



Project Profile

Wolfeboro Public Safety Phases I & II

By: Jeff Downing

In mid-January with the successful completion of Phase II, the final phase of construction got underway at the new Wolfeboro Public Safety Building. Designed by Banwell Architects, and approved by the Wolfeboro voters in March of 2023, the multi-phase project nears final completion in May.

The \$13 million, 34,000 square foot project, has been under construction for approximately 18 months. Built on the site of the existing Public Safety Building, the job was extremely challenging because the facility had to stay open 24/7 to serve the community during construction.

Phase I consisted of a new apparatus bay addition, which was completed and occupied in the summer of 2024. This allowed Phase II to begin, which included the removal of the existing apparatus bay and the construction of a new 14,000 square foot two-story office building. Phase III, which is now underway, is the renovation of the existing 3,600 square foot office building.


Home to the Wolfeboro Fire and Police Departments, along with the Lakes Region Dispatch Center, the project required extensive scheduling and communication to make it all work. Weekly job meetings were supplemented by daily coordination meetings, as the critical path schedule shifted.



With work limited to the interior of the existing office building in Phase III, the job is finishing strong, providing the Town of Wolfeboro with a state of the art facility that will serve the community well for decades to come.

CCI President Jeff Downing, who has been in the commercial construction industry for over 40 years, said “without a doubt, this has been the most challenging project I’ve ever been involved with”. Special thanks to the Town Department leaders who lived the project daily, Nate Nichols, Tom Zotti, Mark Livie, Mia Lyons, and their staff. It could never have been done without them.

Superintendents Ron Downs and Chris Parsell led the CCI field crews, navigating endless challenges, while project manager Mark Bolstridge kept the schedule on track.

Thanks also to Jim Pineo, Wolfeboro Town Manager, and the key subcontractors who all contributed to the success of this project. This is the third major project CCI has completed for the Town of Wolfeboro. We are proud of this long term relationship. 

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New Hampton School Dr. Childs Road Reconstruction

By: Jeff Downing

Phase I of New Hampton School's masterplan was approved by the board of trustees in January. The \$2.5 million project involves the reconstruction of Dr. Childs Road, which was recently granted to the school by the Town of New Hampton.


The project, designed by Horizon's Engineering of Littleton, New Hampshire, involves the complete reconstruction of the existing town road

and utilities, turning it from a public street into another main entrance to campus. New parking and sidewalks will be added along with extensive high voltage work as the existing power will be removed and placed underground.

Detailed landscaping, designed by alumni Eric Buck of Terrian Associates will be added, and site lighting will be upgraded. Much of the project will be completed over the summer months

with final landscaping installed in September.

Key subcontractors involved in the project include Jeremy Hiltz Construction and Daniels Electric Corporation. Marinace Architects of New Hampton, New Hampshire is providing both design and master planning services.

CCI is proud to continue our thirty year relationship with New Hampton School as construction manager on this project. 



From the President's Desk *The Great Game of Business*

By: Jeff Downing

There are many things that make CCI unique in our industry, but the most special benefit to me personally is our profit sharing program. It was started when we founded the company over 33 years ago, based on the philosophy that dedicated employees should share in the wealth of the business and be granted an ownership stake.

Our program was modeled on the book by Jack Stack entitled the Great Game of Business. Jack was an entrepreneur who took over a failing division of International Harvester and turned it around by granting his employees an ownership stake in the company through a phantom stock program.

Much like Jack's company, everything critical to our business at CCI is tracked, measured against established goals, and has a bonus associated with it. Safety, sales, profits, equity, backlog, customer service, and quality are all good examples of items that we focus on internally with a goal of constant improvement. These items are always on our agenda at our monthly staff meetings.

The profit sharing program is the highest honor any employee can achieve at CCI. Membership in the program requires five years of continuous employment or a two-thirds vote of the peers already in the group. An annual meeting is held chaired by management to review candidates and distribute bonuses, but the program is controlled by the employees.




When voted in, an employee is awarded a profit sharing contract with a starting bonus total that is tied to CCI's equity at the time of award. The initial bonus will grow in direct proportion to the growth in equity over a five year period that is vested. At the end of five years, the bonus is paid out in full, and a new contract is executed at the annual profit sharing party.

Based on profitability targets achieved, the CCI board of directors also allocates annual bonus money to be distributed to this group based on individual merit, which is paid out annually, typically in December before CCI's year end.

The goal of the program is for every key employee, regardless of their position in the company, to take ownership in our business and have their long term compensation tied to our success.

