



**NAWIC Midwest
Region Fall Conference
October 22-23, 2021**



October 22-23, 2021 Wichita, Kansas

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- Garden Grille Restaurant serving breakfast & dinner.
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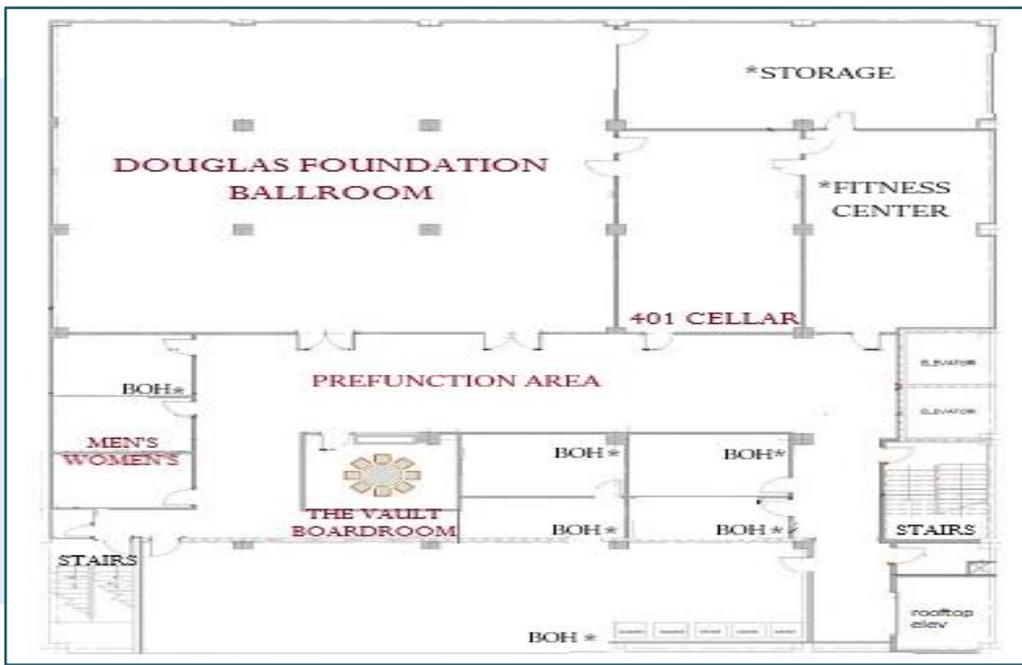
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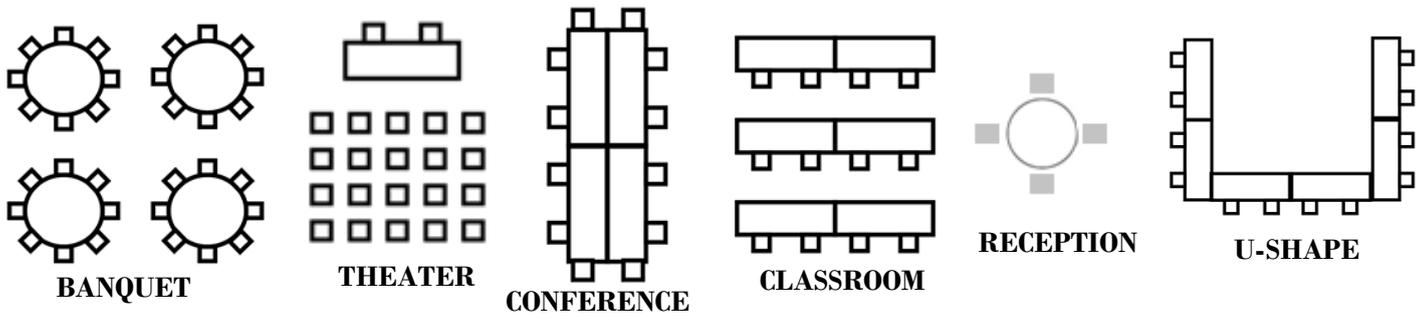
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Room Capacities	Area (ft.)	Dimensions	Banquet	Theater	Conference	Classroom	Reception	U-shape
401 Cellar Conference Room	648	38 x 18 x 9	60	80	28	30	80	15
Douglas Foundation Ballroom	3304	56 x 59 x 11	270	312	168	224	300	138
The Vault Boardroom	272	16 x 17 x 9	12	n/a	12	n/a	12	n/a



Meetings & Special Events Made Easy

Our online Event Planning Tools give you control over your event:

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- Hilton EventReady with CleanStay will deliver cleanliness, flexibility, safe and socially responsible solutions along with creative food and beverage, the latest technology and sustainable practices – all with a dedicated focus on health and wellness for events. The complete journey is backed by Hilton hospitality from our dedicated Team Members.
- Our hotels are committed to working with key clients to achieve their business objectives through delivering event experiences that provide meeting and event planners, and their attendees, with peace of mind from start to finish.





Section 1

Welcome



NAWIC

The National Association of
Women in Construction

*Leading
Builders.*

***Building
Leaders.***

 Envision **Equity**

Dear Midwest Region,

Welcome to your fall conference! I know that your Region Director, Raven Hoffman, has been super focused on giving you the best education and networking experience she can!

When this year's board met for the first time at our orientation, we discussed NAWIC's future. It was definitely all about our members and providing support to our chapters. Add to that creating a welcoming culture, with a sprinkle of, "how can we encourage more of you to join us as NAWIC leaders".

I encourage you to seek out your Director and your National Representative, Anne Pflieger, our Immediate Past National President, Also, your past Directors, Officers and Committee chairs in the room. They can share with you their experiences. I am sure they will tell you that being active with NAWIC helps build you personally and, in turn, your career. We are certainly Leading Builders and Building Leaders.

I have created an attachment to this message that describes my focus for the year, why I chose Envision Equity as my theme and some action items for you. Take some time and look them over. Doing just one action item is like a pebble in the pond, creating a ripple effect that reaches far and wide.

Your Director Raven Hoffman, when asked at our board installation, what was her word or quote for the upcoming year - she gave us the following:

"Achievement"

My take on her word to start, is that she **has** achieved. I have now worked with Raven for a year (plus) already on this board and I had the pleasure to be with you at Spring 2021 Forum. Raven continues to grow and is passionate about supporting her region to the best of her ability. I know Raven is passionate about her members and wants to see more success for NAWIC in the coming years.

You have a fabulous leader. Have a great conference!

Doreen Bartoldus, PE CCM NAWIC National President 2021-2022



*Leading
Builders.
Building
Leaders.*



To All Members and Guests,

If I am not with you in person, I am certainly with you in spirit. I have spent many of the last few years stepping into the leadership of NAWIC with all of you on my mind and in my heart. To now be your National President is truly an honor. I am here to serve and guide.

To build a project, you need both a set of plans and a team. NAWIC has always had a set of plans, referred to as our **Strategic Plan**. It is my hope now, that you become a part of the team that continues to build NAWIC towards our envisioned future.

I have outlined the objectives of my tenure as NAWIC President. Now, I call upon you for consideration and a suggested **call to action** on each:

Infrastructure

This means a focus on a more efficient and more transparent NAWIC operations with goals of increased membership and chapter support via:

- w/ Balancing support on the staff level with that of our volunteers
- w/ Improving our technology in particular our website
- w/ Expanding our marketing
- w/ Creating effective communication channels
- w/ Increase our data collection that can translate into relevant and usable content for our industry.

Action Item: *Tell us what YOU need, as member and/or as a chapter*

Membership Development and Growth

A focus that continues to build an *inclusive* organization of women supporting women.

- w/ Continue to provide programs and training that translates into transferable skills for all our members
- w/ Increase our memberships, partnerships and sponsorships on all levels of organization
- w/ NAWIC voices will be heard and listened to as the *go-to* industry leader of women in construction; as the *go-to* association having a positive and impactful effect on the industry

Action Items: *Bring just one new guest to a chapter event or conference. Tell someone about NAWIC.*

Industry Recognition and Outreach

NAWIC should no longer be the best kept secret in the industry. We need to have our NAWIC leadership out in front of the entire industry. Our **Project Excellence** awards and our new branding have been positive steps in that direction. We must practice

- ✓ Cross-pollination with other industry associations
- ✓ Member representing as NAWIC in more speaking engagements
- ✓ Take ownership of WIC Week; we originated it, so let's stake our claim and make it known
- ✓ Further utilize our partners and sponsors as speakers, promoters, and fundraisers

Action Items: *Share your story with our industry partners. Have your employer speak to our membership.*

Sustainability

The outlook for the construction industry as a whole, through new legislation on infrastructure and other programs, will bring more focus on sustainability. NAWIC is the pathway.

