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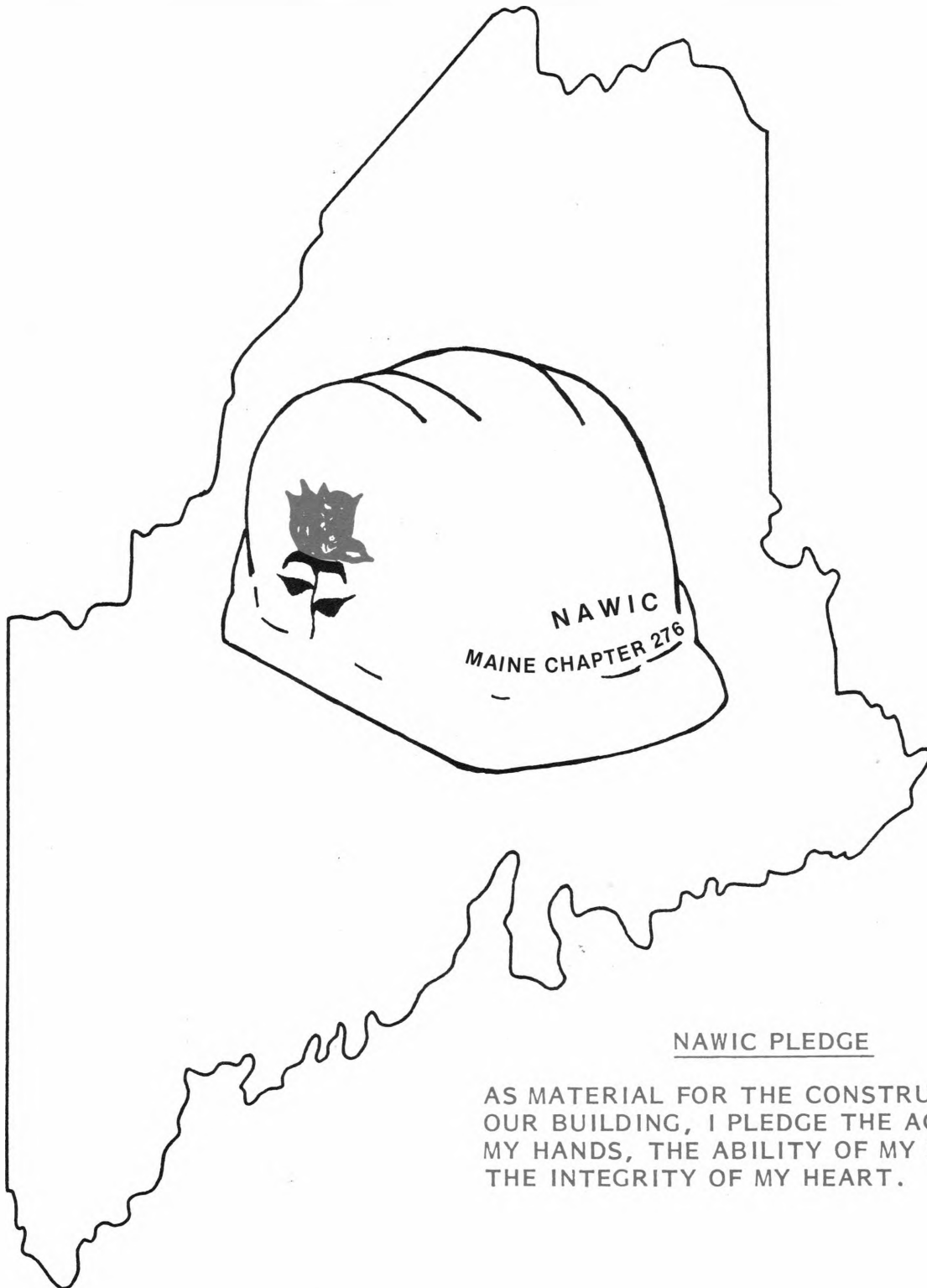
NAWIC

National Association of Women in Construction

"NEWS FROM MAINE"

VOLUME 23 NUMBER 3 & 4

December 2001 & January 2002



NAWIC PLEDGE

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.

Maine Chapter No. 276

2000-2001 Officers

President

Joyce Newman

Vice President

Val Harmon

Secretary

Julie McBrine

Treasurer

Sue Macomber

Board of Directors

Bobbi Harding

Penny Plourde

Barbara McPheters

Kelly Stacey

Parliamentarian

Marion Thomas

2001-2002 New Members

-0-

Past Presidents

Valerie Harmon

Barbara McPheters

Joyce Newman

Kelly Stacey

Shelia Stratton

Marion Thomas

Joy Watkins

AND

Allyson Blackmore

Nancy Bailey Farrar

Anna Demers

Rebecca Dostie

Ellie Dumond

Charlotte Eastman

Maria Fuentes

Ruth Gallagher

Sarah Hammond

Roberta (Bobbi) Harding

Jane Henry

Claire Kadziauskas

Jeanne Letourneau

Lucinda Long

Julia McBrine

Suzanne McLaughlin Norton

Penny Plourde

Judith Purington

Kyle Slayback

**Make up the rest of the
Maine Chapter!!!!**

2000-2001 Committees

Annual Meeting

Career Days

Christmas Program

Kelly Stacey, Chair

Julie McBrine

Construction Expo of Maine

Executive Director

Charlotte Eastman

Finance

Sue Macomber

Publicity & Promotion

Maria Fuentes

NAWIC Booth

Ellie Richards Dumond

NAWIC Hospitality

Joy Watkins, Chair

Name Badges

Val Harmon

Seminars

Joyce Newman

Outside Displays

Anna Demers

Becky Dostie

Barbara McPheters

Tickets

Marion Thomas, Chair

Claire Kadziauskas

Julie McBrine

Dinner Meetings

Marion Thomas

Ellie Richards Dumond

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Ruth Gallagher, Chair

Marion Thomas

Historian

Jane Henry

Legislative Awareness

Barbara McPheters

Val Harmon

Membership

Penny Plourde, Chair

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Nancy Bailey

NAWIC Education

Block Kids

Marion Thomas, Chair

Barbara McPheters

Kelly Stacey

Jeanne Letourneau

Newsletter

Julie McBrine

Marion Thomas

Professional Education

Barbara McPheters, Chair

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Publicity & Promotion

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Jane Henry

Barbara McPheters

Marion Thomas

Anna Demers

Summer Camping Trip

Bobbi Harding

Summer Outing

Telephone

Sue Macomber

Tradeswomen

Nancy Bailey Farrar, Chair

Ways & Means

Jeanne Letourneau, Chair

Jane Henry

Ellie Richards Dumond

President's Message

We are finally getting some winter weather which should make some of our winter sports minded member very happy. As for the rest, we've had some great weather and now it's time for wintertime in Maine! When I returned home from a little excursion this weekend to no power, and was reminded of our memorable ice storm, and was pretty happy when power was restored just a few hours later!

Chapter Committees in Action

The Construction Expo of Maine Committee met recently and sent out the second mailing. This went to prospective exhibitors and past exhibitors. Reservations are coming in a little slow, and we may have to make a concerted effort to recruit new exhibitors. There are a lot of companies out there that we need to contact. If you know of any company that might be interested in being an exhibitor, please talk to them, or call Charlotte and she'll send them a packet. I handed out about 6 packets at a recent trans-portion conference, and two of the companies have already signed up for booths. It's that easy!!

The Professional Education and Membership Committees are both planning meetings for the very near future. Penny Plourde will be chairing Membership, and Barb McPheters will be chairing Professional Education. If you have any ideas for membership promotion or speakers for meetings, please contact the respective chairs.

Block Kids is one of the most rewarding programs we have been involved in. Marion Thomas and her committee will be setting up a couple of sessions, and if you know of any youth groups which include grades 1-6, please contact Marion. We typically hold our Block Kids programs evenings and/or Saturdays to enable more of our members to participate. Any member who has been involved in this program will attest to the fact that it is time well spent.

