

Profile

Which Boards would you like to apply for?

Historic Preservation Commission: Submitted

Please select your first Board preference: *

Historic Preservation Commission

Please select your second Board preference: *

Raleigh-Durham Airport Authority

Please select your third Board preference: *

Centennial Authority

Please select your fourth Board preference: *

Greater Raleigh Convention and Visitors Bureau

Please select your fifth Board preference: *

Economic Development Commission

Please select your sixth Board preference: *

Capital Area Workforce Development Board

John
First Name

G
Middle Initial

McDougall
Last Name

3912 Simone Ln
Street Address

Suite or Apt

Fuquay-Varina
City

NC
State

27526
Postal Code

What district do you live in?

None Selected

Home: (919) 500-9104
Primary Phone

Home: (919) 500-9104
Alternate Phone

john.mcdougall@yahoo.com
Email Address

Baker Roofing Company
Employer

Director of Business Development, Restoration and Preservation
Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Fuquay-Varina

Interests & Experiences

Why are you interested in serving on a Board or Commission?

Having worked in and around Wake County for the last 25 years I have seen the County and its towns grow and thrive. My interest is to serve and help guide the continued success of The County, with a specific interest in Preservation of some of the treasures across The County. Our historic structures, from homes and farm houses to stunning churches have been the highlights of my career, I want to give back and see more preservation opportunities for builders and craftworkers to care for and preserve these landmarks.

Work Experience

For more than 25 years I have worked in the building repair / preservation trades, from masonry, concrete, steel to wood windows. I grew up in a trades family, worked as a craftsman for many years, now, with Baker Roofing, I lead their efforts to preserve and restore historic structures across The County and the South Eastern US.

Volunteer Experience

I have served many boards and committees, The International Concrete Repair Institute - 2022 President, board member 2013-2024; The Waterproofing Contractors Association - 2014 President, board member 2006-2015; Polar Hurricanes Hockey - Head Coach - various teams 2021-present; Holly Springs Parks and Rec Baseball, Head coach - baseball 2021-present; Holly Springs High School Mens Lacrosse - Assistant Coach, Interim Head Coach, 2021-2023.

Education

Nova Scotia Institute of Technology - Construction Administration ICRI - Certified Concrete Repair Technician Statarius Consulting - Seven Steps of Intentional Leadership

Comments

Public service is a passion, I have only been successful in my career, and in my family through serving the greater good. I have long had a passion for historic structures, I was fortunate to work on The First Baptist Church of Raleigh in 2006 to repair, reconstruct, and preserve their sanctuary. I feel a sense of stewardship when afforded the opportunity to work on these amazing structures.

[John_McDougall_Resume_2024_1_.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Male

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).



JOHN MCDOUGALL

3912 Simone Lane
Fuquay-Varina, NC 27526
919-500-9014
john.mcdougall@yahoo.com

OBJECTIVE

My objective is to provide leadership, stewardship, and mentorship to a quality focused construction team in a growth development role. Designing and implementing strategies for businesses that are in a growth phase has become a specialty of mine. I plan to accomplish this with technically sound guidance that I have acquired through my twenty-five plus years of experience in the concrete, masonry, waterproofing, and Design-Build marketplaces.

EXPERIENCE

Baker Restoration and Waterproofing (Raleigh, NC)

Director of Business Development, 2021-present

- At Baker, I am responsible for new market penetration and sustainability. Beginning with recruiting staff – estimators, sales, GM's, operations managers, foremen, subcontractors, and field crews to ensure local market durability and profitability. I have developed, refined and implemented the playbook for new offices to document the process of new markets outlining licensure, networking with regional and national partners, staffing matrix, revenue targets, margin targets, and reporting structures.
- With a sector focus of healthcare, higher education and multi-family I have worked to get team members engaged in various organizations – ICRI, ICRI chapters, SWRI, NCHCA, IFMA Chapter, each with a mandate to network and position the brand as a leader in the marketplace locally and nationally.
- I lead the growth into Charlotte NC market, recruited sales and operations staff with existing local presence and saw the growth trend from \$0.2M in 2021 to \$2.0M in 2023.
- I lead the growth into Charleston SC market, seeded the backlog with a significant project sale, placed local staff to take a \$0.5M market in 2020 to \$4.5M in 2023. Stayed close to the growth of the market to refine growth plans for FY25.
- I am currently developing plans for expansion into the Nashville/ Knoxville TN market, through June 2024 I am targeting \$0.5M and \$2M through December 2024. I have identified a Superintendent ready to relocate, I am close on a Project Manger / Operations Lead who should grow into a Department Head / GM in 23 months. Sales will be initially supported from Raleigh and Charlotte until I have placed a local sales manager.