- ✓ Relevancy in learning new building skills
- ✓ Awareness of new or alternative building materials
- ✓ Industry's recognition that a diverse workforce is a better workforce
- ✓ Eyes are on a new way of doing business through diversity, equity and inclusion

Action items: *Be open to learning new skills at every aspect/phase of the job. Embrace the new technologies, and seize the opportunities before you.*

Equity as our Culture

When the 2021-2022 Board got together at orientation, we established as one of our high priorities as we move forward is our culture. We are an organization of women helping women, right? So, let's be sure to

- ✓ Eliminate the cliques
- ✓ Make sure all members feel welcomed and included
- ✓ Make NAWIC the shining example of "We all do better when we all do better"

Action Item: *Keep your heart and mind open to all our members and guests.*

Our Envisioned Future

Often, we must look back and order to see forward. Our envisioned future is to be treated with equity, just as our NAWIC founders intended some 68 years ago. However, women still represent just about 10% of the overall construction industry and our tradeswomen just under 4%.

- ✓ NAWIC leads the charge on increasing women working in construction
- ✓ NAWIC is the source of solutions for breaking down barriers that prevent equity and inclusion
- ✓ NAWIC continues to Build Leaders and Lead Builders
- ✓ NAWIC is where *all* women work together to build a better construction industry

Action Item:





Welcome to the Midwest Region Fall Conference 2021 from Director Hoffman

Welcome to the MWR Fall Conference. Whether you are with us in person or virtually, I am pleased you chose to spend time with us. I want to thank Forum Coordinator, Heather Gonzalez, and the amazing ladies of Greater Wichita Chapter #120. This conference has taken a long time to get to; originally, this was to be Forum 2020. Thank you for all your hard work planning the conference twice and making it happen amidst the ongoing turmoil that is our day-to-day reality still.

I hope those of you who are in person have had a chance to see some of Old Town. Did you realize Douglas Street along the front of our hotel was part of the Chisholm Trail? Wichita is also known as the "Air Capital of the World;" many "Rosie's" worked here. During World War II, 44% of the primary trainer planes flown by American Army and Navy pilots were created by Boeing Wichita.

I don't know about you, but I have developed a "what will happen today" attitude. I no longer have a "to-do list," I have an "I hope list." I treat visits to the store as a scavenger hunt; how many items can I find today?! The same is true of material orders at work. Work has escalated for all of us; doing double or triple duty, projects coming back on line after being on hold, projects delayed due to material availability, projects all hitting at once because all the materials came in at once, spending entire days searching for alternate materials. Life outside of work continues to be as unpredictable; continued COVID shut downs due to exposure at schools, daycare, or work. Being able to be back to many activities and rejoining the whirl of go-go-go. We continue to adapt. We continue to learn new ways to function. We do what, as women, we have always done; we sigh deep and we get done what needs to be done. We give it a minimum of 110%, do as much as we can, and start over the next day. In the spirit of Rosie the Riveter, we step up and do. Clint Eastwood as Gunnery Sergeant Thomas Highway in Heartbreak Ridge said, "Improvise, adapt, overcome." I don't know for sure, but I feel writer James Carabatsos' inspiration for that line had to be women. Improvising, adapting, and overcoming is intrinsic to our nature.

President Bartoldus' theme is "Embrace Equity." To me, there is no place better to learn and experience that than NAWIC. We were founded by women looking to support each other in a male populated industry. We continue to support and uplift each other in an industry that is still male populated. We see the opportunities for us, for our friends, for our families, and for future generations of strong women. Every one of us makes an impact daily; we have no way of predicting what our actions today will mean to those who follow us. I am part of the construction industry because I love to see things I helped create make peoples' lives better. I love knowing my small part in NAWIC will also have a positive impact.

I thank you all for *knowing* "We Can Build It!"

Raven Hoffman
Midwest Region Director



Midwest Region

NFSF

- NFSF funds education through scholarships issued by a NAWIC Awards Committee.
- NFSF offers scholarships between \$1,000 to \$2500.
- NFSF contributions are tax deductible as a charitable donation.
- Open to all women and men in construction related undergrad or trade school programs – even NAWIC members!



60 Undergraduates and 7 Trades were **awarded nearly \$97,000** in NFSF scholarships in 2021.

Sources include:

- 26 NAWIC Chapters
- 1 Region
- 2 Private Companies
- Past National Presidents
- NFSF (\$21,000 from the growth on principal)!

nawic.org/nawic/NFSFScholarships.asp

NAWIC

The National Association of
Women in Construction

Safety & Health Awareness Committee

Fall Conference 2021

On behalf on the NAWIC Safety and Health Committee, welcome to your region's Fall Conference. Your attendance shows your commitment to investing in yourself both professionally and personally. Staying safe and healthy is another way to invest in yourself. The NAWIC Safety & Health Awareness Committee can help you achieve this end by providing you with best practice information as well as new and changing regulations for safety within the construction industry and in your personal life. The goal of this committee is to ensure that NAWIC members and their companies have access to the information and tools needed to create a safe and healthy work environment and to make informed personal choices to protect member health and well-being.

Please follow the NAWIC Safety & Health Awareness Committee Facebook page at <https://www.facebook.com/NAWICSafety> as this will be a primary means of sharing information this year. You will also find safety and health information shared through NAWIC Today articles and in monthly regional newsletters. If you come across a topic you would like the committee to address or information you would like shared with NAWIC members related to health and safety, please forward it to me to research and/or distribute. The committee will also host a minimum of two webinars this year with additional webinars to be scheduled based on member interest. Please let me know of any topics you feel would be beneficial to NAWIC members.

Finally, plan now to enter your company in the NAWIC Safety & Health Awareness Committee's 2022 Safety Excellence Award competition open to contractors, subcontractors and vendors. Watch for information in the new year. You will also be able to find updated information on the committee webpage currently found here:

https://www.nawic.org/nawic/Safety_Health_Awareness.asp.

It is not a cliché to say that you will get out of your NAWIC membership what you put into it. Please reach out with any safety or health questions. The NAWIC Safety & Health Committee can best serve our members by knowing your needs. In closing, remember "safety is something that happens between your ears, not something you hold in your hands" (Jeff Cooper). Be informed and be intentional with the health and safety of you, your coworkers, and your family.



Karen Mitchell, CBT, CIS, CIT, National NAWIC Safety & Health Awareness Committee Chair

CO-kem513@outlook.com  719-651-2824





Section 2

Agenda



**NAWIC Midwest Region
Fall Conference 2021 Agenda
Hilton Garden Inn
Wichita, KS
October 22 – 23, 2021**



October 21	Thursday	Room Location
3 – 5 pm	Early Bird Registration	Douglas Foundation Ballroom
5:30 – 8 pm	Welcome Networking: Bobcat Rodeo & Heavy appetizers <i>Sponsored by White Star Machinery</i>	TBD
October 22	Friday	Room Location
7:30 - Noon	Registration	Douglas Foundation Ballroom
7:45–8:45pm	First Timers Meeting	Hospitality Room
8–9 am	Chapter Sales	Douglas Foundation Ballroom
9–10 am	General Session: Welcome Call to order Pledge of Allegiance Welcome to Fall Conference Welcome to Wichita – Mayor Brandon Whipple Introductions <ul style="list-style-type: none"> • Head Table • National Officers • Out-or-region Guests • Past NAWIC Directors • First Timer Attendees • NEF Trustees & Certifications 	  Mayor Brandon Whipple
10–11 am	Breakout Sessions: 1. Economic Crimes in the Construction Industry Robert Short, Chief Assistant District Attorney Avery Elofsson, Senior Assistant District Attorney 2. NAWIC Lessons Learned: An interview with Immediate Past National President Anne Pflieger, CIT	Douglas Foundation Ballroom     Robert Short 401 Cellar Avery Elofsson   Anne Pflieger



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October 22	Friday	Room Location
11–11:45 am	Chapter Sales	Douglas Foundation Ballroom
11:45 – 1 pm	Lunch – Danielle Johnson, Habitat & Womens Build	Douglas Foundation Ballroom   Danielle Johnson
<p align="center"><i>Lunch Buffet – Mixed Greens Salad, Chili, Tomato Bisque, Baked Potato w/toppings, assorted breads & butter. Freshly brewed coffee/decaf & iced tea.</i></p>		
1 – 2 pm	Breakout Sessions: 1. Information Security & Cyber Exposure Mark Holt, Travelers Insurance 2. Employee Engagement and Retention: Hitting the Moving Target Daniel White, AGH	401 Cellar   Mark Holt Douglas Foundation Ballroom   Daniel White
2:15–3:15pm	Keynote: WSU Tech President Sheree Utash	Douglas Foundation Ballroom   Sheree Utash
3:15–3:30pm	Chapter Sales	Douglas Foundation Ballroom



