



National Association of Women in Construction

Pacific Northwest Region

www.nawicpnw.org

January 2017

Director's Message

I hope that everyone had a great holiday. I am so ready for winter to be over and spring to start. We have had record snow falls in Idaho this year and very cold temperatures. In watching the weather and posts on Facebook, I realize we are not the only ones suffering. When I read the post of -59 in Alaska I am asking myself "Why are you whining about a little cold?" Our lowest for one day was -18 degrees. I know some of you have had to cancel events or chapter meetings these past months due to weather but don't despair spring will eventually get here.

If you are looking to get away, the Portland Chapter #54 is hosting the Oregon Retreat on February 24-26 at Gleneden Beach, OR. It is a fun, relaxing and learning weekend.

Before you know it the 2017 Forum on May 18-20 will be here. Mark your calendars and plan to attend. The Greater Easy Bay Chapter #30 and the San Francisco chapter #19 have a full agenda planned. The location is the Embassy Suites in South San Francisco, CA. Registration will be available on the region website at nawicpnw.org shortly. You will be able to pay with PayPal this year through the region website. Be sure to come in on Thursday afternoon to take advantage of the tour of San Francisco and possibly a job tour. Early registration will end April 1st.

I will be attending Mid-Year Board in Anaheim on March 2-4. If you have any comments or suggestions that you would like me to take to the meeting, please have them to me by February 24th.

This is the first year that the PNW Region will give out awards for Member of the Year, Future Leader of the Year, and Lifetime Achievement. The forms have been emailed to your chapter president and will be available on the region website. We are adopting Nationals forms to make it easier for members to be able to use the form for both the Regional award and the National Award. The Pacific Northwest Guidelines for the awards have not changed. There is a slight difference between Regional and National guidelines. We will ratify using the awards forms at the 2017 Forum.

The NAWIC National will also be awarding these same three awards. All submissions for the Regional Award will be turned into National. Your chapter can nominate as many as you want for the National Award. Information and criteria is available on the National website www.nawic.org. There are many members deserving of these awards so let's recognize them. Forms are being sent to your chapter president to distribute. Let's make sure we have submissions to National for all three awards from every chapter.

The Safety Excellence awards are due to osholutionsguam@yahoo.com by March 1st. Please copy me on your submissions. There is a slight twist this year as your chapter will choose a company to submit to the Region and then the Region will submit its winner to National. Forms are being included with this newsletter email.

It seems like this NAWIC year has just started but it is time for campaigning to start. The deadline to submit your application for candidacy for National or Region Director is February 1st. So far, we have Lauline Mitchell running for PNW Region Director. I am announcing that I intend to run for National Secretary. Statements from all national candidates will be coming out in February.

Be sure to check out the Leadership Training webinars. The next topic is NAWIC Election Protocol —Chapter, Region, and National on February 22nd.



Ruth

Quality Chapter Meetings

If you did not read this when it was originally sent out I am including it in my newsletter as I believe it has important information that you need to read.

Quality Chapter Meetings are Key to Building Membership By Jennifer M. Sproul, LEED AP

Does your chapter struggle with getting or keeping members? Do you fight to get attendees to your monthly meetings? The answer may lie in what types of events your chapter is hosting. Chances are, if you're reading this article, you are a NAWIC- believer. You know the value that a NAWIC membership holds and you go out of your way to attend every chapter meeting, and even regional and national NAWIC events. For those long-term members, it is sometimes hard to remember why you joined NAWIC in the first place and what kept you coming back month after month. We must tap into that in order to attract new members and guests, while retaining current ones. My reasons for staying in NAWIC include opportunity for leadership training and experience and our charitable contributions, but mostly the sisterhood that I share with the NAWIC women from all over the country. But those friendships aren't the reason why I went to my first meeting. And I would bet that the majority of members would say the same. So, why should someone come to a NAWIC meeting? Our mission as an organization is to enhance the success of women in the industry. Every woman in the AEC industry knows the challenges we face daily and the promise of an organization whose sole purpose is to help women succeed should be a major selling point.