We will be electing our nominating committee in March! It's hard to believe that it's almost time to think about next year, but it's that close! So please consider running for an office or the Board. Some of us need a break, and need YOU to step in.

The ACM Annual Meeting is next Wednesday in Portland, and if we can get some volunteers, we'll set up a NAWIC promotion table. We don't get too many opportunities to promote NAWIC, so I'm hoping we can do this.

Last month's meeting was very well attended and it appeared that everyone had a great time. We truly appreciate Judy Purington for having us all at her house, right in the midst of the Holidays and her planning and packing to go to Florida for a few months. Thanks also to "Santa" Jeff Romano for tearing yourself away from your

workshop at the North Pole to help us out! Our December meeting is always a good time to do some "networking" and relax a little during the busy Holiday Season.

We made our usual donation to the WABK Love Fund, which was personally delivered to the station and handed over to Cheryl Mercer, the young lady who has also been on site at Expo, broadcasting live. Don Brown was broadcasting from an offsite location, and he and Cheryl gave us some good press that morning! They do a great job raising money for local charities, and they were very grateful for our donation.

We had a great turnout for convention and APC and hopefully will do even better at Region 14 Spring Forum, which is being hosted by the Eastern Maine Chapter, in Portland the middle of May. If you have never been to a regional meeting, it won't get any easier or more convenient than this!

Members in the News

We all wish Ellie Richards Dumond a speedy recovery from her surgeries and all the complications associated with them. What should have been a fairly easy procedure turned into life threatening experience. I am happy to report that Ellie is out of ICU and making very good progress in her recovery, considering all that happened. She is currently at the Central Maine Medical Center in Lewiston, but will be moving to a local care facility as soon as she has improved enough, before she can return to her home. Cards can be sent to CMMC or to her home address: 15 Granite Street, Auburn, ME 04210 and family members will see that she gets them.

Hopefully everyone else is in good health. Marion is being treated for an eye condition that may require laser surgery. She is seeing a specialist in Bangor, so it appears she is in good hands. Our wishes for uncomplicated and successful treatment.

For the record, I am now permanently employed as Membership Coordinator for the Maine Better Transportation Association!! I cannot imagine working for a better association or having a better "boss" than Maria. I am really excited about this opportunity and just feel that I have been blessed! Our office is at 146 State Street, Augusta, ME 04330, Tel 207-622-0526, Fax 207-623-2928, e-mail is joyce@mbtaonline.org. We will be moving to the second floor in the same building in a few weeks to larger quarters. Life is really interesting – a year ago I was actually looking forward to retirement in a few years, and now I'm looking forward to going to work daily!

Wishing everyone a Happy, Healthy and Prosperous New Year!!

Yours in NAWIC,



THE CONNECTION



To help leaders and members get plugged in to news from NAWIC

National Association of Women in Construction

www.nawic.org • nawic@nawic.org

Volume 5, December 2001

► Three New Chapters Charter

The 2001-2002 has gotten off to a great start with the chartering of three chapters. The chapters are in Regions 2, 4 and 6. If you would like to send a note of congratulations to these chapters, please send it to the chapter president's attention. The contact information is:

■ Northwest Georgia Chapter #365

Dorothy Gray
1920 West Oak Circle
Marietta, GA30062

■ Southwest Missouri Chapter #366

Cindy Rousseau
Rousseau Renovations
26 Bannon Road
Elkland, MO 65644-9224

■ Bluegrass Chapter #367

Christine Parsons
Parsons Electric, Inc.
PO Box 13038
Lexington, KY 40583

► Women in Construction Week 2002

NAWIC is gearing up for its 5th annual Women in Construction Week scheduled for March 3-9, 2002. Please mark your calendars. The theme for the week is "Untapped Resources. Unlimited Power." Chapters from coast to coast will be celebrating this important week that is designed to create awareness of women's contributions to the construction industry.

This year, NAWIC will be kicking off the week with a "Introduce a Girl to Construction Day" scheduled for March 4, 2002 (Monday).

The construction industry as a whole is invited to participate in this day to help educate girls about the unique careers in construction for women.

Women in Construction Week packets will be mailed to chapter presidents in early January. The packets will provide chapters with all the information they need to promote the week in their communities.

► Help Retain New Members

One of the best ways to retain new members is to get them involved. After orienting your new members, introduce them to all the great opportunities for involvement.

If a new member likes working with kids, involve her in Block-Kids. Maybe a member has a financial background. Have her work closely with the current treasurer for a year or two to learn the ropes so she can take over later. Is one of your members bubbling with creativity? Have her come up with a unique fundraiser or work on your chapter newsletter.

The point is, chapter leaders need to invest some time to get to know new members. This gives them a chance to assess their skills and interests so they can open a door of involvement for them.

New members often bring fresh perspectives and ideas to chapters. Use this advantage to your chapter's benefit.

CONTACT THE NAWIC OFFICE:

327 S. ADAMS STREET
FORT WORTH, TX 76104-1081
PHONE: (800) 552-3506 OR (817) 877-5551
FAX: (817) 877-0324
nawic@nawic.org • www.nawic.org

► Discounted Estimating Course

If you want to learn more about the estimating business, then sign up for an online course that The American Society of Professional Estimators is offering. ASPE is extending its discounted membership rate to NAWIC members as well.

Students who successfully complete *Introduction to Construction Estimating* will learn the basic principles of construction estimating. Topics to be studied include: organization of the estimate; types of estimates; elements of an estimate; quantity take off techniques; pricing techniques; adjusting the estimate for a variety of variable factors; estimating labor, materials and equipment; profit/overhead markups.

The course is normally \$300 for nonmembers, but ASPE has extended its membership discount to NAWIC members so you only pay \$275. To register, go to: www.aspeeducation.com/registration.htm. If you have further questions, please contact Bob George at ASPE at west@ASPEducation.com.

The NAWIC Office wishes you and yours a Wonderful Holiday Season!

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CORE PURPOSE: To enhance the success of women in the construction industry.

PRESIDENT'S MESSAGE

Marcia
Rackley

I CAN'T WAIT TO LOOK IN THE MIRROR

A few of us might not want to admit it, but we remember the heyday of the New York Jets and Joe Namath. Do you also remember his book titled *I Can't Wait to Look in the Mirror . . . Cause I Get Better Looking Every Day?* What an ego! But wait; he also offers a positive outlook. He wants us to know that there is room for improvement and understand that you can achieve it.

Is there room for improvement in your chapter? Of course! Can you achieve it? Of course you can! Many times it doesn't take much more effort than what you are already doing. Look at Joe. All he had to do was get up in the morning!

Let me give you some examples. I've noticed, for instance, that a couple of you have improved the look and content of your newsletters. (Yes, the Board *does* read them.) You are getting better looking. Now I wonder . . . have you increased your circulation outside your members? Are you sending them to nonmember companies? Try it. You never know what seeds you will sow from that small action.

Take a look at one of your activities or events. What are some simple steps you can take to improve it? Another example I was closely associated with several years ago was our chapter's annual construction industry event.

It was a nice affair. We would send out flyers and invite several other associations, employers and co-workers. We'd have a notable speaker. We would get a nice turnout of about 50 people. We'd pat ourselves on the back. It was good.

Then one year we decided to go all out. We sent out hundreds of printed invitations*. We raised the

price and hired a well-known motivational speaker*. We moved the location to an exclusive dinner club. Attendance soared to more than 200. And every year since, at the next regular meeting, we would typically get 15 to 20 guests . . . potential members. It works. Try it.

Target some companies and use their people for judges at your Block-Kids contest. Get some tradeswomen to help. Go outside yourselves. Involve others and then strut your stuff. Show them how dynamic and powerful you are. You just might solve your membership promotion problem.

The list of examples is long and as varied as we are. The point is that we first have to look at ourselves in the mirror and pay attention to the image we are projecting. It could always be better.