For the first time in our history, CCI achieved one hundred percent participation in this program with the new candidates added last December. As president, founding principal, and architect of this program, nothing could make me prouder.

Sometimes it seems like all we hear about are the problems that our industry faces, so it is also important that we focus on the good things as well. In 2024, CCI redistributed approximately \$1 million in profits back to our workforce through the profit sharing program and other merit based bonuses.

We are truly a company of owners, which is the highest level any business could ever hope to achieve. Whatever challenges lie ahead, we will tackle them as a team, understanding that the key to CCI's success is thanks to our loyal workforce. 

Project Profile

MVSB North Conway


By: Mark Bolstridge

The North Conway Branch is the latest of the new Meredith Village Savings Bank locations. This branch location is certainly one of the most unique nestled in Mount Washington Valley. Due to the small lot size WarrenStreet Architects had to produce a different floorplan and overall theme than the previous branches. The look and design they delivered truly fit the location perfectly.

Eric Harding, site superintendent, was able to break ground in April 2024 for the start of the 3,816 square-foot, two-story bank branch construction. Like every project this one came with its own set of challenges. This time it was distance. While North Conway is a beautiful place to



visit and even live, many tradesmen had to travel a little further than is typical. While CCI was very fortunate to be able to work with new local trades for the site, electrical and roofing, other trades folks got to enjoy additional travel time with some terrific views.


Proper planning and scheduling makes a difference with overall project duration. With Eric's efforts to keep everyone on schedule, the project was able to be completed a full two months earlier than what was originally anticipated and opened in November 2024. Under budget and on time is a goal construction managers strive to achieve. This time Eric was able to raise the bar with - under budget and completed early! 

Subcontractor Spotlight

SK McDonald Co.

By: Lindsay Hawkins

Based out of Canterbury, NH, SK McDonald Co. is a sitework contractor that specializes in both high-end residential projects as well as commercial projects. Founded by Sean McDonald, a UNH graduate with a degree in civil engineering, SK McDonald has completed various sitework projects across the lakes region and beyond.

SK McDonald has been a sitework subcontractor for CCI on multiple projects, such as the NH Boat Museum and two banks for Meredith Village Savings Bank in Rochester and Exeter, NH. CCI appreciates the skill and professionalism Sean McDonald, and his crew bring to each project. 

SK McDonald Company.com



Project Profile

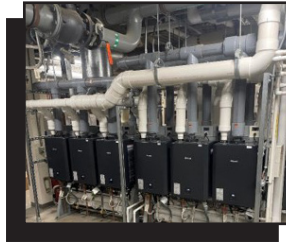
Taylor Ledgeview Mechanical


By: Ben Downing

The team at CCI is happy to be back at Taylor Community's Laconia, NH campus for another project; this time completing mechanical upgrades at Ledgeview, one of Taylor's cornerstone residence buildings. Ledgeview is a 60,000 square foot building standing three stories tall and was originally built in the early nineties. The facility houses over sixty residents with a mix of care options including independent living, nursing care, and memory care. Ledgeview features two full-service dining areas, a salon, rehab and PT facility, and multiple resident common spaces.

CCI is working with Johnson & Jordan Mechanical Contractors to remove old equipment and install new

state-of-the-art domestic hot water heaters, boilers, and a modular cooling tower that will heat and cool the building for years to come. Ledgeview needed to remain fully operational and occupied throughout construction, which was a major challenge that the team faced. To meet this need, CCI worked with Taylor Community to develop project phasing so that the building can remain occupied, and residents can maintain full control over their heating and cooling systems while upgrades take place. The new DHW units are now fully operational, and our team is working to complete the remaining upgrades. We expect to



bring the new boilers and cooling tower online in time for the start of the cooling season in late May. Our thanks go to the Taylor Community for involving CCI in yet another great project! 

Client Profile

Client Profile – Bank of New Hampshire

By: Tiffany Baert, VP - Marketing Officer, BNH


Founded in 1831, Bank of New Hampshire (BNH) is the oldest and one of the most trusted financial institutions in the state. With nearly two centuries of experience, BNH has grown from a single location into a comprehensive community bank with twenty-one banking offices across New Hampshire. Throughout its history, the Bank has remained committed to providing personalized financial solutions, fostering long-term customer relation-

ships, and supporting the local communities it serves.

