

NEWSLTR



Faith Group

INTEGRITY
DIGNITY
QUALITY
ENDURING
PIONEERING

FEATURES:

JOIN US FOR THE YOUNG PROFESSIONALS (YP) PROGRAM AT THE UPCOMING ACC/AAAE SYMPOSIUM

Faith Group is actively planning the YP activities at the Symposium. Join us for a YP networking reception and scavenger hunt, and mentorship opportunities!

BILL FOY TO LEAD DATA CENTER MARKET

Read about Bill's role and background as our new Data Center Market Lead. He'll work with our teams to develop new business within additional sectors focused on hyperscale and co-lo data centers.

TECH UPDATE: SETTING YOUR OPERATIONS CENTER UP FOR SUCCESS THROUGH CONOPS DEVELOPMENT

Learn how effective communication centers start with a well-defined Concept of Operations (CONOPS). By understanding core functions, and planning for emergencies, organizations can avoid costly changes and ensure seamless operations.



City of St. Louis
New PSAP Facility Groundbreaking

Photo credit: FGM Architects



TAKE IT ON FAITH

FAITH VARWIG - WHAT IT MEANS TO BE A SERVANT LEADER

On Thursday Jan 16, 2025, I was honored to be invited to attend the retirement party for Mr. Ivar Satero, Airport Director at San Francisco International Airport. He has been at the helm for the past eight years and drove the delivery of award-winning projects including New Terminal 1. Ivar was the 3rd Airport Director I have worked for at SFO. My first project started in 1991 as the airport embarked on the development of a \$2.6 billion new international terminal under the Leadership of Director Mr. Louis Turpin. When Turpin retired, he was succeeded by Mr. John Martin who led the development of a very ambitious capital development program building on the success of the previous administration and began to change the airports culture and delivery methods based on lesson learned with a focus on creating a more inclusive environment. The event included videos, speeches, and a roast (delivered by Judi Mosqueda – GREAT JOB JUDI!) which chronicled Ivar's career. One speaker described Ivar as a "Servant Leader" which got me thinking about how important your leadership approach is to develop a high performing team. By definition a Servant Leader is described as:

Sharing power by serving those under you.

Prioritizing the needs of others.

Focusing on **personal and professional fulfillment** of team members.

Creating an environment where the team can thrive.

Helping people develop and perform at their best.

Many people think of leadership as focusing solely on strategy, goals, financial performance, program delivery, and end client satisfaction; however, Servant Leaders go further by focusing on providing their employees with opportunities and tools to help them succeed. By providing coaching and mentoring, exciting project opportunities, and a roadmap for internal career growth, employees feel empowered to succeed within the organization. This in turn creates a very special culture within your organization that puts people and their needs first. As we all reflect on our New Year's resolutions for 2025, I, for one, will focus on becoming a better servant leader and encouraging team members at all levels to embrace this approach. The benefits are endless and can profoundly impact colleagues, business partners, and the clients we serve.

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IN THE NEWS: RECENT WINS

AVIATION

- Design-Build Cargo Bldg. 720.1 & GSE Bldg. 742 for San Francisco Airport as a subconsultant to Woods Bagot
- Security Master Plan Phase 2 for Charlotte Douglas Airport as a subconsultant to Ricondo
- Noise Reduction Policy Development for Los Angeles Airport
- Design-Build West Field Garage 675 Station BP Relocation Evaluation for San Francisco Airport as a subconsultant to Corgan
- Wildlife Fence Replacement/PIDS for Cleveland Hopkins Airport as a subconsultant to C&S Companies
- SMS Best Practices for Spirit of St. Louis Airport as a subconsultant to Garver
- Operational System Replacement for Minneapolis-St. Paul Airport as a subconsultant to ICF
- AOC/AEOC CONOPS Planning for Concord-Padgett Airport
- Campus-wide PARCS for San Francisco Airport as a subconsultant to Walker Consultants
- West Thermal Plant Upgrades for Philadelphia Airport as a subconsultant to JMT
- ACRP 08-04 Blueprint for Incorporating ORAT into Airports as a subconsultant to ARUP
- Tech Ops Distribution Center Commissioning at IAH for United Airlines as a subconsultant to Farnsworth Group
- Tier 2 East Concourse Cellular DAS Design for MWWA/IAD as a subconsultant to Gensler
- Surface Management Assessment for San Diego Airport as a subconsultant to Ricondo