How are your business meetings? Do you give your speaker more time and your business less? Business meetings are not the place to (a) discuss the nuts and bolts of how you are going to get something done or, worse yet, (b) beg for help. Do that on the phone one-on-one with people. Do the planning at the committee meeting. Just report (a.k.a. promote) the plan at the chapter meeting. Don't waste people's time. The business of the chapter should really be conducted at Board meetings. Support the people you elect. Let them take care of the business for you or run yourself next time. Just make sure that your actual business meeting is short, to the point and informative. Make the speaker the event of the evening. You just might solve your retention problem.

As for the rules, you have to remember that most people don't love *Robert's Rules* the way that I do. To someone like me, there is beauty in rules of order. I get energized by good parliamentary law in action. The rules must be a tool, not a

weapon. Most people get really turned off by the appearance of a fight.

There is a war going on and, I'm not talking about foreign terrorists. It's a war of getting people to spend their time with you and helping you achieve the goals of the association. Don't be the internal parliamentary terrorist that stands up and righteously points out the errors. Yes, you may be right as rain about procedure. You'll win the battle, but you'll lose the war. Tell the snipers to put a sock in it.

When do we stop looking for ways to improve? Never. Take the example of my chapter's industry dinner. This past year was the ultimate confirmation for me when the company I work for gave dispensation to two of the guys I work with to attend our dinner instead of the mandatory internal company meeting. Did I crow? You bet.

But guess what? Overall attendance is slipping. So we'll need to take a second look and see what we can do now. It never stops. You have to be ever vigilant.

Just like Joe Namath, we need to take a look in the mirror so we can get better looking every day. We can make small changes and reap big rewards. We can erase those wrinkles, but remember to celebrate the laugh lines as well. Make sure you are enjoying yourself along the way, and let it show. The number one draw for most people is that they want to be associated with winners and achievers. You have the power. Use it.

**HINT: Don't have the money for that much postage or a speaker? The local builder's association stuck them in their regular mailing for us for free and local celebrities or political people who are a good draw will speak for the price of their dinner.*

HOW TO CONTACT THE NATIONAL PRESIDENT:

NAWIC President Marcia Rackley • Capital Electric • PO Box 410079 • Kansas City, MO 64141 •
Work (816) 329-8334 • Home (816) 455-0419 • Fax (816) 329-8034 • mrackley@capitalelectric.com

REGIONAL ROUNDUP



Get plugged in to Regional News.

► REGION 2

Kimberly A. Cameron, CIT

"Best Practice" from the Chattanooga, Tenn., Chapter: Over the past couple of years, attendance at our meetings has gone down to an average of 12 people per meeting. At our first meeting this year, we held a roundtable discussion titled "It's your organization. Make it what you want it to be."

Members were asked for their input on what they considered right or wrong with the meetings, and what they want to see happen this year. We plan to send a survey to the members who weren't present along with a letter explaining that we want to help make this year what they want it to be. We will try to incorporate these ideas for our monthly meetings.

One idea that came from our members was tool use classes so that they can learn to do small home repairs. We are trying to get a local tool company to show us how to operate basic tools. We plan to go to one member's house and do some repairs with our new tool use ability.

► REGION 4

Diana L. Miller

Congratulations to our own Cindy Crawley, Immediate Past NAWIC President, for a wonderful convention! She was able to provide an educational and entertaining convention. Region 4 is very proud of Cindy for her accomplishments as she took the challenge.

Our region is very excited about the chartering of a new chapter in Lexington, Ky. The chapter will be called the Bluegrass Chapter No. 367. Sponsoring chapters, Cincinnati, Ohio and Louisville, Ky., have been instrumental in pursuing members for this chapter. The chartering will take place on December 1. Christine Parsons of Parsons Electric has been appointed the chartering

President. Congratulations to Christine and her new board! Region 4 now has a total of 20 chapters throughout the states of Indiana, Michigan, Ohio and Kentucky.

► REGION 6

Nita Thiessen

A challenge was issued to the members of Region 6 at APC to increase the region's membership to insure our growth. The 55 members in attendance decided the goal could be met in 12 months. All members responsible for bringing a new member to NAWIC will be honored.

Here's an inspirational story: Kathy Jackson returned from APC on Sunday; made a call on Monday; faxed the app to the NAWIC Office on Wednesday and proudly brought her new NAWIC member, Carrie Turner, to the Southwest Missouri Chapter #366 chartering on Saturday. Wow!

Here are some ideas that were suggested during our "Think Tank on Membership — Prospecting for New Members" that can be applied to other regions as well. A sampling of the suggestions include: pay for a first-timer's dinner meeting; hold a seminar to attract new members; target residential construction; send flyers for a welcoming party; hold workshops for non-members; have joint meetings with industry associations; attend industry meetings and represent NAWIC; do informational mailings and publicity flyers; community involvement and more!

The Southwest Missouri Chapter #366 (area surrounding Springfield, Mo.) was chartered on November 10. Marcia Rackley, NAWIC President, was the NAWIC Representative. Cindy Rousseau is the chapter's chartering president.

► REGION 8

Hazel J. Bolsover, CCA, CIT

The Western Colorado Chapter participated in

the Productivity Enhancement Program with The Rotary Club of Grand Junction for the Russian Intern Program. Ten Russian interns from the construction industry spent time with these ladies and combined theoretical lectures with practical lessons and field trips to become acquainted with Americans' methods of construction.

The Metropolitan Denver Chapter is presenting an OSHA 10-hour Certification Training Course. An Outreach Trainer from OSHA will spend two days certifying members from the construction industry. This is the third seminar presented by Denver as ongoing training both for their members and other members in construction. These seminars are a fundraiser as well as a connection to the industry and to the community.

The Colorado Springs, Colo., Chapter spent the summer building a playhouse to donate to CASA. The playhouse was 8 x 8 feet and was decorated in a Victorian style. A new member's company handled the interior decor. CASAsold raffle tickets to the community. This raffle is to support CASA volunteers who help children in the court system by serving as an impartial spokesperson.

► REGION 10

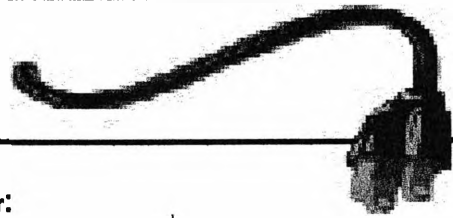
Pat J. McDonald, CIT

Hats off to the Monterey County, Calif., Chapter and the Annual Planning Conference it put on. Keynote speaker Bill Hayward educated us on "Green Building," and the region is invited to tour his current facility using the technology and information that he is so sensitive to.

The Marin County, Calif., Chapter is planning a workshop in the spring about green building and was excited to learn more. During the whale watching following APC, no whales were spotted but great fun was had by all.

continued on page 5

PLUG-INS



Now at a Computer Near You!

Get instant access to the:
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Membership
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YOU CAN SEARCH BY THESE FIELDS:

- First and Last name
- Chapter name
 - Region
 - SIC Codes
- Company Name
- Keywords and more!

Go to www.nawic.org and click on the Online Membership Directory. If you don't have Internet access and want to receive a printed directory, please send your request for a printed directory to:

**NAWIC/Attn: Misty
327 S. Adams St./Fort
Worth, TX 76104
Fax to: (817) 877-0324
Email to: misty@nawic.org**

* Due to the submission of new member applications and the membership renewal process, the Online Directory will not be updated through Nov. 30, 2001. The last update to the directory was made on Sept. 4, 2001 and information is correct as of that date. The 2001-2002 Online Directory will be available on Dec. 3, 2001.

► Marketing Corner: What's Next?

By Glenda Thompson, Marketing/PR Director

Looking at the past year offers a sense of accomplishment in assessing your achievements over the year. NAWIC did pretty well.

More than 30 articles ran in newspapers and magazines as features or special sections about NAWIC and our members. A number of chapters had local TV coverage. We are represented on several boards and committees including the Awards/Recognition Subcommittee of the National Construction Image Steering Committee. The committee's goal is to improve the image of the construction industry. We continue to improve relations with media and industry affiliates. All in all, it's been an exciting year for women in construction.

