



# National Association of Women in Construction

## Pacific Northwest Region

[www.nawicpnw.org](http://www.nawicpnw.org)

September 2016

### *Director's Message*

I hope that everyone that attended the 61st Annual Meeting and Education Conference (AMEC) this year has recuperated from the jammed packed week. There were 390 members in attendance this year which over 100 were first timers. The keynote speaker, Coach Jenn Lee, was a favorite while she talked about "Making Things Happen". Her seminar that afternoon was a full house. EVP Dede Hughes informed the members she will be retiring December 2017.

I attended several sessions one of which was the "Zap the Gap" presentation which tips from her presentation and her Generation's book were sent to you last week. I also attended the Chapter Leadership training where we participated in a mock board meeting. All officers and directors this year had a set schedule of the different sessions they were required to attend. No down time for us, we were busy hopping from one room to the next.

I accepted the Future Leader of the Year award for Sondra Friestad, Fresno chapter #108 which we will be presenting to her at Fall Conference in Boise. Laura Rannow, South Sound chapter #187, received an Executive Spotlight Award from Riki Lovejoy. Her award was for "Give Change a Try—And It Worked". Congratulations ladies on your awards. The Carol Kueker Construction Education Visionary Award winner was Jack Chapel, NAWIC Member of the Year was presented to Carol Chapman and Lifetime Achievement went to Pam Dullum.

This year the board had a full day for Strategic Planning. The summary of the Strategic Plan is included in my newsletter along with the Summary of Actions of the board meetings. Please let me know if you have any questions.

It is going to be an exciting year with more changes as we continue "On Board the NAWIC Train". The handouts and presentations from AMEC can be accessed on the website at <http://www.nawic.org/nawic/Handouts.asp>. Connie Leopard's installation presentation can also be found at the above address. Be sure to take advantage of the information available.

If you have not been out to the National website a new website was launched at AMEC. The National Website Committee has worked hard to bring you a more user-friendly site. Click on the Community Hotline interview with Aryn Ferguson and Kelly Aust from the Portland Chapter #54. Great job ladies in getting the NAWIC name into your community.

I hope you are planning on attending Fall Conference in Boise on October 14-15. The Boise chapter is working hard to make it fun and informative. Our new President, Connie Leopard, will be attending our Fall Conference. Come get to know her! Our focus this year is going to be about educating our members and leadership development.

If you are coming to Fall Conference be prepared to discuss the following 2 questions:

1. How do we ensure Leadership succession planning occurs at every level of NAWIC for continuity?
2. How can we help chapters succeed?

Stay tuned great things are in the works.

*Ruth*



## Executive Spotlight Award



Executive Spotlight Award—Presented by  
President, Riki Lovejoy

“Give Change a Try— And It Works”

Laura Rannow, South Sound Chapter #187



## Behavior in the Workplace

### Article from the National Safety Council

East Lansing, MI – Lack of civil behavior in the workplace can cause employees to experience mental fatigue and respond in a similar manner, which can negatively affect an organization’s bottom line, according to a recent study from Michigan State University.

“Incivility spirals” occur when an employee experiences rude behavior – such as sarcasm and put-downs – on the job and “pays it forward” to co-workers through similar behavior.

As part of the study, 70 workers filled out a survey three times a day for 10 consecutive workdays. Some incivility spirals developed unintentionally as workers reported feeling more mental fatigue and lacking the energy to suppress terse or impatient responses to colleagues.

“People who are recipients of incivility at work feel mentally fatigued as a result, because uncivil behaviors are somewhat ambiguous and require employees to figure out whether there was any abusive intent,” Russell Johnson, co-author of the study and associate professor of management at Michigan State, said in a press release. “This mental fatigue, in turn, led them to act uncivil toward other workers.”

To combat incivility spirals, which can cost employers an estimated \$14,000 per worker annually in lost workdays and lost productivity, researchers said employers should provide clear feedback about appropriate workplace behaviors. Those messages may be conveyed as part of the performance management process or even during day-to-day interactions.

The findings also may have ramifications for worker safety. According to NIOSH documents, although more research is needed, “there is a growing concern that stressful working conditions interfere with safe work practices and set the stage for injuries at work.”

The study was published in June in the *Journal of Applied Psychology*.

