



## President's Comments

Doesn't it seem that the New Year always comes with a "to do" list? We want to lose those last, few pounds, sign up for that night class, spend more time with our family, it is always something! I am not one that usually likes to pry, but I would like to add something to your to do list- sign up for the CCFM conference this year in Covington!

I know there are always a number of things that place demands on our time. Our faith and family should always be number one, but our professional development should never be too far down the list, and that is where CCFM can be a great help to you. I've had a chance to see the program for the upcoming conference, and I can assure you that it looks great. Bill Kramer, Eric Atkins and Andy Guljas have put together another great series of educational tracks that will have something for each and every one of us.

Our keynote speaker this year will address a very topical issue. Bishop Skylstad of Spokane (retired) will ask us



Thomas Richter  
*President, CCFM*  
Archdiocese of St. Louis

to join in on the national conversation on climate change and energy conservation. No matter where you sit on this issue, I think that he will give us something to think about.

Roger Hughes has also assured the board that he has lined up another great group of exhibitors. I know from my personal experience of attending these conferences, (St. Louis was number 10 for me) that the exhibit hall can be a very important part of our conference experience. Each of the exhibitors is an expert in their field, and can be a great resource to you. Take advantage of their expertise!

I hope that I have given you enough reasons to join us-but if you need one more-how about camaraderie. This is the one that can be the most fun. It is the opportunity to get to know someone who does a similar job, in another diocese. Whether that diocese is far away, or over the hill or across the river, it is nice to know someone who has that shared experience with us.

**See you in Covington!**

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### Conference for Catholic Facility Management

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# Board of Directors

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# From the Desk of the Executive Director

Over these past few years I have had the opportunity to meet and to speak with many of you. During that time I continued to learn a great deal from you and feel I have made many friends.

Now as we continue on our journey of improving the value proposition for all classes of membership, I am pleased on behalf of the Board of Directors, the Membership Committees and the current membership of CCFM to welcome the following members who have joined us since our spring newsletter of 2011. Please remember that new members join along the way and the following is only as complete as when the newsletter goes to press.

With that allow me, on your behalf, to welcome the following members.

## Arch/Diocesan Members

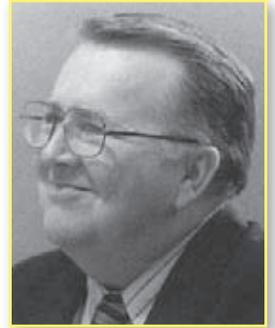
Diocese of Baker  
Diocese of Bismark  
Diocese of Anchorage  
Diocese of Charleston S.C.  
Diocese of Dodge City  
Diocese of Fargo  
Diocese of Jackson  
Diocese of Las Vegas  
Diocese of Memphis  
Diocese of Green Bay  
Diocese of Spokane

## Affiliates and Religious Orders

Catholic Coalition on Climate Change  
School Sisters of Notre Dame  
Sisters of Charity, BVM

## Business Partners - Company/Corporate Members

A. Raimondo Masonry Restoration  
Build Block Building Systems  
CCH Partners/Architects and Engineers  
Foresight Architects  
Fox Blocks By Airlight Plastics Company  
Holsag Canada  
Insight Consulting Services  
Insulating Coating Corp  
Keim Mineral Coating of America



Roger Hughes  
*Executive Director, CCFM*  
Archdiocese of Chicago

Orbital Engineering  
Rose Paving  
Scott Barrientos and Associates  
Architects  
Secure Access Corp  
Spectra Contract Flooring  
Steven Durr Designs, LLC.  
T.B. Penick and Sons  
Universal Restoration Services

To these new friends and associates we are pleased that you have become part of the CCFM team. We are confident that if you have not already participated in the benefits of membership you will as soon as you move through the member process.

I would like to encourage your participation in the Annual Conference . I can assure you will not be disappointed. The

educational sessions, visiting with our Business Partners in the exhibit hall, the round table discussions and the opportunity to network all help create a sense of value for you and your colleagues.

