



General  
Contractors

## Message from Mr. WRL, Bob Leavine

### "Leadership"

An organization is only as strong as its leadership. Almost daily we hear people using the term leadership in politics or business conversations. Well what does the term leadership or good leadership qualities mean? What do we want or expect from a leader? Is leadership something that can be learned? I want to share with you some of my thoughts on the subject.

First off, a leader needs courage to make tough decisions they face every day. They must be risk takers. A prime example of this is in Joshua 1: 1-9 where the Lord told Joshua to cross the Jordan and possess the land he was giving them. It took courage and risk taking for Joshua to accomplish the task. That same source of courage that empowered Joshua is still available to us in God's word.

In a survey taken from around the world the two most mentioned characteristics of a leader were honesty and integrity. People want to know their leader or leaders will keep their promises and follow thru with their commitments. 1 Samuel 12: 1-4 is two great examples of a true leader with a high standard of integrity and unequalled honesty.

Effective leaders use the same standard for themselves that they apply to others. They hold themselves accountable just like everyone else on the team. Skilled leaders constantly receive feedback from those who work above them, beside them and for them. Maintaining such accountability involves seeking 360 degree honesty. The tragedy of King David underscores what can happen when leaders fail to create a structure in which they are accountable to others. A failure to provide this structure for accountability may ultimately lead to a crisis of character and leadership.

Values are uncompromisable, undebatable truths that drive and direct behavior. They are motivational, giving us reasons why we do things; and they are restrictive, placing boundaries around behavior. King David describes value-driven behavior in Psalms 15. Increased attention is being paid to the importance of consistent values to a leader's effectiveness over the long haul.

Leaders cultivate character by seeking wisdom and understanding. As God fills our mind with wisdom, our character develops so that we'll possess the ability to consistently make right choices, choices that are just, fair and moral . We acquire the kind of character from which visions and values flow. The writer of Proverbs 2: 1-11 provides points for developing the character qualities essential to good leadership.

One thing is certain; as a leader, you'll face relational conflict. It isn't *will I have conflict*, but



**Bob Leavine**

*how best to handle it* when it does come up. When Jesus faced problems he tackled them head-on. Effective leaders don't ignore conflict. They manage it by creating an environment in which people are enabled to work thru friction on a one-on-one basis. Matthew 5: 23-24 and Matthew 18: 15-17 give us some insight on how we are to settle our differences. Conflicts can't be avoided but they can be managed.

Ok you're saying how does this apply to me? I'm just a \_\_\_\_\_ , not the president of the company. Well the answer is we are all leaders in one respect or another. We lead our family, our civic group, our fellow workers and others who look to us for council. There is enough in the Bible about leadership to indicate to me that it is pretty important to God, therefore it's important to us.

Leadership in a family is really important because we as parents have the responsibility of raising our kids and grandkids to become upstanding citizens in our communities . But every member of the family is a leader or becomes one in one respect or another. The team at WRL is part of my family.

Leadership is not just from the top down, it is also a 360 degree responsibility. The employees are and have been such a blessing to our family because of their leadership qualities and I believe that is the underlying reason for our success. Every one of you in one way or another takes a leadership role that has helped bring us to where we are today. For that I am so proud of every one of you. Same as I am with my kids and grandkids, you represent our family and our company in an outstanding way. I am so proud to be part of this organization that we all represent. Thank you for your hard work and outstanding effort.

## WRL Team Member Spotlight - Dave Clark



**Dave Clark**

Many of you recognize Project Superintendent Dave Clark, who is a 19-year WRL veteran, but did you know he was also our first drone pilot, using his own remote control airplane with his camera strapped to the bottom of it?! Being a drone pilot 12 years ago was much more difficult, not having the remote controller with built-in screen, smart devices, and apps that allow real-time aerial imaging, editing, and sharing. We are thankful to have someone as diverse as Dave, who has lived and worked in numerous cities and states across the U.S., including L.A., Detroit, Washington DC, Delaware, Pennsylvania, Oregon, and Maryland to name a few. When Dave is not on the job site, he is spending time with his family (four children, four grandchildren, two step-grands, and another two on the way!!).

There is more to being an effective superintendent than merely technical knowledge (and that's HUGE). Mentally, superintendents must be upbeat, alert and focused more than ever. Emotionally, superintendents must be in control, not easily caught off-guard, and not prone to negative, caustic and offensive responses. And psychologically, superintendents must be adept at understanding personality differences, building teamwork among potentially divisive and diverse project members, and be comfortable "in their own skin."

