

National Association of Women in Construction

Pacific Northwest Region

www.nawicpnw.org

March 2017

Director's Message

Spring is almost here. It is hard to walk by all the pretty flowers in the stores just waiting to be taken home and planted. But I know it is still too soon as mother nature will still have a frost up her sleeve.

It was nice to get out of the cold and attend the mid-year board meeting in Anaheim, California. I could not resist the warm weather so I vacationed for an extra 5 days in San Diego before returning back to Idaho.

Now it is time to get back to work. You will find the Summary of Actions from the board meeting located later in this newsletter. The format of the mid –year meeting was changed slightly to allow for review of the Strategic Plan along with more discussion on



items and issues prior to the actual board meeting on Saturday. The review of the Strategic Plan was not to change anything but to stimulate discussion and questions to be answered at board orientation in July. The goal is to update the plan at board orientation instead of at AMEC. The rational is that this gives the board more time to focus on the other important items at AMEC that need to be addressed.

Now that WIC Week is over it is time for Forum season. I will be attending several out of region forums to campaign for the office of National Secretary. I am looking forward to visiting these areas and meeting new members.

I hope that you have saved the date and plan to attend the Pacific Northwest Region forum on May 18-21st in South San Francisco. The forum committee has great activities and tours lined up for those that attend. Our National representative will be Vice President, Dove Sifers-Putnam. We will also have several out of region members and candidates for national offices attending. We will be electing our new Pacific Northwest Regional Director. National candidates will also be provided time to speak to the members. Registration is available on the region website at nawicpnw.org. 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 a job tour. Early registration ended April 1st.

National elections are just around the corner. I urge you to plan on voting by May 31st. I will remind everyone when the ballots come out. Be sure to make sure National has your correct email address. If you are not receiving emails from National (example: NAWIC Connection) than they do not have your correct email. The future of our organization is in the hands of those who vote.

I am excited about the upcoming segment with Kathy Ireland and Connie Leipard. The board received a preview of the segment prior to its broadcast on Worldwide Business with Kathy Ireland. The broadcast date was April 2nd. The video will be available after the broadcast and we have the rights to use it in our marketing efforts. This could be a great leap towards getting the NAWIC name out in the business world. It will be another tool in your Marketing tool belt.

We received submissions for the Regional awards from only a few chapters. We adopted 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. We will ratify using the awards forms at the 2017 Forum.

Looking forward to seeing you at Forum!



Membership/PR & Marketing Webinar Syllabus

CALL NUMBER: 641-715-0700 ACCESS CODE ID: 656442

ONLINE MEETING ID: join.freeconferencecall.com/membership-prmarketingnawic

Go to Meeting Schedule— webinar available at two different times

April 6—Who to target for new members & Creating a Web site/Blog for Chapter, Noon (EST) or 6:30 pm (CST) Victoria Kurczyn and Laurie Jimenez May

May 4—Corporate Sponsorships, how to recruit, how to thank for sponsoring, Noon (EST) or 6:30 pm (CST) Jillian Perkins and Angelina Sacco June

June 1—Year in Review – What worked, what didn't work for your Chapter, Noon (EST) or 6:30 pm (CST) Laurie Jimenez and Angelina Sacco

July—No session planned – Enjoy your vacations

August 3 - Gearing up for Renewals & Prepare for transition to new leadership, Noon (EST) or 6:30 pm (CST) Jillian Perkins and Victoria Kurczyn

Check out NAWIC on youtube.com for valuable webinars and videos.

Pacific Northwest Region Awards

The winners of the Pacific Northwest Region awards will be announced at Forum.

The deadline for submitting the following awards has passed:

** Future Leader

** Member of the Year

** Lifetime Achievement

The following chapters participated: Eugene #77, Greater East bay #30, Salem #198, Portland #54, Puget Sound #60, and Boise #245

We received submissions from the following chapters on Blocks Kids:

Portland Chapter #54

Eugene Chapter #77

Santa Clara Chapter #99

Fresno Chapter #108

Spokane Chapter #143

The winner was submitted and received by the National chair prior to the deadline. The winner will be announced at Forum.

We only received 3 submissions for the Safety Excellence Award.

