



NAWIC

November 2014

Message From Your President



The holidays are upon us and everything is in full motion. This is the time of year we need to be slowing down and visiting our family and friends and appreciating all that God has blessed with. I have been blessed with a wonderful family and a huge group of friends and I can truly say that I love them all.

I'd like to say thank you to all of the members of the Salem Chapter of NAWIC. Without all of you working together we could never accomplish so much in a year's time. We are an amazing group of women and I can't thank you enough for all you do.

Happy Thanksgiving to all of you and God bless!!

Nancy Lingle

Salem Chapter #198 President

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 Carter
Capitol City Door

VICE PRESIDENT

Tricia Mosier
White Oak Construction

TREASURER

Dawn Killough
Rich Duncan Construction

SECRETARY

Jaysa Nesbitt
Salem Contractors Exchange

PAST-PRESIDENT

Kay Evans
Salem Contractors Exchange

WEBSITE

Visit our website at
nawicsalem.com

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MEMBER SPOTLIGHT

Robin Guzman

Anchor Insurance and Surety



Upcoming Events

November General Meeting

Huggins Insurance Services will be updating us on the new Health Insurance and the mandates for employers and employees.

Lasagna and the fixings for dinner!
RSVP to Tricia

November 19, 2014 5:30 PM

Robin is a 22-year veteran of the insurance industry. She began her career in Chicago where she lived and worked for 17 years. She relocated to the Pacific NW in 2007. Her experience stretches to both the broker and carrier sides for large and small companies. She now works for Anchor Insurance & Surety, specializing in insurance service and placement for the construction industry. She holds a Construction Risk & Insurance Specialist (CRIS) designation. Robin's free time is spent with family and attending her kids' sporting events. Whenever possible, Robin and her husband enjoy attending concerts.

Rules are meant for
Governing.
Staying On Top of Our
Chapter.

We are combining Rules #2 and #3. They both relate to how changes to our Standing Rules are handled.

STANDING RULE #2: Standing Rules shall be reviewed for compliance annually by the Chapter Board of Directors. ~~and shall be submitted annually to the National Bylaw chair.~~ **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. Chapters in odd-numbered Regions shall submit their Standing Rules for review in odd-numbered years; Chapters in even-numbered Regions shall submit their Standing Rules for review in even-numbered years. (9/13)**

STANDING RULE #3: All revisions and amendments to the Chapter's Standing Rules are to be submitted to the National Bylaws Chair for approval 30 days prior to circulation. Amendment of Chapter Standing Rules requires 30 day notice to the chapter members and two-thirds (2/3) vote of the Chapter Board of Directors, except as superseded by state law. (9/11)

These two Standing Rules are to clarify the exact order for changing rules and having them reviewed by the National Bylaws chair and our Chapter's membership. As shown, there are very specific timelines. Rule #2 is changing the submission from annual to biannual if there are no changes, and immediately if there are changes that our Board has reviewed and recommends.

Chapter News & Announcements

Dates to Remember

November 4 Board Meeting
November 9 Linda Almendinger's Birthday
November 19 General Meeting
December 2 Board Meeting
December 12 Mary Price's Birthday
December 17 Bunco
December 31 Jeanna Fox's Birthday
April 30-May 2 Forum Anchorage AK
Sept 2-5 AMEC 2015 Nashville TN



Vacation Time?

Susan will be heading for balmy Hawaii! Wish her well!

Let us know what are you doing ...at work? In your community? At home? That you feel is an accomplishment in your life.
Send to kay@sceonline.org.

Salem NAWIC #198 General Meeting

November 19, 2014

5:30 PM Social

6:00PM Dinner and Speaker

Held at Salem Contractors Exchange

2256 Judson St, Salem OR

“Health Insurance Updates” by Huggins Insurance Services

Dinner will be Lasagna and the Works

RSVP to Tricia triciamosier@whiteoakconstruction.net



*Payment can be made online at nawicsalem.com

October Meeting Recap

Called to Order: 11:30am

Pledges: NAWIC & Pledge of Allegiance

Members Attending: Amanda Forkner, Chick Sadowski, Linda Almendinger, Susan Wood, Dawn Killough, Elizabeth Shinn, Jaysa Nesbitt, Jeanna Fox, Kay Evans & Tricia Mosier.

Guests in Attendance: Angee Schmitt, Mayor Anna Peterson, Becky Gonzales, Bonique Hollinrake, Brittlyn Zeller, Christine Rode, Danielle Baldwin, Deborah Zeller, Diana Pego, Donna Waltrip, Gina Jones, Laura Patino, Lisa Sayer, Penny Haider, Tabitha Henricksen & Trish Marshall.

Inspiration: Dawn and Tricia each shared their personal stories of being in NAWIC and what Membership means to them. Susan spoke briefly about Construction Career Day, familiarizing our guests with what it takes to put this event on every year.

Lunch

Speaker: Mayor Anna Peterson

Membership Luncheon- Business will return as normal next month.

Adjourn: 1pm

Birthday Auction: Tickets were given to our guests and the winners were given the birthday gifts.