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October 22	Friday	Room Location
3:30–4:30pm	Breakout Sessions: 1. Building Your Own Career Path Lindsay Young, NU Marketing 2. NAWIC 101: Not Your Typical 101 Raven Hoffman, CIT MWR Director	Douglas Foundation Ballroom   Lindsay Young 401 Cellar   Raven Hoffman
5pm – 6pm	Networking Reception	Douglas Foundation Ballroom
6pm – 9 pm	Dinner & Sock Hop/ Sock Auction	Douglas Foundation Ballroom
<p align="center"><i>Mixed Greens Salad. Chicken Saltimbocca: chicken breast stuffed with sage, prosciutto and fresh basil, lemon herb chardonnay sauce w/ sauteed spinach linguine, rolls & butter. Coffee & Tea. Cheesecake Dessert</i></p>		
October 23	Saturday	Room Location
7:30–8:30am	President’s Meeting: Calendar invitation sent - request if needed	Hospitality Room
9 – 10:30 am	General Session Resumes	Douglas Foundation Ballroom
10:30–11:30am	Construction Industry Economic Update Mike Gibson, AGC of Kansas President	Douglas Foundation Ballroom   Mike Gibson
11:45–12:45pm	Lunch – Networking	Douglas Foundation Ballroom
<p align="center"><i>Lunch Buffet – Fresh Fruit Salad, Slow Braised Chicken, Carnie Steak, assorted toppings, refried beans, cilantro lime white rice and Mexican Brownies. Freshly brewed coffee/decaf & iced tea.</i></p>		



**NAWIC Midwest Region
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October 23	Saturday	Room Location
12:15 – 1 pm	Chapter Sales	Douglas Foundation Ballroom
1 – 2 pm	Keynote: Elevate Her Jamie Claire Kiser	Douglas Foundation Ballroom   Jamie Clair Kiser
2 – 2:15 pm	Chapter Sales	Douglas Foundation Ballroom
2:15 – 4 pm	General Session Resumes New Business Appointment of MWR Trustee Invitation to 2022 Sprig Forum Gr. Sioux Falls, SD Chapter #237 Chapter/NEF Raffles Resolution Adjourn	Douglas Foundation Ballroom
Evening	Dinner for those not traveling	TBD



Section 3

Midwest Region



Midwest Region

Appointments

Parliamentarian: Karen Krietlow, Greater Sioux Falls #237

Page: Sophia Gonzalez, Gr Wichita #120

Time Keeper: Deb Schmitz, Gr Wichita #120

Chat Monitors: Shawna Glasscock, Gr Wichita #120
Desiree Westmoreland, Gr Wichita #120

Microphone Runners: Heather Gonzalez, Gr Wichita #120
Jandrea Blumanhourst, Gr Wichita #120

Auditors of the Minutes: Jodi Wiemerslage, Southeast Minnesota #346
Karen Krietlow, Greater Sioux Falls #237
Stacy Fisher, Greater Sioux Falls #237



Midwest Region

Committee Chairs

Membership: Jennifer Carlson, Minneapolis/St. Paul #164 jennifer.carlson@ryancompanies.com

Professional Development & Education: Jennifer Harris, Gr Omaha #116 jennifer.harris@jedunn.com

Emerging Professionals: Angel Douglas-Stiemert, Chicago Metro #325
angel.douglasstiemert@ryancompanies.com

Marketing: **OPEN**

DE&I: **OPEN**

Safety/OSHA Alliance: Jennifer Erickson, Fargo-Moorhead #246 jennifer@oecscomply.com

Strategic Plan and Bylaws: Christy Turner, Gr Kansas City #100 cnturner@tcco.com
Co-Chair: Nanci Borg, Gr Omaha #116 nborg@ur.com

Women In Construction Week: Josi Newell Gr Omaha #116 Josi.Newell@sunbeltrentals.com

Chapter Development: Amy Berg, Fargo-Moorhead #246 aberg.nawic@yahoo.com

Awards Chair: **OPEN**

Forum 2024 Site Selection Committee: **OPEN**

NEF:
Block Kids: Shawna Glasscock, Gr Wichita #120 shawna@concoconstruction.com

Design Drafting: Amy Berg, Fargo-Moorhead #246 aberg.nawic@yahoo.com

NEF Fundraising and NEF Liaison: Karen Krietlow, Gr Sioux Falls #237 kkrietlow.nawic@gmail.com



Midwest Region

Chapter Presidents

Black Hills #269 President: Kara Foster
Vice President: Autumn Poe

kfoster@fischerrounds.com
autumpoe@gmail.com

Cedar Rapids #160 President: Stephanie Heims
Vice President: Karen LaGrange

stephanie.heims@miron-construction.com
klagrange@climate-engr.com

Central Missouri Chapter #341 President: Jody Ayers
Vice President: Stacey Josey

jodya@wildcatinc.net
joseyenterprises@gmail.com

Chicago Metro Chapter #325 President: Angel Douglas-Stiemert
Vice President: Valeria Wright

angel.douglasstiemert@ryancompanies.com
scottvaleria@yahoo.com

Gr Des Moines Chapter #80 President: Tammy Rico
President-Elect: Kelli Paskert
Vice President: Kristin Petersen

ricosx4@gmail.com
kelli@skoldcompanies.com
kristin.petersent@weitz.com

Fargo-Moorhead Chapter #246 President: Paula Klein
Vice President: Melanie Nordhougen

paula@smartt-ic.net
melanie.nordhougen@gmail.com

Gr Kansas City Chapter #100 President: Sara Hutchcraft
President-Elect: Melinda Rocha
Vice President: Amber Struempf

sara.hutchcraft@faithtechologies.com
mindy@cjkc.com
astruempf@mccowngordon.com

Milwaukee Chapter #105 President: Adrienne Caron
Vice President: Andrea Breen

Adrienne.Caron@faithtechinc.com
andreab@zignego.com

Minneapolis/St. Paul #164 President: Katie Murphy
Vice President: Melissa Scherber

katie.murphy@metromech.us
missy@tscherber.com

Northeast Kansas #142 President: Tammy Botkin
Vice President: Jenifer Davis

tammyb@torgesonelectric.com
jenifer.davis@summit-materials.com



Midwest Region

Gr Omaha #116 President: Claire Vorthmann
Vice President: Jennifer Harris

cvorthmann@mccarthy.com
jennifer.harris@jedunn.com

Quad Cities/Moline #50 President: Becky Avise
President-Elect:

bavise@bushconstruct.com

Southeast Minnesota #346 President: Jodi Wiemerslage
Vice President: Kelly Johnson

jwiemerslage@huntelec.com
kjohnson@harriscompany.com

Gr Sioux Falls #237 President: Stacy Fisher
Vice President: Jamie Lambertz

sfishernawic@gmail.com
jamie@agcsdbuild.org

St Louis #38 President: Alyssa Ruff
Vice President:

