



January 2017

## Message From Your President

As you all know, the weather crashed our holiday BUNCO party last month. The snow was pretty to watch, but not fun to drive in! I really missed the joy of gathering with a roomful of wonderful women, with no business to take care of, and lots of cookies and treats to sample! Take heart, as there will be some leftover holiday magic to spread at January's meeting.

We will also be taking donations for Marion-Polk Food Share, as we don't want families to suffer just because we didn't meet.

This month we will be discussing insurance and bonding in the construction industry. I encourage anyone who has a question to email it to Robin at AG Sadowski. I'm sure this will be an informative meeting and one you won't want to miss.

I am working on coordinating a tour of one of our local Home Depot stores for February. It will be interesting to see "behind the scenes" of one of NAWIC's major sponsors.

We have lots of excitement coming up in March and April, with our WIC (Women In Construction) Week luncheon on March 8, and Construction Career Day on April 25. Lots of opportunities for volunteering and giving back to this great industry we are all so proud to work in (at least I am).

*Dawn*

*As material for the construction of our building, I pledge the agility of my hands, the ability of my mind, and the integrity of my heart.*



### **PRESIDENT**

**Dawn Killough**  
Rich Duncan Construction

### **VICE PRESIDENT**

**Robin Guzman**  
A.G. Sadowski Company

### **TREASURER**

**Elisabeth Shinn**  
AKT

### **SECRETARY**

**Kay Evans**  
Salem Contractors Exchange

### **DIRECTORS:**

**Susan Wood**  
Salem Heating and Sheet Metal

**Sarah DeBrito**  
Withers Lumber

**Victoria Osegueda**  
Universal Forest Products

**Kalene Martinez**  
B&K Masonry

### **WEBSITE**

Visit our website at  
[nawicsalem.com](http://nawicsalem.com)

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# Humor

## ENGINEER TO DOCTOR

An Engineer was unemployed for long time. He could not find a job so he opened a medical clinic and puts a sign up outside: "Get your treatment for \$500, if not healed get back \$1,000."