FEDERAL

- Low Voltage Design to Repair Bldg. 1528 for White Sands Missile Range as a subconsultant to Benham
- AE Study for Room Upgrade: DISA at Scott AFB as a subconsultant to Hurst-Rosche
- Renovate Laundry Bldg. 13 for Grand Junction VA as a subconsultant to Citrine-Olsson JV
- Reno Squad Ops B25 for Barnes ANG as a subconsultant to Benham

GOVERNMENT

- Regional Operations & Communications Facility for Lake County (IL) as a subconsultant to Mission Critical Partners
- Indoor Athletic Facility for City of Greer (SC) as a subconsultant to McMillan Pazdan Smith

COMMERCIAL

- Multiple new Data Center Task Orders for two confidential Fortune 100 companies

FOCUS: GOVERNMENT

CITY OF ST LOUIS PSAP / EOC

At Faith Group, we are proud to contribute to public safety and advance critical infrastructure for the communities we serve. Our latest project with the City of Saint Louis exemplifies this commitment. In collaboration with Mission Critical Partners and FGM Architects, we are supporting the city in designing and constructing a state-of-the-art, 28,000-square-foot, two-story Communications Center.

This facility will serve as the central 911 Public Safety Answering Point (PSAP) and the main dispatch hub for fire, police, and emergency medical services in Saint Louis. It will also include a dedicated Emergency Operations Center (EOC), designed to enhance coordination during crises. Strategically located in the heart of the city, this center will unify multiple agencies to meet the

unique demands of emergency dispatch and operations.

Faith Group's provided engineering design and construction administration for critical IT, communications, security, and audiovisual systems. Key features include advanced video surveillance, access control, and intrusion detection systems, all aimed at safeguarding personnel, sensitive data, and critical equipment. By seamlessly integrating these technologies, the facility will enable rapid, reliable emergency responses while ensuring robust security.

Our team is committed to meticulous design, thorough planning, and quality assurance at every stage of the project. This Communications Center is more than a building—it's a testament to St. Louis's dedication to



Photo credit:
FGM Architects

public safety and resilience. For Faith Group, it highlights our mission to create innovative solutions that positively impact the communities we serve. A groundbreaking was held on October 24, 2024 to officially start the construction of this critical City building.

We are honored to support the City of Saint Louis in realizing its vision for a safer, more connected future.



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FOCUS: AVIATION

PHILADELPHIA NORTHEAST AIRPORT - ADMINISTRATION BUILDING

At Faith Group, we are excited to celebrate our successful collaboration with the Philadelphia Division of Aviation (DoA) on the transformation of the Administration Building at Philadelphia Northeast Airport (PNE). This milestone project, aiming for the airport's first-ever LEED Gold certification, reflects a shared commitment to sustainability and innovation.

Working alongside the DoA, Faith Group revitalized an existing building into a modern, eco-friendly administrative space that incorporates LEED standards. Central to this effort was Faith Group's design and implementation of a cutting-edge geothermal HVAC system. This sustainable solution replaces traditional rooftop units with eight geothermal wells drilled 400 feet deep, delivering efficient heating and cooling while significantly

reducing environmental impact. Our involvement began with a feasibility analysis for geothermal energy, followed by a successful test pit that paved the way for detailed engineering designs. These included the geothermal well field, piping systems, and advanced heat pump controls. Additionally, we integrated energy metering systems to optimize operational efficiency.

Beyond geothermal technology, the project introduced other sustainable features, such as electric vehicle (EV) charging stations, bike facilities, energy-efficient envelope upgrades, and low-flow plumbing systems. These initiatives promote alternative transportation, conserve resources, and reduce the building's overall environmental footprint. By rehabilitating the existing structure, we further minimized



Photo credits:
Philadelphia Northeast Airport

construction waste and preserved the building's original integrity.

This LEED-certified renovation sets a new benchmark for sustainability at Philadelphia International Airport and serves as a model for future initiatives. For Faith Group, it highlights our unwavering dedication to delivering innovative solutions that align with our clients' goals and values.