- I manage our Restoration Advisory Board meetings, a monthly senior leadership meeting to review revenue projections, staffing needs, schedule roadblocks and holes, and to discuss the back office metrics of the brand. AP, AR, warranty claims, staffing needs, recruiting efforts, and mid range planning are all on the agenda.
- We have pivoted to a more GC/CM position for projects more than \$0.5M where we feel a subcontract partner allows us to manage our risk more effectively. This pivot has fostered growth into our Service Teams business unit where we have filled 9 trucks with crews, consumables, tools, materials to be a hot shot resource for our client base. This allows for crew skills development, upward mobility for crew leaders and mechanics, and has become a critical training foundation for new Project Managers, Project Engineers and entry level sales and estimators.

WxProofing, LLC (Raleigh, NC)

Regional Manager, 2020-2021

- I opened second office for new (3-year-old) concrete repair and envelope repair contractor. I was responsible for full region P&L, as well as sales, marketing, staffing, project delivery, safety, and office management. It is a wholly owned subsidiary of \$500M+ gc/developer, requiring extensive financial reporting and forecasting, monthly advisory board reviews, and training new hires.

Baker Restoration and Waterproofing (Raleigh, NC)

Department Head, 2013-2020

- At Baker, I was responsible for P&L for 3 departments while delivering successful projects across 35 states. I oversaw staffing, sales, project delivery, and developed new business. I developed internal processes for business development, estimating, production tracking, field reporting and project documentation. I reported to the Chairman and designed and implemented strategy and structure for a complete rebuild of the department. I outperformed both revenue and net profit targets for 5 straight years.

Structures and Surfaces (Raleigh, NC)

Vice President (Owner), 2012-2013

- I founded, staffed, and grew this building envelope contracting company while focusing primarily on B2B sales to fuel growth. The business assets and staff were acquired by Baker.

Blair Duron Restoration (Raleigh, NC)

Department Head – Special Projects, 2008-2013

- I led growth phase, developed solutions to complex projects, and scheduled up to 75 men for this self-performing concrete repair and coatings contractor. Additionally, I was responsible for training and safety efforts, quality control, contract negotiations, risk management, insurance, bonding, and finance.

Carolina Restoration and Waterproofing, LLC (Creedmoor, NC)

Branch Manager, 2007-2008

- I was brought in to manage the transition from old ownership to new ownership, implement new corporate policies and a safety program, create training, and I managed the branch level P&L. I worked to onboard a new branch manager. The company experienced a 35% year over year growth rate. This position was intended to be a short contract period.

Seager Waterproofing, Inc (Greensboro, NC)

Production Manager, 2003-2007

- I had an operational responsibility for all projects across three states. I scheduled manpower, subcontract partners, equipment, and materials. I developed project schedules, budgets, and submittals, and I aligned and assigned delivery responsibilities.

Blair Duron Restoration (Raleigh, NC) (Duron Atlantic subsidiary)

Department Head – Special Projects, 2000-2003

- At Blair Duron, I was responsible for staffing, schedule management, project acquisition, and project delivery.

Duron Atlantic (Halifax, NS Canada)

Estimator, 1996-2000

- My primary tasks were estimating and sales for an established specialty trade contractor specializing in bridge and pier repair, waterproofing, and coatings.

ASSOCIATIONS

International Concrete Repair Institute (icri.org)

President, 2022

Committee member for safety, masonry, coordination, membership, and finance

Speaker at several international, national, and local chapter events

The Waterproofing Contractors Association (thewaterproofers.org)

Waterproofer of the Year, 2010, 2014

President, 2014

American Concrete Institute (concrete.org)

ACI 562 committee – technical contributor, proponent for NC, SC, VA, MA, FL, OH, HI for code development and testimony

Concrete Industry Management (concretedegree.org)

Member of National Steering Committee

Member of Board of Directors

AWARDS AND ACKNOWLEDGEMENTS

- Certified Concrete Surface Repair Technician, ICRI
- USA Hockey Certified Coach
- NCHSAA Certified Lacrosse Coach
- Seven Steps of Intentional Leadership – Statarius Consulting, 2017

CORE COMPETENCIES

- Business Development
- Business Growth
- Sales and Sales Management
- Forecasting
- Scheduling (micro and macro)
- Strategic Planning
- Team Building, Coaching, and Mentoring
- CRM (salesforce)
- Contract Negotiations
- Design-Build
- Budgeting (project and corporate)
- Finance and Accounting Competency
- Creative and Strategic Thinking/Planning
- Public Speaking
- Communication

Profile

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Yates Mill Park Advisory Board

Please select your third Board preference: *

Library Commission

Please select your fourth Board preference: *

Water Partnership

Please select your fifth Board preference: *

Board of Adjustment

Please select your sixth Board preference: *

City of Raleigh Board of Adjustment

Byron

First Name

Rush-Frazelle

Last Name

Middle Initial

409 N. East Street

Street Address

Suite or Apt

Raleigh

City

NC

State

27604

Postal Code

What district do you live in?

