



NAWIC

November 2015

Message From Your President

I can't believe it's already November. Where has this year gone? Fall is here and the holiday season has begun. I took some time this weekend and browsed through the Christmas decorations at the store and I saw so many cute things. My browsing helped me to get into the holiday spirit.

We're in the midst of our poinsettia sales and we've already received a few orders. YEAH!! Keep up the good work ladies!!

I'd like to welcome our newest member Kalene Martinez with B & K Masonry. Welcome Kalene!! At our October meeting she had some awesome ideas that I think will help our chapter grow.

Amanda has put together our November meeting. We're going to revisit the Salem Hospital site that we toured in July. It'll so fun to see all that was accomplished since our last visit. We'll be having the tour followed by dinner from Adams Ribs at the Turner Construction office there by Salem Hospital. Thank you Amanda!!

Our December meeting will be our Christmas party and it will be held at the AKT office. Thank you Elisabeth for allowing us to come and use your office. We will be collecting food for the Marion/Polk Food Share again this year. The cookie exchange is always a big hit!! Bring a plate of one of your favorite Christmas goodies along with copies of the recipe to share and plan on taking a plate of the various goodies home too.

Nancy Lingle

President, Salem Chapter #198



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

Nancy Lingle

Capitol City Door

VICE PRESIDENT

Susan Wood

Salem Heating & Sheet Metal

TREASURER

Dawn Killough

Rich Duncan Construction

SECRETARY

Jaysa Nesbitt

Salem Contractors Exchange

DIRECTORS:

Robyn Guzman A.G. Sadowski

Elisabeth Shinn AKT

Kay Evans Salem Contractors Exchange

WEBSITE

Visit our website at

nawicsalem.com

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Upcoming Events

November General Meeting

**Tour!
Courtesy of
Turner Construction**

November 18, 2015 5:30 PM

Lunch

Lunch A Bunch????

MEMBER HIGHLIGHT

Kalene Martinez



My husband Ben and I have been involved in the construction industry for the last twenty years. We started our masonry business ten years ago with small projects and it has grown leaps and bounds since. We've found that there is nothing more rewarding than happy customers! In my personal life, we have two beautiful children, a son in college and a daughter in high school. In my spare time (haha) I love to read, travel, and spend time with my family.

Humor in Construction

Two blonde carpenters

Two blonde carpenters were working on a house. The one who was nailing down the timber would reach into his nail pouch, pull out a nail and either toss it over his shoulder or nail it in.

The other, figuring this was worth looking into, asked, "Why are you throwing those nails away?"

The first explained, "If I pull a nail out of my pouch and it's pointed toward me, I throw it away 'cause it's defective. If it's pointed toward the house, then I nail it in!"

The second blonde got completely upset and yelled, "You moron! The nails pointed toward you aren't defective! They're for the other side of the house!"

DATES TO REMEMBER

- Nov. 3 Board Meeting
- Nov. 11 Linda Almendinger's Birthday
- Nov. 18 General Meeting

- Dec. 1 Board Meeting
- Dec. 16 General Meeting BUNCO!



October and November Birthdays
 Remember to Bring your Birthday
 Auction Gift to the November General Meeting!

**NAWIC
 November
 Anniversary's**

None

November

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



NOVEMBER 18TH 5:30PM

OUTPATIENT REHAB PROJECT COMPLETION TOUR SALEM HOSPITAL NOVEMBER NAWIC MEETING

Come tour our healthcare construction project supporting the community and building the future. Afterwards we will enjoy a wonderful dinner by Adam's Ribs. Park in designated parking only, if you have any questions please call Amanda at (541) 410 – 4742. Dinner Cost is \$25.00/ First Time Guests are Complimentary.

Turner

Menu: Adam's Ribs
Thanksgiving
Celebration

Please RSVP by
November 13th to
Amanda @
aforkner@tcco.com

See Attached
Parking Options

Hard Hat, Safety
Glasses and
Appropriate Boots are
required

TURNER CONSTRUCTION

985 Mission St SE
Salem, OR 97302

NAWIC

Meeting Recap

NAWIC-Salem Chapter #198

General Meeting Minutes

October 21st, 2015

Called to Order: 5:55 pm

Salem Contractors Exchange

Pledges: Pledge of Allegiance & NAWIC Pledge

Members Attending: Linda Almendinger, Dawn Killough, Kay Evans, Nancy Lingle, Susan Wood, Jaysa Nesbitt & Kalene Martinez.

Guests- Ruth Miles - Small Business Advocate, Office of Small Business Assistance "Getting the Bacon"

Self-Introductions: Good News, Inspirational Thought & Dinner

Initiation: of Kalene Martinez with B & K Masonry

Reviewed General Meeting Minutes for September. Motion was made by to accept the minutes with the corrected spelling of Kalene's name. Passed.

