

# REMODELER SPOTLIGHT

Capital Region Builders Association (CRBA)

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## JASON SPENCER | CRBA Remodelers Board

*Spencer's Contracting, LLC.*

### **What company do you work for and what is your job description?**

I am the Managing Member of Spencer's Contracting, LLC.

### **How long have you been a CRBA remodeler and why did you choose to join?**

I've been a member for about seven years, but an active member of CRBA Remodelers for about five years. I chose to join, because "iron sharpens iron." I wanted to get around others that were striving to run businesses in a professional way. It motivates you to constantly try and do better and raise your standards.

### **What makes CRBA important to you?**

The networking aspect to the membership. In remodeling, you may run into a problem that you don't know the best solution to and you can draw on others in the industry for their expertise. Likewise, you can help others in areas that you may have gained knowledge.

### **Why do you believe it is important for other businesses to join CRBA?**

I believe that a business that is in the construction industry or provides a product or serve to the construction industry must join CRBA and be active. Doing so aligns you with professionals that are striving to run their businesses to a high standard. They are seeking to add value to clients, the community and to those they employ.

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## **How has CRBA aided in the way you do business?**

If I wasn't a member, I would feel like I would be missing out on what my business could become. There have been a few critical occasions that I've asked very vulnerable business questions to individuals that I have grown to know within the CRBA remodeler group. Without their input, I don't think I would have made the best business decisions in the moment. For instance, when the flood of 2016 hit our area, CRBA remodelers banded together to share valuable insight into how we could manage the needs of our clients with professionalism and not lose our businesses or reputation. Many of us tried different approaches and shared the results among each other. In turn, we learned from each other and our businesses are better for it.

## **What is your most notable memory while being involved with CRBA?**

As I mentioned earlier, shortly after we experienced the flood of 2016, CRBA remodelers had a few round table discussions where we each gave the pros and cons of how we were approaching those in need. I looked across the table at other business people that looked worn out from all the calls they were receiving from people who needed them, but I also saw a group of people who were up for the challenge. It was a growing time for many of us, but I found that even though we were competitors in the industry, we leaned on each other heavily for help.

## **While being a CRBA remodeler, what is one thing you have learned and been able to apply to your job?**

As I've gotten more involved in being a board member, I've tried to soak up how to run a board meeting. For instance, it has been very helpful to see how to write out an agenda for the meeting and have that planned out so that time is not wasted. I've used this in my own business to help organize the production meetings we have, so that an agenda is planned out and gives notice to those involved.

## **What has your CRBA membership meant to you both personally and professionally?**

My wife has told me that she is glad I'm a part of CRBA. You've got to understand something first, we have four kids and sometimes CRBA remodeler meetings are on a weeknight. Oh yeah, and all four kids are under the age of 11. By the time an evening rolls around, she's ready for a break and some adult conversation. I think that she has seen that my commitment to CRBA has helped to raise my professionalism while running Spencer's Contracting. She knows that the sacrifices made have given results that are worth it.

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## **What would you recommend to a new CRBA member to make the most of their membership?**

At first, I felt out of place. I didn't personally know any of the other members, so I decided to push through that feeling and make myself meet others and strike up conversation. My tip to a fellow member would be to remind yourself that it takes time to be and feel comfortable in a new place and that for a person in construction, this is a good place to aid in your growth as a professional.

## **How have you been able to impact the community while being a CRBA member?**

There have been a couple events that I have been involved in where CRBA remodelers joined efforts in meeting a need that we were especially suited for. One occasion in particular we helped make a home more wheelchair accessible for an individual who had experienced an accident that would take time for them to heal from.

## **What is your favorite tip for someone working in the same industry?**

Keep debt to a minimum and save smartly. It will help you to be in a good position if and when an opportunity comes your way.

## **Have you received any awards or recognition? Tell us about it!**

This past year I received the first place award from LHBA for Bathroom Remodel in the State of Louisiana. Also, in 2016 I received the Remodeler of the Year Award from CRBA.

## **What are your hobbies outside of work?**

I enjoy taking the family camping. I also enjoy taking the boat out and trying to fish. Fishing is relatively a new hobby for me and I am learning the waterways of south Louisiana.

## **What motivates you?**

Having a good name in the community is something that is important to me and is a part of why I do what I do. A quote I read a few years ago is one that I reference frequently with my team and it comes from Warren Buffet. He says, "If you lose money for the firm, I will be understanding. If you lose reputation, I will be ruthless."

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## What is a typical day like for you?

My favorite day of the week is "Bacon Thursday." I think I invented it. At least, I did for my family. It comes from years of neglect of this succulent meat due to the fact my wife prefers to cook healthier than the norm for someone in South Louisiana's fried food capital of the world. From the start of our marriage, bacon never seemed to show up on the breakfast table and I would occasionally question if this could possibly be introduced at more regular intervals. After years of internal frustration, it finally dawned on me. I needed to join my wife's desire for healthy food with that same passion she has for family tradition. One Monday, I just woke up and started speaking about how excited I was for "Bacon Thursday." I did this every day until Thursday came around and for the first few weeks it was a bust. She wasn't buying it. Slowly, but surely I talked up "Bacon Thursday" each week. I think a couple of those first few weeks I bought it myself actually. I'm proud to tell you, we have celebrated "Bacon Thursday" now for the last couple of years. Even the kids go to bed on Wednesday night and remind me that the next day is "Bacon Thursday." I'm hoping it becomes a worldwide event.

The other days I usually start off early at the YMCA working off the side effects from "Bacon Thursday." I get to the office a little before 7 a.m. to make sure the techs are set up for success that day. I go visit job sites in the morning and meet with subs to work through questions with homeowners. I try to get back to the office mid-day and shut my door, so I can focus on estimating, ordering material, answering emails, approving time sheets and planning work for the upcoming weeks. I try and meet with new prospects later in the day or if I don't have any meetings scheduled I will stay at my desk and keep at the paper side of business. I'll get home just in time for dinner and then hang with the family until the kids are in bed.

## What are the top three things on your bucket list?

I'm struggling with this one. How about three things I would like to do within the next year? First, take my boat on the Mississippi River and just explore the city from different vantage points. Second, Remodel the back of my house. Third, buy a tractor.

## Where are you originally from?

My family moved to Baton Rouge when I was 13. I've lived here ever since, except for a few years I lived in Florida. Before that, I lived in New Carlisle, Ohio and I still keep in touch with my childhood friends.

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