**One Doctor thinks this is a good opportunity to earn \$1,000 and goes to his clinic.**

**Doctor:** "I have lost taste in my mouth."

**Engineer:** "Nurse, please bring medicine from box 22 and put 3 drops in the patient's mouth."

**Doctor:** "This is Gasoline!"

**Engineer:** "Congratulations! You've got your taste back. That will be \$500."

**The Doctor gets annoyed and goes back after a couple of days later to recover his money.**

**Doctor:** "I have lost my memory, I cannot remember anything."

**Engineer:** "Nurse, please bring medicine from box 22 and put 3 drops in the patient's mouth."

**Doctor:** "But that is Gasoline!"

**Engineer:** "Congratulations! You've got your memory back. That will be \$500."

**The Doctor leaves angrily and comes back after several more days.**

**Doctor:** "My eyesight has become weak."

**Engineer:** "Well, I don't have any medicine for this. Take this \$1,000."

**Doctor:** "But this is \$500..."

**Engineer:** "Congratulations! You got your vision back! That will be \$500."

# Upcoming Events

### January General Meeting

## Business Insurance Bonds

January 18, 2017

### Lunch

## Lunch A Bunch!

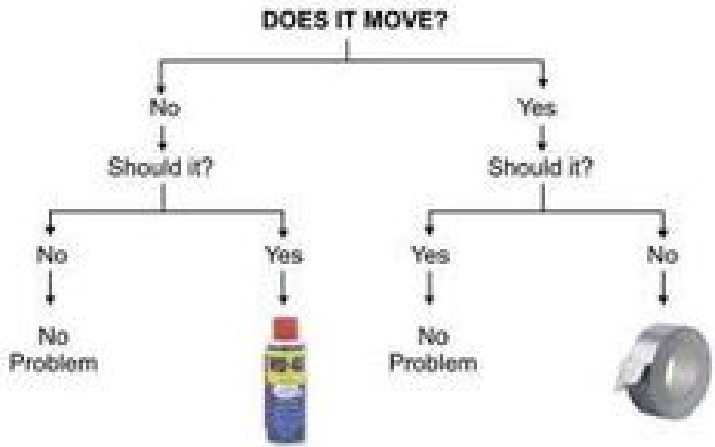
January 31, 2017

### Great Fun!

# Coast Retreat!

February 25-26, 2017

## Engineering Flowchart



## DATES TO REMEMBER

- Jan. 2 Robin Guzman's Birthday
- Jan. 3 NAWIC Board Meeting
- Jan. 4 Robin Guzman's Anniversary
- Jan. 11 Construction Career Day Mtg 11:00 AM
- Jan. 18 NAWIC General Meeting
- Jan. 31 Lunch A Bunch
  
- Feb. 7 NAWIC Board Meeting
- Feb. 8 Construction Career Day Mtg 11:00 AM
- Feb. 15 NAWIC General Meeting
- Feb. 25-26 Coast Retreat
- Feb. 26 Kay Evans's Birthday
- Feb. 28 Lunch A Bunch
  
- Mar. 4 SCE Awards Banquet
- Mar. 7 NAWIC Board Meeting
- Mar. 8 WIC Week Membership Luncheon

**Salem NAWIC**

**No**

**January**

**Anniversary's**

Don't Forget  
Your Secret  
Pals!

# January

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3 Board Meeting	4	5	6	7
8	9	10	11 CCD 11:00 AM	12	13	14
15	16	17	18 General Meeting	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4



# SALEM CHAPTER 198 GENERAL MEETING

## Insurance & Bonding

Join us for our January meeting to learn more about Insurance & Bonding from Industry Professionals. We will also have a Q&A session to cover specific issues.

When: Wednesday, January 18<sup>th</sup> at 5:30 PM

Where: Salem Contractors Exchange  
2256 Judson St SE, Salem, OR

Dinner - TBD

Members - \$25

Guests (1<sup>st</sup> meeting) - Free

Please RSVP to Dawn Killough at [dawn@richduncanconstruction.com](mailto:dawn@richduncanconstruction.com) or 503-390-4999.

\*Members who don't RSVP by 1/16 will be charged whether they attend or not.

# Quality Chapter Meetings

## 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.

By 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

# Job Related

## Put Real Enthusiasm Toward Your Resolutions

Mike, Foreman for an electrical contractor in Battle Ground, WA, told Session 7B of Turbo's Leadership Development Lab:

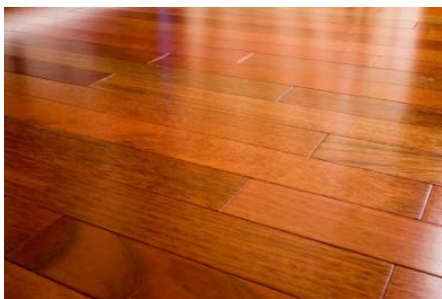
"When we moved into our home on February 15, 2003, my hardwood floors were stunning. Fast forward to October 2, 2016 (my wife's birthday), our floors were worn to raw wood throughout the house. The only varnish left was on the outside edges near the baseboards. I knew we had to refinish the floors, but I was dreading the project. We had priced out having the floors professionally refinished. Our entire main floor is wood - 1600 square feet! The lowest bid I could find was \$5000. At Session 3 of the LDL when my instructor, Larry Dennis, challenged us with the 5X More Enthusiasm assignment, I made a vow to tackle the floors myself. In just one week, before Session 4, we moved the entire family downstairs. The move included the fridge, dishwasher (had to disconnect it), range, all furniture, beds, dressers, pots, pans, and the washer and dryer. This was a huge job! Our children responded with excitement, seeing the experience as an adventure and we temped up living quarters in the basement. I purchased all the material and tools we needed and rented two sanders for the floor. All the expenses totaled up to \$950. Our children helped my wife and myself in the tedious process of sanding the floors smooth. We actually had fun working late into the evenings. In less than a month, before Session 7, we moved back upstairs on to our better-than-new hardwood floors that shine with a luster that only the pride of personal workmanship can bring!