I am confident that when you leave Covington you will have deepened your knowledge of products and process that are important to your work. The work you do and the value you add to your organization is critical and important. Your colleagues, and perhaps only your colleagues, all members of CCFM know the unique and important responsibility that you share in common.

**Welcome to CCFM, I look forward to seeing you in Covington.**

Roger

# Interested in Serving on the Board of Directors?



Janis Balentine  
President Emeritus, CCFM  
Diocese of  
Colorado Springs

It's time to throw your hat in the ring. I'm looking for any regular member who would like to run for our board of directors. We will have three spots to fill at our annual conference in Covington in April 2012. The term will be April 2012 - April 2015. I encourage any regular member interested in helping to sustain and develop our organization to run. There is a time and talent commitment to being a board member. We have monthly conference calls, we chair the various committees, and we attend two onsite board meetings per year. We also have to share the work and responsibility that comes from our committees or from being an officer. It is a rewarding experience to be part of the inner workings of our great conference.

If you are interested running or would like more information, please contact me at [janisbalentine@diocs.org](mailto:janisbalentine@diocs.org) or 719-866-6466.

Thank you all for your attention to this matter!!!  
Janis Balentine  
Nominations Committee Chair

IT IS A REWARDING EXPERIENCE TO BE PART OF THE  
INNER WORKINGS OF OUR GREAT CONFERENCE.

# Energy Solutions

by Joe Novoa

## Lessons Learned Survival Pricing

Article provided by  
Janis Balentine, CCFM Member

Buyer Beware.....

"...Things have changed a lot in the construction industry over the past couple of years. Overhead, general conditions, and fees are completely different from what they were three years ago. As a range, general contractor fees right now in the Denver market are anywhere from 0 to 2%, believe it or not. Some contractors are even bidding things at a negative markup just to win work and stay in business. I'm not necessarily saying that plans should be bid out competitively, but there are approaches to use to take advantage of the market on the general contractor level as well as the subcontractors..." While the aforementioned is very true and we would all like to take advantage of lower labor rates and lower material costs, please be very careful. I'm calling it SURVIVAL PRICING and yes, I've come to learn that you get what you pay for. Make sure you know what you are getting from design criteria to construction costs to viability of subcontractors. When architects and contractors are reducing rates and fees to win jobs, make sure critical items are not thrown out to meet your project budget.

Make sure architectural basic services are not being reduced or moved to the additional services section

Continued on page 5 Sidebar

The Diocese of Orange has been pursuing energy solutions for various campuses and parishes. We, recently, completed our second LEED Silver school building. Generally speaking, in California a project can qualify for LEED Silver just by adhering to state and local codes. There is, however, certification expenses that are required which deters many groups from pursuing LEED. In my opinion, having gone through it twice, certification is necessary to assure that the points were definitely earned and that the systems are operating at their peak efficiency. There is a lot of fine tuning that takes place during the certification process. Recently, the agency responsible for granting LEED certifications has made the process much more user friendly by allowing qualified local consultants to provide the necessary documentation for certification. In other parts of the country, however, there may be a construction cost premium to have a building LEED certified. The Diocese, the parish or school should check with its consultants/contractors regarding what that premium is and offset it against the energy savings over the long term before making a final decision.



Joe Novoa  
Director of Construction  
Diocese of Orange

Another energy solution that we are in the process of approving is the installation of a Co-Generation System for one of our high schools. Fortunately for us, we have several members of our Diocesan Lay Construction Committee who have experience with implementing Co-Generation systems, although their projects were much larger in scope. The members of this committee are advocates of alternate energy systems; however, their concern was if what was being proposed was the right fit for the school. After a presentation from the proposing company and further discussion with the school, a decision was made to proceed with the first phase and not commit to the entire Power Purchase Agreement (PPA). The first phase included the concept plan, an energy analysis and the preliminary cost based on the concept plan. The downside of proceeding with this option was that it required an initial outlay of funds versus no cash outlay. Our upside was preserving future options for the school regarding the procurement. Those options included hiring another engineering firm to complete the final documents, bid the construction ourselves and pursue optional financing for the project. After the first phase was complete, it was agreed by all parties involved that a PPA agreement was not the best approach but that we should consider a lease to buy agreement or obtain third party financing to cover the cost of the project. Both scenarios

