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70 Years*

DECEMBER 2020

WATER WORDS

A Letter From The President

Hello Everyone,

I am writing this on Thanksgiving morning, though I realize by the time you read it Thanksgiving 2020 will be history and all eyes will be on Christmas. Even with that in mind I cannot help but be thankful that in a year of turmoil our industry has thrived in North Carolina.

Through tireless work of the private sector, spurred on by billions of our tax dollars, a vaccine is on the way and this nightmare will soon be over. I am thankful that we work in an industry that keeps us outside, for the most part, working beside the same people we work with every day. All the members and suppliers that I have spoken to since my last letter are still extremely busy and though I am sure some have been directly affected by this virus, I have not heard of any. We must be thankful for that, while realizing there are so many other industries and individuals who have been devastated this year. I am sure this membership has been as supportive as possible to help their friends and neighbors during these trying times. I have found that to be the philanthropic mindset of our members from its beginning.

I would like to thank Matthew Brown and all those who made the CE/Skeet Shoot in Harmony a success. We understand it was smaller than it would have been under different circumstances, but the perseverance of those that put it together as well as those who attended, give me confidence that the events that will be held next year will be record breakers.

The future looks good for our state and therefore our industry. People are realizing, what we already knew, that North Carolina is a great place to live, work and raise a family. As we all know nothing will happen without a reliable water supply. It is our job to Provide, Preserve and Protect this natural resource that we have been blessed with. With recent data showing PFAS being more widespread in the drinking water throughout the state I see a great opportunity for our industry to step up through TESTING, and new well construction to offer the affected areas a better option for good quality water rather than spending our tax money on thousands of individual reverse osmosis filtration systems.

Have a great holiday season and a better 2021.

Thank you and be safe,

Bill Magette

Contact Info: 252-332-2265, bmagette@hotmail.com

Due to the current situation with COVID-19, the NCGWA Board has decided to cancel the January 2021 Trade Show. The health and safety of our members is a top priority.

Mark your calendar! The 2021 Trade Show will be held April 29-30, 2021 at the Embassy Suites in Greensboro, NC.

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PUBLICATION DATES

Articles and ad deadlines

are the first day of

MARCH

JUNE

SEPTEMBER

DECEMBER

Any and all NCGWA members are encouraged to send information on past or coming events or news articles that would be of interest to other well drillers. Please send profiles of well drillers/companies that you feel deserve to be highlighted in our newsletter.

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Save The Dates!

- ◆ 2020 Ground Water Summit-A Virtual Event-
Dec. 8 - 10, 2020
- ◆ 2021 NCGWA Trade Show & CE-April 29 - 30, 2021
- ◆ 2021 Jubilee - July 31 - Aug. 2, 2021

2021 Jubilee

July 31-August 2, 2021
Myrtle Beach, SC



2nd Annual Skeet Shoot Tournament & Fall Field Day

Hello Friends,

I am happy to tell everyone that our fall field day was a success. The weather was great and everyone had a good time learning some new things and seeing old friends. We drilled a 4" monitoring well with a sonic rig, grouted the well, and mixed several different kinds of grouts via a geoloop grouter. The sonic drilling rig was a very interesting way to drill a well and our grouting class brought up a few new ways to mix cements as well as bentonite.

After the lunch we had some Q&A time with Wilson Mize on wells rules and Katherine Hall from Rakestraw Insurance encouraged members to participate in our group insurance plan.

Roy Lawson with DSI won the raffle item which was 12 gauge shotgun donated by Neill Pardue with Air Drilling Company in Statesville, NC.

Our Clay shooting tournament was very competitive this year with 9 teams.

- 1st place team: Blue Ridge Environmental - Cliff Lundgren, Ken Pimienta, Jeff White, and Barron Thiessen. Barron also won highest number of kills - 47 out of 50 and most consecutive at 35 straight!
- 2nd place team: Jason Garcia-DSI, Jason Lamb-DSI, Bob Wood and Russ McKittrick
- 3rd place team: Matthew Brown-Yadkin Well, Kevin Hancock-DSI, Drew Archer-DSI, and Katherine Hall-Rakestraw Insurance.

Thank you to all the board members that helped to make this a successful event. A HUGE THANK YOU to all our sponsors:

DSI, Baroid, Preferred Pump, Franklin Electric, Rakestraw Insurance, Hughes Supply, Goulds Pump, Wyo-Ben, Gefco, Blue Ridge Environmental Services, Amtrol and many more !!!!

A special thanks to Geologic Exploration/ Air Drilling for the drilling rig demo, Mark Whittle from Baroid for instructing our grout class and Yadkin Well for the grout pump.

Merry Christmas and as always keep turning to the right!