2017 Mid-Year Summary of Actions

National Association of Women in Construction Midyear Board of Directors Meeting

Hyatt Regency Orange County Garden Grove, CA Saturday, March 4, 2017

Summary of Actions

- APPROVED minutes of the 2016 Pre-Annual Board of Directors' Meeting as printed
- APPROVED minutes of the 2016 Post-Annual Board of Directors' Meeting as printed
- APPROVED minutes of the 2016 Annual Meeting and Education Conference as printed
- ACCEPTED the Consent Agenda as amended
- ACCEPTED the Treasurer's report as printed
- APPROVED the 2016 2017 YTD Financials as printed
- ADOPTED the 2016-2017 Midyear Budget as printed
- APPOINTED the Chapter Status Task Force
- RETIRED the Chapter Leadership Task Force
- APPROVED the dues increase effective October 1, 2017 in each of the following membership categories:

Category	Current 2016-2017	Dollar Increase	Dues as of 10-1- 2017
Active Chapter	\$190.00	\$15.00	\$205.00
Corporate Chapter	\$206.00	\$15.00	\$221.00
Associate Chapter	\$206.00	\$15.00	\$221.00
Member-At-Large	\$255.00	\$15.00	\$270.00
International	\$249.00	No increase	\$249.00
Retired	\$ 62.00	No increase	\$ 62.00
Student Chapter	\$ 42.00	No increase	\$ 42.00
Student-At-Large	\$ 42.00	No increase	\$ 42.00

- ADOPTED Bylaw Section A, Article X Board of Directors, Section 6: Meeting of the NAWIC Board of Directors as circulated:
 - C. The NAWIC Board of Directors may transact business by written ballot, email vote, or telephonic verbal vote. In the case of a ballot or email vote, a ballot shall be sent to each NAWIC Board member in the most expeditious manner as directed by the President. Only such replies as are received by the Secretary within fifteen days after date of distribution shall be considered. A telephonic vote will be conducted by a roll call vote of all Board Members present. A two-thirds Vote of the entire NAWIC Board shall decide the issue. The business and its result shall be ratified at the next Board of Directors meeting.
- ACCEPTED the 2016 2017 Strategic Plan Report as printed
- ACCEPTED the relinquishment of the Gr. Madison, WI Chapter #358

2017 Mid-Year Summary of Actions- cont

- ACCEPTED the relinquishment of the Gr. Madison, WIChapter #358
- ACCEPTED the relinquishment of the Sugarloaf/Gwinnett Chapter#360
- ACCEPTED the relinquishment of the Bowling Green, KY Chapter #376
- ACCEPTED the report of the Bylaws Committee as printed.
- ADOPTED clarification change to Standing Rule #2 effective immediately as follows:
 - 2. Standing Rules shall be reviewed for compliance annually by the Chapter Board of Directors. In the event the Chapter Board of Directors recommends any changes, they shall immediately submit the Standing Rules to the National Bylaws Chair for review. When there are no changes, the Chapter Standing Rules shall be submitted to the National Bylaws Chair for review biennially no later than November 30th. Chapters in Regions where the Director is elected in odd-numbered years will submit their Standing Rules for review in odd-numbered years; Chapters in Regions where the Director is elected in even-numbered years will submit their Standing Rules for review in even-numbered years. (03/17)
- ADOPTED the Credit Card / Debit Card / EFT Policy and Use Agreement for Chapters and Regions and will be added to
 the NAWIC Operations Manual in Section A National Policies under Financial as Policy # 20 and then renumbered and also
 to Section F Committees.
- APPOINTED four additional members to the Young Professional Advisory Committee
- **DEFEATED** the new standard PowerPoint templates as submitted
- APPROVED the distribution of the OSHA Alliance Committee member survey as submitted
- ACCEPTED the Membership Report as submitted
- RATIFIED the vote to participate with the Construction Career Alliance
- Appointed Northeast Region Director Doreen Bartoldus as the NAWIC Representative
- APPROVED Charlotte NC, Embassy Suites as the 2021 NAWIC Annual Meeting & Education Conference site
- ADOPTED the Chapter Status Report as amended
- APPROVED TO CIRCULATE change to Chapter Bylaws Article VII Meetings, Section 1
 - **♦ Proposed to Read:**

Section 1: The Chapter shall hold a minimum of ten (10) meetings per year, of which at least *four (4)* shall include the official Chapter and Association business. Whenever necessary, at the discretion of the Board of Directors, the date, time, and place of a regular meeting may be changed.