However, if the organization is to grow and flourish, we cannot sit on the laurels of our past achievements. What's next?

We will be developing a venue for a national promotion for WIC Week. WIC Week is the only national event that calls attention to our cause and core purpose. Although activities vary at the chapter level, WIC week offers major potential for a national media promotion. We hope to have a commitment from one of the major trade publications to use this event as a centerpiece to showcase NAWIC in a variety of ways.

A major highlight for members is the annual convention. But NAWIC should use the national convention as a backdrop to strategically attract mass media. It's a great opportunity that offers something for everyone — speakers, officers, board members all in one neat package. The Marketing/Public Relations department will work to direct media to ensure local and national coverage of this event.

We currently have partnering agreements with approximately 13 affiliates. These partnerships should be stretched to new levels involving infor-

mation exchange and solid collaborations for joint outreach projects.

We want to continue collecting data to enhance our knowledge of trends affecting women in the construction industry by embracing the position that NAWIC should be the foremost voice of women in construction.

In the final analysis, the marketing and public relations efforts should expand the current successes and move NAWIC to the next level.

This is truly an exciting time for NAWIC. What's next? The best is yet to come.

► NAWIC Office Staff

Keep this list handy when you need to contact the staff at the NAWIC Office. Phone is (800) 552-3506.

- *Kerri Crawford*Bookeeper
kerric@nawic.org
- *Leona Dalavai*Communications Director
leonad@nawic.org
- *Melinda Holland* ...Webmaster/NAWIC Store
nawic@nawic.org
- *Dede Hughes*Executive Vice President
dedeh@nawic.org
- *Janice Jenkins*Offc Mgr/Admin. Asst.
janicej@nawic.org
- *Misty Overman*Database Coordinator
[mistyo@nawic.org](mailto:misty@nawic.org)
- *Kara Roberson*Communications Asst.
kara@nawic.org
- *Lisa Simonds*Membership Director
lisas@nawic.org
- *Glenda Thompson*Marketing/PR Director
glendat@nawic.org

INDEPENDENT CONTRACTOR FOR CONVENTION

- *Shelly Reeves*Convention Director
reeconvene@aol.com — (817) 860-2900

continued from page 3

Going into the holidays, several chapters including Santa Cruz, Delta Valley, Fresno and Santa Clara, are focusing on their communities and helping out in various ways.

► **REGION 12**

Wanda R. Wild

Congratulations to Las Vegas Chapter members for an outstanding job of planning Summer Conference/Annual Planning Conference. The day was spent closing one year and gearing up for a new one.

Regional 12 Membership Co-Chairs Maria Marzoecki and Therese Strimback conducted a round-table discussion on "What do members want?" The answers ranged from: good educational meetings; business to business networking; expanding the web site; have more pre-qualified speakers on subjects of interest; and sharing programs from all chapters. It was a productive meeting. Carri Morones, professional education chair and webmaster, will now work with the committee and chapters to implement changes on Region 12's web site.

► **REGION 14**

Wendy J. Phelps

The Tradeswomen Conference held in Denver had 360 attendees, with approximately 300 of those tradeswomen. The first day included presentations by tradeswomen of their struggles and triumphs in pursuing a career in construction. The first day also included an "open session" where the attendees brought up issues, whether professional, personal or political, for discussion in groups in a roundtable format. This gave the tradeswomen the opportunity to customize the conference to highlight their concerns.

The second day was filled with three workshop sessions, with seven workshops from which to choose in each session. Some workshops were geared towards tradeswomen, others towards organizations or employers. Ten Region 14 members attended; Joyce Newman, Nancy Bailey Farrar, Penny Plourde, Kyle Slayback and Suzanne Norton, Maine; Jackie Robinson and Cindy Burton, E. Maine; Cathy MacDonald and Donna Church, S. Maine and this director.

NAWIC CALENDAR

December 10

- Deadline for January *Connection*.

December 24-25

- NAWIC Office closed for Christmas holidays.

January 30, 2002

- Chapters' IRS Compliance forms are due to the NAWIC Office by this date.

February 1, 2002

- Deadline to submit candidacy papers for 2002 NAWIC elections.
- Postmark deadline to submit scholarship applications for NFSF.
- Deadline for chapters to submit their requests to NEF to get their scholarships administered through the Foundation.

February 28

- Postmark deadline for the 2002 Crystal Vision Awards Program applications.

March 3-9

- 5th Annual Women in Construction Week.

March 4

- Introduce a Girl to Construction Day



Core Purpose

To enhance the success of women in the construction industry.

The Connection is published monthly by the NAWIC Office at 327 S. Adams St.; Ft. Worth, TX 76104 ~ (800) 552-3506 ~ Fax (817) 877-0324
Email: leonad@nawic.org
Newsletter Editor: Leona P. Dalavai
Assistant Editor: Kara D. Roberson
Send submissions to the NAWIC Office by the 10th of every month.

Mark Your Calendars. Women in Construction Week is March 3-9, 2002.

Look for your promotional packets to be mailed to you in early January.

If you haven't already, please appoint someone in your chapter to chair a committee to plan an activity or an event to promote Women in Construction Week to your community.

Remember: The mission of WICWeek is to increase the awareness and importance of women in construction. Plan an event that does exactly that. Questions? Call the Communication Dept. at the NAWIC Office.

THE CONNECTION



To help leaders and members get plugged in to news from NAWIC

National Association of Women in Construction

www.nawic.org • nawic@nawic.org

Volume 5, January 2002

► Update Region/Chapter Web Sites

Just a quick reminder to chapters and regions to update their web sites regularly. A recent visit to various web sites revealed that many chapters/regions still have the old mission statement posted and haven't replaced it with the new core purpose. In addition, please proof your work before you post it online as we noticed many typos and some links did not work.

These web sites are a reflection of NAWIC; therefore, we need to make every effort to maintain a certain level of professionalism. Please consider updating your web sites on a monthly basis to keep up with changes.

► Women in Construction Week 2002

NAWIC is gearing up for its 5th annual Women in Construction Week scheduled for March 3-9, 2002. Please mark your calendars. The theme for the week is "Untapped Resources. Unlimited Power." Chapters from coast to coast will be celebrating this week that is designed to celebrate women's contributions to construction.

This year, NAWIC will be kicking off the week with a "Introduce a Girl to Construction Day" scheduled for March 4, 2002 (Monday). The construction industry as a whole is invited to participate in this day to help educate girls about the unique careers in construction for women.

Women in Construction Week packets will be mailed to chapter presidents in early January. The packets will provide chapters with all the information they need to promote the week in their communities.

► Best Practices: Nashville Chapter

The Nashville, Tenn., Chapter had worked hard during the 2000-2001 year to plan a recognition banquet that would encompass the entire Nashville construction community. This function, held last summer at a downtown hotel, was a huge success and one that they plan to hold annually. The chapter chose to recognize an outstanding construction company with a Polestar Award. "Polestar" means "guiding principle." The chapter wanted to award it to a leader in the construction field. The awards competition adhered to the Construction Industry categories of "Community Benefit" and "Construction Industry Benefit." Any construction-related company or association is invited to submit an entry. An outline of the winning entry was printed in the banquet program. An architectural firm won the "Community Benefit Award," and a masonry company won the "Construction Industry Benefit Award."

The first Polestar Banquet had 200 people in attendance. The chapter got a lot of great feedback on how the award met a need for a recognition program in its community. The Nashville Chapter considers the Polestar Award one of its best endeavors yet.

CONTACT THE NAWIC OFFICE:
327 S. ADAMS STREET
FORT WORTH, TX 76104-1081
PHONE: (800) 552-3506 OR (817) 877-5551
FAX: (817) 877-0324
nawic@nawic.org • www.nawic.org

► Check Out the NEW NAWIC Web Site

NAWIC Online has a new look! Go to nawic.org and discover what you have been missing. Webmaster Melinda Holland has been working hard to bring you a better, more attractive and informational web site. Just look at some of the new features:

- Press Room for media professionals to get information on NAWIC
- Read selected articles online from past issues of *The NAWIC IMAGE*
- Industry news and links of interest to members
- Year-round NAWIC calendar to keep up with events and activities
- More resources and information to keep you updated on NAWIC

Make a point to visit nawic.org today!