But is it in reality? As chapters, we must ensure that the meetings and other events that we host focus on just that: supporting, enabling, educating, and enriching the lives and careers of women in the construction industry. How can we make sure that happens? When planning upcoming chapter meetings, the board and committees in charge must ask and answer these three questions: (1) What will our members get out of the event? (2) Does this event fulfill the mission of enhancing the success of women in the industry? If not, what other purpose does this event fulfill? (3) If I was an employer, would I support (pay for) my employee's attendance? The answer to the first question—what will our members get out of this event—will help chapters determine if this event is worthwhile or not, while also helping when advertising the event. If someone knows what they will learn at a meeting, it takes the guessing game out of why they should attend. Time is at a premium. We are competing not just with personal after-work commitments, but other industry-related events.

If there are two events scheduled for the same night, the more interesting event will win out. The second question is incredibly important. All chapter-sponsored activities should be able to answer "yes" to this question, unless it is a charitable event such as Block Kids. If the answer is "no" and there is no altruistic reason for the event, the chapter should seriously consider not hosting the event in question. Yes, paint nights are fun, but do they truly benefit women in the industry? Many of us have become friends with our NAWIC sisters and it is perfectly wonderful to want to engage in fun, social activities together, but these activities should never take the place of a monthly meeting. A way to circumvent this would be to either have two events that month—the social one in addition to a meeting that meets the NAWIC mission—or to combine the social event with a charity fundraiser. Paint, bowl, or golf for a cause with proceeds going to your NAWIC scholarship fund or another local charity. Many chapters host these fun types of events during WIC Week and they are a great way to get good press about your chapter. The third question ties into the other two, but is a final check and balance for the board. If your employee came to you and asked to attend this event, would you pay for her to attend? If the answer is not a resounding "yes," then maybe your chapter should reconsider the event. Employers will often pay for training opportunities, industry related networking opportunities, and even charitable events, but they probably won't pay for someone to participate in a purely social event, or an event that has a non-professional topic.

An example of a non-professional topic would be Gardening 101. Sure tips and know-hows to gardening are beneficial to some, but how does this tie into our careers? Instead, perhaps a landscaping firm can make an industry-relevant presentation or jobsite tour. During the Q&A, members can then ask their burning gardening questions. All of the marketing in the world won't retain members if the content isn't there. Focus on good, quality meetings and the rest will fall in place.

Jennifer M. Sproul, LEED AP, is the chair of NAWIC's Professional Development and Education Committee and a member of NAWIC's Baltimore, Md. Chapter.

Safety Corner

Managing Stress at Work - National Safety Council

While many of us need a certain level of stress to achieve peak performance, too much stress can take its toll, increasing the risk of job burnout, anxiety, depression, insomnia, hypertension and frequent illnesses. The more an organization can do to reduce stress on the job – and the more individuals can do to better manage the stress in their lives – the more productive the workplace.

There are many contributors to employee stress. Supervisors, in particular, are faced with numerous challenges, including:

- Downsizing or reorganization, often involving low morale and an unstable work environment
- Large workloads, high performance demands and long work hours
- 24/7 technology – e-mail, cell phones and wireless devices make it difficult to separate work from home
- Work/life obligations, especially in instances where there are two-career families, single-parent households and elder care responsibilities.