Treasurer's Reports: Available for Review upon Request

Committee Reports:

Budget:

Budget & Audit Committee to be submitted for approval at the next General Meeting.

Poinsettia Sales – Our first order was received. Order Forms & flyers are available. "Purchased from NAWIC" stickers are to be prepared & to be attached to each plant for promoting our chapter.

Membership:

Website – Discussion was made as to updating our "Events" section with our monthly meetings. Dawn will look into how to facilitate the change.

PEP:

Career Day Event – May 10, 2016. The new site location is:

The Oregon State Fair Grounds / Columbia Hall

Upcoming Events/Activities/Meetings:

National- AMEC 2016 – San Antonio, Texas AMEC 2018 – Orlando, Florida

Regional- Forum 2016 – Seattle, hosted by South Sound Chapter

Chapter- **November 18th** – Tour of the Salem Hospital. Turner Construction will provide dinner.

December 1st – Board Meeting

16th – Bunko/Cookie Exchange/ Food Donations to Marion/Polk Food Share

Food For Thought

August Meeting Recap

Has Your Mentor Led You Astray?

"Insanity: doing the same thing over and over and expecting different results."

- Albert Einstein

Mark, supervisor for a Clark County commercial plumbing contractor, told Session 4 of Turbo's Leadership Development Lab (LDL):

"In 2005, after fifteen years of elk hunting, I finally got my first elk - not the biggest elk in the world - only a 3 x 3. Even though the rack is small, it has important meaning to me.

"My dad taught me how to hunt and for the first 4 to 5 years, I did exactly what he taught me to do - walked a certain way, followed a specific route, did things the same every season with the same results - nothing. I didn't even see an elk, nothing! Then I realized that even though my dad has done some really amazing things in his life and has taught me more than he will ever realize, hunting elk is just not one of his strengths. He has only gotten one bull elk in his entire life and it was a spike. He was stuck in a rut that wasn't working and I was right there with him.

I decided to start mixing things up. I changed the way I walked and how I moved through the woods. I started learning the animals' habits. These changes - some successful, some not - led me to more sightings and more interactions, which led to more learning; more and more sightings each year until I actually might have gotten my first bull, but the timing just wasn't quite right. On the last day of elk season in 2005, my dad and I had just finished our lunch and were looking out the truck window at the downpour outside. My dad said he was staying in the truck. I said, 'Bag that. I'm not going to get anything sitting in the truck.' Minutes into the woods, there he was. Boom! My first elk!

"This experience taught me some very valuable life lessons: First, I learned from this experience that adaptation and persistence pay off. It's not enough to just keep trying. Secondly, I must learn, change and adapt to win. My goals may take a little longer to achieve than I first thought, but with persistence and a willingness to adapt, learn and change, I can definitely achieve my goals. The action I call you to take is to learn all you can from everyone in your life. Value their experience and then adapt your approach, improve your process until the results you are after have been achieved. Keep your eye on the prize. You will achieve your goals and have the trophies to prove it."

One of the fundamentals of life is ***amateurs teach amateurs to be amateurs***. You must be careful in your choice of mentors, carefully selecting who you use as your role model. When you are not getting the results you desire, change, try a new approach. Hunting season begins this week. As you seek your elk, think about your mentor and how you may need to change to win, to bag your game!

Riki Lovejoy, NAWIC President, Pushes Members to 'Be the Change!'

By Riki F. Lovejoy, CBT, CIT, NAWIC President

WOW it's the start of a new NAWIC year—2015-2016! And with the new year, we have the start of a "New NAWIC."

We officially have eight grand regions! And all eight regions are excited about the future as will be revealed in the respective Annual Planning Conferences (APC). The Board is already working on tasks that will bring new ideas and, hopefully, more value to the membership. And the attitude of our members is changing as we all realize that the future for NAWIC is exciting and being a part of the changes can be really fun!

But this doesn't mean that everything is going to change. It was quite comical to me when I heard comments after the installation of the 2015-2016 Board. "Well, looks like she's going to change everything!" said one and then the next member said, "Well, sounds like nothing is going to change!" Hmmm, did I confuse everyone? We just returned from our 60th Anniversary; we have a lot of history! So you're dang right members, some things need to stay the same because that's who we are, but to celebrate our 70th, 75th, 120th anniversary change is needed.

Our message this year is "Be The Change! You. Your Industry. Your NAWIC." I have been asked through the years on my journey to becoming President of this great Association, with even more questions this past year, "What do you see for the future of our Association?" When I went to my first national board meeting, I came to the realization that this Association could be a force to be reckoned with in the industry, but I couldn't see how that would be accomplished.