aruff@craneagency.com

Southwest Missouri #366 President: April Planck
Vice President: Dana Haase

aplanck@ur.com
dana.haase@nabholz.com

Gr Wichita #120 President: Shawna Glasscock
Vice President: Kelsey Martin

shawna@concoconstruction.com
kmmartin@keyconstruction.com

NAWIC PAST REGION DIRECTORS

	REGION 6 EST 1959-60	REGION 13 EST 1975
1960-61		
1961-62		
1962-63		Palmer, Iris
1963-64		
1964-65		Place, Dorene
1965-66		Wise, Nellye
1966-67		Burke, Louise
1967-68		Granger, Bonnie (71-72 Pres)
1968-69		Eshom, Dorothy J
1969-70		Forrest, Elaine
1970-71		Jorgenson, Solvig
1971-72		Hood, Wilma
1972-73		Richard, Vi
1973-74		Stepanek, Jan
1974-75		Burger, Jan (81-82 Pres)
	REGION 6	REGION 13
1975-76	Crain, Elise	Christnsen, Sandra
1976-77	Pate, Kay (82-83 Pres)	Raiman, Barara
1977-78	Schoneweis, Ruby	Blowers, Helen
1978-79	Sesso, Mary	Zanko, Robbie
1979-80	Roaspolich, Joyce	Adams, Helen
1980-81	Smith, Flo	Herter, Marjorie
1981-82	Gremmler, Nadine	Faulstich, Thelma
1982-83	Hug, Fran	Behnke, Shirley
1983-84	Eveans, Janet	Lawrence, Joyce
1984-85	Holder, Nena	Majercak, Noreen
1985-86	Gossard, Carolyn	Majercak, Noreen
1986-87	Hiers, Sarah	Lighthart, Dixie
1987-88	Larsen, Billie	Hubert-Larson, Susan
1988-89	Larsen, Billie	Homer, Marjorie
1989-90	Larsen, Billie	Homer, Marjorie
1990-91	Krivonak, Deborah	Homer, Marjorie
1991-92	Krivonak, Deborah	Keeney, Meda
1992-93	Mason, Annette	Keeney, Meda
1993-94	Mason, Annette	Norberg, Denise
1994-95	Claudio-Ehalt, Marisol	Norberg, Denise (99-00 Pres)
1995-96	Claudio-Ehalt, Marisol	Lee, Carole
1996-97	Rackley, Marcia	Lee, Carole
1997-98	Rackley, Marcia (01-02 Pres)	Puntney, Pat
1998-99	Staats, Kimberly	Puntney, Pat
1999-00	Staats, Kimberly	McAdams, Jean
2000-01	Thiessen, Nita	McAdams, Jean
2001-02	Thiessen, Nita	Berg, Amy
2002-03	Martiny, Alise	Berg, Amy
2003-04	Martiny, Alise	Sommers, Ginny

NAWIC PAST REGION DIRECTORS

2004-05	Mathis, Anna(Carter, Sandra)	Sommers, Ginny
2005-06	Carter, Sandra	Erickson, Patty
2006-07	Mathis, Anna	Erickson, Patty
2007-08	Mathis, Anna	Clarke, Robin
2008-09	Houchin, Anne	Clarke, Robin
2009-10	Houchin, Anne	Jaske, Susan
2010-11	Leipard, Connie	Jaske, Susan
2011-12	Leipard, Connie (16-17 Pres)	Berg, Amy
2012-13	Sauerwein, Beverly	Berg, Amy
2013-14	Sauerwein, Beverly	Mike, Diane
2014-15	Speake, Debbie**	Mike, Diane
MIDWEST REGION		
2015-16		Speake, Debra
2016-18		Nickel, Vickie
2019-20		Wiemerslage, Jodi

*Be a rainbow in somebody else's cloud.
 – Dr. Maya Angelou*



Midwest Region

NAWIC MIDWEST 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 1st.
- 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 MIDWEST 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 30th 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 MIDWEST 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)

POLICIES

1. The Director will appoint a *Midwest Region Finance & Review Committee* to review established Policies at the beginning of the fiscal year that will be at minimum, comprised of the Regional Secretary, Regional Trustee (appointed by the Fund trustees) plus one past Regional Director. Additional members may be appointed to this committee at the discretion of the Region Director. The committee will also serve to review the Midwest Region Budget and each Regional event Budget prepared by the Director and Host Chapter(s).
2. The NAWIC Midwest Region will review and adopt the Policies contained within the NAWIC Operations Manual to assure compliance with the Sarbanes-Oxley (SOX) Act. These include the Code of Ethics, Conflict of Interest Statement, Record Retention and Document Destruction Policy, Whistleblower Protection Policy, Expense Reimbursement Guidelines, Joint Venture Policy and the Credit Card/Debit Card/EFT Policy and Use Agreement. The Region Fund Guardian will sign the Conflict of Interest Statement each year. The originals will be sent to the NAWIC Office and retained in the NAWIC Midwest Region Files.
3. The operating income to maintain the Fund for Regional events shall be provided through registration fees, sponsorships, donations and other contributions for our region events including but not limited to Annual Forum and Fall Conference. Checks should be made payable to "NAWIC MIDWEST Region Fund".
 - a. A line item will be established in the Fund for Awards & Prizes. Contributions will be collected from the NAWIC Chapters within the Midwest Region in the suggested amount of \$3.00 per Chapter member and Members-At-Large as of September 30th of each year.
4. The balance of this account will be ongoing. It is recommended that the Fund maintain a "Balance on Hand" of \$7000. Regional conferences are not to be considered a "fundraiser" for the host chapter(s). The final Event Financial report will be reviewed by the Midwest Region Finance & Review Committee.
 - a. Profit – If any profits are realized see Section P above for formula to disperse the Net Income.
 - b. Loss – Regional Events are the fiscal responsibility of all chapters within the region, therefore, if there is a loss, contributions will be collected from the NAWIC Chapters within the Midwest Region at the rate of (\$ TBD)/per member of each chapter as of the 1st day of the month during which the event occurred as required to cover the deficit.
5. A NAWIC member must pay the full registration fee established for Regional conferences (Annual Forum or Fall Conference) in order to attend business sessions, social functions, or participate in any business of the conference. If a Chapter is unable to send a representative to the conference, the Chapter must send the equivalent of one registration by the registration deadline, as a sponsorship for the event.
6. The Director is *responsible for assets purchased, such as office equipment or supplies, from the NAWIC MIDWEST Region Fund* and shall pass them on to the next Director on or before the beginning of the NAWIC fiscal year.
7. The Director will be the guardian of the Midwest Region NEF Ladder Pin. She may wear the pin at NAWIC functions and will be responsible to exchange it whenever new stones are earned, and a new pin is received from the NEF office. The pin is transferred to each incoming Director along with the gavel.

8. The Director has the authority to contract with a webmaster to design and maintain the NAWIC Midwest Region website and any social media accounts. The Director and/or other designated representative will approve content and be responsible for the timely maintenance of the website and any social media accounts.

GUIDELINES

1. The Director will announce the appointment of a committee to investigate Forum sites (for two years hence) to be presented at the following Annual Forum for voting. The committee will consist of a chair and three members representing the western, central and eastern areas of the region. *The committee will present up to three locations to the Director, each chapter President and Members-at-Large at least thirty (30) days before the Annual Forum where voting will take place by the voting members in attendance.*
2. Updated Regional bank account information including bank account number and copies of the signatory cards should be forwarded to the NAWIC Office within 30 days of change and retained in the NAWIC Midwest Region Files. The Fund Guardian shall hold the Region Debit Card. Invoices shall be paid by invoice terms. If no terms noted, invoice shall be paid within 30 days of invoice date.
3. Login and Password information for the Midwest Regional electronic accounts which include but are not limited to: Website, Social Media, QuickBooks, or should be shared with the Region Director, the Region Secretary and the NAWIC Office and retained in the NAWIC Midwest Region Files.
4. *Requests for contributions will be sent out by November 1st with contributions due by November 30th.* The Fund shall cover the budgeted expenses required to host a Regional event, fees or taxes, if any, required by State or Federal registration, Region operation fees (bank fees, website, etc.) and any Region awards, and education competition prizes as requested. *The request will be sent out by the Fund Guardian to each Midwest Region Chapter President and Treasurer and Members-At-Large.*
 - a. Awards/Prizes – if the contributions received do not cover the cost of the awards and prizes, a fund-raiser may be held at a region event. It is recommended that this be held at Fall Conference, if conducted.
5. Requests for Regional awards and education competition prizes shall be submitted on a prescribed form; with supporting documents no later than 30 days prior to the Event at which it will be presented.
6. Fall Conference may be held at the discretion of the Director – in person, virtually or hybrid. It is recommended that the conference be held at a location within 250 miles of Des Moines, Iowa between the end of NAWIC Annual Conference and the end of October. The location will be chosen by the Director. All related income and expenses will flow through the NAWIC MIDWEST Region Fund.
7. Annual Forum registration forms will be distributed to each member of the Region at least forty-five (45) days prior to the meeting date. All related income and expenses will flow through the NAWIC MIDWEST Region Fund.
8. Chapters will have the opportunity, at the discretion of the Director, to sponsor special events at Regional meetings, such as Friday Mixer, Luncheon or Banquet and will be responsible for raising the necessary funds. All centerpieces, decorations and programs at all meals will be eliminated, unless they are provided at no cost to the members. All complimentary registrations and room accommodations will be offered at the discretion of the Director within the guidelines of IRS requirements

9. A gift from the Region will be presented to the outgoing Director at her final Annual Forum. Members of the Director's Chapter will be responsible for soliciting donations from the Chapters within the Region and purchasing the gift. Any excess funds collected will be deposited into the NAWIC MIDWEST Region Fund.