Organizations can help create a less stressful work environment by applying the following practices:

- Allow workers to have some control over their schedules
- Include their input in decision making
- Balance responsibility with the authority necessary to complete the task
- Set reasonable limits and timelines
- Remember to recognize a job well done
- Provide resources to help balance work/home issues, such as on-site/ near-site child care or elder care and Employee Assistance Programs
- Continually review policies, processes and methods of organizing and distributing work; make sure they are fair and effective

Employees can better manage workplace stress by implementing the following:

- Eat a balanced and nutritious diet starting with breakfast, and get a good night's sleep
- Volunteer time and services; doing something for others can help a person forget their own problems and increase self-esteem
- Seek professional help; use employee assistance programs or participate in special therapy that can teach ways to better manage the problems that are causing stress
- Keep moving—studies show that exercising for 30 minutes a day reduces stress
- Learn to express your feelings—you don't have to face problems alone
- Determine the source of your stress; if it can't be removed from your life, learn to cope by developing a systematic and rational way of thinking through the situation and taking control by figuring out options to better handle the problem
- You will never completely remove stress from your life, but identifying and managing stressors can help you maintain a positive and healthy lifestyle

Leadership Training

2016-2017 Chapter Leadership Training Series

Via – Freeconferencecall.com

"Leaders don't create followers, they create more leaders." – Tom Peters

	Topic	Date	Presenter
Session 1:	"How to Conduct Audit/Review of Chapter Financial Records"	** Member Center	Anne Pfleger NAWIC Treasurer
Session 2:	"Do's & Don'ts of Meeting Minutes"	** Member Center	Diane Mike NAWIC Secretary
Session 3:	"Treasurer Duties & Keeping Records"	** Member Center	Anne Pfleger NAWIC Treasurer
Session 3:	"Chapter Vice President as Committee Chair Coordinator"	** Member Center	Dove Sifers-Putman NAWIC Vice President
Session 4:	"Active Listening – for Chapter Presidents"	** Member Center	Catherine Schoenenberger NAWIC President-Elect
Session 5:	"NAWIC Election Protocol – Chapter, Regional, National"	February 22, 2017	Deb Gregoire NAWIC Parliamentarian
Session 6:	"NAWIC Office: Information EVERY Chapter Needs to Know"	March 2017	Dede Hughes NAWIC Executive Vice President
Session 7:	"Evaluating Chapter Effectiveness"	April 2017	Riki Lovejoy NAWIC Immediate Past President
Session 8:	"Relationship of NAWIC National & Chapter Charter"	May 2017	Tentative NAWIC Legal Counsel
Session 9:	"Effective Mentoring of Future Chapter Leadership"	June 2017	Connie Leipard N AWIC President
Session 10:	"How to Prepare a Chapter Budget"	July 2017	Anne Pfleger NAWIC Treasurer

** Past Leadership Trainings are available in the Members Center under the Toolbox tab. Go to Leadership Training to access the list.

Calendar / Events

February 15, 2017—Form 990N filed with IRS and copy to National and Director

February 24, 2017—Comments or suggestions to bring to Board

February 24-26, 2017 - Oregon Coast Retreat, Gleneden Beach, OR

March 2-5, 2017—Mid-Year Board meeting, Anaheim, CA

March 1, 2017—Safety Excellence Award submissions to Region

April 1, 2017—Regional Award submissions (Member of Year, Future Leader of Year, Lifetime Achievement)

May 19-20, 2017—Forum 2017 in South San Francisco, hosted by Greater East Bay #30 & San Francisco # 19

May 31, 2017—Regional Safety Excellence Award winner to National.

June 1, 2007—All Future Leader, Member of the Year, and Lifetime Achievement submissions to National.

August 17-19, 2017—AMEC, Anaheim, CA

October 21-22, 2017 - Fall Conference 2017 in Portland, OR—hosted by the Portland Chapter #54

April 19-21, 2018—Forum 2018 in Salem, OR hosted by the PNW Task Force.



2016-2017 NAWIC Leadership

National Board

President— Connie M. Leopard CIT

President Elect—Catherine Schoenenberger

Vice President—Dove Sifers-Putman, CBT

Secretary—Diane Mike CBT

Treasurer—Anne Pfleger , CIT

Immediate Past President—Riki F. Lovejoy CBT, CIT

Parliamentarian—Debra Gregoire, CIT

Executive Vice President—Dede Hughes IOM

Region Directors

Midwest Region—Vickie Nichol

North Central Region—Jenny Mangas

Northeast Region—Catherine D. Schoenenberger

Pacific Northwest Region—Ruth A. Fritts

Pacific Southwest Region—Elizabeth Teramoto, CIT

South Atlantic Region—Lorie A Lythgoe

South Central Region—Dena Rowland

Southeast Region—Doreen Bartoldus



“On Board The NAWIC Train”



SUPPORT—ENCOURAGE— GROW

Lauline Mitchell

Candidate for Director

It is with pleasure and responsibility that I announce my candidacy for PNW Region Director.