► Visit the NEW Online Directory

While you're visiting the new NAWIC web site, also check out the new online directory. The directory is more user-friendly than ever and is easy to search by member and chapter. You can visit the directory from NAWIC's web site at nawic.org.

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CORE PURPOSE: To enhance the success of women in the construction industry.

PRESIDENT'S MESSAGE

Marcia
Rackley

HAPPY NEW YEAR!

Here we are in the second or third year of the new millennium depending on where you stood on that debate. Doesn't matter now, we are past it. This is it without a doubt. I don't know about anyone else, but I've been excited about all the babies born in the last couple of years getting to start life in this new century and, with medical advances, probably living to see the next one as well.

Oh and while we are speaking of babies, did I mention I'm getting a new grandbaby this year? Thanks for allowing me a brief bragging moment — it's a grandma's prerogative, isn't it? "Just try to stop us" would be more like it. Phew! Got that out of my system — now let's talk some NAWIC.

CANDIDATES

This is the month that candidates must formally declare their intention to seek the offices of president-elect, vice president, secretary and treasurer. It's always interesting to see who will step up to take the challenge. I rather surprised myself when I did and look where I ended up.

You got an opportunity to see most of the candidates in action at the Q&A in Anchorage. Though it may have seemed a little premature to be looking at next year's candidates before the current elected ones were even installed, it was a chance for you to get an idea of who they are and what they have to say on a variety of topics in person.

Hopefully each one will also be able to travel to the Midyear Board Meeting where we will once again prepare a video. The video is structured just like the candidate projections used to be set up at convention. Each person gets one shot and one

shot only at her three minutes; there are no edits, cuts or retakes.

We think it's important enough to allocate some of the budget toward this because we think you are interested in actually seeing the candidates. This is for your benefit. It is our hope that this will help you in making your decision when it comes time to vote.

If you have a candidate from your region, I hope you also feel that it is important enough by helping her afford the opportunity to be at this Midyear Meeting and getting out to other regions. If you have a candidate visiting your region, make sure you meet her and talk with her. Offer to room with her to help with costs. You want the people you elect to know about you, don't you?

Guess what else — we also let the candidates audit the board meeting while they are there and again at the Pre-convention Board Meeting. The chosen ones then are a step further in their knowledge of the current issues being discussed. It's a win-win situation for all of us. Get behind your candidate and support her — with your vote and with your resources.

A SNEAK PEEK AT CONVENTION

What if NAWIC didn't exist? How would it look if we were going to create it today? Do we need to make any changes? If it ain't broke, don't fix it. Right? Facts are facts though. Our membership is hovering around 6,000. The number is heading upwardly lately, but there is a potential of more than 900,000 women employed in the construction industry out there. To be the credible source of information about women in construction, it would be nice to have at least 10 percent of

that number on our membership roster. What can we do? Does the answer lie in our structure and governance? Do we need to adjust to fit the world today? I don't have the answers — you do.

So we are convening a summit on Wednesday afternoon prior to convention for the sole purpose of getting your opinions on these very questions. It will be facilitated by the Governance Taskforce consisting of Chairman Judy DeWeese, Nita Thiessen, Barbara Moore, Cindy Crawley, Julie Foret and Mary Ellen Ledbetter. How's that for a good cross section of heavy-hitters?

They have been working diligently researching the many facets that a broad subject like this entails. They will have their findings and a preliminary proposal ready by then to present to you. The proposal will require your input to formulate a plan of action and make recommendations to the Board. You, as the stakeholders in the success of our association, need to be there. Make sure you are.

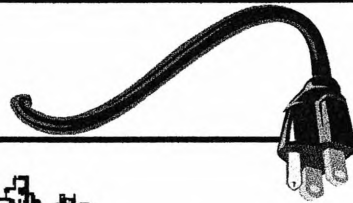
Crystal Vision Deadline Approaching

Consider nominating an outstanding leader who has helped to enhance the success of women in the construction industry. The postmark deadline for the Crystal Vision Awards is February 28, 2002. The Crystal Vision Award goes to a nonmember, and the Crystal Achievement Award is for a member. To get more information on the Crystal Vision Awards Program or to get a copy of an application, go to nawic.org, click on "News and Resources."

HOW TO CONTACT THE NATIONAL PRESIDENT:

NAWIC President Marcia Rackley • Capital Electric • PO Box 410079 • Kansas City, MO 64141 •
Work (816) 329-8334 • Home (816) 455-0419 • Fax (816) 329-8034 • mrackley@capitalelectric.com

REGIONAL ROUNDUP



Get plugged in to Regional News.

► REGION 1

Kathleen A. Weigand

The Wilmington, Del., Chapter is working with the Delaware Workforce Investment Board and the Depart. of Labor Women's Bureau, and participating in ROAR (Rosie Opened Alternative Realities). This program taps into existing resources to encourage more women to join the construction industry. As we know, only 10 percent of the industry is comprised of women, and less than 2.5 percent are tradeswomen.

The Hartford, Conn., Chapter has been enjoying a stream of interesting speakers as well as making plans for a "Career Day" with the Hartford Area Home Builders. Chapter President Kim Salvatore was invited to speak at the local vo-tech and introduced NAWIC and local chapter opportunities to the students. The school requested that the Hartford Chapter partner with their students to educate them more on the trades and what construction has to offer students.

► REGION 3

Patricia Walker

The Tampa, Fla., Chapter held its Annual Silent Auction and Member Roast of Immediate Past Director Mary Anne Upham on December 3. The Chapter raised nearly \$3,000 from the auction.

The Gr. Orlando, Fla., Chapter continues its holiday tradition of making Christmas gift baskets for home-bound senior citizens. Members donate a variety of useful items, gift certificates and baskets that are assembled at the chapter's Holiday Party. The baskets are delivered on Christmas morning to the seniors by the Meals on Wheels program. The Gr. Gainesville, Fla., Chapter has plans to kick off the new year by initiating a CIT study group. The chapter already has seven members and three potential members who are inter-

ested and signed up to begin meeting weekly in January. President Joy Gotwalt reported that this initiative has created more excitement and interest in their chapter than any other activity they have done since its chartering.

► REGION 5

Phyllis D. Chapman, CIT

"Happy New Year!" I wish all of you a very happy, healthy and prosperous New Year. If all goes well, Region 5 will welcome a new chapter this year. The Memphis, Tenn., Chapter is working on chartering a chapter in Jackson, Tenn.

It's not too early to start planning for Annual Forum, which will be held in New Orleans, La., May 24-25. The New Orleans Chapter members are busy planning a fun-filled (could it be any other way in New Orleans?) and informative weekend.

Please allow me to express thanks on behalf of Region 5 to all chapters that unselfishly gave of their time, talents and resources to charities, community projects, adopted families and other contributions during the month of December. We recognize and appreciate your efforts and your giving spirit.

► REGION 7

Karolene Pittman

The 2001 APC was a great success. I must admit that I was nervous for my first event as Region 7's new director. Whew!

We had 44 members and one guest in attendance. Thank you to the Dallas Chapter for hosting the 2001 APC. Minutes have been sent to chapter presidents.

Thank you to Tracy Foster and the Houston Chapter for volunteering to host the 2002 Annual Planning Conference. The date is to be determined and will be announced.

► REGION 9

Tamie K. Wieggers, CIT, CDS

I took a little NAWIC side trip a couple weeks ago and landed in Portland, Ore., before driving to Eugene to perform a review of the 2002 Forum site. In addition, I was able to meet several of the Eugene Chapter members and take a job site tour. I then traveled back to Portland and attended the Portland Chapter's annual auction. The next morning, I traveled to Salem and performed a site review of the 2003 APC site and spent the day reviewing possibilities with the Salem's chapter president.