What sets Bank of New Hampshire apart is its dedication to blending modern banking technology with the personalized service of a community institution. From innovative digital banking tools to tailored wealth management solutions, BNH offers a full suite of products and services designed to meet the evolving needs of individuals, businesses, and non-profits. Its commitment to excellence has earned it a reputation for reliability, integrity, and customer-centric service.

In recent years, BNH has made strategic investments in its facilities, including the remodel of its Whitefield branch completed by Conneston Construction, Inc. (CCI). The project transformed the branch into

a modern, efficient space designed to enhance customer experience while preserving the Bank's welcoming and community-oriented atmosphere. The 2,400 SF renovation strategically used the existing layout as much as possible to minimize downtime throughout. Work was completed in two phases to allow the bank to continue to operate during the renovation. CCI superintendent Damien Patten remained in constant contact with bank personnel, updating them on ongoing work and upcoming work. This renovation reflects BNH's ongoing efforts to remain accessible, convenient, and innovative, ensuring that its customers receive exceptional service in both form and function.

As Bank of New Hampshire continues to grow, it remains deeply rooted in its mission: to help individuals and businesses thrive by providing trusted financial guidance, exceptional service, and meaningful community support. 



Director's Scholarship

Student Loan Reduction

By: Lindsay Hawkins

In 2024 the CCI Directors Trust brainstormed various avenues for funding education in addition to their scholarship fund. Their goal to make funds available not only for scholarships but also for student loan repayment and reduction. After some research and careful consideration, they created a new plan for additional funding and introduced the Educational Assistance Plan (EAP). By August, the EAP and applications were sent out to all CCI employees for review and submission.

In October 2024, the CCI Directors Trustees met to review the applications received. Both JW Cantwell and I (Lindsay Hawkins) were awarded the maximum financial assistance allowed under the EAP. This tax-free payment was processed directly to our student loan lenders.


Since this is paid directly to the providers, not only does it reduce the financial burden of the loan it also reduces



the interest accrued on the balance by paying down the principal. This immensely helps both JW and I save money on current student loan expenses and has reduced the time to pay off our remaining balances.

Both JW and I are grateful to the Director's Scholarship Trust for their consideration and their generosity.

With this, I was able to fully pay off one part of my federal loan, which thanks to the Trustees is a huge burden off my shoulders. They went above and beyond to include those of us who no longer require scholarship funds but are looking for ways to lower existing student loan debt.

Many thanks to the CCI Directors Trustees! 

Profit Sharing Program 100%

By: Wendy Couto-Herne

CCI has been fortunate to have many reasons to celebrate in recent years. One of these reasons deserves the spotlight; 100% participation in our profit sharing program!

To be invited to participate in this program, an employee must work for CCI for five consecutive years or receive a nomination from an existing member supported by a two-thirds majority vote of all members in the program at the annual meeting.


At our annual meeting in December the current CCI profit sharing members nominated and voted five new members into the program. Which was all the remaining full-time employees at that time. These new members have been with CCI full-

time for less than five years. This says so much about their capabilities and what their peer group thinks about their contributions to the team. Congratulations to William J Cantwell IV, Trevor Garrity, Hunter Gibbs, Nicholas Rowe, and Nicholas Rowe II who will all execute their first contracts at the annual profit sharing party in early April.

We will also celebrate eight CCI veteran employees who are fully vested under the terms of the program and will receive bonus checks. The participants with fully vested contracts are Michael Bridges, Wendy Couto-Herne, Eric Harding, Brandon L'Heureux, Mark L'Heureux, Mark Marceau, and Damien Patten, all who

will be receiving renewal contracts. Recently retired, Dennis Downing will also receive his final vested bonus check.

The CCI Profit Sharing Program is CCI's highest honor for an employee to achieve. Participants are awarded a base bonus that grows in direct proportion to any increase in equity in the company over a five-year vesting period. Participants also receive additional bonus money at year-end based on the profitability of the company.

Profit-sharing is caring and CCI is 100% committed to caring for our members. Congratulations to all those joining the profit sharing program this year and years to come! 

Brackley Shaw Architect

By: Ben Downing


Brackley Shaw began his career in architecture as many young architects do – after earning a BA in Architecture from the University of Pennsylvania, he quickly enrolled in Harvard University's Graduate School of Design and began to pursue his master's degree in architecture. Brackley, however, is not quite like any other architect I have ever met – and neither is his story.