Continued on next page.

are viable because the energy cost savings would offset the cost of construction and financing. We continue to work with the original company, who can provide both financing options, on finalizing an agreement. As part of your initial evaluation, make sure you determine and understand the monthly maintenance costs. The agreement may indicate maintenance is included but it may not cover all costs. In most cases there is a monthly maintenance fee associated with the agreement. By this year's conference I will be in a position to give those interested an update on this project. On a side note with regards to a PPA contract, if a Diocese is considering a PPA, it should seek legal counsel from its attorney or consider contracting with a law firm who specializes in these agreements. There could be tax exemption and other legal issues for the Diocese if not handled properly.

We also have proposals from one of our parishes and a high school for solar energy systems. We had one of the companies make a presentation on solar systems to our board so that we could better understand the operation of solar systems and the impact to the overall campus. We anticipate further detailed presentations specific to the projects in the near future; however, it appears that the payback or operating cost savings of solar systems is not as significant as other alternate energy systems. The cost of solar panels, however, is also dropping globally which could significantly impact the cost and payback of solar systems.

In general, the benefits of moving forward with these alternate energy solutions can bring you economic operating and capital outlay benefits, but you must perform your due diligence on a project by project basis. What we have found is that one size does not fit all. You must do your home work; ask a lot of questions; talk to some of the Dioceses who have systems in place (San Jose/ Phoenix) and have a lessons learned discussion with them. The technology is changing very rapidly and what's in today may be the technology of the past by the time you are ready to procure a system.

THERE  
IS A LOT OF  
FINE TUNING  
THAT TAKES PLACE  
DURING THE  
CERTIFICATION  
PROCESS.

Continued from page 4 Sidebar

of their contract. Make sure you understand their scope of work including number of redesigns, site visits, reviews, and reimbursables. Make sure consulting engineers are just as experienced and have as much professional liability insurance as your architects and that their fees and scope are not being reduced in order to make architectural fees look more attractive. If design is to be done by subcontractors, manufacturers or suppliers, make sure they thoroughly understand it and are capable of it. Make sure you are getting a "complete" set of plans and specifications. Even though we all know that no set of plans is 100% complete, they should be in the 95% range for construction documents and make sure the specifications are project specific and not extremely generic.

Old Friends.....New Enemies

Are old, reliable firms still performing at the same levels before our economic downturn? Do they still have staff and labor to man the project or have your favorite firms been affected by downsizing and the laying off of critical positions and favorite personnel? Are your architectural and engineering firms and general and subcontractors still financially viable? It's a good time to recheck financials and qualifications. Make sure general and subcontractors have appropriate bonding limits. Make sure commercial subcontractors are not being replaced by residential subs. This could lead to inexperience, reduced quality, and safety concerns. Review

Continued on page 6 Sidebar

*Continued from page 5 Sidebar*

subcontractor lists with the entire team before moving to construction. Sometimes it is cheaper in the end to spend a little extra to get the sub you want and need. Remember, things like bankruptcy, low quality, lack of safety, and, God forbid, mediation, arbitration and litigation end up costing you, the owner, more money.

Resolve your issues in the beginning.....

I still believe in preconstruction, but be direct and expect directness from and between your professionals. Don't be afraid to ask blunt questions especially regarding completeness of plans and specs, schedules, daily general conditions, and start dates. Contracts cover most everything regarding your project, but make sure your whole team interprets them the same way. What is a contingency item and what constitutes a change order? Who's going to pay for items left off plans? Make sure you are really getting value out of value engineering. If you don't think you are qualified to represent the project for your organization, don't be afraid to hire a construction manager or professional owner's rep: good ones will pay for themselves and should be part of the design and preconstruction process as well as construction.

