



The National Association of  
**Women in Construction**

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**South Central** REGION

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# **Fall Conference October 17, 2020**

9:00am CT - Please be on time! Registration is closed at 9:00am!

Via Zoom:

<https://us02web.zoom.us/j/85968742614?pwd=U05UNmhXMzYzcTVJR3VuVTILNDdodz09>

Meeting ID: 859 6874 2614

Passcode: 708198

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Hello, NAWIC Nation! Welcome to your first virtual/hybrid Region Fall Conference. Your Region Director and conference planning committee have been working hard to provide an educational and engaging conference.

It's hard to believe that we are more than 6 months into this pandemic, and we are still trying to navigate it. There are still so many uncertainties, especially surrounding what our new normal will be. Through all this, one thing remains evident: NAWIC members continue to step up, volunteer, and offer support wherever there is a need!

You should be very proud of those you elected to serve on the National Board this year. The 2020-2021 NAWIC National Board members are committed and dedicated to our association! Their knowledge, perspective, strategic thinking, and diverse experiences together will "Connect-Collaborate-Construct" NAWIC and its members for the betterment of our industry's future. We are working diligently on the national level to connect and engage NAWIC members and others in the industry.

- **Communication:** With the success of our first town hall meeting, several more will be scheduled throughout the 2020-2021 NAWIC year. These town halls are held to give you, the members, an opportunity to have a conversation with the national president and/or other members from the national board. Watch for upcoming NAWIC announcements on the topics and timing. In addition to the town hall opportunity to connect, you can connect with me either by e-mail ([president@nawic.org](mailto:president@nawic.org)) or mobile (419-424-9733). The national board has committed to hold monthly meetings to continue to conduct the business for our association. You have the opportunity to submit written proposals for the national board to consider. There is a template posted on the national website ([https://www.nawic.org/nawic/National\\_Board\\_of\\_Directors.asp](https://www.nawic.org/nawic/National_Board_of_Directors.asp)) for you to submit your proposal.
- **Partnerships/Collaboration:** There have been several associations and organizations reaching out to NAWIC to see how the groups can partner, collaborate, and/or support one another. We need to start somewhere, so let's, start with something that has been an issue for a while: discrimination and harassment. To help address this, NAWIC has entered into a partnership with People First.
  - **People First:** NAWIC was founded to support women in the construction industry. To that end, NAWIC's partnership with People First will work towards ending harassment and discrimination in the construction industry, which is still one of the major barriers for women. This partnership will provide not only the availability for owners to create a safe, inclusive workplace, but also support for workers who have been harassed and/or discriminated against. The NAWIC/People First partnership provides an opportunity to find a solution that's beneficial for everyone. For more information about this pilot program contact Kamael Sugrim ([kamael.sugrim@peoplefirstrh.com](mailto:kamael.sugrim@peoplefirstrh.com)), Co-Founder and CEO of People First; Immediate Past Northeast Region Director, Jenn Sproul ([jsproul@mccei.org](mailto:jsproul@mccei.org)); or NAWIC President, Anne Pflieger ([president@nawic.org](mailto:president@nawic.org)).

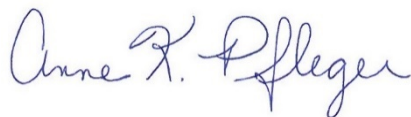
The NAWIC/People First partnership is just the start of good things ahead for us. Stay tuned - we will be announcing an action plan for how NAWIC will start partnership/collaboration with other associations/organizations soon.

- **National Level Involvement:** There are many opportunities for you to serve on the national level.
  - Serving on:
    - Partner committees
    - Taskforce - as a member, chair, or resource/advisor
    - Industry Councils
  - Creating and implementing a partnership/collaboration action plan
  - Acting as a resource for misc. projects
  - Serving as a speaker on the chapter, region, and/or national levelIf you are interested, please contact me ([president@nawic.org](mailto:president@nawic.org)).
- **Virtual Chapter Leadership Program:** Scheduled to start Oct. 1<sup>st</sup>, Past National Presidents will be facilitating chapter specific training and mentoring throughout the year. If your chapter is interested in signing up for this program, contact your Region Director or Deb Lesar ([dlesar@brewer-garrett.com](mailto:dlesar@brewer-garrett.com)), program's coordinator to complete the request form and get the process started.
- **Chapter Visits:** If you are interested in having me attend one of your chapter meetings, please send me your chapter's meeting schedule at [president@nawic.org](mailto:president@nawic.org).

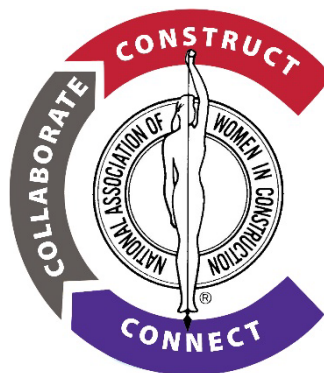
In November, Debbie Draper, NAWIC Conference Director with Conference Direct; NAWIC staff; and myself will begin planning NAWIC's 66<sup>th</sup> Annual Conference, to be held at the Embassy Suites by Hilton Charlotte Concord Golf Resort and Spa August 11-14, 2021 in Charlotte, NC. Stay tuned for more details.

Thank you for taking the time to strengthen and amplify your personal, professional, and NAWIC development by attending Region Fall Conference!

Stay safe and healthy!