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Workplace ethics and behavior are a crucial part of employment, as both are aspects that can assist a company in its efforts to be profitable. In fact, ethics and behavior are just as important to most companies as performance as high morale and teamwork are two ingredients for success. Every business in every industry has certain guidelines to which its employees must adhere, and frequently outline such aspects in employee handbooks.

A vital aspect of the workplace is working well with others. That includes everyone from peers to supervisors to customers. While not all employees will always like each other, they do need to set aside their personal or even work-related differences to reach a larger goal.

Almost all workplace cultures today have wide mix of different nationalities and ethnicity backgrounds. We all act and react differently. We all have different thoughts on how to accomplish something. We also know that sometimes we will not get along. A best practice is to keep the greater goal in mind and try to let the disagreements not control your behavior.

# Safety Corner

## OSHA's New Recordkeeping Rule—

### Provisions call for employers to electronically submit injury and illness data that they already record.

On May 12, 2016, the *Occupational Safety and Health Administration ("OSHA")* published its long-awaited electronic recordkeeping rule ("final rule"). The final rule creates numerous new recordkeeping obligations and additional administrative burdens for employers. Many employers will now be required to submit injury and illness information to OSHA electronically.

#### Why is OSHA issuing this rule?

According to OSHA, the New Recordkeeping Rule's requirements will improve safety for workers across the country. One important reason stems from their understanding of human behavior and motivation. Behavioral economics tells them that making injury information publicly available will "nudge" employers to focus on safety.

#### What does the rule require?

The new rule, which takes effect Jan. 1, 2017, requires certain employers to electronically submit injury and illness data that they are already required to record on their onsite OSHA Injury and Illness forms. Analysis of this data is supposed to enable OSHA to use its enforcement and compliance assistance resources more efficiently. Some of the data will also be posted to the OSHA website. OSHA believes that public disclosure will encourage employers to improve workplace safety and provide valuable information to workers, job seekers, customers, researchers and the general public. The amount of data submitted will vary depending on the size of company and type of industry.

Establishments with 250 or more employees that are currently required to keep injury and illness records must electronically submit information from OSHA Forms 300 (Log of Work-Related Injuries and Illnesses), 300A (Summary of Work-Related Injuries and Illnesses), and 301 (Injury and Incident Report).

Establishments with 20 or more employees but fewer than 250 that conduct work in industries that OSHA considers highly hazardous must electronically submit information from Form 300A annually. The group of industries deemed highly hazardous is primarily comprised of utilities, construction, manufacturing, retail, transportation, and health care. All employers should be mindful that, when determining the number of employees who worked in their establishments each year, part-time, seasonal, and temporary workers must be included in that calculation.

OSHA may also collect information from employers that do not submit injury and illness data to the agency on a routine basis. These employers would be required to submit such data to OSHA only upon request.

All establishments required to submit electronic records must submit their annual Form 300A to OSHA by July 1, 2017. On July 1, 2018, establishments with 250 or more employees must submit Forms 300A, 300, and 301. Establishments with 20–249 employees will continue to submit only Form 300A.

Beginning in 2019, the submission deadline will change from July 1 to March 2. OSHA State Plan states must adopt rules that are substantially identical to the final rule within six months of its publication.

#### Notice and Anti-Retaliation Provisions

This will require employers to involve their employees in the injury and illness recordkeeping process by informing them of how to report a work-related injury or illness within the establishment and the procedure used by the employer to report such incidents to OSHA. Employers must establish "a reasonable procedure" for employees to report work-related injuries and illnesses promptly and

## *Safety Corner- cont.*

accurately—that is, the procedure cannot have the effect of discouraging employees from reporting a workplace injury or illness. Accordingly, an employer must also inform employees that:

- they have a right to report work-related injuries and illnesses,
- they will not be discharged or in any manner discriminated against for reporting work-related injuries and illnesses, and

the employer is legally prohibited from discharging employees or discriminating against them in any way for reporting a work-related injury or illness.

The final rule's new anti-retaliation provisions went into effect on August 10, 2016 but enforcement has been delayed until November 1, 2016.

### **Challenges and Concerns for Employers.**

First, OSHA has stated that it will use the information that it collects as employers comply with the rule to identify new bad actors—if an employer has a higher-than-average injury and illness rate, the chances of its establishment being visited by compliance officers will dramatically increase.