Our professionals are in business to make money: understand it and discuss it in the beginning. Work out fair fees and general conditions up front. Don't be afraid to ask your professionals what they need to do the job right: if you don't take

*Continued on page 7 Sidebar*

# Church Lighting Retrofits: **Going Green and Loving It**

**Article provided by Joel Skinner, Church Interiors, Inc. - A CCFM Member Company**

Everywhere you look today, things are going greener. Homes, hotels, shopping malls government buildings...the push is on to utilize the green technologies in all aspects of our lives. The idea of saving energy and ultimately planet Earth is beginning to run deep into our collective psyches.

A very good place to start saving energy is with electric lighting. Lighting is a major consumer of energy on a national level; and accounts for about 25% of all electricity used in this country.

You are probably already using some energy efficient bulbs in your fixtures at home and are familiar with the idea of converting household fixtures, table lamps and chandeliers, to use those spiral-shaped compact fluorescent lamps... maybe even those new (and pretty expensive)LED bulbs.

Lighting retrofits are a terrific means of saving electric energy. These retrofits can also save your churches a significant amount of money while helping save the planet, all at the same time.

Let's see if your churches are a candidate for retrofit lighting? Here are a few questions:

- Does the congregation want more light?
- Does the church have beautiful fixtures?
- Does the maintenance staff have difficulty changing the incandescent bulbs?

If you have answered yes to these questions then you are a good candidate for retrofit lighting.

The typical job requires just one fixture to be removed from the church and sent to a facility that builds retrofit lights. The fixture is measured and the fluorescent

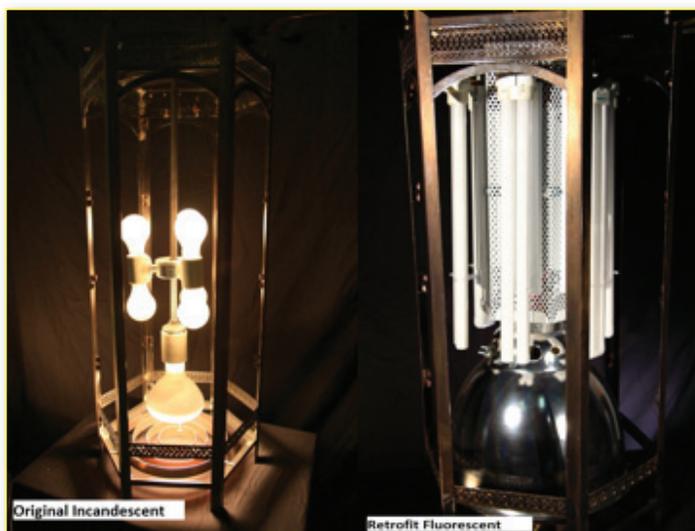
## **A VERY GOOD PLACE TO START SAVING ENERGY IS WITH ELECTRIC LIGHTING.**

retrofit interior is assembled and inserted into the fixture. The fluorescent retrofits for the additional fixtures are built. The original fixture and the additional retrofit interiors are then shipped back to the church where the maintenance staff will replace the interiors in the remaining fixtures. Here's an example of what you

*Continued on next page.*

would gain (comparisons can change depending on fixture size):

- The interior lamps are now (6) 40 watt biax fluorescents instead of (3) 100 watt incandescent
- The downlight is now (2) 42 watt biax fluorescents instead of (1) 300 watt incandescent
- Lights are about 3 times as bright and use half the electricity
- No additional circuits are required to triple the lighting output
- Average lamp life=18,000 hours
- Average time between re-lamping=10 years
- Retrofit units are available with electronic dimming ballasts
- Lamps are warm white similar to incandescent lamps.



By retrofitting your fixtures you are preserving your church's history, gaining additional light, reducing maintenance costs and doing something good for the environment.

If you have any questions concerning Retrofit Lighting please contact Joel Skinner at 507-993-2430 or [jds Skinner@churchinteriors.com](mailto:jds Skinner@churchinteriors.com)

advantage of them, they won't take advantage of you. Be legitimate when cutting the fat: compare labor burdens between contractors, compare the actual subcontractor bids to their prices listed in the estimate, and specify fees and general conditions versus cost of work. Squeezing every penny out of your contracts up front, which we all hope for and think we do, can lead to delays, haggling, and strained team relationships. Little niceties and changes that generals, subs, and even architects would normally "take care of" for us ends up in endless little change orders when no wiggle room is left in GMPs or lump sum contracts. We win as a team and we lose as a team. Be a winner: pay for what you want and not get what you pay for. No one survives "Survival Pricing".

