
Awards night



Congratulations to our 2024 Award winners.



Retailer of the Year

Yvon Godin TIMBER MART
André “Goofy” Godin
and Wife Lenore



**Salesperson
of the Year**

Sheldon Atkinson
Gentek



**Young Leader
of the Year**

Ryan Buck
Buck’s Home
Hardware

(accepting the Award on behalf of
Ryan was his father Brian Buck)

93%

of our members attended the
EXPO to meet customers

74%

reached out to dealers and
new prospects prior to the show

81%

of our members rated the
events as Good to Excellent



**The votes are in and the Members have spoken!
Expo 2025 will be March 5 & 6
Thank you all for your continued support.**



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TO ALL OUR 2024 SPONSORS

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Focusing on Mental Health

Partnering with the Canadian Mental Health Association

We were excited to announce our new partnership with the Canadian Mental Health Association (CMHA) at the ABSDA EXPO Gala event this past March. Although at the time we didn't know exactly how this partnership would manifest itself, we knew that raising our collective awareness of Mental Health was important and we knew that we couldn't do it alone.

I'm happy to report that the partnership

with CMHA is shaping up in a big way. The Provincial CMHA Divisions are excited to support members in every province. In the coming weeks and months, we will be kicking off new Mental Health initiatives and we thank you in advance for your participation and engagement:

Mental Health Awareness & Resources:

We will continue to provide Mental Health resources through our print and digital publications including our ABSDA APP,

Website, Magazine, and our Monthly Newsletters.

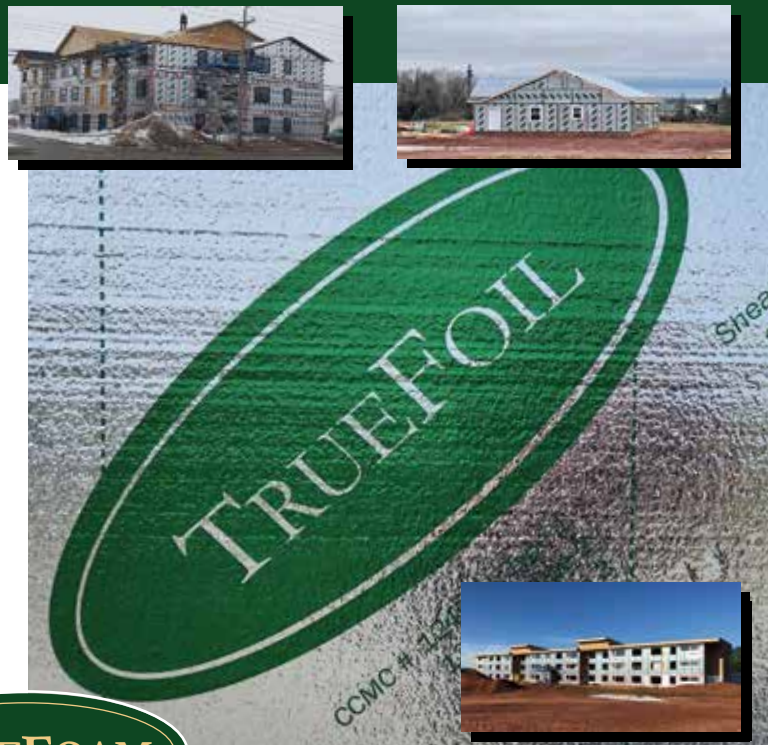
Fundraising: We will be encouraging (challenging even) members to mobilize fundraising campaigns in their stores and businesses. We will be adding a fundraising component to our summer events (Golf Tournament and Washer Toss events). And we will make sure that the funds we raise together stay in our regions!

(continued on Page 18)



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Focusing on Mental Health

Partnering with the Canadian Mental Health Association

(continued from Page 16)

Workplace Mental Health Training:

We will be benefiting from CMHA's wide range of Mental Health training & education programs. The ABSDA Academy will be implementing new training such as "Safe Talk" and "Mental Health in the workplace".

Improving our collective Mental Health is a shared responsibility and a team effort. Its impacts and benefits spread through our workplaces, families, and communities.

Mental Health Week – A Call to be Kind

This edition of the magazine is likely to land on your desk during Mental Health Week from May 6 to 12, 2024. This year's

theme is centered on the healing power of compassion. In a world plagued by suffering, we emphasize that kindness is

equally intrinsic to our humanity. Let's explore how compassion connects us all.



A CALL TO BE KIND

Because compassion connects us all.

MAY 6-12, 2024
MentalHealthWeek.ca

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Industry News

SEND US YOUR INDUSTRY NEWS

If you have industry news you want to spread around our network – send it in to us. New appointments or retirements; new acquisitions or expansions, anything that's important to you is probably important to our Members. Pictures are always great too. Email Terry at leblanc@absda.ca.

ABSDA Lifetime Member Recipients

The ABSDA Lifetime member recognition is awarded by the ABSDA Board of Directors. It recognizes individuals that have made a significant contribution to our Association and our Industry.

Congratulations to Andrew Payzant and Wayne Nelson on being the 2024 recipients. The awards were presented by ABSDA Board of Directors Chair - Peter Merrill, KM Agency.



Lifetime Member
Andrew Payzant
Payzant Home Hardware



Lifetime Member
Wayne Nelson
Nova Scotia Building Supplies

Castle Growth in the Maritimes Continues

Castle's growth continues with the announcement of their latest member in Nova Scotia. **Eastcut Wood Building Solutions** servicing the Trenton, Nova Scotia community.