Today, I see it! But to be "The Force," we need to get the message out to the industry is that NAWIC is the resource for leaders that will affect change in our industry. We need to change the mindset of the thought leaders in the industry; we need to provide the skills to our members to affect the changes and we need to help our members understand within themselves that they can accomplish all of the above. I've said it before; there are some incredible women, young and old, in this Association! These women will be the game changers in our industry, not just NAWIC. To get all this skill and knowledge, you just have to show up! Go to your chapter meetings! Participate in chapter events. Bring new ideas to the chapter. Try new things. Annual Planning Conference is the first region event for the new year; show up! Participate in the planning of your region's success! And, yes, I'm saying it already, come to the Annual Meeting and Education Conference next August in San Antonio, Texas! Planning has already started.



Contact Information

PRESIDENT	Nancy Lingle	Capitol City Door	ncarter@capitolcitydoorinc.com
VICE PRESIDENT	Susan Wood	Salem Heating	swood@salemheatingandsheetmetal.com
TREASURER	Dawn Killough	Rich Duncan Construction	dawn@richduncanconstruction.com
SECRETARY	Jaysa Nesbitt	Salem Contractors Exchange	jaysa@sceonline.org
DIRECTORS:			
	Robyn Guzman	AG Sadowski Company	robin@agsadowski.com
	Elisabeth Shinn	AKT	eshinn@aktcpa.com
	Kay Evans	Salem Contractors Exchange	kay@sceonline.org

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

FACEBOOK

Connect with us on Facebook at
www.facebook.com/nawicsalem

MAILING ADDRESS

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

Pacific Northwest Region Contacts:

Director Ruth Fritts ruthf@mcavain.com

Committee Chairs:

Membership	R9: Ruth Fritts	R10: Shawna Alvarado
PR/Marketing	R9: Laura Rannow	R10: Brittini Daley-Grishvaeva
Safety	R10: Suzanne Tollefson	
WIC Week	R9: Brenda Smith	R10: Kristen Green
Mentorship	Carol Eisenlohr/Amanda Wilson	
NEF	R9: Lori Barrick	R10: Pat McDonald
Block Kids	R9: Cathy Hall	R10: Teryn Bojescu
CAD Drafting	R9: Erin Holmes	

National Officers

President	Riki F. Lovejoy CBT, CIT	rlovejoy@rfl-consulting.com
President Elect	Connie M Leipard CIT	cleipard@aol.com
Vice President	Stephanie K. Crane CIT	stephaniec@mjharris.com
Secretary	Diane Mike CBT	dmike@erdman.com
Treasurer	Jennifer Swinney CBT, CDS, CIT	jen@escsafety.com
Immediate Past	Sandy K. Field CBT, CIT	sfield@hgusa.com

NAWIC SALEM CHAPTER COMMITTEES

2015-2016

BUDGET: Director:

Ways & Means: Amanda, Dawn

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

Poinsettia Sales: Kay, Nancy

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

Birthday Auction: Amanda

Conducts birthday auction at our membership meetings

Contractors Exchange Banquet: Dawn, Susan

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

Audit: (3 Needed) Elisabeth, Nancy

Audits the chapter finances quarterly.

Budget: Chick, Elisabeth, Dawn, Nancy

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:

Membership/Public Relations/Marketing: Dawn, Kay, Chick, Amanda, Robin, Nancy

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

Sends press releases to various publications regarding Chapter activities.

Social Media/Website: Dawn

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

Newsletter: Kay

PROGRAMS, EDUCATION AND PROJECTS (PEP): Director:

Legislative Awareness: Robin

Scholarship: Jaysa, Amanda

Advertise, promote and select Scholarship Recipients.

Career Days: Susan, Chick, Elisabeth, Amanda, Dawn, Kay, Nancy

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 6-12, 2016):

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: Director:

Secret Pal: Robin

Coordinates secret pal drawings.

By Laws: Jaysa, Nancy

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

Historian:

Coast Retreat: Nancy

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

NAWIC Appreciation Night: Dawn, Elisabeth, Amanda, Chick, Susan, Robin

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

Craft Night: Jaysa

Coordinates a craft night get together

Our Members



Thank you to me secret pal for the BEAUTIFUL flowers - you made my day!
Elisabeth Shimm

Thank you SO much for the cute Pumpkin Decoration.

It looks amazing on my desk!!!

Happy Halloween Everyone.

Amanda Forkner | Project Coordinator

Thanks to my Secret Pal for the cool Duck t-shirt, gloves, and key chain! You are the best! ☺
Dawn Killough

Thank you so much for the 'Good & Plenty's' the "Mickey Mouse" magician cup full of chocolates and the very nice card! Chick

Thank you to my secret pal for the beautiful pumpkin art. I also loved your special touch on the card!!! Amanda Forkner

Thank you Secret Pal for the Jack O Lantern Decoration and the Candy, it really brightened my home for Halloween! Kay

NAWIC Ladies attending the Habitat for Humanity Breakfast!



Left to right: Jeanna, Elisabeth, Susan, Robin (not pictured Kay)