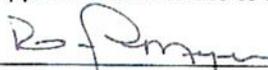
Approved by Region

10/16/2020
(Date)



Region Director
Raven Hoffman

Approved to Circulate to Midwest Region:



Robin Fulton Meyer
NAWIC National Bylaws Chair 2020 – 2021
09.11.2020



Section 4

Registration Report

REGISTRATION REPORT
NATIONAL ASSOCIATION OF WOEMN IN CONSTRUCTION
MIDWEST REGION - SPRING FORUM

Date: _____

as of: _____

Chapter Name	No.	In-Person Attendance		Virtual Attendance		Total
		Voting	Non-Voting	Voting	Non-Voting	
St. Louis, MO	38					0
Quad Citie/Moline, IL	50					0
Gr. Des Moines, IA	80					0
Gr. Kansas City, MO	100					0
Milwaukee, WI	105					0
Gr. Omaha, NE	116					0
Gr. Wichita, KS	120					0
Northeast Kansas, KS	142					0
Cedar Rapids-Iowa City, IA	160					0
Minneapolis/St. Paul, MN	164					0
Gr. Sioux Falls, SD	237					0
Fargo-Moorhead, ND	246					0
Black Hills, SD	269					0
Chicago Metro, IL	325					0
Central Missouri, MO	341					0
Southeast Minnesota, MN	346					0
Southwest Missouri, MO	366					0
Members-At-Large						0
Total Members		0	0	0	0	0
Total Region Voting Strength		0		0		0
NAWIC Board						
Out-of-Region Members						
Guests						
TOTAL OVERALL ATTENDANCE						0

NOTES:

NAWIC Board consists of the Regional Director and National Rep only.

Regional Director is not to be counted with her chapter

If you have a National Officer in your Region, they are counted with their chapter. They are not attending in an official capacity.

Out of Region Members are National Officers, Candidates, and Members that do not reside in your region.

Submitted by:

Shawna Glasscock Registration Chair



Section 5 National Board Reports



The National Association of
Women in Construction

Monthly Board of Directors Meeting

Virtual Meeting

Wednesday April 21, 2021

SUMMARY OF ACTIONS

- **VOTED Alison Frye** as the North Central Region Director replacement
- **ACCEPTED** Consent Agenda as printed
 - Officer Reports:
 - President Elect's Report
 - Meeting Minutes:
 - March 17, 2021
 - Chapter and Membership Concern Action Plan Update and Employer Thank-You Letter Assessment Team Report
- **UPDATED** the Business Continuity Plan Taskforce active members and **APPOINTED** Angelina Perryman from the Philadelphia Chapter #145
- **APPOINTED** the following to the Membership Awards Committee
 - Dawn Brubaker, Boise, ID Chapter #245
 - Luci Roberts, Past National President from the Austin, TX Chapter #7
 - Leslie Westervelt, Charlotte, NC Chapter #121
- **APPROVED** The LegalShield Finder Fee Program Proposal as presented
- **APPOINTED** members and Board Advisor to the newly established Construction Camp Design taskforce
 - The objective is to create guidelines, best practices, and legal review to avoid any potential liability regarding infringement of similar programs
 - Karen Hager, NAWIC Treasurer as Board Advisor
 - Dawn Filtz from the Milwaukee, WI Chapter #105
 - Wendy Jarred from the Northshore, LA Chapter #339
 - Lynne MacVean from the Orange County, CA Chapter #91
 - Helen Panebianco-Tikkanen from the San Diego Chapter #21
 - Taryn Ritchie from the Austin, TX Chapter #7
- **ACCEPTED** Honolulu, HI Chapter #114 name change to Hawaii Chapter #114



The National Association of
Women in Construction

Monthly Board of Directors Meeting

Virtual Meeting

Wednesday May 19, 2021

SUMMARY OF ACTIONS

- **APPROVED** the report of the Website Platform Taskforce's recommendation as amended to move the website platform and member database to Naylor
- **ACCEPTED** Consent Agenda as printed
 - Executive Committee Summary of Actions
 - Officer Reports:
 - Immediate Past President's Report
 - Meeting Minutes:
 - April 21, 2021
- **APPOINTED** the following to the Business Continuity Plan Taskforce
 - Kelly Gregory, Houston, TX Chapter #3
- **APPOINTED** the following to the Construction Program for Girls Taskforce
 - Kami Delbagno and Nicole Lipperman, Southwest FL Chapter #297
- **APPROVED** to circulate proposed changes to Section A of the Operations Manual to the membership
- **APPROVED** the proposed changes to Sections B and C of the Operations Manual
- **CREATED** the International Affiliate Committee* and **APPOINTED** the following
 - Chair: Linda Young, Past National President, San Diego Chapter #21
 - Pat McDonald, Past National President, Santa Clara, CA Chapter #99
 - Kizzy Ferrer, Gr. Orlando, FL Chapter #73
- **CREATED** the Grant Application Process Taskforce* and **APPOINTED**
 - Crissy Ingram, Executive Director as Board Advisor
 - Lisa Thibodeaux, San Diego, CA Chapter #21
- **APPROVED** the Trademark Proposal as presented
 - Renew the trademark for NAWIC's name and WIC Week event component and obtain a trademark for the new logo
- **APPROVED** the NAWIC Marketing Video Proposal as amended for Makenzie Plusnik, Communications Manager to create video(s) to market and advertise NAWIC

- **ACCEPTED** 2020-2021 Proposed Budget amendments as amended
- **ANNOUNCEMENTS:**
 - Chapter Board Virtual Orientation Training will take place on July 24th and July 31st
 - This will be a 4-hour virtual training program for chapter boards to include sessions for the whole group and breakout sessions for the different roles on the board
 - June and July National Board Meetings will be posted on the National website on the calendar page with a link for members to register to attend.
 - Chapter Budget vs. Actual Template has been updated by Karen Hager, National Treasurer which will be put on the National sent out in the May Chapter President/Vice-President's monthly e-mail.

* If anyone is interest in serving on this taskforce and/or committee please contact Anne Pflieger, CIT, NAWIC President at president@nawic.org



The National Association of
Women in Construction

Monthly Board of Directors Meeting

Virtual Meeting

Wednesday June 16, 2021

SUMMARY OF ACTIONS

- **ACCEPTED** Consent Agenda as printed
 - Executive Committee Summary of Actions
 - Meeting Minutes:
 - May 19, 2021
 - Student Chapter Guidelines from Section F which includes to verbiage answer the questions from the May 18th Membership Type question e-mail from Kelly Aust to the Board

- **APPOINTED** the following to the Grant Application Process Taskforce
 - Ashley Gaur from the Los Angeles, CA Chapter #42
 - Maria Patchin from the Sacramento, CA Chapter #63
 - Lisa Thibodeaux from the San Diego, CA Chapter #21
 - Nicolle Wilkinson from the San Diego, CA Chapter #21

- **APPROVED** the proposed changes to Sections F of the Operations Manual as amended

- **CREATED** the Online Training Series for Construction Companies Taskforce* whose objective is to determine the feasibility of creating an online video-training series for construction companies to use to become more inclusive for women in construction and if feasible to include a course outline, cost to create and charge for taking the training series and **APPOINTED** the following
 - Jessica Huff, South Central Region Director, Board Advisor
 - Makenzie Plusnick, Communications Manager, Staff Advisor

- **APPROVED** the DE&I Committee and National Board Professional Training Proposal as presented
 - Professional training for DE&I Core Committee and National Board members to be inclusive and navigate conversations that will support a professional culture of safety and belonging for all participants.
 - This training will also aide in several of the National Strategic Plan goals and strategies as follows:
 - **Members:**
 - ✓ Objective 3 – Increase influence of NAWIC members because of the skills and talents developed through NAWIC.
 - **Industry:**
 - ✓ Objective 2 - Promote diversity in the industry (with supporting reasons and knowledge of the benefits it provides)
 - ✓ Objective 3 - Develop and strengthen partnerships with companies and aligned organizations