Anne K. Pflieger, CIT  
NAWIC President 2020-2021





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## South Central REGION

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Greetings South Central Region! Most of you either know me or have seen my long emails once a month in your inbox. This year has been crazy and hard. None of us expected to be where we are today. I especially did not expect to be your region director for fall conference 2020 but we made it! Every day our lives get closer to what we want to call normal and I cannot wait for the day that we are all in person again having drinks, laughs and making new relationships that will last a lifetime.

Our NAWIC National Board is as cohesive as I have ever seen it. With the world in our current state and the equality issues that our communities are facing, its impressive to see a group of women that might not all have the same views come together and make decisions that are best for our association as a whole. We are having monthly board meetings, each month the Summary of Actions from those meetings will be attached in my emails to the region membership.

As your director I am your first line of communication to and from the National Board. Please come to me!! I am here to help, and nothing is ever too much for me to handle, because I have the backing of some amazing mentors. I might not always know the answer, but I promise to find it.

For those of you that are looking for work, I know firsthand the that feeling. YOU WILL MAKE IT, OUR CHAPTERS WILL MAKE IT, OUR ASSOCIATION WILL MAKE IT! Things may be hard, but we are women in construction and nothing worth fighting for is easy! ALL members are in good standing until December 31st. This does not change next years due date of Oct. 1.

As always, I am here for everyone. If you have any questions, concerns, comments or even want to just talk about the weather. IM HERE!

Sincerely,

NAWIC South Central Region Director

2019-2021

C: 601-941-4611

JessicaHuffNAWIC@gmail.com

# FALL CONFERENCE GENERAL MEETING AGENDA, 10/17/2020

\*In order to be counted on the registration report you must be logged in by 9:00am CST

Action	Speaker	Estimated Time
Call To Order	Jessica Huff, SCR Director	9:00am
Pledges	Diane Mike, Immediate Past President	9:05am
Introductions	Jessica Huff, SCR Director	9:10am
Appointments	Jessica Huff, SCR Director	9:20am
National SOM Recap	Kristey Stewart, National Secretary	9:22am
Registration Report	Martha Simpson, Corpus Christi Chapter #4	
Region Fund Policies	Jessica Huff, SCR Director	9:30am
Region Fund Report	Julia Campbell, Ft. Worth Chapter #1	9:35am
South Central Region Fund Nominations	Jessica Huff, SCR Director	9:40am
Region Sox Policies Adoption	Jessica Huff, SCR Director	9:50am
BREAK	5 Minute Break	10:05am - 10:10am
Committee Reports		10:10am
Recruiter Awards	Jessica Huff, SCR Director	10:30am
Longevity Pins	Jessica Huff, SCR Director	10:30am
Open Floor for Candidate Announcements		10:35am
Invitation to Annual Conference	Anne Pflieger, National President	10:45am
Invitation to Forum 2021	Jessica Housdan, Jackson Chapter #28	10:50am
Forum 2022 Bids		10:52am
Announcements	Jessica Huff, SCR Director	10:55am
Adjourned		11:00am



## THE PLEDGE OF ALLEGIANCE

I pledge allegiance to the flag of the United States of America, and to the republic, for which it stands, one nation under God, indivisible, with liberty and justice for all.



## THE 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.

*Alice Ashley*

*Founding Member of Women in Construction of Fort Worth 1953*

# **2020-2021 NAWIC Board of Directors**

Anne Pfleger, National President  
Doreen Bartoldus, National President Elect  
Lauline Mitchel, National Vice President  
Kristey Stewart, National Secretary  
Karen Hager, National Treasurer  
Diane Mike, Immediate Past President

Raven Hoffman, Midwest Director  
Mashell Carissimi, North Central Director  
Romina Byrd, Northeast Director  
Kelly Aust, Pacific Northwest Director  
Karen Ellis, Pacific Southwest Director  
Wendy McQuiggan, South Atlantic Director  
Jessica Huff, South Central Director  
Cindy Spiropoulos, Southeast Director

Connie Leipard, Parliamentarian  
Crissy Ingram, Executive Director



# Fall Conference Rules

1. Un-Muting will be handled by Courtni Navarro, San Antonio Chapter. If you would like to speak please type in the chat “Hand Raise” and we will put you on the list to speak. Everyone will be able to speak in the order that we see their comments. At the end of each section I will be asking if anyone has any questions and giving a 30 second pause for typing and hand raising.
2. Please be respectful
3. Speakers please put your phones on SILENT during your time to speak.
4. Voting will be done by polling if necessary; each person will have to have their own computer to vote.
5. To show action buttons (HAND RAISE/YES/NO), click participants, then its at the bottom.
6. Please RE-NAME yourself (First Name, Last Name / Chapter )
7. If you CALLED in, please go to the 3 dots by your name and hit MERGE AUDIO. This will help us with registration reporting.
8. Since this is a virtual call and its hard to count everyone, we are cutting off registration at 9:00am.
9. Minutes from todays conference will be posted on our webpage and included in my October directors' email.
10. If you have more than one person in the room and only one computer, please send an email to [kari@mauzeconstruction.com](mailto:kari@mauzeconstruction.com) telling her the name and chapter of all attendees.