After two years or so at Harvard, Brackley dropped out of school to pursue other passions. Shortly after leaving Harvard, he met his wife Gail, and the young couple moved to Hawaii. Brackley spent several years drafting under an architect there and worked in a small home-office overlooking the Pacific Ocean. Once their first child was born, Brackley and Gail moved back east and settled in Bridgewater, New Hampshire. For several years Brackley worked for various contractors and architectural firms throughout the Lakes Region,

building and designing custom homes and commercial structures. Once he had accumulated enough working hours, he was able to take the Architect Registration Examination to become a licensed architect. After he got his license Brackley opened his own one-man firm out of his home in Bridgewater and has been working there ever since.

Brackley's first project with CCI was the Minot-Sleeper Library in Bristol, NH. Brackley vividly remembers a conversation with the Library's Board of Directions about CCI: "They may not look like much, but these guys really know their stuff!" The team was able to complete the project on time and under budget, and the library was able to reinvest some of the budget savings into additional facility upgrades. Since then, Brackley and CCI have partnered on numerous projects around Newfound Lake, including many custom homes. CCI is happy to be working with Brackley

again on a private residence in Bristol, NH set to break ground in the Fall of 2025.

Although Brackley will turn eighty this July, he did not mention retirement when asked about his future plans. Brackley is happy to continue to pick up a project here and there around the Newfound Lake area but will continue to set a good amount of time aside to spend with his family and friends. 

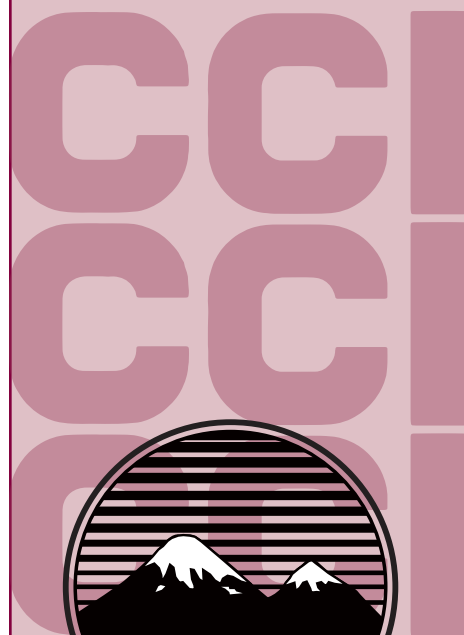


Minot-Sleeper Library, Bistol, NH

Safety Update

Near Miss

By: Jon Healey




Here at CCI we try to learn about and discuss as a group any "Near Miss" incidents that occur both at work and while away from work.

What constitutes a Near-Miss?

A Near-Miss is a potential hazard or incident in which no property was damaged, and no personal injury was sustained, but where, given a slight change in timing or location, damage or injury could easily have occurred.

By discussing these incidents, regardless of severity, we look to inform and educate everyone to prevent the possibility of future accidents.

Regular discussion also gives CCI employees an advantage to recognize safety concerns and correct them before an incident can occur.

CCI has scheduled several safety training courses this year for all employees which will include First Aid and CPR. For 2025 CCI has also added a "Stop the Bleed" training, which puts focus on emergency first aid for more serious lacerations, punctures, and amputations. Safety training is more than just another tool in our toolbox, it allows our field teams to be more confident and responsive in various situations. 

Employee Profile


Nick Rowe, Jr. & Nick Rowe, Sr.

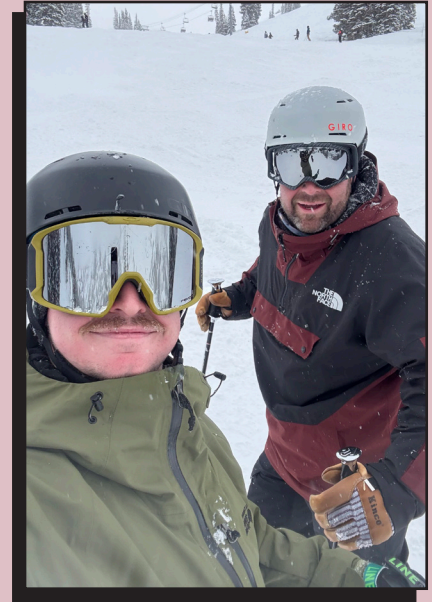
By: JW Cantwell

In March of 2023, CCI welcomed father-son duo Nicholas Rowe and Nicholas Rowe II. Over the past year, they have both shown themselves to be all-around great guys and essential parts of our crew. Proud locals to the area, Nick “Senior” went to high school in Laconia and “Junior” to Gilford.