- **Women in Construction:**
 - ✓ Objective 1 - Decrease bias and discrimination in the workplace
 - ✓ Objective 2 - Increase training availability
 - ✓ Objective 3 - Develop and promote networking opportunities for women in construction.
- **NAWIC:**
 - ✓ Objective 2 - Increase available resources (additional opportunities provided through DE&I)
 - ✓ Objective 3 - Increase marketing to elevate awareness of NAWIC
- **Strategies:**
 - ✓ Sources of non-dues revenues (speakers/presentations, classes, company outlines, workshops, etc.)
 - ✓ Data collection that demonstrates the business case for diversity
 - ✓ Partnership with other associations and entities in this specific area (for example, AGC Culture of Care)
 - ✓ Development of best practices for hiring and retaining female employees
 - ✓ Will assist with the development of outreach to trades and industry
 - ✓ National sponsorships
- **APPROVED** the PunchZee Program Member Benefit Proposal as presented
 - This offer provides
 - Our members the opportunity to obtain their field management software at no cost for life to 50% or greater women-owned member companies for all employees (up to 500 GB of workspace storage) and individual members (up to 500 GB of workspace storage) to use themselves
 - ✓ For large companies that are woman owned that need over 500 GB of workspace storage, will offer a 50% discount on the enterprise plan
 - NAWIC member companies who aren't 50% or greater women-owned would qualify for a 25% discount
- **ACCEPTED** 2020-2021 Proposed Budget amendments as amended
- **ANNOUNCEMENTS:**
 - National will issue a statement encouraging chapters to follow local guidelines for any continued restrictions when meeting. If you are completely open, continue offering virtual participation especially for business meetings, speaker engagements and board meetings

* If anyone is interest in serving on this taskforce and/or committee please contact Anne Pflieger, CIT, NAWIC President at president@nawic.org



The National Association of
Women in Construction

Monthly Board of Directors Meeting

Virtual Meeting

Wednesday July 21, 2021

SUMMARY OF ACTIONS

- **ACCEPTED** Consent Agenda as printed (*or amended*)
 - Meeting Minutes:
 - June 16, 2021
 - July 8, 2021, Special Board Meeting

- **APPOINTED** the following to the Online Training Series for Construction Companies taskforce:
 - Kandice Marks from the Portland, OR Chapter #54
 - Liz Romo from the Sacramento, CA Chapter #63
 - Lisa Thibodeaux from the San Diego, CA Chapter #21
 - Kim Walker from the Gr. Orlando, FL Chapter #73

- **APPROVED** the proposed changes to the Bylaws as follows:
 - **ARTICLE IX — OFFICERS**
 - *Add:* SECTION 5: CENSURE: Prior to pursuing the act of removal of a NAWIC Officer, a formal “censure” of the Officer can be used in order to induce the Officer to immediately stop her conduct. While it is a serious action, censure does not serve to remove the Officer from the Board, nor does it serve to restrict the Officer’s powers and authority she has as a member of the Board. A censure is an official condemnation or reprimand to formally recognize disapproval of the Officer’s actions.
 - **ARTICLE X — REGION DIRECTORS**
 - *Add:* SECTION 5: CENSURE: Prior to pursuing the act of removal of a NAWIC Director, a formal “censure” of the Director can be used in order to induce the Director immediately constrain her conduct. While it is a serious action, censure does not serve to remove the Director from the Board, nor does it serve to restrict the Director’s powers and authority she has as a member of the Board. A censure is an official condemnation or reprimand to formally recognize disapproval of the Director’s action.
 - **ARTICLE XII — EXECUTIVE(S)**
 - SECTION 2: An annual review of the Executive(s) shall be performed by the NAWIC Executive Committee at least sixty (60) days prior to the renewal of **the(ir)** contract(s) for the following NAWIC year, **with comments being taken into consideration before the review is shared with the Executive(s)**. The NAWIC President and President-Elect shall meet with the Executive(s) prior to the renewal of the contract for the following NAWIC year to deliver the annual review.
 - SECTION 3: The Executive(s)’ contract shall be approved by the NAWIC President-**Elect** with a majority vote of the NAWIC Executive Committee.
 - *Add:* SECTION 4: The Executive(s)’ contract shall be ratified by the NAWIC Board of Directors at the Post-Annual Board meeting.

- **ARTICLE XIII — ANNUAL CONFERENCE**
 - **SECTION 2: VOTING AT THE ANNUAL CONFERENCE:** All registered voting members, Member at Large and all Past National Presidents, **who are current members**, shall be eligible to vote at the Annual Conference.
- **ARTICLE XVI — OFFICE**
 - **SECTION 2:** The business of the NAWIC Office shall be under the direction of the NAWIC **Executive Director and the NAWIC Executive Committee**.
- **APPOINTED** Deb Lesar, Interim North Central Region Director for Annual Conference
- **APPROVED** potential Northern Virginia chapter to be part of the Northeast Region
- **APPROVED** adding alcohol reimbursement verbiage and policies as follows:
 - Add in Section A to Policy #22, Expense Reimbursement Policy for Board Members and NAWIC Staff:
 - Alcohol as part of a meal is not a reimbursable expense for Board Members and NAWIC Staff travels and/or meetings.
 - Add Policy in Section A and Section C:
 - There is currently no IRS regulation that prohibits the reimbursement of alcohol. If the alcohol is for members to consume during an event, it should be limited to reduce liability on NAWIC's part and liability insurance coverage must be obtained for the event. Liquor liability coverage can be obtained from the National office for the current cost per event. If the alcohol is for chapter sales, reimbursement is permitted.
- **APPROVED** the proposed change to **SECTION A - ARTICLE XIV — COMMITTEES**
 - **SECTION 3: COMPOSITION OF COMMITTEES:** President shall appoint members and the Chair of all committees except the Finance Committee, which shall be composed of the Executive **Committee**, Executive Director and a Finance Committee Member liaison. The President shall be an ex officio member of all other committees.
- **REVIEWED** and discussed the 2020 Audited Financials (*add some verbiage from Treasurer Hager*)
- **APPROVED** 2020-2021 Proposed Budget amendments as presented (*or amended*)
- **ANNOUNCEMENTS:**
 - Pre-Con/Post-Con Agenda Items are due by July 30th: E-Mail Anne Pflieger (president@nawic.org) and copy Doreen Bartoldus (bartnawic@gmail.com)
 - Last Townhall is scheduled for July 29th at Noon CT. We will be discussing the state of construction with panelists from FMI and Carolinas AGC.



The National Association of
Women in Construction

Pre-Con Board of Directors Meeting

Wednesday August 11, 2021

SUMMARY OF ACTIONS

- **ACCEPTED** Consent Agenda as printed
 - Aug. 4th, 2021, Executive Committee Summary of Actions
 - Board Meeting Minutes:
 - July 21, 2021
 - Officer Reports:
 - President
 - President-Elect
 - Vice-President
 - Secretary
 - Executive Director
 - Region Director Reports:
 - Midwest Region
 - North Central Region
 - Northeast Region
 - Pacific Northwest Region
 - Pacific Southwest Region
 - South Central Region
 - South Atlantic Region: No report submitted
 - Southeast Region
 - Committee Reports:
 - Professional Development & Education
 - Bylaws
 - Chapter Development
 - Diversity, Equity & Inclusion
 - Emerging Professionals
 - Marketing
 - OSHA Alliance
 - Safety
 - WIC Week
 - Taskforce Summary & Reports with Approved Recommendations:
 - Online Training Series for Construction Companies taskforce was just created in June, nothing to report
 - Website Platform
 - ✓ Add members to taskforce – Call To Action will be issued
 - ✓ Kaitlyn McKenna, Salt Lake City, UT Chapter #90 and Lydia Lane, Roanoke, VA Chapter #226 to co-chair taskforce
 - ✓ Continue taskforce
 - NAWIC Business Continuity Plan
 - ✓ Continue taskforce

- Leadership Development:
 - ✓ No report submitted
 - ✓ Retire taskforce
 - Speakers Bureau
 - ✓ Continue taskforce
 - Chapter/Region Workshop Endorsement Joint Taskforce with NEF
 - ✓ Provide certificate of completion with contact hours for seminars/workshops on chapter, region, and national levels per guidelines
 - ✓ Retire taskforce
 - Region Conference Coordinator
 - ✓ Continue taskforce
 - Misc. Reports:
 - Past National Presidents Chapter Leadership Training/Mentoring
 - NEF Report
 - NFSF Report
 - Partnership-Collaboration Action Plan Tracking Update
- **APPOINTED** Stephany Connelly, Interim South Atlantic Region Director for Annual Conference
 - **APPROVED** Membership Committee report's recommendation, new member welcome video as amended
 - **APPROVED** C3 Taskforce report as amended
 - Amend to make option known for use on the National level, not the chapter level at this time
 - Move to Operations
 - Retire Taskforce
 - **APPROVED** Grant Application Process Taskforce Outline as printed
 - Continue taskforce with the objectives to be discussed at Post-Con
 - **DISCUSSED** further clarifying objectives for the Construction Camp Design Taskforce and moved to Post-Con
 - **APPROVED** relinquishment of the Durham, NC Chapter #83
 - **APPROVED** relinquishment of the Raleigh, NC Chapter #92
 - **APPROVED** Santa Clara, CA Chapter #99 to Silicon Valley Chapter #99

- **APPROVED:**

- NAWIC Treasurer's report
- July 31, 2021, Financial Reports
- Amendments 2020-2021 Proposed Budget amendments as printed



The National Association of
Women in Construction

Post-Conference Board of Directors Meeting

Saturday, August 14, 2021

SUMMARY OF ACTIONS

- **APPOINTED** the following:
 - Vice President Karen Hager as Timekeeper for the 2021-2022 NAWIC Year.
 - Rhonda Nebgen, South Central Region Director and Alison Frye, North Central Region Director as Audit Committee for the 2021-2022 NAWIC Year.
 - Andrea Ward, Southeast Region Director was appointed as Auditor for the 2021 Post-Conference Board of Director's Meeting replacing Rhonda Nebgen for this meeting only.