*Post-Conference Board of Directors Meeting*

Virtual Meeting

Wednesday, August 19, 2020

**SUMMARY OF ACTIONS**

- **ACCEPTED** Consent Agenda as presented
  - President's Report
  - Construction Users Roundtable (CURT) Update
- **ADOPTED** Small Board procedures for face to face, teleconference, and video conference meetings
- **ADOPTED** SOX Policies which include Code of Ethics, Conflict of Interest, Joint Venture Policy, Record Retention and Document Destruction Policy, Whistleblower Protection Policy
- **ACCEPTED** Executive Committee Recommendations as presented
  - Appointment of Bank Signatories
  - Conflict of Interest executed by each Executive Committee member stating no conflicts exist
  - Ratification of Executive Director contract
  - COVID-19 Hardship National Dues Proposal
    - Extend current membership status through the end of 2020 and offer a two-payment plan option
- **APPOINTED** Treasurer Karen Hager as NEF Representative
- **APPOINTED** Immediate Past National Vice-President Jill Hanson as NCCER Workforce Development Representative
- **APPOINTED** Immediate Past National Vice-President Jill Hanson and Past NEF President Tammy Crook as coordinators for the Industry Excellence Awards
- **APPOINTED** Past National President Linda Young as Memorials Chair
- **APPOINTED** Past National President Deb Lesar as Virtual Chapter Leadership Program Coordinator
- **ACCEPTED** adding "Procedures for Small Board Video-Conference Meeting" to Section F of the Operations Manual

- **ACCEPTED** Strategic Plan Report as presented
  - Approved the following recommendations:
    - Share “Leading During Pandemic” PowerPoint with National Committee chairs and co-chairs for review and potential implementation
    - Appoint taskforce to review and create a NAWIC Business Continuity Plan for the Board’s review at 2021 Mid-Year Board meeting
    - Review and discuss quarterly MEGA issues
    - Include National Committee Chairs and Co-Chairs in Strategic Plan Committee discussions
- **ACCEPTED** Diversity, Equity & Inclusion Action Plan Proposal as presented
  - Approved recommendation to rename the Diversity & Inclusion Data Collection taskforce to Diversity, Equity, and Inclusion Action Plan taskforce with the objective of developing a DE&I action plan
- **DEFEATED** COVID-19 Hardship Chapter Dues Proposal as presented
- **VERIFIED** 2020-2021 Region Conferences dates, types, locations, and National Representatives
- **ACCEPTED** 2020-2021 Budget as presented



The National Association of  
**Women in Construction**

*Monthly Board of Directors Meeting*

Virtual Meeting

Wednesday September 16, 2020

**SUMMARY OF ACTIONS**

- **ACCEPTED** Consent Agenda (APPROVED AS AMENDED) as presented
  - President's Report
- **ACCEPTED** Executive Committee Recommendation as presented
  - New Membership Dues Two-Payment Option Proposal
- **RETIRED** National Board Platform Taskforce
- **APPOINTED** C3 Taskforce additional members and new Board Advisor
- **UPDATED** Chapter/Region Workshop Endorsement Joint Taskforce with NEF active members
- **APPOINTED** Diversity, Equity & Inclusion Action Plan Taskforce members, chair, general advisor, and Board Advisors
- **APPOINTED** International Affiliate Outreach Taskforce Board Advisor and Co-Chair
- **APPOINTED** Leadership Development Taskforce new general advisor, new Board Advisor, and role change
- **APPOINTED** National Membership Awards Taskforce new Board Advisor and role change
- **UPDATED** NAWIC Marketing/Branding Taskforce active members
- **APPOINTED** Region Conference Coordinator Taskforce new chair and additional members
- **APPOINTED** Speakers Bureau Taskforce New Board Advisor and role change
- **APPOINTED** NAWIC Business Continuity Plan Taskforce members, general advisors, and Board Advisor
- **APPOINTED** National Construction Program for Girls Taskforce members and general advisors
- **RETIRED** Multi-Member Company Tradeswomen Membership Taskforce
- **APPOINTED** President-Elect Doreen Bartoldus as Construction Users Roundtable (CURT) Representative
- **APPOINTED** Past National President Catherine Schoenenberger CURT International Construction Committee Representative

- **APPOINTED** Immediate Past Vice-President Jill Hanson CURT Workforce Development Committee Representative
- **TABLED** OSHA 10-Hour Outreach Course Proposal
  - Tasked the Safety & Health and OSHA Alliance Committees to further research option #1 and option #3
- **ACCEPTED** 2020-2021 Proposed Budget amendments as presented



National Association of Women in Construction  
*Pre-Conference Board of Directors Meeting*  
Virtual Meeting  
Tuesday, August 11, 2020

## SUMMARY OF ACTIONS

- **ACCEPTED** the Consent Agenda as amended.
- **ACCEPTED** the Treasurer's Report as presented.
- **ACCEPTED** 2019 – 2020 Financials thru 07/31/2020 as presented.
- **ACCEPTED** Director-Elect Taskforce Report as presented.
  - Approved recommendation to NOT move forward with a director-elect position.
  - Retired the Director-Elect Taskforce
- **ACCEPTED** National Election Protocol Taskforce Report as presented.
  - Approved recommendation of all changes to the NAWIC National Officer Election Procedures and the NAWIC Region Director Election Procedures.
  - Retired the National Election Protocol Taskforce
- **ACCEPTED** C3 Task Force Report as presented.
  - Approved recommendation to continue and to add additional taskforce members to complete the objectives of the taskforce.
- **ACCEPTED**
  - MW Reg Director's Report as printed.
- **ACCEPTED** National Board Platform Taskforce Report as presented and deferred the recommendations to Post-Conference Board Meeting.
- **DEFEATED** National Member Awards Taskforce Report as presented.
  - President Mike will clarify the goals and objectives. Committee to revise and resubmit their report at a future board meeting.
- **ACCEPTED** International Affiliates Taskforce Report as presented.
  - Approved recommendation to create a dedicated page on our national website.
  - Approved recommendation to highlight affiliates in NAWIC Today and continue periodic highlights.
- **ACCEPTED** Multi-Member Company Membership Taskforce Report as presented and deferred the recommendations to Post-Conference Board Meeting for consideration.
- **ACCEPTED** Diversity & Inclusion Data Collection Taskforce Report as presented and deferred the recommendations to Post-Conference Board Meeting for consideration.
- **ACCEPTED** The relinquishment of Northwest Indiana Chapter #311 upon receipt of paperwork.
- **ACCEPTED** The Camp NAWIC Proposal and deferred to Post-Conference Board Meeting for consideration or creation of taskforce.