Matthew Brown, Vice President NCGWA



Five Secrets of Highly Successful Family Owned Businesses

By Tom Hubler

We're pulling a meaty tidbit straight out of the heart of *The Soul of the Family Business* by Tom Hubler and learning Hubler's five secrets of highly successful family-owned businesses. While obviously these are not the be-all-end-all of success (these tips occupy merely a few pages of a lengthy and insightful book), they are fundamental lessons that can be taken alongside more detailed explanations and strategies found within the rest of the book and the website. For more information, consider picking up *The Soul of the Family Business*, but without further adieu, here are five secrets of highly successful family-owned businesses:

1. They minimize potential conflict with a board of directors. One of the hardest stages of a growing business is when the founder/visionary/head of the family reaches retirement, leaving the business to set out on its own path towards success without them. This can lead to all sorts of conflict and discomfort, especially if children of the founder are working with the company. Setting up a board of directors creates a neutral, outside source of expertise that can help make objective decisions and reduce conflict between the outgoing generation and the incoming generation of leaders.
2. They embrace structure with regular family meetings. One of the greatest strengths of a family business is the intuition, closeness, and deep-seeded bonds that exist between family members. However, this same emotional closeness can be a source of stress, tension, and conflict unique to family businesses as well. Successful business families know that they need to actively and intentionally structure their lives in a way that ensures that the business and personal side of the family stay in a healthy balance, and regular family meetings (that include the whole family, even those outside the business) to discuss boundaries, limitations, and appropriate behavior are a time-tested way of achieving this balance.
3. They create a family participation plan. In addition to family meetings, a Family Participation Plan™ is also vital to maintaining appropriate structure in the family business. This plan lays out the ground rules for becoming involved in the family business and can encompass any number of criteria, ranging from whether or not a family member needs outside work experience first, how they should expect to be treated fairly when it comes to performance issues, what succession expectations look like, etc. This means that any family members entering the business knows exactly where they stand and can point to a structure in place rather than having to learn to navigate a unique situation in the moment.
4. They work on their communication and conflict management skills. While this advice can certainly be appreciated by anybody, those in business families in particular know the struggles of having to simultaneously handle interpersonal and professional conflict, often uncomfortably mixed together. For this reason and others, Hubler highly recommends those in business families take a course to develop personal communication skills (suggested: Sherrrod Miller's Collaborative Team Skills program).

They create--and adapt--their family vision. All business families can benefit greatly from having an earnest and honest discussion of their ideals, values, and shared beliefs, and turning these into a Common Family Vision™ that guides each member individually as well as guides the family business. A Common Family Vision™ can be the foundation for a Family Participation Plan™, which combined will ensure that the business is being run in-line with the values of the family behind it.

The Best Offense is a Good Defense

It may be a cliché, but this common coach's saying bears the truth. To quote Hubler, "It's always easier to prevent a problem than to try to fix one," and the common component of all of these secrets is that they are proactive, not merely reactive. Successful family businesses attain success not by constantly quashing problems, but by taking intentional steps to minimize potential conflicts before they even arise. Through personal anecdotes, real-world case studies, useful tools and frameworks, and more, Hubler offers an in-depth look at how the most successful business families create structures to prevent conflict and turn the potential pitfalls of working with loved ones into exceptional, unique strengths.

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PFAS Taskforce

The Pittsboro Drinking Water Task Force wants the town to provide deeply discounted reverse osmosis filtration systems to low-income residents while it continues to explore permanent solutions for a community rocked by contaminated drinking water. The task force, which formed in November 2019, issued its final report in October on the avenues it recommends the town take to resolve problems with per- and polyfluoroalkyl substances -- known as PFAS -- and another potential carcinogen called 1,4 dioxane.

Earlier this year, the PFAS Testing Network, a consortium of researchers from seven North Carolina universities, released data showing total PFAS at Pittsboro's drinking water intake measuring 844 parts per trillion. That was the highest level discovered by the network after an initial sampling of 320 municipal water treatment plants throughout the state. Meanwhile, a new Duke University study found that the concentrations of PFAS in Pittsboro residents' blood are two to four times higher than the U.S. population as a whole.

Continued on page 8



WE'RE ESSENTIAL.

We were installing a new turbine pumping system from Franklin. George Davies, Ron Wheeler, and Roy Lawson are providing supplies to essential workers through DSI for everyone's household and commercial needs."

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PFAS Taskforce, Cont.

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Researchers say the sources for much of the contamination are industries in Greensboro, Reidsville and Burlington. Those Industries are upstream of Pittsboro and discharge their waste into the Haw River. Pittsboro is the only municipality that draws its drinking water from the Haw River. The state Department of Environmental Quality has been working with the three cities to get them to substantially reduce the levels of the unregulated contaminants. The DEQ has drafted a special order by consent against Greensboro, and last month Burlington entered into a memorandum of understanding with the Haw River Assembly that forces the city to investigate the sources of the contamination.

At the same time, the Pittsboro Water Quality Task Force has been working on its report to the Town Board of Commissioners. Among its recommendations:

- ◆ Develop an Emerging Contaminants Mitigation and Response Plan in coordination with upstream and downstream municipalities.
- ◆ Assess the town's long-term water resources management options.
- ◆ Educate town water users about emerging contaminants through a public awareness program, and provide short-term options to reduce exposure.

The task force recommends that town officials "immediately contact" their upstream peers in Greensboro, Reidsville and Burlington about Pittsboro's concerns with their wastewater discharges. Industries send their waste to municipal sewer plants, which are incapable of filtering out PFAS and 1,4 dioxane. The waste passes straight through the sewer plants and heads downstream. "To stop contamination at the source, these three municipalities must get involved with local industrial discharge customers," the task force report says. The task force also recommends building a coalition with local governments downstream of Pittsboro that are also affected. The Haw flows into Jordan Lake and then into the Cape Fear River, the source of drinking water for an estimated 250,000 people.

Greg Barnes, NC Health News