Second, although employers are to submit the recordkeeping forms to OSHA on a secure web-based application, if the application is hacked, the personal information of countless employees could be exposed before OSHA has the opportunity to remove such information from the records. Once the forms are received by OSHA, the agency will “scrub” any personal identifiers from them and place them on a publicly available searchable database on OSHA’s website. This step also opens the doors to an inadvertent disclosure of private employee information.

Third, the public exposure of work-related injury and illness information gives OSHA another avenue with which to continue its campaign of shaming companies that it believes are bad actors before employers are able to defend themselves, as the press will have access to this information.

Fourth, the public dissemination of work-related injury and illness information will aid unions in targeting companies for unionization—i.e., unions will have unfettered access to the lists of companies that have higher injury and illness rates and may, therefore, find employees more interested in becoming unionized.

Last, the final rule gives OSHA a new weapon against employers—broad discretion to issue citations if the agency considers any part of an employer’s procedures for reporting a work-related injury and illness to be “unreasonable.”

### **Pending Litigation**

The National Association of Manufacturers (NAM), Great American Insurance Co. and several other organizations have filed a lawsuit challenging the rule. NAM believes the new rule, which grants OSHA authority to “create an additional enforcement tool” and establishes civil penalties for discrimination action, overreaches OSHA’s authority pursuant to Section 11(c) of the OSHA Act. Second, OSHA has failed to demonstrate that the new rule is reasonably necessary or appropriate to ensure that employers are complying with the injury and illness reporting requirements.

Shortly after NAM filed the emergency motion, OSHA delayed the implementation of the rule. This is only a temporary delay. Watch for more on this subject as the November deadline gets closer.

# NAWIC 501(c)(6) Status

NAWIC was formed as a 501(c)(6) Business League organization. Section 501(c)(6) of the Internal Revenue Code provides for the exemption of business leagues, chambers of commerce, real estate boards, boards of trade and professional football leagues, which are not organized for profit and no part of the net earnings of which inures to the benefit of any private shareholder or individual.

A business league is an association of persons having some common business interest, the purpose of which is to promote such common interest and not to engage in a regular business of a kind ordinarily carried on for profit. Trade associations and professional associations are business leagues. To be exempt, a business league's activities must be devoted to improving business conditions of one or more lines of business as distinguished from performing particular services for individual persons.

Our common interest is our core purpose which is to enhance the success of women in the construction industry.

The IRS requires that an organization must meet certain basic tests in order to be exempt under IRC 501(c)(6).

- It must be an association of persons having some common business interest, and its purpose must be to promote that business interest.
- It must not be organized for profit.
- It must be a membership organization and have meaningful extent of membership support.
- No part of its net earnings may inure to the benefit of any private shareholder or individual.
- Its activities must be directed to the improvement of business conditions of one or more lines of business as distinguished from the performance of particular services for individual persons.
- Its purpose must not be to engage in a regular business of a kind ordinarily carried on for profit, even if the business is operated on a co-operative basis or produces only sufficient income to be self supporting.
- It must be primarily engaged in activities or functions constituting the basis for its exemption.
- Its primary activity cannot be performing particular services for members.

AN IRC 501(c)(6) is a membership organization characteristically supported by dues. While such an organization may receive a substantial portion or even part of its income from non-member sources, membership support, both in the form of dues and involvement in the organization's activities, must be at a meaningful level.

- Any income derived from the performance of the organizations exempt functions or from substantially related activities should be treated as membership support.
- Contributions or gifts from the general public should be treated as membership support.

## Some frequently asked questions:

Why do we have to follow the National NAWIC bylaws or rules? Our chapter should be able to do what we want.

- Each chapter operates under the National NAWIC 501(c)(6) status. If your chapter is not abiding by the bylaws that regulate the association as a business league then you could put the National Association in jeopardy of losing its 501(c)(6) status.

Why can't we advertise our event as solely benefiting our scholarship fund?

- We are not a 503 (c)3 entity that can receive charitable donations. You can budget to give out scholarship funds but it cannot be your sole purpose as a chapter. Remember our core purpose is to enhance the success of women in construction.

Why can't we spend our income as we wish?