If you have any questions regarding the reports accepted please contact me and I will email them to you. The acceptance of the reports does not approve any action items. If an action item is asked for in the report it is voted on separately.

Explanations for the following:

Chapter Task Force— taskforce was appointed to review chapter status worksheet and report back at Pre-Annual Board meeting. This worksheet is to track chapters that may be experiencing difficulties and what actions are being taken and by whom. This report replaces the small chapter status report.

Credit cards/ debit cards/ EFT policy - The board felt that there needed to be policy governing the use of such cards and electronic payments since there has been some misuse of funds on the chapter levels in the past. This form will be signed when the SOX policies are signed each year.

Construction Career Alliance—Participating with the American Council for Construction Education in an industry-wide effort to bring construction associations together to address the workforce shortage in our industry.

Safety Corner

March is Ladder Safety Month

How Do We Prevent Falls From Ladders?

Ask the following questions:

What are the hazards? Falls from heights due to extension or stepladder use

What are the results? Broken bones, internal damage, death

What should we look for? Improper type, damaged ladder, improper ladder placement, ladder not tied off, ladder not extending 36" above deck, improper climbing procedures, standing on top step of a stepladder or fourth or first rung of an extension ladder

Safety Do's and Don'ts of Using a Ladder

As simple as it may seem to use a ladder, many disabling injuries occur each year due to improper use of ladders. Knowing the "Do's" and "Don'ts" can help you avoid becoming another victim of falling from a ladder.

Do...look overhead before placing a ladder, with special attention to power lines and other electrical hazards.

Don't ...assume the area above the ladder is clear of hazards.

Do...use ladders made of non-conductive material when working around power lines or other electrical hazards.

Don't ...use aluminum ladders when working around electricity.

Do...set up the ladder on the ground, floor, or other level, stable surface.

Don't...place a ladder on slippery, cluttered, or unstable surfaces such as boxes, carts, tables, etc.

Do...take your time and climb one rung at a time while using the "3 Point Contact" rule.

Don't...hurry up a ladder to complete a task.

Do...climb down and move the ladder to get proper access to the work area. Keep your belt buckle between the side rails.

Don't...overreach beyond the side rails to conduct work.

Do...climb all ladders facing the rungs.

Don't...turn your back to the ladder at any time.

Do...use a bucket or other means to lift objects to the work area.

Don't...carry heavy objects or tools up the ladder.

Inspiration

COURAGE by Margie Warrell

Courage comes in many forms. The courage to...

- not let what others think pilot your life.
- take the high path and do what's right over what's easy.
- pursue big goals even when they daunt you.
- say no and risk disappointing people.
- let go the familiar and step into uncertainty.
- have the tough conversations you'd rather avoid.
- say sorry, forgive yourself or forgive another.
- risk rejection, losing face or failing outright.

Dialing up your courage requires rising above your instinctive desire to play it safe. It's why living your best life requires being intentional about not letting fear or self-doubt sit in the driver's seat of your life.

Courage is indispensable for creating what you want most - in work, love and life - and changing what you don't. Nothing can ever take the place of brave purposeful action in the face of fear.

Have the courage to make a difference. Ask yourself where do I need to dial up my courage?

Forum 2017—May 18-21 South San Francisco, CA

For those of you coming in early on Thursday the following activities have been planned:

- * SFO Jobsite tour 11:00 to noon
- * San Francisco City Bus Tour—2 pm to 6 pm You can stay in the city after the tour but you will responsible for your own ride back to the hotel.

The first timers meeting will be held before session on Friday morning to allow them the option to stay and enjoy the city on Thursday night if they choose to not ride the bus back. Registration for Forum is available on the Regional website. The early bird registration cut off is fast approaching (April 1st).