- **ADOPTED** Small Board Meeting procedures for face-to-face, teleconference, and video conference meetings.

- **APPROVED** Consent Agenda as published
 - Executive Committee Summary of Actions
 - Appointment of Bank Signatories
 - Approval of Executive Director Contract
 - Ratified the Contract of the Executive Director
 - Strategic Planning Report and Updates to the Strategic Plan Scorecard

- **PROVIDED GUIDANCE** clarifying objectives and next steps to the following taskforces:
 - Construction Camp Design Taskforce
 - Grant Application Process Taskforce

- **ADOPTED** the Sarbanes-Oxley Policies which include Code of Ethics, Conflict of Interest, Joint Venture Policy, Record Retention and Document Destruction Policy, Whistleblower Protection Policy as amended.

- **DISCUSSED** the Bylaws Revision Proposal to Article 10 – Region Directors Section 3: Vacancy in the Position of Director
 - **APPROVED** keeping term/length of service out of updated bylaws proposal
 - **SENT** to Bylaws Committee to review and revise as needed
 - **RECOMMENDED** updated proposal to come back before the Board of Directors by the December 8 Board Meeting.

- **DEFEATED** the Bylaws Revision Proposal to Article 7 – Regions Section 1: Creation of Regions

Proposal was looking at allowing chapters to choose which region to be affiliated. Board agreed that procedures currently exist for chapters to petition the Board for a change in boundaries or region assignment.

- **APPROVED** 2020-2021 Budget as amended



The National Association of
Women in Construction

September Board of Directors Meeting

Wednesday, September 22, 2021

SUMMARY OF ACTIONS

- **APPROVED** the Taylor Marketing Proposal as published.
- **APPROVED** the 2021 Post-Con Meeting Minutes and SOA as amended.

Proposed changes:

ARTICLE X — REGION DIRECTORS SECTION

1: ELECTION OF DIRECTORS:

A. Each Region shall have a Director, who is that Region's representative on the NAWIC Board of Directors. Said Director shall have been a voting member in good standing of a Chapter or Chapters for three (3) years prior to her election, shall be actively employed in the construction industry, or construction related service in which the majority of her business is in the construction industry, and shall have served as a Chapter President. (09/06)

B. Said Director will serve a term of two (2) years. Should redistricting of two (2) or more Regions occur, Directors may be asked to limit their term to one (1) year with ability to be re-elected for one (1) more year. If Director is elected from consolidated Region, the Director will serve a term of two (2) years. No person may serve more than two (2) consecutive years as Director, with one exception: **If a person filled a vacancy for her region's director by a majority vote of the NAWIC Board of Directors and was elected for the two-year term immediately following the term of the vacancy in the same region.** Her term will commence at the close of the Annual Conference following her election. Prior to commencement of her term of office, she will be known as the "Director-Elect" for said Region. **(12/21).**

C. Directors will be elected every two (2) years for all Regions, with exception during a redistricting of two (2) or more Regions whereas the election process would follow Article X - Region Directors, Section 2: Election of Directors B. The Board of Directors will determine when the two (2) year term will commence during the redistricting process to maintain the same number of Directors elected in even years as are elected in odd years. (02/15)

D. The NAWIC Director shall be elected by ballot, by a majority of votes cast, in accordance with voting procedures adopted by the NAWIC Board of Directors. (12/17)

SECTION 3: VACANCY IN POSITION OF DIRECTOR:

A vacancy in the office of Director shall be filled by the Director-Elect, who shall serve as Director for the unexpired term and for the term to which she has been elected. If a vacancy in the office of Director occurs at a time when there is no Director-Elect, said vacancy shall be filled by a majority vote of the NAWIC Board of Directors, with consideration given to the recommendation of the Region involved. **A director who fills a vacancy by a majority vote of the NAWIC Board of Directors shall remain eligible as a director candidate for the two-year term immediately following the term of the vacancy in the same region. (12/21).**

Rationale:

1. This is giving the Board-elected director the opportunity to serve a full-term, elected by her region.
2. It will provide consistency and stability to the region's leadership and allow time to recruit and mentor future director-elects.
3. It will encourage all potential candidates to vie for the interim director position, knowing that she would still be eligible to run for director for the two-year term immediately following the term of the vacancy in the same region.

BYLAWS - NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION

Currently Reads:

ARTICLE VIII, SECTION 2: The NAWIC Board of Directors shall:

- C. Set annual dues, reinstatement fees and the method of collection (03/19)

NAWIC's Fiscal Year is October 1 through September 30. All new members joining in the last quarter (July, August, and September) of the NAWIC year pay the full fourth quarter and full amount of dues for the upcoming NAWIC year. The fourth quarter and upcoming year dues are prorated based on the National and Chapter new member dues structure. (03/14)

Change to Read:

ARTICLE VIII, SECTION 2: The NAWIC Board of Directors shall:

- C. Set annual dues, reinstatement fees and the method of collection (03/19)

NAWIC's Fiscal Year is October 1 through September 30. **All new members joining will pay initial dues for a full year as set forth by the NAWIC Board and will renew annually the last day of the month of initial acceptance into the Association.**

(11/21)

STANDARD BYLAWS FOR AFFILIATED CHAPTERS

Currently Reads:

ARTICLE XI — DUES

SECTION 2:

Renewal dues shall be due in the NAWIC Office by October 1. (02/08)

Change to Read:

ARTICLE XI — DUES

SECTION 2:

Renewal dues shall be due in the NAWIC Office ~~by October 1.~~ **by the last day of the month as established by the NAWIC Board.** (11/21)

LegalShield Finder's Fee Program Proposal

Monthly Board Meeting

Date: April 21, 2021

Location: Zoom Platform

Why it is on the agenda: Support NAWIC National with a portion of royalties from the member benefits agreement.

What problem(s) does this solve:

For NAWIC National:

Drive consistent revenue for NAWIC National's Budget by offering a value-added benefit to members at no cost to NAWIC National. While NAWIC National is earning revenue, you are also protecting your members who are business owners along with their employees and families.

For NAWIC Members:

LegalShield Membership offers big business resources for all business owners' budgets.

Have you ever had an issue with your employee that you didn't know how to address? Was it due to current legal issues dealing with COVID? Perhaps with employee handbook policy and procedures, or new OSHA's update requirements. All of this and more can be provided to you through your provider law firm under your monthly membership.

LegalShield Memberships also help business owners retain their employee talent through offering forward-thinking, unique voluntary employee benefits at no cost to the employer.

When you offer Legal or IDShield as an employee benefit you are not only offering a value-added service to your employees, but you are also ensuring they cannot use the services against your company. Whereas if they purchased a LegalShield membership outside of the company, they would be able to use the service against your company. Thus, by offering this service as a voluntary employee benefit, you are not only protecting your employees, but you are also protecting your company...all at no cost to you. Win-win!

All NAWIC members are eligible to subscribe to a membership. They may do so in the following: as a business owner, as an employee-non group, or as an employee belonging to a voluntary employee benefit group.

What are we trying to correct?

We are preventing business owners and individuals from making uninformed finger-cross decisions within the legal & identity theft arena.