"The lesson I learned from this experience is when a project feels too big or is a burr in my saddle, make a vow, set a deadline and say to myself 'I can do this. I will do this' and just do it!

"The action I call you to take when you see a job that needs to be done is not to procrastinate, tackle your project with 5X More Enthusiasm.

"The benefit you will gain when you put your mind and willpower toward your project is that winning feeling that always comes when goals are achieved. You will discover for yourself that the sky is the limit."

Mike could have done what most of us may have done, hired a floor finishing company for \$5000 to do the work, move his family to a hotel and when the floors were finished, moved back home. Where is the fun in that? Where is the adventure in that? Where is the story in that? Mike helped to create a story that defines who he and his family are - resilient, resolved, capable, resourceful, a family, a tribe to belong to, to be proud of. This finishing floors story will be repeated over and over, possibly for generations to come. What stories are you creating with your family? Your team? Your tribe? Your stories define you. Make your story worth telling!



Turbo leadership  
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Tualatin, OR 97062  
503.691.2867

# Contact Information

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<b>DIRECTORS:</b>	Susan Wood	Salem Heating	swood@salemheatingandsheetmetal.com
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	Victoria Osegueda	Universal Forest Products	vosegueda@ufpi.com

## Pacific Northwest Region Contacts:

Director Ruth Fritts [ruthf@mcavain.com](mailto:ruthf@mcavain.com)

### OREGON:

Portland #54 Kelly Aust [kelly.aust@skanska.com](mailto:kelly.aust@skanska.com)

Salem #198 Dawn M Killough [dawn@richduncanconstruction.com](mailto:dawn@richduncanconstruction.com)

Eugene #77 Robin Langkamp, CIT [robin.langkamp@farweststeel.com](mailto:robin.langkamp@farweststeel.com)

### WASHINGTON:

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Spokane #143 Talia A Brestar [tnoyes@ipcabc.org](mailto:tnoyes@ipcabc.org)

South Sound #187 Laura Rannow [laura.rannow@veca.com](mailto:laura.rannow@veca.com)

Tri-Cities #192 Carissa D Veltri [carissav@conoverinsurance.com](mailto:carissav@conoverinsurance.com)

IDAHO: Boise Idaho #245 Brenda J Smith [bsmith@paynewest.com](mailto:bsmith@paynewest.com)

ALASKA: Alaska #197 Misty D. Crim [mistyconsulting@gmail.com](mailto:mistyconsulting@gmail.com)

GUAM: Guam #381 Shierly Caceres [scaceres@henselhelps.com](mailto:scaceres@henselhelps.com)

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Greater East Bay #30 Rachel M. Stroup [rachel.stroup@hubinternational.com](mailto:rachel.stroup@hubinternational.com)

Sacramento #63 Cybil Bryant [CybilBryant@BuzzOates.com](mailto:CybilBryant@BuzzOates.com)

Santa Clara #99 Donna E. Serrano

Fresno #108 Teri E. Sherron

### Committee Chairs

Membership: Cecyle D. Brock

PR-Marketing: Shierly Caceres

WIC Week: Vickie Squires

## SALEM NAWIC NEWS

Please send all articles and content recommendations for this chapter to Kay by the 25th of each month.

## WEBSITE

Visit our website at [nawicsalem.com](http://nawicsalem.com)

## FACEBOOK

Connect with us on Facebook at [www.facebook.com/nawicsalem](http://www.facebook.com/nawicsalem)

## MAILING ADDRESS

Salem Chapter NAWIC #198  
P.O. Box 15137  
Salem, OR 97309

## National Officers

President Connie M Leipard CIT [cleipard@aol.com](mailto:cleipard@aol.com)

President Elect Catherine D. Schoenenberger

Vice President Dove Sifers-Putnam CBT

Secretary Diane Mike CBT [dmike@erdman.com](mailto:dmike@erdman.com)

Treasurer Anne Pflieger, CIT

Immediate Past

President Riki F. Lovejoy CBT, CIT [rlovejoy@rfl-consulting.com](mailto:rlovejoy@rfl-consulting.com)

# NAWIC SALEM CHAPTER COMMITTEES

Please review and make sure you are on the committees you signed up for.