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 Pres- ident as Committee Chair Coordinator"	** Member Center	Dove Sifers-Putman NAWIC Vice President
Session 4:	"Active Listening – for Chapter Presi- dents"	** Member Center	Catherine Schoenenberger NAWIC President-Elect
Session 5:	"NAWIC Election Protocol – Chapter, Regional, National"	February 22, 2017	Deb Gregoire NAWIC Parliamentarian
Session 6:	"FORMS: <u>F</u> ill <u>O</u> ut <u>R</u> e- turn <u>M</u> ystery <u>S</u> olved"	March 29, 2017 7:00 pm (EST)	Anne Pfleger NAWIC Treasurer
Session 7:	"Evaluating Chapter Effectiveness"	April 2017	Riki Lovejoy NAWIC Immediate Past President
Session 8:	"Relationship of NA- WIC National & Chapter Charter"	May 2017	Tentative NAWIC Legal Counsel
Session 9:	"Effective Mentoring of Future Chapter Leader-ship"	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.

Candidates for National Office

Meet the 2017-2018 Candidates for National Office

Plan on exercising your right to vote by participating in the election!

Members processed and classified as "Active," "Corporate" and "Member-at-Large" as of May 1 are eligible to vote. Each voting member will receive voting information by email in May.

Eligible voting members without an email address will be mailed a ballot. Ballots will be sent no later than May 15. Online voting will be held May 15-31.

Please make sure your contact information in the NAWIC Database is accurate. Ballots returned to the NAWIC Office will not be forwarded. To update your information, visit www.nawic.org > Member Log In > Member Center > Update Your Info.

President-Elect

Dove Sifers-Putman, CBT

Secretary

Jill Hanson, CIT

Ruth Fritts

Vice President

Diane I. Mike, CBT

Treasurer

Anne Pfleger, CIT

The Hunt for a New EVP

We have had 14 applications for the position of Executive Vice President so far. The applicants position will be replacing Dede Hughes when see retires.

The committee has reviewed the applications received to date to identify those that will be interviewed during the first week of April at the National office in Fort Worth, TX.

Calendar / Events

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. Leipard 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

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.





Circulation of Minutes for 2016 Fall Conference

National Association of Women in Construction 2016 Pacific Northwest Region Fall Conference Boise, ID October 14th & 15th

Meeting Minutes

Saturday, October 15th, 2016

Call to Order:

The Pacific Northwest Region Fall Conference was called to order at 8:02am by Regional Director Ruth Fritts. The location was the Kestrels Room in the Boise Centre, Boise, ID.

Opening Ceremonies:

The Pledge of Allegiance was recited.

The Inspiration was given by Teri Sherron of Fresno Chapter #108

Introductions:

Those seated at the head table were introduced. Elaine Clegg, Boise City Council President; Sheli Gartman, Keynote Speaker; and Connie Leipard, NAWIC President and our Fall Conference Representative, Laura Rannow, Chapter #187, Fall Conference Secretary; and Donna Revis, Chapter #19 Fall Conference Parliamentarian.

Appointments:

Fall Conference Timekeeper – Kelly Milstead of the South Sound Chapter #187

Audit Committee - Lauline Mitchell of the San Francisco Chapter #19 and Jodi Martinez of the Spokane Chapter #143.

Welcome to Boise

Elaine Clegg, Boise City Council President provided the welcome Cecyle Brock, Boise Chapter #245 gave the Chapter Welcome

Past National Officers and Past NAWIC Directors

We had 4 Past National Presidents and 8 Past Directors of Region 9 and Region 10 in attendance.

Past National NAWIC Presidents:

Marilyn Camin, CIT	1984-1985
Chris Wigginton, CIT	2006-2007
Tamie Taylor, CDS, CDT, CIT	2007-2008
Pat McDonald, CBT, CDT,CIT	2008-2009

• Also, we would like to recognize the Past Regional Directors:

Chris Wigginton, CIT	1999-2001
Pat McDonald, CBT, CDT,CIT	2000-2002
Tamie Taylor, CDS, CDT, CIT	2001-2003

Robin Langkamp, CIT 2003-2005

Marilyn Camin, CIT 2004-2006

Patty Lawson, CIT 2010-2012

Donna Revis, CIT 2012-2014

Rachel Stroup 2014-2015

First Timers, Fall Conference Sponsors, and other Acknowledgements

- We had 17 first timers in attendance
- Director Ruth Fritts introduced the Boise Fall Conference Committee
- Fall Sponsors were recognized:
- o Gem

Andersen Construction
Taylored Business Solutions LLC
VECA Electric

Potato

Idaho AGC
Advanced Heating & Cooling Inc
D & A Glass Company Inc
Tates Rents

Keynote Speaker - Shelly Gartman

Shelly Gartman was introduced by Ami Tracy, Boise #245

The meeting recessed at 10:00am for a break.