I love NAWIC and all that it provides to nourish and stimulate us when our days of construction are challenging. I'd like to be an integral part of fusing our regions together while we forge ahead. Let's work collaboratively to make our region spectacular.



AM&EC 2014
Photography by Shawna Alvarado

2006 Began attending NAWIC meetings - SF, Chapter 19 / Region 10

2007 Committee Volunteer - City Build for SF WIC Week

2008 Joined NAWIC, Board Director, SF 50th Anniversary Committee Volunteer, Committee Volunteer - City Build/WIC Week

2009 Board Director, WIC Week Chair, Treasurer's Audit Committee, Attended AM&EC

2010 Secretary, Co-Authored Connection Article, Attended AM&EC

2011 Vice President, SF WIC Week Chair, Attended AM&EC

2012 President, Block Kids Volunteer, Attended AM&EC

2013 Board Director, Regional WIC Week Chair, Attended AM&EC

2014 Board Director, Treasurer's Audit Committee, Regional Forum Coordinator, National WIC Week Chair, National Helping Hand Award Recipient, Attended AM&EC

2015 Board Director, SF WIC Week Co-Chair, Attended AM&EC

2016 Board Director, National Task Force Committee Volunteer, Attended AM&EC



I am qualified to represent the Pacific Northwest Region as Director due in part to my desire but also because of my life accomplishments. I was born and raised in California, lived 5 years in Washington and have traveled extensively to every state within our region. My primary accolades include Bachelor's Degree, Wife, Project Manager and Mother.

After 20 years in the construction industry and NAWIC participant for 10, I'd like to lead us in navigating the challenges that lie ahead in uniting us and gaining consensus among the unique women comprising our region. My goal is to nurture and encourage more young women to join our ranks and work jointly to further our advancements within our industry. It's my belief we need to work smarter by taking better advantage of new technologies and focus more on sustainability and the benefits it can provide.



NAWIC Oregon Coast Retreat February 24-26, 2017



Gleneden Beach, OR

Date: Friday-Saturday, February 24-25, 2017

Location: Salishan Spa & Golf Resort

7760 Highway 101 North, Gleneden Beach, OR 97388

The Portland Chapter is excited to invite you to join us
for a fun weekend of relaxing, learning and sharing.
Exchange ideas with colleagues, make some new friends,
reconnect with old friends and have some fun!

Room Rates: Traditional Guestroom \$123/n +tax

Deluxe Guestroom \$143/n +tax

All rooms subject to \$15 resort fee per room, per night + current
local taxes.

Make Reservations on or before February 3, 2017

**By calling Salishan at 800-452-2300 or registering
online at www.salishan.com using Group code: NAWIC17**

Oregon Coast Retreat Registration

Date: Friday-Saturday, February 24-25, 2017

Location: Salishan Spa & Golf Resort

7760 Highway 101 North, Gleneden Beach, OR 97388

Registration Fee: \$65.00 per person, \$70 after 2/2/17

NAME:

COMPANY:

CHAPTER:

ADDRESS:

EMAIL:

PHONE:

SPECIAL REQUESTS: (Including dietary)

☐ check if paying by paypal

Email completed forms to csphinney@anchorias.com, registration fee can be paid by paypal on www.nawicportland54.org or can be mailed to Charris Sonne-Phinney, Anchor Insurance & Surety, Inc.

1201 SW 12th Ave, Ste 500, Portland, OR 97205

Checks made payable to NAWIC Chapter 54