None Selected

Home: (910) 330-5153

Primary Phone

Home: (910) 330-5153

Alternate Phone

sbfrazelle@gmail.com

Email Address

NC Administrative Office of the Courts

Employer

Judicial Fellow

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

My wife and I have settled in Raleigh and now that we just got married, we are looking to become more involved in the greater Raleigh area. We both are local government people, I work for the State and my wife works for the City of Raleigh, and we are just looking to get on the ground and do more for our community. Little decisions make a big difference in the daily lives of people, and I would like to join a commission or board in order to make the City and County a better place.

Work Experience

Before I went to law school I had varied experience, primarily working as a copyeditor for a science journal, but also working part-time for the Carrboro Parks and Rec Department, where I helped out with parades, events, and mostly youth sports as a referee and an umpire. I also worked with Theatre Delta and traveled to many colleges and high schools to spread awareness of underage drinking and bystander intervention. In law school, I focused my experiences in local government: While interning with a policy organization, I researched intensively managed retreat and a local government ordinance passed to assist homeowners facing rising seawaters; I interned with the Town of Cary, and worked on several local issues there; and I worked briefly in transactional law both in and after law school, where I learned more about affordable housing transactions and local government's role in those transactions (and also that I do not belong in a transactional private practice). As a Judicial Fellow, I assist trial judges throughout North Carolina on research questions and resolving litigation disputes, and my work in this role has been lauded by many of the judges I have served.

Volunteer Experience

Besides my paid work with the Town of Carrboro as a referee/umpire and with Theatre Delta as an educator, I have volunteered briefly with the Land Loss Prevention Project and worked to develop a memo for local farmers on LLC formation. In law school, I volunteered as the president of Student Legal Services, and provided undergraduate students with legal information to help them make decisions on disciplinary or minor legal issues they would be facing.

Education

UNC-Chapel Hill, BA in Dramatic Arts and Political Science '16; William & Mary Law School, '22

Comments

[S. Byron Frazlle - Resume.pdf](#)

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S. BYRON FRAZELLE

✉ sbfrazelle@gmail.com | ☎ (910) 330-5153 | 🏠 Raleigh, NC

EXPERIENCE

Administrative Office of the Courts, Raleigh, North Carolina
Judicial Fellow July 2023 to Present
Routinely assist Superior and District Court judges on quick-turnaround legal questions through research support and drafting orders. Helped resolve discovery disputes through conducting intensive analysis of documents submitted for *in camera* review, including thousands of emails and attorney time records. Supported administration of three-judge panels, including briefing judges ahead of status conferences, calendaring hearings, and drafting orders. Developed primer on § 1-267.1 transfers. Developed and currently administering a monthly Fellowship newsletter sent to all judges and court officials in North Carolina.

Land Loss Prevention Project, Durham, North Carolina
Volunteer March 2023 to July 2023
Provided research support for a project on the benefits of organizing an LLC for farmers and landowners.

Ellinger & Carr, Raleigh, North Carolina
Associate May 2022 to March 2023
Developed template loan documents for first-time homebuyer programs for municipalities and non-profit housing organizations. Supported lender's counsel for municipal lenders, including drafting loan documents and reviewing and gathering due diligence materials.

Summer Associate & Clerk May 2021 to August 2021
Assisted in review of multiple e-discovery materials and prepared memoranda on North Carolina discovery and privilege law to support ongoing contract dispute.

National Agricultural Law Center, Fayetteville, Arkansas
Research Fellow May 2021 to December 2021
Researched and authored legal bulletin for farmers explaining business formation, including benefits of incorporation.

Town of Cary, Cary, North Carolina
Extern January 2021 to May 2021
Prepared formal memoranda on municipal property law, including municipal leases and dedication law in North Carolina.

Wetlands Watch, Norfolk, Virginia
Legal Intern May 2020 to August 2020
Authored a white paper examining coastal conservation easement valuation issues from a landowner perspective. Developed reports on "rolling" easement legislation and examples throughout the country. Created a guide on open space preservation options for local governments.

William and Mary Law School, Williamsburg, Virginia
Research Assistant June 2020 to July 2020
Developed reports that collated and reviewed tort reform legislation from the 116th Congressional session.

EDUCATION

William & Mary Law School
J.D. May 2022

UNC-Chapel Hill
B.A. May 2016

BAR ADMISSION

North Carolina 2022
Bar ID: 59771

HONORS & AWARDS

William & Mary Law Moot Court

William & Mary Environmental Law and Policy Review

Best Student Note – William & Mary Environmental Law and Policy Review

Student Fellow at William & Mary Center for the Study of Law and Markets

PUBLICATIONS

Alternative Solutions for Government Intervention in Climate Crisis Markets: Price Gouging and the Pandemic Egg Market Case Study, 46 Wm. & Mary Envtl. L. & Pol'y Rev. 283 (2021)

INTERESTS

Philosophy blog (*Turning 30 with Aristotle*); running; Shakespeare's histories; National Women's Soccer League