We are proud to have been part of this transformative project

and look forward to partnering with our clients to advance sustainability efforts. Together, we can drive meaningful change and build a more sustainable future.



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JOIN US FOR THE 2025 ACC/AAAE SYMPOSIUM YOUNG PROFESSIONALS PROGRAM

The 2025 ACC/AAAE Planning, Design and Construction Symposium will be held March 11-14, 2025 in San Antonio, TX. This conference is the best technical event for Young Professionals (YP)!

Already going? Find the program details [HERE](#), including the kick-off event YP Networking Reception on Tuesday, March 11th at Be Kind & Rewind. YPs can show off their style by dressing in their favorite decade (80s, 90s, 00s)!

New for 2025, the first hour of the YP Reception will be for YPs only, with the second hour opened up to the mentors and sponsors.

Interested in going or sending a YP from your firm? Take a look at the new landing page [HERE](#) and share with your firm and YPs. We have a lot of great new content about how attending this conference, in particular, can accelerate a YP's career and also help grow firms.

If you have any questions, contact Loren Boyd at loren@faithgroupllc.com.



BILL FOY TO LEAD DATA CENTER MARKET

Faith Group is proud to announce that Bill Foy has been promoted to serve as our new Data Center Market Lead. Currently, we are serving two industry (Fortune 100) giants, by providing security planning and design services direct to the owners, as well as to third party data center developers.

Bill's role as Market Lead entails new business development with additional sectors to include hyperscale data centers. He provides additional services for ICT systems, security, and audiovisual. Additionally, Bill will be providing QA/QC on projects.

Zach Varwig, Principal & Director of Consulting, says, "I'm thrilled to introduce Bill Foy as our Data Center Market Lead. Bill is a proven technical leader in the Low Voltage and Electronic Security System marketplace. His experience working with hyperscale clients, along with major data center colocation

operators, uniquely positions our services to expand into this rapidly growing marketplace."

Bill is a BICSI Data Center Design Certified (DCDC) specialist with more than 35 years of experience managing large-scale projects such as hyperscale data centers, campus environments, healthcare, hospitality, and corporate offices. Additionally, as of January 1st, Bill became the President-Elect of BICSI.

Data Centers are expanding at such a fast pace, the industry has struggled to find enough qualified, knowledgeable resources. Our systems and integration expertise paired with our work on highly specialized, complex, and secure facilities, puts Faith Group in an excellent position to help this high-growth Market expand its footprint. With Bill's expertise, Faith Group is excited to see what this emerging market will bring to Faith Group!



To learn more about our new Data Center market, contact Bill Foy at bill.foy@faithgroupllc.com.

RECAP OF 2024 DBIA CONFERENCE & EXPO

In 2024, we made our exhibiting debut at the Design-Build Conference & Expo (DBIA) in Dallas, TX. DBIA is the largest national gathering of the year for the design-build market that brings together leaders, innovators, and professionals passionate about advancing design-build practices.

As first-time exhibitors, we embraced this incredible opportunity to connect with industry peers, showcasing how together we can deliver building systems for our design-build partners and clients. This milestone was even more special as we shared our booth with our sister company, Saefix. With Saefix's focus being on the "last mile of technology delivery," our two firms showcased our combined strengths and expertise across planning, design, integration, and commissioning/ORAT.

Thank you to everyone who visited our booth and helped make our debut such a memorable experience. This conference marked the beginning of an exciting new chapter. Faith Group has also joined DBIA as members. If you'd like to connect with one of our many team members across the country at a local DBIA event, please reach out to our Director of Marketing, Loren Boyd. We look forward to continuing to grow and innovate in the design-build industry.



Loren Boyd
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SAME HOSPITALITY EVENT

In November, Faith Group jointly hosted a hospitality event for the SAME Small Business Conference in New Orleans, LA. The event consisted of an entertainment-filled night with live music and drinks.

The event was co-sponsored by Faith Group, Alesia Architecture, Benham (A Haskell Company), Citrine, GEO Consultants, Hurst-Rosche, and Stanley Consultants. Thank you to all who joined the event and making it a night to remember!



SPREADING HOLIDAY CHEER

At Faith Group, we've made it a cherished tradition to bring joy to those in need during the holiday season. Since 2017, our staff come together to contribute and Faith Group proudly matches. This holiday season, we're thrilled to share that we donated over \$13,000 to charity!

