



INDUSTRY MESSAGE

Lighting the Path Forward: NIA's Calling and Our Collective Future

A Journey of Growth and Purpose

When I think about the arc of my career, I see NIA as a steady beacon—illuminating possibilities I could not yet name and connecting me to people who turned ambition into impact. NIA did more than refine my skills; it expanded my vision. It taught me that leadership is not a title but a responsibility to widen the road for others and keep our industry moving toward a smarter, safer, more sustainable future.

The Transformative Power of Mentoring

Mentoring is the engine of that future. It transforms experience into momentum. When we take time to listen, to coach, and to champion emerging leaders, we do not just improve individual careers; we strengthen the entire ecosystem of mechanical insulation. Mentoring programs provide the scaffolding for growth: structured guidance, shared accountability, and pathways that turn potential into performance. And here is the quiet truth: Mentors evolve, too. We sharpen our judgment, deepen our empathy, and renew our sense of purpose every time we invest in someone else.

Driving Change at the Board Level

As NIA President, my focus has been **ASSOCIATION STRONG**—honing our commitment to our industry and each other, and building a Board that is bold in vision and disciplined in execution. We have elevated governance from a checklist to a compass by clarifying our purpose, inviting diverse perspectives, and aligning decisions with long-term value for members and the communities we serve. Not only have we asked better questions, but we have also embraced innovation and made room at the table for voices that reflect the future we are designing. The result is a Board that not only steers but inspires, catalyzing programs—especially mentoring—that create durable advantage for our industry.

Your Call to Action

Now it is your turn. **Step** forward. **Share** your knowledge. **Become** a mentor. **Volunteer** for a committee. **Engage** with NIA in a way that stretches you and strengthens us all. **Together**, we can build an industry that does not just adapt to the future, it defines it.

Let us lead boldly, starting today.

Rick Sutphin
NIA President