- Membership dues and member supported income has to be used primarily for the core purpose. You can budget for community service projects but it cannot be the sole use of your income. We are not a service related organization.

# 2016 Pre-Annual Summary of Actions

2016 Pre-Annual Board of Directors Meeting -Grand Hyatt Hotel, San Antonio, TX

August 16, 2016

## Summary of Actions

**APPROVED** – The minutes of the 2016 Mid-year Board of Directors' Meeting as printed.

**ACCEPTED** – The Consent Agenda as printed.

**APPROVED** – The EVP Succession Planning Taskforce Report as corrected.

**APPROVED** – The NAWIC Awards Committee Report as printed. New appointments deferred to Post-Annual Board Meeting

**APPROVED** – The National Website Taskforce Report as printed.

**APPROVED** – Project Manager Taskforce Report and Recommendations:

- To Hire a part-time (20hrs) staff person with the job title of "Staff Committee Liaison"
- To tailor job description from the "Enhancing Committee Effectiveness" book and for preferred working hours to occur afternoons Monday-Thursday
- Retirement of Project Manager Taskforce

**APPROVED** – The Young Professional Advisory Committee Report as printed. Any new appointments deferred to Post-Annual Board Meeting

**APPROVED** – The Chapter Leadership Taskforce Report as printed. Taskforce to be retained.

**APPROVED** – Addition of Social Media Policy

- Recommendation to insert said policy under the GENERAL Section A as number 11, then renumber the remaining policies accordingly.

**APPROVED** – To change verbiage of Policy #35 to read:

Policy 35.

- A. All chapters relinquishing their charter shall submit through its NAWIC Board of Directors, a letter so stating and signed by a majority of the remaining voting Chapter members. Said letter shall contain a certification by those members that all financial obligations of the Chapter have been discharged, and all remaining monies in the chapter's treasury will be donated to the NAWIC Education Foundation (NEF) and/or NAWIC Founders' Scholarship Foundation (NFSF).
- B. Any chapter having their charter withdrawn by the NAWIC Board of Directors, will certify that all financial obligations of the Chapter have been discharged, and all monies in the chapter's treasury will be donated to the NAWIC Education Foundation (NEF) and/or NAWIC Founders' Scholarship Foundation (NFSF).

**APPROVED** – To accept the marketing proposal package of "Interviews with Kathy Ireland", Fox Business Network, and Bloomberg Television.

**APPROVED** – To add line item 5524 National Marketing Campaign to the 2016-2017 budget for said cost of "Interview with Kathy Ireland" marketing package

**APPROVED** - Item #7264 in the amount of \$15,000 in the 2015-2016 budget be moved to a restricted account in the 2015 – 2016 budget for the EVP Succession

**ADOPTED** – The Treasurer's Report and YTD 2015-2016 financial report as amended.

**APPROVED TO CIRCULATE** the following Bylaw Change Due to Legal Counsel Review:

Section A, Article X– Board of Directors, Section 6: Meeting of the NAWIC Board of Directors Proposed to Read:

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.

## 2016 Pre-Annual Summary of Actions- cont.

### ACCEPTED - Chapter Relinquishments

- Albany, GA Chapter #65
- Columbus, GA Chapter #134
- East Central Florida Chapter #284

ACCEPTED – The Chapter Status Report as amended.

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### Statement on Interviews with kathy ireland® Marketing Package

Immediate Past President Riki Lovejoy was approached by the marketing team of Interviews with kathy ireland® to produce a marketing segment for NAWIC that will be aired on Fox Business Network and Bloomberg International. On November 29, 2016, President Connie Leopard will be traveling to Los Angeles for taping of the interview.

The segment will have the potential to reach over 80 million households in the US, Financial Services Professionals, Decision Makers and Key Influencers on Fox Business News. Bloomberg International has a potential of over 198 million households in over 50 countries including Europe, Asia Pacific and Latin America. In addition to the segment airing on the networks:

NAWIC will own all rights to (2) strategically produced videos: In-studio Interview and Video Case Study – a Member Company job site. Both fully digital, high definition recordings of the interview and case study will be utilized for marketing on the NAWIC national, regional and chapter websites. Upon request, any member company will also have the rights to utilize the recordings.

Social Media Graphics – Display Ads created by the Marketing Team in-house artists.