## 2016-2017

### **BUDGET: Director: Elisabeth**

**Ways & Means:** Kaylene, Susan

Responsible for our chapter fundraisers, including scholarship raffles and golf tournament string sales.

**Poinsettia Sales:** Kay, Dawn

Responsible for ordering Poinsettias from Egan Gardens and distributing them in December.

**Birthday Auction:** Sarah

Conducts birthday auction at our membership meetings

**Contractors Exchange Banquet:** Dawn, Linda, Kalene, Becca

Organizes the raffle for the Exchange Banquet, sells raffle tickets at the event.

**Audit:** (3 Needed) Susan, Sarah, Kalene (Robin alt.)

Audits the chapter finances quarterly.

**Budget:** Dawn, Susan, Robin, Kalene

Responsible for designing a budget for the year. The incoming Treasurer is the Chairman of the budget committee per our chapter policies.

### **MEMBERSHIP: Chairman/Director: Susan**

**Membership/Public Relations/Marketing:** Victoria, Linda

Responsible for promoting membership; sending NAWIC information & registration packets to prospective members.

Sends press releases to various publications regarding Chapter activities.

**Social Media/Website:** Victoria, Becca

Research setting up a website. After established, committee will maintain and update website.

**Newsletter:** Kay

### **PROGRAMS, EDUCATION AND PROJECTS (PEP): Director: Robin**

**Legislative Awareness:** Kim

**Scholarship:** Kay, Victoria

Advertise, promote and select Scholarship Recipients.

**Career Days:** Dawn, Victoria, Robin, Kalene, Susan, Becca, Kay

Helps in the planning and participates in Career Days.

**Block Kids:** (We will discuss and decide if we want to try and do this during the year)

An annual event for grade school children, who are given a certain number of Legos, string, foil, a rock, and a piece of poster board and then have the opportunity to create a building or construction site. Prizes are awarded.

**WIC Week (March):** Sarah, Dawn, Victoria

Responsible for planning events for the Chapter during WIC Week, which is the first week of March every year. This includes preparing a commitment form, tracking activities during the week, and preparing a recap form after the week.

### **SPECIAL COMMITTEES:**

**Secret Pal:** Robin

Coordinates secret pal drawings.

**By Laws:** Board

Responsible for keeping our chapter standing rules and policies and national bylaws current.

**Historian:** Sarah

**Coast Retreat:** Dawn, Sarah, Robin, Becca

Plans Coast Retreat, a two day event that includes Chapters from our Region. Plans Chapter event in years not hosting.

**NAWIC Banquet:** Dawn, Robin, Sarah

Plans the NAWIC Appreciation Night event to honor our bosses, usually held in the spring.

**Nominating:**

**FUN:** Becca, Kalene, Susan



# 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](http://www.salishan.com) using Group code: NAWIC17**

**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](mailto:csphinney@anchorias.com), registration fee can be paid by paypal on [www.nawicportland54.org](http://www.nawicportland54.org) or can be mailed to Charris Sonne-Phinney, Anchor Insurance & Surety, Inc.

1201 SW 12<sup>th</sup> Ave, Ste 500, Portland, OR 97205

Checks made payable to NAWIC Chapter 54

# SAVE THE DATE PACIFIC NORTHWEST REGION FORUM

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**MAY 18-20, 2017**

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## **Hotel Information:**

Embassy Suites  
250 Gateway Blvd.  
Francisco South San Francisco, CA 94080

Room Rates: \$189 per night double occupancy  
Includes: Cooked to Order Breakfast and  
2 Hour Cocktail Reception each Night  
Free Wi-Fi  
Free Shuttle to/from San Francisco Airport

## **Conference Highlights:**

Construction Jobsite Tour  
Private Bus Tour of San Francisco  
Educational Speakers/Panels  
NAWIC Business  
Networking Opportunities  
Awards Banquet  
Entertainment