- **ACCEPTED** Governance Committee Report as presented.
  - Approved Section A – National Bylaw changes to be circulated to the membership and voted on at a later date EXCEPT the proposed changes to Article IX and Article X
  - Approved Section C – Chapter Bylaw changes to be circulated to the membership and voted on at a later date.
  - Approved Section A – National Policy changes as presented. The NAWIC Operations Manual will be updated immediately after close of Annual Conference.
  - Approved Section C – Chapter Policy changes as presented. The NAWIC Operations Manual will be updated immediately after close of Annual Conference.
  - Approved Section F – Committee Guidelines/Forms changes. The NAWIC Operations Manual will be updated immediately after close of Annual Conference.
  - Approved adding NAWIC Region Fund Guidelines to Section F of the NAWIC Operations Manual and will be updated immediately after close of Annual Conference.

## **NAWIC SOUTH CENTRAL REGION FUND POLICIES**

This Fund is to support the financial needs of the Region and to assist the NAWIC Region Director and Director-Elect with expenses not reimbursed through the NAWIC National Budget.

Amendment(s) to the Policies may be made at meetings during which official business is conducted by two-thirds (2/3) vote of the voting members present and eligible to vote. However, the proposed amendment(s) must have been circulated to all Region Chapters at least forty-five (45) days prior to voting. Amendment(s) that are editorial in nature do not require a vote. The Region Fund Policies shall not conflict with the Association's Bylaws or Standing Rules.

Dissolution. In the event of the dissolution of this Fund, any monies remaining after all outstanding expenses have been paid shall be distributed to NEF (NAWIC Education Foundation) and/or NFSF (NAWIC Founders Scholarship Foundation) as decided by a two-thirds (2/3) vote of the voting members present at the Region meeting.

### **ADMINISTRATION:**

- A. The Fund shall be administered by a Trustee Committee. This Committee shall consist of three (3) members, in good standing, who shall serve without compensation.
- B. To ensure continuity, the Trustee terms shall be staggered. Upon adoption of these Policies, the members present shall immediately elect three (3) Trustees to serve a one-year, two-year, and three-year term, respectively. Thereafter, each year, one (1) Trustee shall be elected to a full three-year term by a majority of members present at the Region Spring Forum.
- C. A Trustee shall be elected by a majority of voting members present at the Region Spring Forum. No two (2) members shall be members of the same Chapter and Member-at-Large are eligible to serve. One (1) of the three (3) Trustees must be a Past NAWIC Director. When there is only one nominee for a Trustee position, the Secretary may be instructed to cast the elective ballot.
- D. A Trustee's term will commence October 1<sup>st</sup>.
- E. The Trustees shall choose amongst themselves which Trustee shall serve as Guardian. In the event the Guardian resigns, the Trustee Committee will elect a new Guardian.
- F. If circumstances occur which dictate the necessity for replacing a Trustee prior to the end of her term, the remaining Trustees shall select a replacement Trustee to serve until the next Forum. A replacement Trustee shall be elected by a majority of members present at the next Region Spring Forum. A Trustee so elected shall begin service immediately and shall serve to completion of the term of the Trustee whom she is replacing.
- G. The Guardian shall make arrangements for a Fidelity Bond for the Trustee Committee sufficient to cover said Fund. The cost of the Bond will be paid from the Fund and be a budgeted expense.
- H. The Guardian shall file all necessary tax returns/forms by the deadlines established by the IRS.



- I. The Trustees have the fiduciary duty of accounting, maintenance and distribution of funds as prescribed herein.
- J. The Guardian shall maintain complete accounting records which are to include Chapter names, contributions received and disbursements made, along with supporting documentation for all.
- K. Payment of expenses not budgeted, must be approved by majority vote of the Trustee Committee. Decisions of the majority of the Trustee Committee are final.
- L. The Guardian will present a written report of Income and Expenses for the Fiscal year at Fall Conference and for year-to-date at Spring Forum.
- M. Any Trustee failing to perform the duties as outlined herein can be asked to resign by the other two (2) Trustees with approval of the Director.
- N. The funds shall be maintained in a checking account specifically designated as "NAWIC South Central Region Fund". Signatories on this account shall be the three (3) Trustees; checks can be issued with one (1) signature. All three (3) Trustees are to have complete access to the login and password information for the bank account. The balance of the Fund shall be ongoing.
- O. The Guardian will close Fund accounting records on September 30<sup>th</sup> of each year. There will be an Audit of the accounting records performed before the Fall Conference of each year. The Director shall appoint two (2) members as an Audit Committee to perform the Audit. The Audit Committee will present an Audit Report at the Fall Conference or next official meeting of the Region.
- P. This Fund shall serve as a clearing house for all Region events. When the event is hosted by a Chapter, this fund must be used. While it is recognized that Region events should not be held as a fundraiser, there can be, on occasion, a Net Income from the event. Should there be a Net Income as a result of a Region event, the following formula shall be followed: first \$500.00 shall be sent to the host Chapter; any amount over \$500.00 shall remain with the NAWIC South Central Region Fund.
- Q. The following outside resources are approved for use by a Region to provide assistance for the execution of the event with registration, fund collection, etc.:
  - a. Paypal
  - b. Venmo
  - c. Zelle
  - d. Eventbrite
  - e. Square

Should the Region utilize the approved outside resources, all three (3) Trustees are to have access to the account login and password information.