Helpful hints.....

Have a set of boiler plate contracts and have your attorney help you modify them.

Your insurer can help you set appropriate levels of insurance and review your contracts.

Make your general contractors and maybe subcontractors bond.

Determine the best design and construction methodology and prepare good RFPs or bid packets.

Use matrices to describe what make up fees, general conditions, and cost of work: always try to compare apples to apples.

Hire construction managers to help you through the design and construction process.

# Sound Systems in a Sanctuary

**Article provided by Steven Durr, Steven Durr Designs, LLC - A CCFM Member Company**

There are many common myths surrounding sound systems in the predominately spoken word Sanctuary, these myths were established many years ago and continue to this day, we have outlined what we consider to be the top five:



Steven Durr  
Steven Durr Designs,  
LLC

- 1) **“It is impossible to have beautiful music and clear, natural sounding speech in the same Sanctuary.”** That may have been true in the past but major advances in speaker design and knowledge of how sound waves behave in very reverberant spaces, have made this commonly held belief totally obsolete. At the frequencies associated with articulate speech, speakers behave in a similar manner as light from a light bulb; a florescent lamp has little or no focus and spreads the light in many directions, bouncing off walls and ceiling filling the entire space with light. A spot light, on the other hand, focuses the same energy into a small, precise space. New technology in loudspeaker design has produced numerous small speakers which are capable of focusing the sound waves in a way similar to a spot light. This focused sound prevents the energy from striking the reflective surfaces such as walls and ceilings and significantly reduces the reverberation or echoes, greatly improving the intelligibility of the spoken word. Unfortunately, only a very small number of these new speakers sound natural, most sound very amplified, it is important to remember that audio equipment never made a great sounding audio system, audio knowledge is the key to true success.
- 2) **“It is the room acoustics that are the problem.”** We constantly hear clients say they have been told by every acoustical person “it is your room and without adding absorptive materials to the walls and or ceiling it will be impossible for clear articulate speech”. We have only heard one or two truly bad sounding acoustical environments in our 40 year history. The problem is almost always a poor speaker system choice or the interface of the system into the natural sound of the room that is the source of the problem. Tuning a sound system is similar to tuning a piano, it is an art form more than an engineering practice, many times simple adjustments based on years of practical experience can greatly improve the performance of the sound system.
- 3) **“The new digital controls or digital console can solve any problems.”** We continue to see more and more extremely complicated operating systems based on the latest digital technology. This is because most sound companies are focused on IT issues and have very little actual knowledge about acoustics or real time operations. Live sound cannot easily be controlled by a computer, things happen

at a very fast pace and there is no room for error or waiting for the computer to decide if this is really what you want to do. The simplest and most direct way is always the best.

- 4) **“The Priest has a very difficult and unique voice.”** Microphones are like good shoes, one size does not fit all. There are hundreds of different reasonably priced microphones available that will interface with any wireless system. It is imperative to find one that fits each person’s unique voice. This is done every day in the recording studio, why would this not be equally important in a church service? The goal is the same; the transfer of emotion and in order for that to happen the amplified sound must be above the threshold of authenticity, microphone choice is critical.
- 5) **“Adding more speakers which are delayed throughout the Sanctuary will solve the problem.”** Nothing can be further from the truth, increasing the number of sound sources by adding additional speaker’s only makes the problem worse. The ideal situation in a very reverberant sound field would be a single sound source. This is usually not possible, so careful consideration as to the type and location of each speaker is critical. Speakers can be airbrushed in a way that makes them virtually invisible, seeing the loudspeakers in a beautiful building is unacceptable, as well.

We hope this helps you make better decisions about your sound issues. Because of the aging population, these issues are becoming more important every day.