We must have superintendents who know the job specs, codes and construction processes, but we must also have superintendents who are better equipped to handle the people and politically correct requirements that might not have been required in years past. Thankfully, Dave has always been like this, through his 30+ years in the industry. Dave will tell you that his favorite part of the job is getting to know the owners and the organizations for whom we build. His

favorite element of WRL is having hands-on owners like Bob and Sharon Leavine and Melynda Hensley.

WRL is proud to have a leader like **Dave Clark** on our team.

## Featured Project - CHRISTUS Mother Frances Hospital South Tyler



In 2017, **CHRISTUS Mother Frances Hospital - South Tyler** was opened to expand access to 24|7, quality emergency medical services to South Tyler and surrounding areas. This state-of-the-art, 41,200-square-foot facility includes eight inpatient beds, onsite imaging and lab services, and five outpatient surgical suites to offer comprehensive emergency and surgical services in a modern, advanced setting.

Driving by this WRL project is even more gratifying than normal, knowing the many challenges our team mastered during construction of this hospital. This project was one of the most demanding that our Superintendents Dave Clark and Darby Mullen, Field Engineer David Salinas, Project Manager Steve Hickey, and Project Administrator Teresa Berry had experienced in quite some time. Not only were they working off of different drawings & specifications within the project, but also different architects (Philo Wilke and BBK), engineers, and different owners. Once CHRISTUS took over the contracts and the building, then the drastic change started to happen within the almost completed floors. The WRL team was tasked to change the first owner's specifications over to CHRISTUS specifications in the last stages of the project, all while still pushing to open on the date promised to our client.

It has been a rewarding accomplishment for our team, but more importantly, this project revitalized our relationship with Mother Frances.





## Upcoming Project - Bonham ISD High School



In May 2016, the Bonham ISD stakeholders voted to pass the \$30 million bond to build a new **Bonham High School**. Since the election, District Administrators, BHS staff and Stantec Architects have been diligently working on the design of the new building. The additions and renovations will include space for classrooms, administration, science labs, special education classrooms, media/library, fine arts, athletics, dining, and commons areas. While the existing Gymnasium and Vocational Building will remain, all other existing structures will be demolished. Work to be included in the Gymnasium will consist of replacement of the existing fire alarm system, replacement of the existing roof, and replacement of the existing unit heaters. Work to be included in the Vocational Building will consist of providing a new fire alarm system, replacement of the existing roof, and expansion of the existing Weight Room, utilizing space currently designated as the Dance Room.

***This project will bid on May 2nd.*** Estimated start of construction will begin June 2017 and substantial completion is projected to be August 2018. The WRL Project Manager for this job is Brent Bishop, Project Administrator is Chelbie Serpas, Project Superintendent is David Nobles, and Field Engineer is David Salinas.

## Upcoming Project - St. Mary Magdalene Church New Sanctuary



The existing **St. Mary Magdalene Catholic Church** complex consists of 24,500 square feet and includes a Sanctuary, Classrooms, Offices, Kitchen, and Meeting Halls. It is designed in the traditional Romanesque style and is sited along a stream that bisects the site.

The new Sanctuary will be designed by Prevot Design Services of Louisiana in the same Romanesque style to compliment the other buildings on the site. The placement of the Sanctuary will complete the fourth side of a 3-sided courtyard formed by the existing structures. Seating in the new 26,285 square foot Sanctuary will accommodate approximately 652 parishioners. The chapel will host an additional 128 seats. 150 additional parking spaces have been added for a net add of 200 spaces by the completion of Phase II. This project will begin later this year.

## Our Partners are Paramount - PYP IT, INC

**Pyp It**  
**CONSTRUCTION**  
**SERVICE**  
**903.245.4606**

The English translation for the Afrikaans word pyp is pipe. You guessed it, PYP IT, INC was started in 2002 by South African entrepreneur Pierre de Wet who sold it to his cousin, Frans de Wet Sr. in 2004. The company began as an irrigation company that has evolved over the years, through the oil crash and now flourishes as a piping, steel, fencing and landscaping company. PYP IT, INC has become a great all-around resource for WRL. Frans Sr., Frans Jr., and their team of six are friendly, professional, and accommodating.