In 2019 owner Donald MacDonald saw an opportunity to start Eastcut Wood Building Solutions with the lack of trades people available to build homes in the area. He had a vision of how efficient it would be to build modular homes from start to finish. This vision was quickly realized, and he began manufacturing pre-built wall, roof, and floor components for residential use. Today the business continues to offer prefab home products, along with over 100,000 sqft of space.

Eastcut Wood Building Solutions is excited to see how much joining Castle can positively impact their growth and plan on a Grand Opening Open House for late Fall.

Castle Announces New Business Development Manager

A familiar face is returning back to the building supply industry! On Monday March 4th, Brian Warr began a new chapter as the BDM for the Newfoundland & Labrador regions.



Brian began his career as a 4th generation operator of George Warr Ltd, in Springdale, NL, where he spent 28 years operating Warr's Castle Building Centre.

Although Brian enjoyed much success in politics, his true passion lies in the LBM industry, and Castle is very pleased to welcome Brian back into the family.

Industry Achievement Award

The Industry Achievement Award is selected by the board of directors of ABSDA.

It's meant to recognize an individual who is or has been actively involved in the building supply industry, who has faced challenges and recognized opportunities. The individual must have the respect of fellow members through contributions to the industry, their community and the ABSDA.

Born and raised in Halifax NS, our winner graduated from Dalhousie University with Bachelor of Civil Engineering and went on to get a Masters Degree from Saint Mary's university.

He then proceeded to work the next 45 years in a variety of fields including technical sales, marketing, sales management, operations, distribution and Human Resources.

25 Years ago he joined Kohltech Windows and Entrance Systems based out of Debert Nova Scotia where he became the CEO.

Our Winner has served on a long list of board's and made significant contributions to the industry and his community.

The board of directors of ABSDA are proud to have presented Kevin Pelley with the 2024 Industry Achievement Award.

Congratulations Kevin on a much deserved recognition and thank you for your continued support of the ABSDA over the years.



Kevin Pelley
Kohltech Windows & Entrance Systems

ANNUAL GENERAL MEETING JUNE 27, 2024



ABSDA Annual General Meeting Notice

ABSDA will be holding it's AGM on June 27th in Dartmouth NS. Come on down and network with the board of directors and get an overview of the accomplishments of the Association for 2023/2024.

Location- Delta Hotel by Marriott - 240 Brownlow Avenue

Date - June 27, 2024

Time - 8:30am

Please register your participation by sending an email to melanson@absda.ca



Global Windows and Doors

Global Windows and Doors is pleased to announce the appointment of Patrick Beaudry as Vice President of Sales, effective March 18, 2024.

Patrick brings strong sales and leadership experience in manufacturing.

As VP of Sales, Patrick will drive our sales strategy and collaborate closely with our Senior Business Development Manager, Jimmy Dubroy, to ensure absolute growth.

Please join us in welcoming Patrick to the Global Windows and Doors family. His dedication to excellence and collaborative approach align perfectly with our values, and we are confident that our sales team will achieve new heights under his leadership.



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Industry News (cont'd)

Home Hardware Stores Limited Celebrates 60 Years of Serving Communities Across Canada

ST. JACOBS, ONTARIO — 60 years ago in St. Jacobs, Ontario, Walter J. Hachborn and Henry Sittler laid the groundwork for what would become Canada's largest Dealer-owned and operated home improvement retailer. Since then, Home has expanded to more than 1,000 stores operating under the Home Hardware, Home Building Centre, Home Hardware Building Centre and Home Furniture banners.

"This milestone is a testament to over six decades of dedication and hard work by our Dealers and Team Members across the country," said Kevin Macnab, President and CEO, Home Hardware Stores Limited. "While celebrating 60 years of rich history, we're also focused on continued growth to ensure we keep delivering the exceptional customer service we're known for in communities across Canada."



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* Refer to local, regional, and provincial agencies for specific regulations, standards, and guidelines. Soleno is not responsible for any improper use of its products.



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Industry News (cont'd)

Imperial Manufacturing Group celebrates 45 years success

2024 marks Imperial Manufacturing Group's 45th year in business.

Founded as Imperial Sheet Metal in 1979 by Normand Caissie, the small Richibucto, NB sheet metal shop has grown to be a trusted name and recognized innovative manufacturer dedicated to the HVAC and Building Products industry with locations across Canada and the US.

Imperial has been a proud long-standing member of the ABSDA and continues to appreciatively support the association as well as its loyal customers and partners.

Please join us in congratulating Imperial on reaching this impressive milestone.



Expo 2024 Dealer Draw Winner

ABSDA held a Dealer Draw at our recent Expo 2024. The lucky winner of 4 tickets to a Montreal Canadiens hockey game and \$2000 spending money is **Jim Proudfoot** from Proudfoot's Home Hardware in Nova Scotia.

Thank you to **Taiga Building Products** for Sponsoring the 4 hockey tickets.



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Learn what Castle can do for your business!



Kirk MacCallum (left) and Dale MacCallum (right)

"I've seen firsthand just how Castle supports family-run businesses. They are the most well-managed and cost-conscious buying group, which means our expenses as a dealer are next to nothing. We run our business that way, every day, and it's good to know that our buying group does the same."

Kirk MacCallum,
MacCallum Building Supplies
Miramichi, NB



Learn more at youarethebrand.ca

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