Thank you to everyone who ordered poinsettias, wreaths, swags and candy canes this year. We have had another awesome year. We've sold 164 poinsettias, 43 wreaths, 11 swags and 6 candy canes. All of these beautiful Christmas decorations are due to be delivered in the morning on December 4th.

I hope everyone has a wonderful and joyous holiday season.

Nancy



FOOD FOR THOUGHT

Taken from the Magazine Landscape Management Oct. 2014 by Phill Sexton

The rule of focusing on no more than two goals at a time has guided me throughout my career. It's helped me, and many other individuals and companies, achieve goals. I'm fortunate to have been influenced by many successful leaders and training programs in and out of the green industry. I've consistently been taught the discipline of narrowing the focus, particularly when trying to achieve improvement goals.

For a goal to truly be a goal, it must include a measurable result and a deadline. One of the most famous goals achieved in American history was established in 1961 by President John F. Kennedy. He set a goal of "before this decade is out ... landing a man on the moon and returning him safely to earth." It was achieved in late July 1969. What makes Kennedy's statement a goal and not just a wish is he established a desired and measurable result of putting a man on the moon and returning him home safely. He also established a deadline for the result to be achieved. Not only did we put one man on the moon, we put three there and returned them safely.

Many times we set goals using the shoot, ready, aim method, not realizing we haven't determined the target. For example, a goal I hear from many landscape companies is to improve production efficiency. What does that mean, particularly for the team of people we want to be more efficient? It means nothing to them other than the owners want them to save money so they can put more in their pockets. Let's set that same goal and redefine it to mean improve production efficiency by 5 percent, from 37 percent of labor cost compared to gross revenue down to 32 percent of labor cost compared to gross revenue by the end of next quarter. This speaks to what the current result is (37 percent) and what we want the desired and measurable result to be (32 percent) by a specific time (the end of the quarter). The added benefit could be to reward the crew accountable for this goal with a bonus for reaching the measurable target, which is a reason for them to reach the goal.

When setting and achieving goals, focusing on no more than two goals at a time is a proven number to use as a guide. Franklin Covey's "The 4 Disciplines of Execution" statistically qualifies that the more goals you try to reach, the less likely they'll be achieved. The ratio of goals set, to goals achieved: Goals set 2-3, Goals Achieved 2-3; Goals set 4-10, Goals Achieved 1-2; Goals Set 11-20, goals Achieved 0.

Massachusetts Institute of Technology neuroscientist Earl Miller said, "Trying to concentrate on more than two tasks causes an overload of a brain's processing capacity." The same is true of companies and organizations that set lofty quantities of goals for improvement. It's proven that when organizations try to focus on more than two or three big goals or initiatives at a time, while also trying to conduct the day-to-day business, they rarely meet their goals.

How to find focus

Most people are multitaskers by nature. Therefore, it's challenging for leaders to decide what goals to focus on first. There are so many things we want to improve. One recommendation is to identify the most important things on which to focus. When you establish goals measured by objective results, the benefit is the ability to hold the organization accountable. Instead of subjectively measuring people to be accountable for improving something, you're able to hold them accountable by using simple, measurable results. Did we improve labor from 37 percent to 32 percent or didn't we? It's unemotional, with a narrow focus that's clear for everyone.

Contact Information

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Block Kids Cathy Hall Cathy.hall@safarielectric.com

CAD Drafting Erin Holmes eholmes@cachraninc.com

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 <https://www.facebook.com/groups/nawicsalem198>

MAILING ADDRESS

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National Officers

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Secretary Amy Berg CBT, CIT Aberg.nawic@yahoo.com

Treasurer Stephanie K. Crane CIT stephaniec@mjharris.com

Immediate Past Yasmine A. Branden CCA

yasmine.branden@neilkelly.com

NAWIC SALEM CHAPTER COMMITTEES

2014-2015

BUDGET: Director: Jeanna

Ways & Means: Dawn

Poinsettia Sales: Nancy, Tricia

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

Birthday Auction: Chick, Jaysa

Conducts birthday auction at our membership meetings.

Contractors Exchange Banquet: Dawn, Jaysa

Audit: (3 Needed) Nancy, Susan, Chick

Audits the chapter finances quarterly.

Budget: Nancy, Dawn, Vickie, Tricia

Responsible for designing a budget for the year.

MEMBERSHIP: Chairman: Dawn Killough Director: Mary

Membership/Public Relations/Marketing: Robin, Amanda, Linda, Tricia

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

Sends press releases to various publications regarding Chapter activities.

Social Media/Website: Tricia, Dawn

Newsletter: Kay, Vickie

PROGRAMS, EDUCATION AND PROJECTS (PEP): Director: Amanda

Legislative Awareness: Dorothy

Scholarship: Dorothy, Amanda, Elisabeth

Advertise, promote and select Scholarship Recipients.

Career Days: *Susan, Nancy, Jeanna, Amanda, Chick, Dawn, Mary, Kay Elisabeth

Helps in the planning and participates in Career Days.

Block Kids:

WIC Week (March 1st-7th): Dawn, Vickie, Amanda

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: Robin

Secret Pal: Vickie

By Laws: Robin, Nancy

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

Historian: Linda, Robin

Coast Retreat: Tricia, Nancy, Chick

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

NAWIC Appreciation Night: Chick, Nancy

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