Before CCI, each had experience working in construction. 2025 will be Junior’s fourth year as a carpenter and Senior’s twenty-ninth year as a carpenter and supervisor. Everyone

who has had the chance to work with Junior or Senior has nothing but good things to say about their work ethic and personality.

The epitome of “the apple doesn’t fall far from the tree,” they enjoy spending their free time out in the elements. In the summertime you’ll find them mountain biking, fishing or up in the tree stand. Junior also enjoys skateboarding. During the winter season, they ice fish and are both avid skiers. Recently, they spent some time together on the slopes at Alta in Utah. 



Current Topics in Construction

Labor & Hiring Successes

By: Ben Downing

Hiring quality employees has always been a challenge in the construction industry, but as many people know this task has become exceptionally difficult over the past few years. After hours spent reviewing applications, conducting interviews, and making phone calls, the hiring process can begin to seem like a losing battle – or so I’ve heard!

I am happy to report that over the past year we have brought in three new employees who have proven to us that it is still possible to hire good carpenters and great people in the construction industry. Nick Rowe and Nick Rowe, Jr., a father/son team, joined CCI at the beginning of 2024 and came to us from an experienced framing background. The Rowes join several past and current father/son teams here at CCI, which I believe speaks volumes about our company’s culture. In the few months since they started, both Jr. and Sr. have proven to be CCI guys to the core. No project has been too far away, and no task has been left undone.


The same can be said for Luke Houle, a young man who joined CCI in late

2024. Luke did not come from a construction-related background, but he hasn’t let that stop him from contributing to any project he has worked on. Superintendents report that Luke has a great work ethic, picks up skills quickly, and is always interested in learning more about the industry. Some of CCI’s most successful superintendents started at CCI just out of high school with limited experience and exhibited the same qualities that Luke does today. I am looking forward to seeing what these three guys accomplish in their careers here at CCI, which fortunately for us has just begun. You can read more about Nick Jr. and Sr. in the Employee Profile in this Volume of the Chronicles.

Unfortunately, experienced carpenters like the Rowes don’t seem to be walking through the door as often as they used to – if we can’t hire them with experience, we will train them. I am pleased to see many of our interns returning to spend their summer working with CCI, as many have before. Any industry professional can tell you that field experience is invaluable, no matter which aspect of the construction indus-

try you work in. Whether our interns choose to continue their careers at CCI after they complete their education or not, we are proud to play a small role in training and educating the next generation of construction professionals.

On this note, we are also excited to continue our support of education through various scholarship awards at high schools throughout the state. We have hosted several successful internships through a scholarship program at Plymouth Regional High School and are looking forward to seeing what this year brings. CCI is also hoping to replicate those successes at other tech schools in New Hampshire. Please reach out to us if you are interested in discussing an internship and scholarship opportunity at your school.


At the end of the day, CCI is a company built around people. They drive our business forward, and whether they are laborers or project managers, we cannot do what we do without them. That is why we will never stop looking for good hands and minds – give me a call if you fit the bill. 

Plymouth Elementary School – New Equipment

By: Wendy Couto-Herne



Plymouth Elementary students are going “GaGa” over their brand new GaGa Pit!

CCI was happy to assist with the introduction of this fun, new piece of playground equipment. 

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Annual Holiday Party

By: Wendy Couto-Herne

At the end of every year CCI folks can be found celebrating at the annual CCI Holiday Party.

In December 2024 we all gathered at the Exeter Inn for a jovial evening of dinner, cocktails, and dancing.

As you can see a great time was had by all! 



Questions? Comments?
Need More Information?

Contact Us:



PROJECTS CURRENTLY UNDERWAY

Project	Client	Superintendent	Completion Date
Public Safety Building Additions & Renovations	Town of Wolfeboro	Ron Downes	Spring 2025
New Diner	Common Man	Ray Breton	Spring 2025
Sugar Hill Renovations	Taylor Community	Jake Neal	Summer 2025
Office Entry Renovations	SAU #48	Mike Bridges	Summer 2025
New Vehicle Maintenance Facility	Irwin Chevrolet	Chris Parsell	Fall 2025
Campus Utility and Road Upgrades	New Hampton School	Mark L'Heureux	Fall 2025
Theater Renovations	T-Up Theater	TBD	Summer 2025
Store Renovations Northbound Hooksett	Granite State Hospitalities	Brandon L'Heureux	TBD
Boiler Replacement	SAU #48 Holderness Central	Ray Breton	Summer 2025