Targeted Press Releases and Email Campaigns created by award winning writers.

#### Excerpt from email received from the production team:

“It was a pleasure speaking with you regarding our television series, Interviews with kathy ireland®. In addition to positioning you as a corporate leader through topical industry discussions, we will also illustrate the features and benefits of your product to a Targeted Business Audience as sponsored programming via Fox Business Network and Bloomberg International. We believe your Enhancing the Success of Women in the Construction Industry story may be an excellent addition to our business series.”

“Your interview with Kathy Ireland will take place in our state of the art, Los Angeles, California television studios. The end result will be to provide you with worldwide, 3rd party television exposure of your product/corporate story directly to your target, along with broadcast quality video and marketing assets for multiple future needs.”

# 2016 Post Annual Summary of Actions

2016 Post-Annual Board of Directors Meeting—Grand Hyatt Hotel, San Antonio, TX

August 20, 2016

## Summary of Actions

**ACCEPTED** - report of the Executive Committee as follows:

- o Immediate Past President Riki Lovejoy will serve as NEF Representative for NAWIC
- o Ratification of Executive Vice President's 2016-2017 Contract
- o Appointment to have the NAWIC President, Treasurer and Executive Vice President as signatories on the bank accounts

**APPOINTED**—President-Elect Catherine Schoenenberger and Vice-President Dove Sifers-Putman to the EVP Succession Plan Task Force in addition to current task force

**APPOINTED** — EVP Selection Committee: President Connie Leopard, President-Elect Catherine Schoenenberger, Immediate Past President Riki Lovejoy, Directors Representative Ruth Fritts, Past National President Robin Fulton Meyer

**ACCEPTED** —the report of the Strategic Planning Committee as presented

**ADOPTED** —the SOX Policies as presented for the 2016-2017 year; all Board members executed the Conflict of Interest and Code of Ethics which will be attached to the Post Annual Board Meeting Action Minutes.

**APPOINTED**—judges to serve on the 2016-2017 Awards Committee

**APPOINTED** — Industry Outreach Task Force

**APPOINTED**—Organization & Expansion Task Force and will review recommendations at Mid-year 2017

**APPOINTED**— Strategic Plan Task Force – Membership Survey / Demographics

**APPOINTED**— Strategic Plan Task Force – Education / Professional Development

**REVIEWED**—2016 Fall Forum dates, locations, and National Representatives

**REVIEWED**—2017 Annual Forum dates, locations and National Representatives

**ADOPTED**—the Proposed 2016-2017 Budget as amended

**APPROVED**—The proposal to circulate a \$15.00 dues increase for the Active, Corporate, Member-At-Large, and Associate membership categories for the 2017 – 2018 NAWIC year to be voted on at the 2017 Mid-Year Board Meeting.

### **Rational on proposal to circulate dues increase:**

- It has been 3 years since the last dues increase.
- Additional in-person Board meeting.
- Leadership/educational training program.
- The investment fund should continue to be built up, last year \$100,000 was contributed which puts the account at about \$650,000. We are on target to put a similar contribution this year. It would be prudent for us to continue to put \$50,000-\$100,000 each year in the account until it reaches \$1,000,000. This investment fund has been proven vital, it got us through the last recession.
- New EVP will come at a higher salary.
- Potential need for more staff.



# *NAWIC Strategic Plan—approved August 20, 2016*

## **Core Purpose**

To enhance the success of women in the construction industry.

## **Core Values**

- Belief in ourselves as women
- Perseverance
- We dare to move into new horizons

## **Big Audacious Goal (BAG) or Vision**

The association that empowers women to influence the direction of the construction Industry

## **Vivid Description**

Women are respected leaders actively contributing to the growth and success of the construction industry. The number of women in the industry continues to grow because it is viewed as an attractive career option. Recognized as an industry leader, other organizations turn to NAWIC for guidance and expertise causing the association to strategically choose their collaborative partners. Employers encourage their workers to seek education and training from NAWIC because of the proven link to professional success. Membership in NAWIC provides opportunities for mentoring, networking, leadership development, skill advancement and learning about the latest industry trends. Belonging to the association is a “must” for all women desiring to grow and succeed as leaders within the construction industry.

## **GOAL: Awareness**

Employers will recognize the value of NAWIC membership and participation for their employees.