**WE WELCOME THE OPPORTUNITY TO DISCUSS  
ANY SOUND ISSUES, IT IS OUR PASSION.**



*St. Luke's Church installation in Birmingham, Alabama completed in 2011. Photo to the left is of the sanctuary. Photo below shows a close-up of a speaker mounted on a column. The speaker was airbrushed to match the concrete column. This system performs flawlessly with limited operational personal. Personal are only required during special events.*



**Steven Durr  
Designs, LLC**

Steven Durr Designs, LLC is unique acoustical consulting firm specializing in clear, natural sounding, articulate speech in difficult acoustical environments. Because we believe no one attended your service to hear a sound system, our goal is to insure nothing comes between the emotional message and the congregation. We are the last outpost of common sense left in our profession; our approach is to provide a professional, personalized service, incorporating simple, commonsense solutions. For more information, go to the CCFM website under acoustic/sound consultant and look for Steven Durr Designs. We welcome the opportunity to discuss any sound issues, it is our passion.

# Thomas Richter

## Someone You Should Know

With its abundant Catholic population, rich history of immigrant neighborhoods with strong work ethics, world-class businesses built from the ground up, and rock-solid bonds that only kith and kin can grasp, St. Louis and its residents are known for their great love of God, family, the World Champion Baseball Cardinals and staying put. It's no surprise then, that the same can be said for St. Louis born-and-raised CCFM Board President Tom Richter.



Thomas W. Richter, PE, second child of sevenborn to a hard-working factory line worker and a homemaker mom, still maintains and lives out two primary values he retained from his modest but comfortable childhood in a four-family flat just north of downtown St. Louis: strong relationships and the value of Catholic education. From Catholic grade school to college-prep high school, Tom learned the importance of a challenging education that leads to personal and professional success, continued growth and the life guide: Servium (I will serve).

“We were lucky – my parents made sure we were in Catholic schools. I got so much from that and have such an appreciation for what it gave me that I always try to give back,” Tom says. The close-knit family and supportive community taught Tom the importance of establishing and nourishing relationships –always giving as much if not more than he received in return.

As a pre-engineering math major at a local community college, Tom credits a civil engineering technology instructor as having a “...huge impact on my life. I realized I could have a bigger world picture than just sitting and doing design all year long,” he says. During the only extended time period in which he lived outside the St. Louis area, Tom completed his degree at Missouri Institute of Science and Technology (formerly University of Missouri-Rolla) in civil engineering and returned to St. Louis ready to make a difference and continue to challenge himself as a project engineer for a general contracting firm. “When you’re a kid who’s pumped gas, the title ‘engineer’ is huge,” Tom says with a laugh.

With his St. Louis roots and influence, it’s only fitting that among the positions Tom has held throughout his almost 40 years as a professional engineer, the two of greatest duration and professional growth were with front-runner St. Louis civic and spiritual leaders: the City of St. Louis and the Archdiocese of St. Louis. Lambert-St. Louis International Airport – owned and operated by the City of St. Louis – was the facility that Tom guided through expansions, terminal building improvement projects and a new \$47 million concourse. Working his way up from field engineer to airport building construction manager, Tom spent the last seven of 19 years as director of Lambert’s planning and engineering department. Although exhilarating to be a part of nearly two decades of growth and expansion, he grew weary of the politics involved in a municipal entity and welcomed change. “I was ready to stop playing the politics. Plus, I didn’t like the routine...I wanted to grow,” he says.

As Tom explored opportunities to share his knowledge and experience –always searching for continuing growth – a successful, progressive and growing architectural firm caught his eye. With various metro area clients, Tom recognized the unique opportunity to try something new while keeping his finger on the pulse of the St. Louis Metropolitan Area. He offered his services in business development – and as a VP – and the firm took the bait. A handful of years later, Tom’s professional wanderlust led him to a similar situation with a large engineering firm. “I wanted national involvement. This firm had great resources – could do anything,” Once again, he offered, they took him on, and Tom proposed, presented and directed his firm’s capabilities as a successful project development manager.