A Region wishing to utilize any other outside resource, approval must first be obtained from the NAWIC National Board.

**MISCELLANEOUS:** *(Regions shall adopt additional policies and guidelines that are specific to their Region here)*

- Debit Card for the NAWIC South Central Region Fund shall follow the guidelines as set out in the NAWIC Chapter Treasurer Handbook
- The NAWIC South Central Region Fund Budget Committee shall consist of the Trustee Committee
- All region events/conferences shall follow these general rules:

**Conference General Rules**  
**To be published in all conference programs**

1. All members shall be seated in the assembly room at least (5) minutes prior to the opening of each meeting. Smoking is not permitted in the assembly room.
2. All cell phones or pagers should be must or turned off in the assembly room. If you must answer a call, please remove yourself from the room before you do so.
3. Admission to the business meetings shall be by Conference badge only.
4. All voting members in good standing within the region my introduce motions and vote on questions.
5. A member wishing to speak shall go to the microphone, address the presiding officer, be recognized and then give her name and chapter number.
6. Every main motion shall be in writing, signed by the proponent, and given to the presiding officer and Conference Secretary immediately following its presentation.
7. No member shall speak more than twice on the same question or longer than two (2) minutes without the consent of the assembly.
8. The presiding officer shall appoint a timekeeper for each meeting. It shall be the duty of the timekeeper to enforce rule 7.
9. All voting members of the region, who are in good standing and present, are entitled to vote on Conference site for the second succeeding year. Selection of the site shall be by majority vote cast by ballot. In the event that there is only one (1) site proposed for the next region Conference, a motion may be made by any member to declare that site elected with no written ballot required.
10. All votes shall be cast in person. Ballots shall not be passed along the rows but put directly in the ballot box. The tellers shall count the ballots and present a written report to the presiding officer. The presiding officer shall announce the results of the election. Tally of votes cast in selection of the Conference site will not be read unless called for by a majority vote. A copy of the teller(s) report shall be attached to the Conference minutes and made a part of the permanent records.
11. The printed Conference program shall be the order of the day for all meetings at Conferences, provided that the presiding officer may make changes from time to time at her discretion.

12. These rules, with the exception of rule 8 may be suspended by two thirds (2/3) vote of the voting body.
13. Roberts Rules of Order Newly Revised, latest edition, shall govern all proceedings of the region Conference, except where inconsistent with these rules or association bylaws.

**NOTE TO NAWIC DIRECTOR:** Any *deviations from the above rules must be approved* by the NAWIC Parliamentarian prior to Conference.

**NOTE TO REGISTRATION CHAIRMAN:** Use the following procedures for Registration Report.

- **NAWIC Director** – Record as National Board on the registration tally (has no vote in the region)
- **NAWIC Official Representative** – Record as National Board on the registration tally (has no vote in the region)
- **Other NAWIC Officers from within the Region** – Record as member of her own chapter on registration tally
- **Out-of-Region** – (National Officers, Region Directors, Members) Recorded as Out-of-Region Guest on the registration tally. These members/officers have no vote as Out-of-Region Guest.

**FUNDS:**

- A. The monies for the Fund shall be provided through voluntary contributions made by the chapters in the region, based on a suggested minimum of \$5.00 per member of the chapter membership as of September 30 of each year, payable not later than November 1. Checks should be made payable to “NAWIC South Central Region Fund” and forwarded to the Guardian. This contribution should be included in the chapter budget named “Director expenses”.
- B. The Guardian is responsible for sending invoices (notices) to each chapter as soon as possible after October 1.
- C. As needed, special fundraising projects involving any chapter may be initiated to benefit the Fund. Such fundraising may also be conducted by the Trustees at any SCR meeting or conference.
- D. Contributions to the Fund shall not relieve chapters of extending courtesies to the Director when said Director is invited to a chapter function, nor eliminate the standard practice of providing lodging when required.

Approved: *(insert date)*

Registration Report  
 NAWIC South Central Region Fall Conference  
 National Association of Women in Construction  
 Date\_\_\_\_\_

Chapter Name & Number	Voting Members	Non Voting Members	Total
Fort Worth #1			
Dallas #2			
Houston #3			
Corpus Christi #4			
Baton Rouge #6			
Austin #7			
San Antonio #11			
Greater Little Rock #12			
Memphis #13			
Waco #14			
New Orleans #17			
Shreveport-Bossier #20			
Jackson #28			
Tulsa #76			
Mississippi Gulf Coast #256			
Northshore #339			
Oklahoma City #383			
Northwest Arkansas #384			
Members-at-Large			
Total Members			
Total SC Region Voting Strength			
NAWIC Board			
Out-of-region-members			
Guests			
TOTAL ATTENDANCE			

Notes: NAWIC Board consist of the Region Director and National Rep ONLY. Region Director is not to be counted with her chapter. If there is a National Officer in the Region, They are counted with their chapter IF they are NOT in official capacity. Out of Region Members are National Officers, Canidates, and Members that do not reside in your region.