The meeting reconvened at 10:15am

Registration/Credentials Report:

The Registration/Credentials Report was given by presented by the Credentials Chairman Cyndi Parent of Boise #245.

It was moved to adopt the Registration Report as read.

Motion was carried with a voting strength of 54 (see attached report).

Adoption of Fall Conference Rules:

Donna Revis, Fall Conference Parliamentarian, reminded the group of some of the Fall Conference rules. There was a correction made on Rule 8. Rule 8 should conclude with "....enforce rule no. 7". It was moved and seconded to adopt the corrected Fall Conference Rules as presented. Motion carried.

Adoption of the Fall Conference Agenda:

Donna Revis, Fall Conference Parliamentarian moved to adopt the Fall Conference Agenda as published. It was moved and seconded. Motion carried.

NAWIC President's Report:

NAWIC President Connie Leipard, CIT presented her report.

Directors Report:

PNW Region Director Ruth Fritts presented her report

The Summary of Actions was discussed. The report is included in the Fall Conference book.

Region Fund Report:

The Trustees Report was given by Robin Langkamp. Corrections were the CAD award designations should read 1st, 2nd & 3rd place. It was moved to adopt the Trustees Report as corrected. It was moved and seconded. Motion carried.

The meeting recessed for lunch at 11:51am

The meeting was reconvened at 1:13pm

Unfinished Business

There was no unfinished business

New Business

• Adoption the SOX Region Policies. Director and Members of Region Fund or Region Director Fund have signed Code of Ethics and Conflict of Interest policies and they are attached to the minutes.

The following policies have been distributed

Conflict of Interest

Code of Ethics

Joint Venture

Whistleblower

Expense Reimbursement

Record Retention and Document destruction

It was motioned and seconded to accept these policies for the 2016-2017 NAWIC year. Motion passed.

Strategic Plan & Discussion:

The meeting broke into groups to discuss the following:

1. How do we ensure Leadership succession planning occurs at every level of NAWIC for continuity?

2. How can we help chapters succeed?

Meeting was recessed at 2:27 for a break

Meeting was reconvened at 2:43

Speaker - Jeff Anderson

Jeff Anderson of Andersen Construction was introduced by Ami Tracy, Boise #245. Jeff spoke on Lean Principles in Construction.

Awards:

Director Ruth Fritts presented Sandra Friestad with the National Future Leader of the Year Award that

was given out at the Annual Meeting and Education Conference in San Antonio.

Director Fritts also like to recognized Laura Rannow. She received an Executive Spotlight Award presented by

Riki Lovejoy for "Gave Change a Try and it Worked".

Star Recruiter Awards were presented to

Irene Medeiros, Santa Clara Chapter #99

Amie Sommer, Alaska Chapter #197

Cecyle Brock, Boise Chapter #245

Invitation to Events

Invitation to 2017 Forum in South San Francisco – Greater East Bay #30 and San Francisco #19 hosting

Invitation to 2017 Fall Conference in Portland – Hosted by the Portland Chapter #54

Invitation to 2018 Forum in Salem – hosted by the Forum taskforce

Invitation of Bids

The Santa Clara/Fresno Chapter combined to bid on Fall Conference 2018.

Raffles:

Chapters with raffles drew for winners.

Announcements:

Dede's Retirement Celebration – The committee is requesting a quilt square from each of our chapters. They need to be 10.5" square.

Please let Director Fritts know if your chapter does not want to participate.

Chapters can design whatever they like

Squares need to be mailed to Linda Young by May 15th.

Lauline Mitchell announced her intent to run for Regional Director 2017-2019

<u>Adjournment</u>

NAWIC Pacific Northwest Region - 2016 Fall Conference was adjourned at 4:30pm