Despite the bustle of the holidays, Region 9 members are busy with NAWIC stuff. We have 13 new members in our region for the month of November. This is exciting as seven of the 13 chapters are out there recruiting and building their membership. Keep up the good work, Region 9.

► REGION 11

Carol Chapman, CIT

Once again Region 11 has outdone itself when it comes to community outreach and involvement. Our chapters have given of their time, money and their hearts to help those less fortunate have a happy holiday season.

All chapters are gearing up for Block-Kids competitions. We hope to have 100 percent participation this year. Members are working with schools, scout troops, boys and girls clubs, civic groups and just about everywhere children gather to recruit for this event.

Membership is on the rise. Members are earning stars for American flags for recruiting new members and turning in reports. The Myrtle Beach, S.C., Chapter is leading the way with four new members.

continued on page 5

PLUG-INS



Now at a Computer Near You!

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YOU CAN SEARCH BY THESE FIELDS:

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- Keywords and more!

Go to www.nawic.org and click on the "Membership Directory." If you don't have Internet access and want to receive a printed directory, please send your request for a printed directory to:

NAWIC/Attn: Misty
327 S. Adams St./Fort
Worth, TX 76104
Fax to: (817) 877-0324
Email to: misty@nawic.org

Can't remember the phone number of a fellow member that you met at the last meeting? Need to get the address for a member who recently joined? Then you're just clicks away from getting the contact information that you need through the online membership directory. The online directory is password-protected and convenient. Access it anytime and from anywhere!

► Marketing Corner: Clean Out the Clutter

By Glenda Thompson, Marketing/PR Director

Have you ever looked in your closet and decided it's time to clean out the clutter? You make a conscious decision to donate all those things you don't wear to a charity. This simple act promotes a sense of clarity as well as allowing you to find those navy slacks that until now had been crammed between two items that you haven't worn in years.

Just as we clear the clutter from our closet, we should periodically clean the clutter from the way we promote and market NAWIC. This process allows us to jump-start the marketing campaign so that it remains fresh. Paid advertising played a prominent part in the marketing strategy last year. Although we will continue to use advertising as a vehicle to create awareness, we will be more selective in choosing the best buys for the most exposure. Our partnership with FW Dodge Magazines is a good example of effective national advertising.

Another goal is to gain better exposure through editorial news coverage, as we seek opportunities to showcase our diverse membership in articles and features. We will be more diligent in sharing information with industry affiliates and partners. Information included in their newsletters and web sites reaches far more people than we could reach in a solo attempt.

At the local level, WIC Week is an ideal opportunity to jump-start your chapter's marketing efforts. This year we're using a new approach by adding "Introduce a Girl to Construction Day" as part of WIC Week activities. Here are some of the ways you can introduce a girl to construction.

- Arrange a tour of a project that your company is involved in and walk her through the building process.
- Teach her what blueprints are and how to read them.

- Give her a copy of *Cool Careers for Girls* by Ceel Pasternak and Linda Thornburg (order through Amazon.com)

These are just a few ideas. I'm sure those creative juices will begin to flow now that the holidays are behind us.

The beginning of a new year prompts us to reflect and review our accomplishments. Perhaps you can evaluate how you're reaching potential members and other interested parties. Re-evaluate your strategies, clear out the clutter and establish some clarity. You'll be surprised at what you can achieve with this simple act.

► Update on Houston Flood Victims

Last summer, two members of the Houston Chapter lost all of their possessions due to the flooding that hit the city. Past Chapter President Debbie Drifka reports that an additional member, Mae Lee, got caught in the flooding while driving her car.

Drifka wants to thank all NAWIC chapters for the donations that they received to help the women. In her letter to Executive Vice President Dede Hughes, she writes, "I have an overwhelming sense of pride to belong to such a caring and compassionate association. We have not only received checks but also letters expressing their concern and giving encouragement to our friends in need."

Drifka said that the donations were divided between the three members.

Visit the new and
improved
NAWIC ONLINE
nawic.org

► REGION 13

Amy Berg

Two members of Region 13 have been recognized as the Top 10 Women in Construction in *Heavy Equipment News*. Cheri Fahrenkrog, president/owner of Landre Corporation in Davenport, Iowa, and a member of the Quad Cities/Moline, Ill., Chapter was recognized in the November issue. Nancy Slotten, executive vice president of Border States Paving, Inc. of Fargo, N.D., and a member of the Fargo-Moorhead, N.D., Chapter is in the December issue. Congratulations to both of these women who are leaders in their fields in the construction industry.

Region 13 will be chartering the first new chapter of 2002 on January 19: the Lake/McHenry County of Illinois Chapter. The O'Hare Suburban, Ill., Chapter has been working hard to make this new chapter a reality.

► NAWIC Booth at CONEXPO CON/AGG

If you are one of the more than 125,000 people working in the construction industry who are planning to attend CONEXPO-CON/AGG in Las Vegas March 19-23, 2002, then consider a unique volunteer opportunity. Volunteers are needed to serve at the NAWIC booth at CON EXPO. If you are interested in volunteering your time, please contact NAWIC National Treasurer and Las Vegas Chapter member Nancy Eaton, CCA, CIT at LVWIC@ix.netcom.com. This will be a great opportunity to network with other members and meet attendees from all over the world.

Not too late to renew!
Send in your renewal today. For a copy of your renewal, please email [mistyo@nawic.org](mailto:misty@nawic.org)
* Must pay \$15 late fee.

NAWIC CALENDAR

Early January 2002

- Women in Construction Week packets to be mailed to chapter presidents

January 30

- Chapters' IRS Compliance forms are due to the NAWIC Office by this date.

January 31

- Winter Quarterly Mailing to go out to Chapter Presidents

February 1

- Deadline to submit candidacy papers for 2002 NAWIC elections.
- Postmark deadline to submit scholarship applications for NFSF. Send to the NAWIC Office.
- Deadline for chapters to submit their requests to NEF to get their scholarships administered through the Foundation.

February 2

- NEF Exams

February 7

- Deadline for Midyear Board Reports to NAWIC Office

February 12

- Deadline for March *Connection*

February 28

- Postmark deadline for the 2002 Crystal Vision Awards Program applications.

March 3-9

- 5th Annual Women in Construction Week.

March 4

- Introduce a Girl to Construction Day

For a year-round Calendar Listing, please visit nawic.org and go to the News and Resources and click on "Upcoming Events." Select "NAWIC Calendar."



Core Purpose

To enhance the success of women in the construction industry.

The Connection is published monthly by the NAWIC Office at 327 S. Adams St.; Ft. Worth, TX 76104 ~ (800) 552-3506 ~ Fax (817) 877-0324
Email: leonad@nawic.org
Newsletter Editor: Leona P. Dalavai
Assistant Editor: Kara D. Roberson
Send submissions to the NAWIC Office by the 10th of every month.

Mark Your Calendars. Women in Construction Week is March 3-9, 2002.

Look for your promotional packets to be mailed to you in early January.

If you haven't already, please appoint someone in your chapter to chair a committee to plan an activity or an event to promote Women in Construction Week. "Introduce a Girl to Construction Day" is March 4, 2002.

Remember: The mission of WIC Week is to increase the awareness and importance of women in construction. Plan an event that does exactly that. Questions? Call the Communication Dept. at the NAWIC Office.

January 2002

Lisa Simonds, Editor



Member To Member

News From the Membership Department

Regional Retention Rates November 2001

Region 1	72%
Region 2	69%
Region 3	71%
Region 4	75%
Region 5	72%
Region 6	74%
Region 7	71%
Region 8	64%
Region 9	78%
Region 10	64%
Region 11	73%
Region 12	70%
Region 13	75%
Region 14	74%

New Members November 2001

Region 1	13
Region 2	30
Region 3	27
Region 4	23
Region 5	9
Region 6	21
Region 7	26
Region 8	29
Region 9	32
Region 10	10
Region 11	20
Region 12	26
Region 13	34
Region 14	27

Need a Roster or Renewal?
Call or e-mail Misty at
(800) 552-3506 or
mistyo@nawic.org

Core Purpose:

"To enhance the success of
women in the construction
industry."