## **Professional Development & Education**

Lori Donnell, Chair  
Fort Worth Chapter 1

Liz Caraway, Co-Chair  
San Antonio Chapter 11

Sandi Robinson, Co-Chair  
Jackson Chapter 28

The purpose of the PD&E Committee is to provide year round educational opportunities to members. This extends all the way from the national webinars to regional conferences and to the chapters. As Regional chairs, we are here to assist the chapters in developing and executing their PD&E programs. PD&E programs can be anything from regular business meeting speakers and programs to special projects.

The National PD&E Committee has already scheduled out their webinars for the year. We can tell you they have come up with something for everyone! The PD&E webinars are held the 2<sup>nd</sup> Tuesday of each month at 11:00 am CT. Mark your calendars now so you don't miss out. There are also quarterly webinars hosted by Engineering Consulting Services. Be sure to check the national web site and watch for reminders in The Connection.

We are working out the details, but Yes! There is a regional PD&E Contest! Simply send us notifications of upcoming events & programs and updates on how your programs are going. Send us pictures, flyers, and short recaps on how it went, attendance, anything you want to share...Be Loud and Be Proud of what your chapter is doing! We will also be watching the Region Facebook page for posts. (Remember, even if it is a "local" event, post it! You never know when someone outside your chapter may be in the area or may want to travel to participate in your event.)

Reach out to us with questions, suggestions, comments...anything. We are here to help you make 2020-2021 your best PD&E year yet!

Hello South Central Region from your Membership Committee Chairs!

Our names are Courtni Navarro and Pareena Trochesset, we represent the Regional Membership committee. Our committee focuses on membership recruitment, engagement, and retention.

This year, we plan to help increase the region's renewals to a minimum of 80%, and to promote new membership with a goal of 50 new members for our Region.

We are planning to have more of a social media presence so that is a great way to contact us! Also, please feel free to reach out to us via email or phone call when any issues or questions membership wise arise.

Courtni Navarro, San Antonio Chapter 11: [cnavarro@r-o.com](mailto:cnavarro@r-o.com)

Pareena Trochesset, Houston Chapter 3: [paureen2004@yahoo.com](mailto:paureen2004@yahoo.com)





Greetings South Central Region!

I wanted to take this time to discuss some Frequently Asked Questions regarding the Emerging Professionals committee!

### **What is the purpose of Emerging Professionals (EP)?**

Empowering Emerging Professional Women in the Construction Industry to maximize their impact on the job.

### **Why should my chapter have a program?**

- Developing the next generation of leadership is key to the continued success of NAWIC and the construction industry.
- Promote professional development and proven return on investment to member employers.
- This is a National initiative and its success is dependent on the adoption and success of the program in each chapter. Help us by doing your part!

### **"But my chapter doesn't have enough members to support a program like that."**

What came first, the chicken or the egg? The construction industry is changing. In this labor environment, our success is dependent on our ability to attract new people, specifically women, into this industry. NAWIC has the opportunity to help facilitate that experience, and this can be a great way to grow your chapter.

### **Who can be involved?**

It's a trick question: anyone! Emerging professionals is defined as anyone who considers themselves "new" to NAWIC or the construction industry. BUT, even if you are a more seasoned member, there are opportunities for you to get involved. (HINT: See out Mentoring Program!)

### **What are three examples of events I could host?**

1. Emerging Professionals Happy Hour - great, informal networking!
2. Speaker Event - Leadership/Career Development as a potential topic
3. Emerging Professional Volunteer Opportunity

### **I'm all ears. How do I get started?**

Start out by reaching out to me, Megan Woolverton, your South Central Region EP Chair. Next, find additional information like this by looking at the EP Committee page by logging into the NAWIC website! You will find a ton of helpful information and resources there!

[https://www.nawic.org/nawic/Emerging\\_Professionals.asp](https://www.nawic.org/nawic/Emerging_Professionals.asp)

Megan Woolverton  
EP SCR Chair  
mwoolverton@greencountryinteriors.com

Lindsay Lauderdale  
EP SCR Co-Chair  
llauderdale@brasfieldgorrie.com

# Chapter Development Report

We all know how hard this past year has been not only in the United States but worldwide. I just want everyone to know that we are all in this together. Although our problems are not exactly the same, we are all facing issues within the industry, personal lives or in the workplace. These obstacles make NAWIC feel less important at times but in reality it brings the strength of NAWIC to the forefront. It is during this crisis that you find you can lean on your fellow members for support, encouragement and just someone to hear your struggles. These are opportunities for you to introduce your NAWIC network to other ladies that maybe facing difficulties without a net. Growth for any chapter large or small is going to be difficult during this time. So I challenge everyone to think beyond your normal meetings on how NAWIC can help someone you know grow, develop, find a new career, or become a part of your support.

## **EXCITING NEWS:**

NAWIC National and the NAWIC Past Presidents are offering NAWIC Leadership 101 to chapters via zoom. They are offering these 3 hour classes to any chapter that is interested primarily on the weekends. Special scheduling can be considered if needed. Please contact me: Kari Wirth, [Kari@mauzeconstruction.com](mailto:Kari@mauzeconstruction.com) for further information or reach out to our region director Jessica Huff, [JessicaHuffNAWIC@gmail.com](mailto:JessicaHuffNAWIC@gmail.com).