Towards the end of the Bullard ISD Bond projects PYP IT helped WRL out on multiple occasions. First, due to ground water problems at the Middle School, there were some isolated issues with asphalt. With little notice, Frans Jr. was onsite to saw cut and remove the old asphalt so concrete paving could be poured in its place. He then transported many tons of old asphalt to the Bullard Ag Building. There he crushed the asphalt into a base for the Ag Building road. This demolition and transportation was done during school hours. He coordinated all his work with bus and parent traffic and did a great job. On another occasion, we were notified that additional handrails were needed down a long ramp at Bullard High School. Frans again stepped up to the plate. He was onsite quickly to take measurements and start fabrication for new handrails. Frans completed the installation while working around student foot traffic and even included the final coat of paint on the handrails. PYP IT's ability to provide multiple types of construction services was beneficial to WRL in completing some unique tasks after school had started.

**Community Involvement - Tyler Rose City Miracle Run**

What does your average April Saturday look like? Are you spending time with family? Running kids to play dates? Staying at home to catch up on chores? Families of hospitalized children yearn for an "average" Saturday. Rather, they are waiting on test results, consulting caregivers, and praying for healing. We invite you to trade in one average April Saturday and help make miracles for sick and injured Northeast Texas children at the 4th Annual **Tyler Rose City Miracle Run benefiting Children's Miracle Network Hospitals.**



Alongside over 350 runners, we are running for miracles on Saturday, April 29, 2017 at Rose Rudman Park! WRL is proud to be a Miracle Maker Sponsor. 100% of Children's Miracle Network Hospitals' donations stay local to help the children served by CHRISTUS Trinity Mother Frances Health System.

## More Upcoming Projects at WRL

<b>Whitehouse ISD -</b> Jr. High & Transportation (bids May 11th) <i>Architect:</i> Harris Craig Architects	<b>Whitehouse ISD -</b> Elementary (bids June 6th) <i>Architect:</i> Harris Craig Architects	<b>Whitehouse ISD -</b> High School Addition & Renos (bids mid-July) <i>Architect:</i> Harris Craig Architects
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## Projects in Progress at WRL

<b>Brian Toliver Ford Lincoln</b> Sulphur Springs  <i>Architect:</i> KH Architects	<b>Tyler Classical Academy</b>  <i>Arhcitect:</i> Wright Group Architects Planners	<b>Marshall ISD -</b> Price T. Young Elementary  <i>Architect:</i> Huckabee
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<b>Whitehouse ISD -</b> Athletic Complex  <i>Architect:</i> Harris Craig Architects	<b>Marshall ISD -</b> Sam Houston STEM  <i>Architect:</i> Huckabee	<b>Northeast Texas Community College</b>   <i>Architect:</i> Corgan
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<b>Longview ISD -</b> Montessori Pre-K & K  <i>Architect:</i> Huckabee	<b>Cumberland Academy</b> Elementary Tyler, TX  <i>Arhcitect:</i> LPA, Inc.	
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## CONGRATULATIONS TO...

**Mitchell Gibson** expecting his second daughter in May.  
**Chris Martineau** got married April 1st.

**Bob Bonner** is getting married April 29th.

**Tammy Cunningham, CPA** hired as Financial Controller.

**Michael Dolberry** hired as Estimator.

**Dee Ann Shelton's** daughter Audree (Bullard High) finished 4th at Regionals for powerlifting.

## Second Quarter Birthdays and Work Anniversaries

### BIRTHDAYS

#### *April*

4/13 Jay Cashion

4/17 David Nobles

4/20 Dave Clark

4/21 David Salinas

4/27 Barry Clifton

#### *May*

5/9 Kenneth Kennedy

5/28 Arnoldo Ramos

5/31 Robert Hernandez

#### *June*

6/2 Bob Bonner

6/8 Bob Leavine

6/21 Darby Mullen

6/27 Teresa Berry

### ANNIVERSARIES

#### *April*

David Nobles - 6 years

Chelbie Serpas - 1 year

Dylan Welch - 1 year

#### *May*

Jay Cashion - 8 years

Ryan Bolen - 6 years

#### *June*

Rene Viramontes - 4 years

Sincerely,

Catherine Nussbaum

Business Development Manager

WRL General Contractors

[Website](#)



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FORWARD TO A FRIEND