



Mechanical Contractors Association  
of British Columbia

## CEO REPORT 2023

Kim Barbero

May 2023

### *Putting our best foot forward*

**2022** started off with some pandemic uncertainty but by the spring we were competing with every other organization to secure spaces and capture every opportunity there was to bring MCABC members together in person. While the spring of 2022 may have marked my three years leading the Association, it was my first almost-full year, face to face with members and industry stakeholders, delivering on the second of an accelerated five-year plan. It was exhilarating and educational. I listened to and learned from our members: their personal journeys from the tools to business ownership, their concerns for the future, their day-to-day challenges, their reasons for being members of MCABC and their input into how MCABC can deliver value that helps enable continued business success.

### Highlights: Member value in action

#### ***Learning from and preparing the next generation of business owners and industry leaders***

– Last year MCABC not only engaged its Next Gen membership, we formalized their purpose and elevated their influence. MCABC's Next Gen Board is instrumental to our work today and our planning for tomorrow. The Next Gen Board, structured to mirror the MCABC Board of Directors, is now represented on the MCABC Board of Directors.

***Delivering tools that support employee recruitment, retention and cost savings*** – On the heels of our 2021 announcement, we were pleased to begin signing on members for MCABC's exclusive employee benefits plan, *Fortify Wellness* – an innovative partnership that is designed to provide MCABC members with a competitive plan that contributes to the attraction and retention of employees.

***Shining a light on mental health awareness*** – In close alignment with our focus on member wellbeing, and as part of our launch of Fortify Wellness, MCABC's first in-person event of 2022 was with Corey Hirsch, former NHL goaltender, Olympic coach and sports commentator. MCABC launched its first Coffee Talk in November 2020 with mental health awareness and Corey helped us keep that door open with an engaged crowd at our first in-person event of 2022.



***Stepping up and being proactive with government and regulators*** – When we say we have your back, we mean it! Last year, MCABC made it its business to bring to TSBC issues of priority to the mechanical contracting industry in BC. The MCABC Board of Directors met with TSBC’s leadership team last fall to identify those top issues which are yet to be resolved but we are committed to continued engagement and action. Beyond regulatory change, and In collaboration with industry partners, MCABC also influenced the political and policy agenda on behalf of our members, including: pushing back on the new PST rules on fossil fuel combustion systems and heat pumps and partnering with a tax advisor to help our members navigate the new rules; contributing, as subject matter experts, to the dialogue on climate targets contributing to informed decision-making. And while last year held so much promise for the introduction of prompt payment legislation in BC, like so many of the years prior, we didn’t lighten the pressure.

***Stepping up for the service industry sector*** – Recognizing that the mechanical contracting industry is broad, representing new construction and the existing infrastructure, MCABC renewed its commitment and prioritized the importance of the service sector. Service, maintenance and retrofitting of BC’s existing infrastructure is essential to individual and community wellbeing and necessary for advancing climate initiatives.

***A hub for professional development*** – as the industry hub for ongoing education, MCABC continued to deliver on demand last year, from med gas installation to BIM as a business case to transitioning forepersons to project managers to a one-day business conference and monthly coffee talk sessions on timely, relevant subjects. MCABC is extending its commitment to professional development through the lens of upskilling and cross-training of the existing mechanical contracting trades as a contributing solution to the demands of climate action targets.

***Soaring to socials*** – back to basics was really the theme last year; restrictions lifted and our members wanted to connect. From a sold-out double shot-gun golf classic to billiards, brewery tours and what quickly became a signature recurring event, the Christmas Cocktail event, MCABC was the conduit to industry connections.

### **A bold move with a spotlight on fiscal management**

As announced last year, the MCABC Board of Directors was positioning the Association for a shift – a change influenced by members who helped shape the strategy for the future they wanted to see for the mechanical contracting industry in BC. This change and re-investment in the success of the membership comes at a cost and a loss on the financial statement, one that we expect to see repeat itself given the magnitude of the actions required to re-position MCABC from where it was in 2019 to where it needs to be by 2026.

## **2022 a springboard for 2023**

***Accelerating the focus on the workforce of tomorrow*** – Infrastructure demands, climate action targets, industry practices and technology, amongst others, are the impetus for the current and anticipated skills trades gaps. MCABC is leading the conversation on development of the workforce for the mechanical industry in BC, focusing specifically on the actions required to make ours an industry of choice.

***Supporting empowerment and personal development for women*** – MCABC's Board of Directors acknowledges that we have a responsibility to eliminate the barriers for under-represented groups. Actualizing change is our focus – from behavioural to improved sanitary conditions on job sites to preferred access to daycares, we're leading the dialogue. We are pleased to have entered into an innovative partnership with SheSummits, a grassroots organization that empowers women through community and personal development.

***Growing our voice strengthens our impact*** – As the only dedicated voice for the mechanical contracting industry in BC, we are weighing in on the conversations and we are being called to the table. Our strength and scope of influence is strengthened by our representation throughout the province. MCABC's Board of Directors is taking industry to new heights – the benchmark for excellence has been set high and we need everyone in industry working together to effect change.

## **Recognizing the rock stars**

It's so easy to say thanks but it's important to me that I call out the contributions of MCABC's Board of Directors, staff, committee and task force members, event volunteers and sponsors.

In 2019, MCABC was fragmented; on the brink of despair. The Association made significant decisions, enabling it to re-invest in the membership and chart a course for success. The association's real estate was sold, the Constitution & Bylaws rewritten, the Board of Directors streamlined and an aggressive five-year plan developed. A new MCABC emerged with a refreshed brand and clear line of sight with measurable targets.

MCABC's Board of Directors is a volunteer Board that has stepped up as change agents during years of considerable uncertainty. They, like all our members, pay to attend MCABC events and education. They contribute considerable time for the betterment of the industry today and into the future and hope all mechanical contractors in BC will show their support by way of membership.

MCABC staff are driven by passion and camaraderie. They give it all they've got and go above and beyond for the industry. We are so lucky to have this team and I am so fortunate to work with them!

Committee, Task Force members and volunteers – we simply could not do it without you. Thank you for helping to drive the various strategies and for making our events a growing success. Please keep doing what you're doing and encouraging others to be part of the experience.

And to our sponsors – we cannot thank you enough for your support of the mechanical contracting industry in BC. MCABC members benefit from your partnerships and generosity. We are always grateful.