Also I encourage everyone to check out the NAWIC National website and pick a topic and educate your NAWIC chapter. It can be on what contests are happening, social media policies, membership and marketing, or professional development. All of these tools are at the click of your mouse or the swipe of your finger.





*Fall is finally here!! That means a new Chapter year and Tulsa Chapter #76 is fired up for 2021.*

*This year we will be focusing on our marketing and PD&E committees in the hopes of raising awareness about our organization and highlighting our professional educational opportunities. We have some great speakers and fantastic topics already on the calendar for the upcoming year. We hope you can join us via the web for some of these exciting opportunities. Be on the lookout for invites. We hope all y'all have a great year!!*

## CORPUS CHRISTI NAWIC #4-Greetings from the Sparkling City by the Sea!



As we begin a new fiscal year in our chapter, we are happy to welcome back our renewing sisters and welcome Kari Wirth. Corpus Christi is a small chapter, but we are family and like families, we strive for greatness! We usually start the year with our Breast Cancer Awareness Walk- “Making Strides for Breast Cancer”, but unfortunately, like everything else, it has been cancelled and will be virtual this year. Hopefully next year things can get back to normal.

Our plan for this year is to increase our membership. Not an easy task, but we are determined. We will also continue to enjoy friendship and fellowship in the chapter, as we always have.

Block Kids competition hasn't been scheduled yet. We are hoping that we can actually have it this year. Waiting and hoping for it. We always have a great turn out and enjoy the day.

Another Fall Conference, another year of memories. Let's celebrate together!

Darlene Lee CCA,CIT,CRRL

President Corpus Christi Chapter #4

## Fort Worth Chapter #1

### Presidents Report

We are excited to get started on a brand-new year with a brand-new board. Times have certainly changed in the past few months, and this year did not start how we expected. Things are certainly different and more challenging since the last time I was President.

I am anxious to work with our new board. We have a great mix of board members returning from last year's board or returning to the board from years ago. We have some anxious new members and young members as well. We have a great combination this year. I am also grateful to have a few brand-new members ready to jump in on committees.

We are going to take this opportunity to make some necessary changes to adapt our meetings. During the next few months, we will be trying new ways to get together. We will be holding hybrid meetings during our normal meeting time. Some members will be hosting small gatherings of under 10 people at different locations or host houses, while broadcasting a Zoom meeting at the same time for those that are home. This new to us and we are in the beginning stages, but we hope this may be new way to keep our members attending meetings in the future.

Our Annual Golf Tournament, our Ways and Means event, has been delayed a few times these last few months. We are excited to be having it on November 2<sup>nd</sup>. We are grateful that many the sponsors and golfers that signed up for our original date in April are still on board and ready to golf.

Right now, it is very hard to plan a year when things are so uncertain, but not having a plan isn't the answer. I have learned from being in construction that nothing ever goes as planned. We all know very well how to adapt.

Sharon Murphy

# NAWIC Houston Chapter 3



NAWIC Houston Chapter 3 2020 – 2021 installation of officers. The Houston Chapter is looking forward to a wonderful year. We have very energetic, smart and ladies that have a lot of great ideas for the coming year. We are looking to obtain, maintain and retain!

We have some great ideas on the table moving forward. There is excitement in the air in Houston, Texas!

We have meet twice in person for our General Membership Meeting(s) and Board Meeting(s).

We are looking forward to the day when we can have our conferences in person. Virtual is good, but in person is even better.



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## Dallas, TX

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NAWIC Dallas 2 would like to thank the 2019-2020 Board for their service. It was year that brought about unique challenges. The Board and the members met these challenges with style and grace.

NAWIC Dallas 2 welcomes the 2020-2021 Board. We are looking forward to new and exciting opportunities as we continue to “Navigate Change in these Unprecedented Times”. The Dallas Chapter will be hosting a variety of events this year. We will have many opportunities for our members and guests to participate. These include our monthly meetings, Lunch & Learn, and our First Friday Coffee & Book Club.





The National Association of  
**Women in Construction**

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## San Antonio, TX

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Nawic San Antonio is starting this year off strong. In September we inducted our new board with "A League of their Own" theme night.

We held a new board orientation later that month with a great turn out and feedback on all the vital information that was presented. Thank you to Celeste Estep and Becky Rodriguez for putting it on! We are looking forward to meeting in person for our general meetings when we get a chance to. For now we will continue our zoom meetings.

Our October meeting topic is "What Does Your Personal Brand Say For You" our speaker is Cathi Mitchell Beecroft with Deacon Recruiting. She will be speaking on what your personal & business brand is saying for you. Your brand is what is said about you when you walk out of the room.

For November we will have Neal Juern with Juern Technology to talk about cyber security especially with social media platforms and keeping your personal and company pages safe.

We are looking forward to a GREAT year, with a GREAT board and AWESOME members!

