

CAL SMACNA's 60<sup>th</sup> Annual Convention  
Grand Hyatt Kauai Resort & Spa, Koloa, Hawaii, April 8-11, 2026

## Workshop 1

Thursday, April 9, 2026  
8:30 a.m. – 10:00 a.m.

### *“Building an Effective Multi-Generational Workplace”*

This program focuses on managing four different generations in the workplace where author and practitioner **Jeff Butler**, backed by a decade of psychological research, shares insights about motivations, differences, and communication styles of these four generations. You will learn how organizations across various industries are thriving with a multigenerational workforce and how yours can too. Through this program you'll find specific actionable strategies to manage your cross-generational challenges and turn your multigenerational workforce into a competitive advantage.



**Jeff Butler** is an author and workplace strategist who explores what organizations need to do to navigate uncertainty. His experience spans over 40 industries in 4 continents on how different cultures and employees interact with each other. He studies common threads of behavior in industries such as IT professionals, underground

utility workers, police officers to clothing retail chains. In addition, Jeff has also worked with various Fortune 500 companies to my and pop shops. His ideas have made it to TEDx twice, appeared in dozens of media outlets including two books on human behavior:- **The Authentic Workplace** and **The Key To The New You**. Currently, he lives in Dallas, Texas as an out of place Californian.

## Workshop 2

Thursday, April 9, 2026  
10:15 a.m. – 11:45 a.m.

### *“The State of AI for Sheet Metal and Air Conditioning Contractors”*

**Chris Carr** will share his expertise on how to empower every role, from field to office, with practical, hands-on AI skills. This isn't just another tech workshop. It's a mindset shift. Build an intuitive understanding of how AI can enhance decision-making, save time, and uncover new ways to work smarter, not harder. Learn how to connect the **“why”** of AI to the **“how”** of implementation.



**Chris Carr** is the founder of Farotech, a comprehensive digital marketing agency specializing in lead generation, automation, and conversion since 2001, as well as the founder of Dynaimix.ai. Since early 2021, Chris and his companies have been closely analyzing the rise of artificial intelligence and its potential to reshape the business landscape.

Through years of research, workshops, and hands-on experience, he has reached a critical conclusion: the vast majority of businesses are unprepared for the massive disruption AI is bringing. Recognizing that most businesses are not ready for this disruption, Chris offers workshops and lunch-and-learns to equip businesses for the future that's already here.

A recognized thought leader in AI strategy and implementation, Chris holds Generative AI certifications from MIT and the Wharton School of Business. As a national speaker for NECA (National Electric Contractors Association) and MCA (Mechanical Contractor Association), keynote lecturer, and podcaster, he shares his insights on AI's transformative power with businesses and conferences across the country. Additionally, Chris co-hosted the podcast “Digital Marketing Masterclass” with Andy Crestodina, an initiative to interview the top 50 content marketers in the world.

Chris helps organizations understand where AI is today, where it's headed, and how they can stay ahead of the curve. With deep expertise in AI strategy, consulting, and training, he equips businesses with the tools and knowledge needed to harness AI for innovation, growth, and long-term transformation.

# WORKSHOPS AND SPEAKERS – Saturday, April 11, 2026



## Annual Business Meeting

Saturday, April 11, 2026

8:30 a.m. – 10:00 a.m.

The CAL SMACNA annual business meeting will include voting by chapter delegates on the 2026 Executive Committee and 2025 financial statements. Attendees will also hear updates on SMACNA from National representatives.



CAL SMACNA President **Mike Hilgert**, Superior Duct Fabrication, SMACNA Southern California, will open the annual business meeting.

The following guest speakers will give updates on SMACNA activities:



**Todd Hill**, SMACNA's President, will provide a national update and share the latest issues and concerns affecting SMACNA.

Hill is president of Ventcon based in Allen Park, Michigan. Ventcon has a long history serving companies in the Detroit area with commercial and industrial services. In 2022, Ventcon built a new facility in Jackson, TN to service the Blue

Oval City in Haywood County and BlueOvalSK Battery Park in central Kentucky.

Hill began his career at Ventcon in 1990 as a sheet metal apprentice. He received his associate degree in applied science in computer-aided and mechanical design from Schoolcraft College, and after advancing through several management positions, became president of Ventcon in 2005. In 2010, Hill and his two partners acquired the business.

Todd serves on various National and Local boards, committees and task forces.

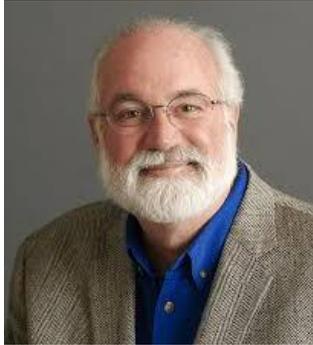
## Keynote Speaker

Saturday, April 11, 2026

10:15 a.m. – 11:45 a.m.

### ***"Becoming a Mighty Kindness: Surrendering to the Beauty of Our Unshakable Goodness"***

Drawing from the intentional community formed at Homeboy Industries, this session explores the principles that we are all unshakably good and that we belong to each other. Surrendering to this, nurtures into place communities of cherished belonging.



**Father Gregory Boyle**, a Jesuit priest, is the founder of Homeboy Industries in Los Angeles, the largest gang-intervention, rehabilitation, and re-entry program in the world.

Born and raised in Los Angeles and Jesuit priest, from 1986 to 1992 Fr. Boyle served as pastor of Dolores Mission Church in Boyle Heights. Dolores Mission

was the poorest Catholic parish in Los Angeles that also had the highest concentration of gang activity in the city.

Fr. Boyle witnessed the devastating impact of gang violence on his community during the so-called "decade of death" that began in the late 1980s and peaked at 1,000 gang-related killings in 1992. In the face of law enforcement tactics, criminal justice policies of suppression and mass incarceration as the means to end gang violence, he and parish and community members adopted what was a radical approach at the time: treat gang members as human beings. In 1988 they started what would eventually become Homeboy Industries, which employs and trains former gang members in a range of social enterprises, and provides critical services to thousands of individuals who walk through its doors every year seeking a better life.

Fr. Boyle is the author of the 2010 *New York Times*-bestseller *Tattoos on the Heart: The Power of Boundless Compassion*. Followed by *Barking to the Choir: The Power of Radical Kinship* (2017) and *The Whole Language: The Power of Extravagant Tenderness* (2021). His most recent work is *Cherished Belonging: The Healing Power of Love in Divided Times* (2024).

He has received the California Peace Prize and been inducted into the California Hall of Fame. In 2014, President Obama named Fr. Boyle a *Champion of Change*. He received the University of Notre Dame's 2017 Laetare Medal, the oldest honor given to American Catholics. Homeboy Industries was the recipient of the 2020 Hilton Humanitarian Prize validating 32 years of Fr. Greg Boyle's vision and work by the organization for over three decades. Most recently he was a recipient of the 2024 The Presidential Medal of Freedom, the United States' highest civilian honor.