NEW CHAPTERS

The first four months of NAWIC's 2001-2002 fiscal year started off with a bang. First, those Southern women got into the act by chartering the Northwest Georgia Chapter #365 in Marietta, on November 3. They currently boast 15 members. Not to be outdone by the South, the Midwest jumped in just a week later and chartered the Southwest Missouri Chapter #366 in Springfield, on November 10. They currently have 16 members. Region 4 got in on the action and chartered the Bluegrass Chapter #367 in Central Kentucky on December 1 and has bragging rights to 27 new members! Just in case you thought you were safe in keeping up with all these new chapters, don't get too comfortable. Lake/McHenry County of Illinois Chapter #368 in the northeastern part of the

state will charter on January 19. Congratulations to these new chapters and to their regions: Region 2 Director Kimberly A. Cameron, CIT; Region 6 Director Nita Thiessen; Region 4 Director Diana L. Miller and Region 13 Director Amy Berg.

Without the benefit of a trusty tabloid to predict how many members #368 will charter with, we have a total of 58 new members in three new chapters and 325 overall for the association to date. This is great, but what happens next year?

RETENTION

2000-2001 saw 1,347 new members join, 809 of whom renewed their membership. That's 538 new members who did not renew. Bear with me—hopefully you see where I'm going with this. Yes, it's the dreaded "r" word: Retention.

It's normal for an association to lose a certain amount of first year members, but, since when has NAWIC wanted to stick with the status quo? Here's a few tips on retaining both new and long-time members:

First, establish who has not renewed in your chapter. You can do this by calling the Membership Department and requesting a roster of non-renewing members.

Now that you're armed with a list of those who did not renew, start making phone calls, faxing, emailing or sending reminder post-cards.

Last, but not least, let the member know how much you value their membership and invite them to renew.

Stay tuned for next month's *Member To Member* for more hints on retention from the experts ...

Send comments or suggestions to:
Lisa Simonds
NAWIC
327 South Adams Street
Fort Worth, Texas 76104
(817) 877-5551 (800) 552-3506
Fax (817) 877-0324
lisas@nawic.org

Need to Pay Off Some Holiday Bills?

Do it in style with NAWIC checks from Paragon Enterprises. The checks have the NAWIC logo as a watermark. Call the NAWIC Office at (800) 552-3506 to request an order form or purchase directly from Paragon by calling (800) 325-1994.

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION

November 2001 - Monthly Membership Report

REGION 14 RECAP BY CHAPTER

Chapter Number/Name	Active Renew (A)	Active New (A)	Corp. Renew (CM)	Corp. New (CM)	Student Renew (BC)	Student New (BC)	National Life (C)	Chapter Total
15 Boston, MA	49	5	2	1	1			58
52 #1 of Rhode Island	28	3	3					34
172 Buffalo, NY	26	2						28
218 The Granite State (NH)	32	4	1			1		38
241 Gr. Worcester, MA	7							7
261 Capital District (NY)	19	3	6					28
262 Vermont	10		2			1		13
276 Maine	24		1					25
295 Toronto, ON, CANADA	10	2						12
314 Gr. Rochester, NY	23	2	1					26
318 Bluenose, Nova Scotia, CANADA	9							9
328 Syracuse, NY	1				1			2
329 Eastern Maine	9	1						10
347 Southern Maine	10							10
National Life								0
REGION 14 TOTALS	257	22	16	1	2	2	0	300

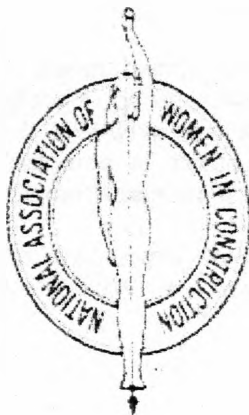
October 31, 2001

Attention Incoming Chapter Presidents and Past National Presidents!

ONLINE CHAPTER MAILINGS!

ONLINE CHAPTER MAILINGS WILL BE POSTED ON THE NAWIC WEBSITE AT [HTTP://WWW.NAWIC.ORG](http://www.nawic.org) IN THE "FOR MEMBERS ONLY" SECTION BY THE 20TH OF EACH MONTH. IF YOU DO NOT HAVE INTERNET ACCESS YOU MUST SUBMIT IN WRITING TO THE NAWIC OFFICE YOUR NAME AND ADDRESS SO THAT WE CAN MAIL THESE MONTHLY MAILINGS TO YOU. YOU CAN FAX , EMAIL OR MAIL THE REQUEST TO THE NATIONAL OFFICE.

c/o Melinda Holland



NAWIC
327 S. ADAMS STREET
FORT WORTH, TX 76104

PHONE: 800-552-3506
FAX: 817-877-0324
EMAIL: NAWIC@NAWIC.ORG



NAWIC • National Association of Women in Construction

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November 9, 2001

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Kansas City, MO

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Region 3

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Region 11

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Region 12

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Region 13

Amy Berg
Fargo, ND

Region 14

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NAWIC OFFICE

Executive Vice President

Dede Hughes
Fort Worth, TX

TO ALL MEMBERS OF NAWIC:

Attached are the proposed bylaws revisions that are being contemplated by the NAWIC Board of Directors. These will be voted on at the mid-year meeting in March. The changes are fairly simple and are accompanied by a clearly stated rationale; however, some background about why these are being considered, what some of the discussion about them was, and what changes will actually happen if they are approved might be beneficial to you as you consider them.

STUDENT MEMBERS

This change has been suggested because it has come to our attention that we needed a better definition of the criteria for this category of membership. This change clearly states that apprentices are included in this category. It also defines that a person must be enrolled full-time. As you know, the full-time criteria can vary from institution to institution and so on; therefore, how could NAWIC mandate an across-the-board criteria. This leaves it up to the definition of the school. If they say it is full-time, that's good enough. It also allows for students to vote and hold office. There didn't seem to be any compelling reason to not allow this and legally it makes sense that all members should have the same rights of membership.

ELECTIONS AT CHAPTER LEVEL

We were asked to consider this because (1) chapters want the power to hold elections by mail just like at the national level and (2) to facilitate the elections if obtaining quorum is a situation for a chapter. This seems fairly simple on the surface, but some of the concern about it is the underlying problem of poor attendance at meetings not being addressed. Reducing standards doesn't mean that the problem goes away in other words. It will be interesting to get your feedback on this issue and see if you think this option will really be of benefit to you.

At this point, guidelines for the procedure of handling mail ballots at the chapter level will not be mandated. This means that each chapter will be able to determine for themselves (1) if they want to continue to vote at a meeting or by mail and (2) the procedure that works for them to handle it. Nominating committees will still function. Nominations from the floor can still happen. The President will still appoint tellers. The only change is that you will have to decide if you vote at a meeting or by mail. You can do it either way you choose. This is just allowing for that option. If this is approved at mid-year, we will offer two or three sets of guidelines for you to look at as samples.

DUTIES OF OFFICERS

The big change here is that the current President must make sure the 990 is filed instead of the past Treasurer. It seems as though, too often sad to say, the past treasurer could not be contacted to ensure compliance. We cannot emphasize the importance to all of NAWIC that each chapter file these statements. The entire association's tax status is potentially jeopardized when these statements are not forthcoming. Therefore this suggested change.

I hope that this summary is helpful to you as you discuss these changes. If you have any questions, please contact your Director, any one of the Officers, or even me. We'd like to have your input.

Marcia Rackley
NAWIC President

Core Purpose: To enhance the success of women in the construction industry.