Although we wish to be able to contribute to all of those in need, we were able to help seven agencies this year. These agencies included:

- Lutheran Family and Children Services of Missouri
- Good Samaritan Ministries
- Operations Food Search
- Women's Safe House
- Community Interfaith Food Pantry
- Jefferson County Rescue Mission
- Veterans Community Project (VCP)



Bill Foy Elected to BICSI President-Elect and Joe Fallon to Director At-Large



Faith Group



We are thrilled to announce that Bill Foy, RCDD, NTS, OSP, WD, ESS, DCDC, has been elected as President-Elect of BICSI, and Joe Fallon, AVSEC PM, RCDD, ESS, PSP, CISSP elected to continue to serve as Director At-Large! Both Bill and Joe have demonstrated exceptional leadership and expertise in the

telecom and ICT industries. Bill and Joe officially assumed their roles as of January 1st, 2025.

To read our full press release to learn more about their BICSI Board of Director roles, [CLICK HERE!](#)



TECH UPDATE: SETTING YOUR OPERATIONS CENTER UP FOR SUCCESS THROUGH CONOPS DEVELOPMENT

Faith Group understands the importance of planning communication centers well in advance of their physical design and technology procurement. Understanding how the center will operate is the first step to a successful transition into an operations, integrated, or emergency communication facility. Regardless of the name placed on it, the business processes and operational protocols must be understood in advance. The business processes and representation planned within the facility drives the need for technology, systems, adjacencies, space requirements, layout, and growth planning. All of these inform the design and procurement of systems and technologies. Basically, the development of the center's concept of operations (CONOPS) is step one and arguably the most important step.

Allocate Planning in Both Funding and Schedules

Faith Group suggests identifying planning funds in advance of center design, whether the project will reuse an existing

facility or start as a green field, having a CONOPS plan developed at least a year prior will lend itself to a much smoother and cost-effective project. This might not be possible for some clients, for reasons such as governance, grants funds, etc. Regardless of size and complexity, having this effort called out as step one in the project is what's ultimately important.

Understand and Incorporate Core Functions

It's important clients make the right decisions for their business by understanding the critical functions and scenarios that the center must respond to and manage. Key decisions such as whether the National Incident Management System (NIMS) will be used for an emergency center or whether the communications center will function as a 911 call intake (PSAP), must be determined upfront. Representation within the center itself will represent the functions identified in the first few steps of planning. Adjacencies of

organizations and departments within the center along with the sheer numbers of staff on a regular operation or the irregular operations (IROPS) days will drive the space requirements. Staffing levels for a 24-7 operation will drive support space needs.

Avoid Costly Change Orders

Far too often we've seen clients start design and specification development for technology procurement in advance of this needed planning. This premature effort might be the result of a capital program that is based on industry comparisons and past experiences, rather than specific identified needs. Unfortunately, centers that start design first ultimately end up with change orders for rework of designs and specifications development, thus costing the client substantial money to correct mistakes or account for needed changes and epiphanies along the way. The need for the planning efforts up front cannot be understated.



Plan for Irregular Operations and Emergency Events

Planning for emergency events at the center itself must also be accomplished which will inform the design as far as redundant systems, structural considerations, and security. A threat and vulnerability assessment is the right way to approach this effort and should be considered one of the first steps in CONOPS planning. Whether its for earthquakes, tornados and severe weather events, or terrorist threats, designing and planning the building with these threats mitigated and or minimized is also vitally important for the long-term viability of the center. Doing this work upfront saves money, time, and frustration on the backend.

Conclusion

Whether you are planning to build an integrated, security, emergency, or communications center, regardless of the name or primary role, a well-planned CONOPS helps to build buy-in from the users and community at large, as well as saving money, time, and frustration. Plan and be specific! Knowing why you need what you need will go a long way to a successful communication facility.

Faith Group can help you with CONOPS development & planning using our team of highly experienced business analysts and subject matter experts that have worked on 40+ similar centers across various markets from aviation to transit and government. We can develop the business process and procedures, document them as one cohesive program requirements document or CONOPS, and then compare the design and specification development against this document all along the way to set you up for success on your project. If you would like to learn more about how we can help, contact Dave Fleet.



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