Heather Osborn  
NAWIC Chapter 11 President

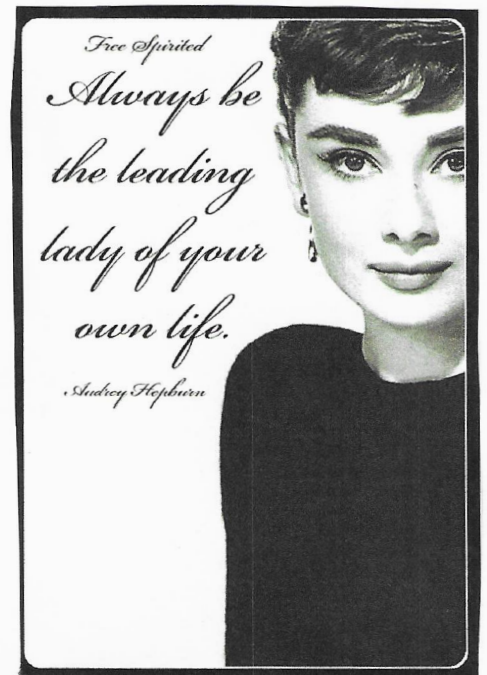
## 2020 President's Report

Hello SCR!

Where do I begin? As I'm sure everyone else, this has been nothing less than a crazy year!

I personally haven't gotten to accomplish anything I had on my agenda for the year.

But the good/bad news is that with all that has gone on with Covid, my VP that has health issues is unable to fulfil her position and decided to step down. Therefore I am filling the President shoes for one more year. So hopefully things will get back to some kind of normal and we can get busy. As always I love my NAWIC family and feel I have a fantastic Board of Directors for this upcoming year, that are full of great ideas and eager to get things in motion!



Yours Truly,

Lauri Mullenax, President

GR Little Rock, Chapter #12



## MEET THE NAWIC AUSTIN WOLFPACK

**PRESIDENT – DANIELLE DLUGOSH**

**PRESIDENT ELECT – MISTI SHAFER-WEBB**

**VICE PRESIDENT – ANN KOZIOL**

**TREASURER – CATHY SCHERNIK**

**SECRETARY – TIFFANY NUNIS**

**IMMEDIATE PAST PRESIDENT – LINDA CUDMORE**

### **DIRECTORS**

**JENNIFER BOURLAND**

**HANNAH FLOYD**

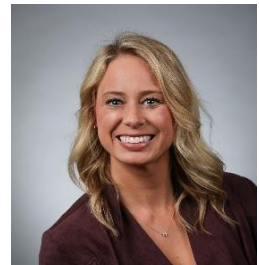
**ALEX JANOTA**

**MARCI KINCHELOE**

**STEVIE MORRISON**

**MORGAN VOGT**

**HEDIEH YAZDANI**



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**Austin, TX**

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National Association of Women in Construction  
Memphis, Chapter 13

Presidents Report

I am currently working on rebuilding the Memphis chapter and am literally starting from scratch. I am extremely thankful for Nichole Jenkins, former President of the Nashville Chapter, for all of her help throughout this process. I can honestly say I don't know if I could have done it without her. I am not familiar with any of the rules or processes and didn't even know where to begin. Taking on this workload, as well as running my own business, has been challenging so I am thankful for my weekly calls with Nichole.

Here are some things that I have been working on:

- Recruited board members for 2020-2021 and mailed out election ballots
- Opened a checking account for the chapter
- Purchased a PO Box and set up a Google Voice number
- Filed tax information with the IRS
- Purchased Wild Apricot software system and uploaded all member and contact info, set up the system to take payments
- Created Facebook and Linked In pages
- Built a website and submitted all info to National for their online registry
- Created guest and new member packets with marketing material
- Sent out monthly newsletters
- Organized monthly zoom meetings
- Created board books and circulated forms for signatures
- Built relationships with organizations such as Women Build 901 Too, Memphis Area Minority Contractors and the Tennessee College of Applied Technology to educate women about viable careers in building trades which delivers financial independence
- Ordered awards and planned Board installation dinner
- Planned monthly meetings throughout the remainder of the year

I am continuing to work on recruiting and building the chapter, planning meetings and social events, as well as, creating a system that can be transferred down to future Presidents and Board Members. I am looking forward to a great 2020-2021 term.

Sincerely,  
Meghan Medford

# *SOUTH CENTRAL REGION DIRECTOR*



# *Jessica Huff*

♥ *Thank You* ♥

*For all of your time, effort,  
hard work and dedication to  
the South Central Region*

NAWIC

The National Association of  
Women in Construction

Jackson, MS

Thank you  
for your  
leadership!



Jamie White, 2020 - 2021 President &  
Jessica Williams Downs, 2019 - 2020 President



2020-2021 Jackson, MS Board of Directors



Jessica Huff, SCR Director

**HAVE A GREAT FALL CONFERENCE  
AND THANK YOU TO ALL OUR AMAZING MEMBERS!**



*National President  
Anne Pflieger, CIT*

*Congratulations!*



*NAWIC  
South Central  
Region*

**WELCOME**



**Thank you for being our  
South Central Rep for  
Fall Conference 2020!**



*National Secretary  
Kristey Stewart, CIT*

# NAWIC INSPIRATION



*Thank you Diane for your leadership through one of the toughest times in NAWIC history.*

*We know that all of the decisions that were placed upon you this year were difficult. South Central appreciates and thanks you for all of the dedication you have shown. You inspired us when you began your Presidency. Your leadership and service to NAWIC has influenced all Women In Construction to strive to do more.*

*~NAWIC South Central Region~*

# NAWIC CORPUS CHRISTI CHAPTER #4



celebrations



# **Thank You Eloina!**

*Eloina, Thank you for all of your hard work and dedication to our chapter this past year!*



# **Congratulations!**



***Congratulations to our 2020-21 Board! We are excited to see the GREAT things you will accomplish this year!***