ARTICLE XI - DUTIES OF OFFICERS

- Section 1: The President shall preside at all meetings and serve as Chairman of the Board of Directors. She shall call regular monthly meetings of the Board of Directors and such special meetings of the Board of Directors as may be necessary. She shall be authorized to create Special Committees, and shall appoint members to all Standing and Special Committees (with the exception of the Nominating Committee) and shall designate the Chairman thereof. She shall be one of three officers authorized to countersign all checks. She shall not be a member of the Nominating Committee. ***She shall in a timely manner prepare and file all documents necessary to protect the chapter's non-profit status for the fiscal year in which she serves as President.***
- Section 5: The Treasurer shall be custodian of all funds; be one of the three Officers authorized to countersign all checks; pay bills authorized by the Board of Directors; keep an itemized account of receipts and disbursements; present a written report at business meetings of the chapter and the Board of Directors; and deliver audited records to her successor within thirty (30) days following the expiration of her term. ~~She shall in a timely manner prepare and file all documents necessary to protect the Chapter's non-profit status for the fiscal year in which she serves as Treasurer.~~ She shall be a member of the Finance Committee.

RATIONALE:

The IRS Compliance documents pertaining to the non-profit status are filed following the start of the new fiscal year and there are times when the Treasurer from the previous year did not renew. It is felt that the current President should be responsible for all documents done within her term of office.

Submitted October, 2001
Patsy White Smith
2001-2002 Bylaws Chair

**PROPOSED BYLAW AMENDMENTS
NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION
For Consideration at the 2002 Mid-Year Board of Directors Meeting**

In accordance with ARTICLE XVIII - AMENDMENTS of the NAWIC Bylaws, the following are being circulated ninety (90) days prior to consideration of the NAWIC Board of Directors at the 2002 Mid-Year Board Meeting.

Proposed Revisions to NAWIC ASSOCIATION BYLAWS:

ARTICLE IV - MEMBERSHIP CATEGORIES

Section D: Student Members: Open to women students *and apprentices* enrolled *full-time as defined by the school, trade or vocational institution*, in construction related programs at institutions of higher education, *apprenticeship* and vocational education training. ~~Student Membership is non-transferable, and Student Members shall have no vote nor hold office.~~

RATIONALE:

To allow qualified apprentices to join NAWIC under the Student Category and to allow the student/apprentice to have the same rights/responsibilities of a regular member. The student must be enrolled full time, as defined by the school.

Proposed Revisions to NAWIC CHAPTER BYLAWS:

ARTICLE VI - ELECTIONS

INSERT New Section 7 as Follows:

Section 7: *All Officers and Directors may be elected by mail ballot by a plurality vote.*

RATIONALE:

Allows chapters to elect Officers and Directors by mail ballot in situations when elections cannot be held at a chapter meeting.

Renumber current Section 7 to read "Section 8".



Briefcase Regular Price \$35.00 Sale \$25.00

A 16"W x 12"H x 4" bag that expands to 7" wide. The front panel organizer has 2 zipper pockets, 4 pen holders, 2 slide in pockets, and a cell phone holder pocket. The main compartment has a zipper closure and handles also comes with an adjustable and detachable shoulder strap. The outer flap has a zipper on the top of it for storage and has a 4"x3" woven NAWIC logo.



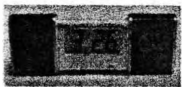
Red Rose Pin Regular Price \$15.00 Sale \$12.00

Gold plated 3" Red Rose Pin w/ clear stones on the leaves. Comes with Burgundy velvet bag.



Picture Frames Regular Price \$10.00 Sale \$9.00

Multiple Picture Frame overall size 5 1/2" x 7 1/2" holds three pictures. Silver with NAWIC imprinted in black at the bottom. (frame show does not show the NAWIC imprint.)



Pull Apart Alarm Clock Regular Price \$11.00 Sale \$10.00

Pull Apart Travel Alarm Clock w/ carrying bag and snooze button. Black with gold trim and NAWIC imprinted in gold.



10' Automatic Tape Measure Regular Price \$5.00 Sale \$3.00

White 10' Automatic Tape Measure with NAWIC lettering in red.



16oz Glass Candy Dish Regular Price \$6.00 Sale \$5.00

16oz Glass Candy Dish with logo imprinted in red on one side.

NOTICE!

UNLESS OTHERWISE SPECIFIED BY CUSTOMER ALL STORE ORDERS ARE SHIPPED UPS GROUND



NAWIC Store Payment Information

The following methods of payment are accepted for all NAWIC Store mail in orders:

- ◆ Cash
- ◆ Check
- ◆ VISA
- ◆ MasterCard

The following methods of payment are accepted for all Online Store orders:

- ◆ VISA
- ◆ MasterCard.

SALE ENDS 12/28/01

No orders will be filled or processed without payment being received.

When entering credit card information online, please enter your Visa or MasterCard account number without spaces or hyphens. This will ensure the whole account number comes through with your order, and that your order will be processed without delay.

October 19, 2001

NAWIC STORE NEWSLETTER

Backordered items:

The NAWIC Store is currently sold out of the following items:

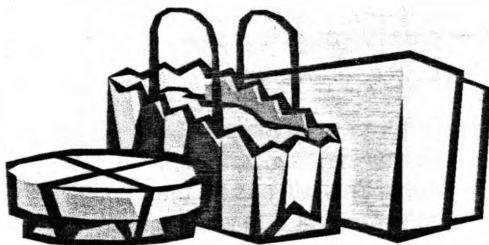
- * Duffel Bag
- * Tote Bag
- * Key Rings
- * GF Locket
- * Window Cling
- * Quill Pen
- * GF Corresponding Secretary Guard
- * Business Card Organizer
- * GF Past President Pendant Brooch
- * GF Past President Pin
- * GF Past President Guard

The jewelry, and key rings have been re-ordered and should be available by the middle of November. We are working on re-ordering the other items, however it is taking longer due to switching suppliers. We are hoping to have everything back in stock by the first of December. If you have any questions about store items please feel free to contact:

Melinda Holland at 800-552-3506 ext. 22.

Be sure to take a look
at the Items on the
Holiday Sale and
order early.

Do your shopping Online!!



Be sure to check out the new store items:

120G – Pull Apart Travel Alarm Clock w/ carrying bag and snooze button. Black with gold trim and NAWIC imprinted in gold. \$11.00

PIC-1 – Multiple Picture Frame overall size 5 1/2" x 7 1/2" holds three pictures. Silver with NAWIC imprinted in black. \$10.00

B10 – Gold Key Ring with 3 quick release smaller rings. White NAWIC logo in center on each side. \$3.50

SET-1 – Speaker Gift Basket with one of each of the following: commuter mug, shot glass, pencil, pen, and business card holder. It comes in a basket wrapped and ready to present. \$25.00

NOTICE!

**UNLESS
OTHER-
WISE
SPECIFIED
BY
CUSTOMER
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ORDERS
ARE
SHIPPED
UPS
GROUND .**



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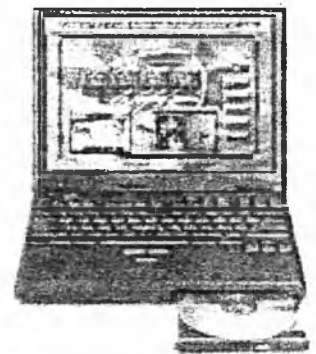
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MAINE CHAPTER NO. 276
BUSINESSES REPRESENTED BY CHAPTER MEMBERS**

BACHMANN INDUSTRIES, INC.
CIANBRO CORPORATION
COASTAL TILES
CUMBERLAND CODES ENFORCEMENT
HAMMOND LUMBER CO.
THE JAY-KAY SALES COMPANY
MAINE BETTER TRANSPORTATION ASSOCIATION
MAINE DEPARTMENT OF TRANSPORTATION
MAINE DRILLING & BLASTING, INC.
MITCHELL'S ROOFING & SHEET METAL
MORSE, PAYSON & NOYES
NANCY'S WELDING
NEWMAN CONCRETE SERVICES
PER-SE TECHNOLOGIES
THE PINELAND LUMBER COMPANY
E. J. PRESCOTT, INC.
WOMEN UNLIMITED

NAWIC Maine Chapter
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