### **Objectives:**

1. Enhance marketing efforts.
2. Increase value to employers.
3. Increase media exposure.

### **Strategies:**

- (H) Go outside of NAWIC for professional marketing help.
- (H) Survey large national employers (include non-members) to ascertain the top education and training issues for women employees.
- (M) Increase social media activity.
- (M) Contact Industry specific publications to contribute articles.
- (L) Participate in high visible, high traffic trade shows and provide presenters (women).
- (L) Consider presenting Industry awards to companies consistent for promoting women in construction.

## **Goal: Education**

NAWIC members will be widely recognized and valued for their knowledge and expertise in the construction industry.

### **Objectives:**

1. Increase leadership development that enhances career skills.
2. Increase participation with other construction industry associations.
3. Increase partnerships with other educational groups.

### **Strategies:**

- (H) Determine the focus and direction of NAWIC education and training initiatives and charge the PD&E Committee with implementation.

# *NAWIC Strategic Plan—cont.*

- (H) Utilize our CURT membership.
- (M) Become more involved on other associations' committees (e.g. ABC and NCCER) and share their educational resources.
- (L) Negotiate and utilize relevant educational content from companies (e.g. Lorman and CFMA).

## **Goal: Infrastructure**

NAWIC will be structured, governed and aligned to maximize financial, staff and volunteer resources to meet our goals.

### **Objectives:**

1. Decrease demand for members' time.
2. Reduce barriers to leadership participation at all levels.
3. Increase evaluation of effectiveness at all levels (chapter and national).

### **Strategies:**

- (H) Establish effective leadership training program.
- (H) Develop assessment tools for all levels of NAWIC.
- (M) Evaluate time/dollar commitment for participation at chapter/regional events.
- (M) Conduct regular member surveys to determine member preferences.
- (L) Establish a system for regular data collection and analysis.
- (L) Review governance documents.

## **Goal: Membership**

NAWIC will be a thriving organization of women industry professionals.

### **Objectives:**

1. Increase membership.
2. Increase opportunities to promote the choice of construction as a viable career choice for women.
3. Decrease barriers to membership engagement and participation.

### **Strategies:**

- (H) Conduct market research to inform targeted marketing approaches.
- (H) Adapt existing products/services to multiple generations; vary distribution methods of same content (e.g. webinars, badges).
- (H) Research demographic data.
- (M) Study our existing membership types and trends.
- (M) Provide mentoring opportunities.
- (M) Serve as role models to others through human interest stories, speakers bureau, etc.
- (L) Evaluate AMEC offerings and format.
- (L) Collaborate with other industry associations.

### **Prioritization of the strategies by the board (with input from staff), using the following key:**

High (H) = Must begin strategy in this fiscal year

Medium (M) = May begin strategy, if resources permit, in next fiscal year

Later (L) = May begin work on this strategy in a subsequent fiscal year

## **2016-2017 Chapter Leadership Training Series**

Via – [Freeconferencecall.com](http://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"	October 4, 2016 7 pm	Anne Pflieger NAWIC Treasurer
Session 2:	"Do's & Don'ts of Meeting Minutes"	November 2016	Diane Mike NAWIC Secretary
Session 3:	"Treasurer Duties & Keeping Records"	November or December 2016	Anne Pflieger NAWIC Treasurer
Session 3:	"Chapter Vice President as Committee Chair Coordina-	December 2016	Dove Sifers-Putman NAWIC Vice President
Session 4:	"Active Listening – for Chapter Presidents"	January 2017	Catherine Schoenenberger NAWIC President-Elect
Session 5:	"NAWIC Election Protocol – Chapter, Regional, National"	February 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 Leopard N AWIC President
Session 10:	"How to Prepare a Chapter Budget"	July 2017	Anne Pflieger NAWIC Treasurer

## Calendar / Events

**June 27** – Chapter Dues Update Form—IF you did not send this in, your dues have been kept the same as last year.

**September 23**—Chapter Leadership Forms - due to Director

**October 1** —Membership Dues

**October 14-15** —Fall Conference, Boise, ID hosted by Boise #245

**November 1** —IRS Compliance Forms due to National/Copy to Director

**December 16** —WIC Week Forms due to WIC Week Chair/Copy to Director

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

**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 Pflieger , 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**