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May 5-8

**Until** he got the call...from the Archdiocese of St. Louis. He'd been recommended as a candidate for a new position, director of special facilities projects, who would manage what the human resources manager described as 'a bigger (construction) project than we've ever done,' Tom says. Content in his current position, Tom recalls matter-of-factly asking the vicar general on the interview committee, "Why would I want to work for a priest?"

The answer ('we have no idea what to do, and I need someone I can trust'), the fact that Tom missed "building stuff," and the appeal of re-engaging with that early foundation — the Catholic system — all lured him from a position he'd held for less than a year. His employer's reaction? "If it were anyone else, he'd have been upset. In this case, he said, 'At least I lost you to God,'" Tom says.

In June 2000, Tom began directing and assisting the Archdiocese staff with planning, design, construction and daily operation of all Archdiocese-controlled buildings. Most notable and immediately challenging was the \$15,000,000 renovation and conversion of Kenrick Seminary to a major Archdiocesan office building. "After starting in this position, all I could think is, 'I'm where I belong,'" Tom says.

Despite the comfort zone of a hometown, faith-based employer and his fervor for building, Tom faced the compulsory challenge he sought in each new position. This time, however, even his St. Louis-based network of family, friends and professionals couldn't offer what he needed: expertise and fine-tuned experience regarding the unique traits and distinctions inherent to Catholic building, renovation and property management.

Tom knew he'd struck it rich from a professional interest and support perspective when he discovered an organization designed for building, facility and property owners that was looking to grow its membership and share its services with Catholic dioceses and religious orders across the U.S. —Conference for Catholic Facility Management (CCFM)!

## GOD, FAMILY, BASEBALL AND OPPORTUNITY: CCFM PRESIDENT TOM RICHTER KNOWS...

### THERE'S NO PLACE LIKE HOME

"There are so many organizations, but we're the one with the shared mission. We're the Catholic Church, so our role is unique — from stained glass windows to bells, to tall masonry and unique arches — CCFM has incredible importance for Catholic facilities and facility managers," Tom says. After joining CCFM, maintaining membership for three or four years and assuming the new Archdiocese position as director of building and real estate in 2003, Tom ran for a CCFM board position and served for five years. "Then I ran for president, and here I am!" he says.

According to Tom, one of the biggest challenges the organization faces is ensuring that CCFM is value-added. "We want to be a year-round resource...the experienced helping the inexperienced, at every level. There are people in CCFM who have been doing this all their lives and know how to do those jobs. Our focus is about understanding that value, using those resources to help you do your job better," he adds.

Tom describes himself as an open book — what you see is what you get...the real deal. "I talk too much. I'm a pretty open book. Everybody knows my daughter is precious to me; I love my wife; everything is open. I tell everybody everything. I've always lived my life that way because, you know what I learned from those nuns in Catholic school? They'd say, 'God is watching,' and I believe that," Tom says.

With contentment and gratitude for the personal and professional blessings in his life, Tom says something he truly enjoys is that "I can stand on the balcony of my condo and see the steeple of the Church I grew up in."

How's that for love of God, family, the World Champion Baseball Cardinals and staying put?

# Upcoming Events

**Canon Law Society of  
America (CLSA) Convention**  
October 08 - October 11, 2012  
Hyatt Regency O'Hare  
Rosemont, Illinois

**Conference for Catholic  
Facility Management (CCFM)**  
April 22 - 25, 2012  
Marriott at RiverCenter  
Covington, Kentucky

**Diocesan Fiscal Management  
Conference (DFMC)**  
September 23 - 26, 2012  
Hilton Americas-Houston  
Houston, Texas

**National Federation of  
Priests' Councils (NFPC)  
Conference**  
April 23 - 26, 2012  
Radisson Opryland Hotel  
Nashville, Tennessee

**National Association  
of Church Personnel  
Administrators (NACPA)  
Convocation**  
April 15 - 17, 2012  
Marriott Tampa Westshore  
Tampa, Florida

**Diocesan Information  
Systems Conference (DISC)**  
August 1 - 3, 2012  
Westin Arlington Gateway  
Arlington, Virginia

# Conference for Catholic Facility Management

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We would appreciate your comments & input on items for future issues. Please mail to:  
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