How:

- NAWIC website and enrollment website-National and LegalShield Headquarters to set up.
- NAWIC newsletter articles per month from LegalShield Blog
- NAWIC social media 2 post per week-National
- Virtual "Getting to know about LegalShield"-Teri conduct web-meetings
- Direct referral introduction to National's procurement & partners
- Direct referral introduction from National to its members
- Promote LS during Region & National Meetings virtually during COVID-Teri conduct presentations
- Promote LS during Chapter Meetings-Virtually Teri conduct presentations

Who will do it: Crissy Ingram and staff.

What will it cost: Staff time

What will it accomplish:

For NAWIC National:

Build a consistent revenue for NAWIC National's Budget, while protecting its members (who are business owners) and their employees and families.

For NAWIC Members:

Offer protection to NAWIC members (business owners and employees) by giving them equal access to the American Legal System for a low-cost monthly rate, as well as monitoring and restoration protection from all forms of identity theft. In a nutshell, LegalShield is a membership platform that offers low monthly costs to its members so they can have access to our qualified law firms and inhouse identity theft monitoring and investigations team, who restores members in identity theft situations. LegalShield takes on the work, so your time as the business owner and/or your employees, can remain at work and stay healthy and focus on the job at hand.

How will it be evaluated: We can provide quarterly reports showing the revenue generated for NAWIC National showing the success of our partnership.

Proposal to vote on: LegalShield Finder Fee Agreement

Respectively Submitted:

Terri Sherron, Fresno, CA Chapter #108

Kelly Aust, Pacific Northwest Region Director

Attachments:

- Finder Fee Agreement (3 pages)
- LegalShield Plan (2 pages)
- IDShield (1 page)
- Business Plans (3 pages)
- Portfolio of Services (2 pages)

Confidential

FINDER FEE AGREEMENT

This Agreement (the "Agreement") is entered into this ____ day of _____, 2021, (the "Effective Date"), between Pre-Paid Legal Services, Inc. dba LegalShield, an Oklahoma corporation, One Pre-Paid Way, Ada, Oklahoma 74820 ("LegalShield"), and _____ ("Finder").

1. Obligations of Finder. During the Term of this Agreement, Finder will make introductions to corporations and organizations on behalf of LegalShield allowing specified individual sales associates to approach the corporation or organization to offer its plans to the employees or members of the corporation or organization. Prior to each introduction, Finder will arrange and coordinate with LegalShield for an independent sales associate to be present for the introduction or available following the initial introduction. The independent sales associate will appear at his or her own expense. Finder shall be responsible for all their own costs and expenses related to or arising out of this Agreement, including but not limited to all travel expenses and direct costs and expenses related to any introduction. Finder shall be an independent contractor and not an associate or employee of LegalShield. This Agreement shall not be deemed to be a joint venture or partnership of any kind. Following any introduction, Finder and any corporation or organization must sign a Memorandum of Understanding, attached as Exhibit A, indicating the intent to proceed.

2. Obligations of LegalShield. LegalShield shall provide support and input required to support Finder's obligations in a timely manner.

3. Compensation. As compensation for the services performed by Finder, Finder shall be entitled to receive from LegalShield an amount, as set forth in the royalties paid attachment of Exhibit B, annually of the collected membership fees for the sales of LegalShield family plans and Identity Theft plans resulting from the introduction. Exhibit B may be amended from time to time by LegalShield. Payment shall be made to Finder on an as-earned basis. Any existing memberships will not be included in this Agreement.

4. Matters Relating to Customers. The parties agree that information of each related to their own members, services and accounts are their own property. Information provided to LegalShield by Finder or which is maintained by LegalShield and which is related to LegalShield members, the membership or legal services belongs to LegalShield. Information related to Finder, Finder's members or accounts are the property of Finder. Notwithstanding any other provision of this Agreement expressly or implicitly to the contrary, (a) the parties may exchange such member information between them as is necessary to perform their respective obligations hereunder; and (b) LegalShield retains all rights to terminate any or all of its membership plans, or to cease or modify its marketing and sales of membership plans at any time. Any member lists, records or other member or associate information shall be kept strictly confidential by the parties; and the parties, except as necessary to consult with each other in the performance of their obligations hereunder, shall not use or disclose any of the foregoing whatsoever without the prior written consent of the other party. In the event this Agreement terminates for any reason, Finder shall, upon LegalShield's request, return all such information to LegalShield. Likewise upon termination of this agreement, LegalShield shall upon Finder's request return its confidential information to Finder.

5. Term and Termination. Unless terminated as provided below, this Agreement shall continue for an initial term of one year commencing on the Effective Date, and upon the expiration of such initial term, this Agreement shall automatically renew for successive one year terms unless terminated by either party with 30 days notice so long as Finder is continuing to actively promote LegalShield's membership plans. This Agreement may be terminated at any time by either party upon thirty (30) days written notice. Any termination of this Agreement by reason of breach or default of a party shall not limit the remedy of the non-breaching or non-defaulting party to recover any damages arising as a result of such breach or default.

LEGALSHIELD CORPORATE OFFICER

FINDER /

Authorized Officer

Authorized Individual

Title

Title

Confidential

EXHIBIT A

FORM MEMORANDUM OF UNDERSTANDING

By signing this Memorandum, I as a Finder representative have the authority to refer this company and authorize for company employees or affiliates to be introduced to the LegalShield program. I agree to meet with a representative of LegalShield to learn more about their legal plans and identity theft plan.

Referral Company: _____

Referral Contact Person: _____

Referral Title: _____

Referral Address: _____

Referral Phone: _____

Referral Email: _____

Referral Fax: _____

Finder /

Date: _____

Confidential

Exhibit B

Finder shall be paid a royalty of four percent (4%) of the membership for the life of the membership.

These Premiums and Royalties may vary based on State Availability

	Annualized Premium	Monthly Premium	Annual Royalty
Legal Plan	\$299.40	\$24.95	\$11.98
IDShield Individual 1 Bureau	\$143.40	\$11.95	\$5.74
IDShield Individual 3 Bureau	\$191.40	\$15.95	\$7.67
IDShield Family 1 Bureau	\$311.40	\$25.95	\$12.46
IDShield Family 3 Bureau	\$359.40	\$29.95	\$14.38
Small Biz Essentials	\$588.00	\$49.00	\$23.52
Small Biz Pro	\$1188.00	\$99.00	\$47.52
Small Biz Plus	\$2028.00	\$169.00	\$81.12

Finder /



We protect and empower.

Who We Are

LegalShield has been a pioneer in providing legal plans for more than 48 years, and our mission has been a straightforward, practical approach. In a perfect world, you'd never need a lawyer, but in an unpredictable world it helps to have a team of lawyers on your side. LegalShield has made smart legal coverage simple - in the form of accessible, affordable, full-service coverage.

A Team Of Lawyers

LegalShield has a network of dedicated law firms in 50 states and all Canadian provinces and territories made up of seasoned lawyers with an average of 22 years' experience. Our Provider Law Firms provide legal protection to over a million members, even in covered emergency situations, 24/7/365 days a year.

Why LegalShield

People need legal coverage without the complexity because life can be unpredictable and the law can be complicated. LegalShield created a model for legal coverage in which you know exactly what you're getting and precisely how much you're paying for it. Once you sign up, you can sit back, relax, and know you're covered by an entire law firm.

Marketed by: Pre-Paid Legal Services, Inc. dba LegalShield® and subsidiaries; Pre-Paid Legal Casualty, Inc.; Pre-Paid Legal Access, Inc.; LS, Inc.; In VA: Legal Service Plans of Virginia; and PPL Legal Care of Canada Corporation



What Your Legal Plan Covers

Advice, Consultation & Representation

Landlord not treating you fairly or maybe getting the run-around on an insurance claim? Your team of lawyers can help with these services:

Advice

Phone consultations with your law firm for any personal legal matter, even pre-existing matters.

Letters and Phone Calls on Your Behalf

Available at the discretion of your provider lawyer

Contract and Document Review

Contract/document review up to 15 pages each

Representation

Representation from law firm of lawyers if you or your spouse are named defendant/respondent in a covered civil action is just another way your legal plan protects you.

YEAR	PRE-TRIAL TIME	TRIAL TIME	TOTAL
1	2.5	57.5	60
2	3	117	120
3	3.5	176.5	180
4	4	236	240
5	4.5	295.5	300

24/7 Emergency Assistance

Legal Emergency? Yes, your legal team even services you 24/7/365 days a year in the following emergency situations:

- Arrested or detained
- Seriously injured in an auto accident
- Served with a criminal warrant
- State attempts to take your child(ren)

Family Matters

Relationships can be complicated so let your team of lawyers work out the details.

Uncontested Name Change Assistance*

Preparation and if required, representation at the initial hearing by your provider law firm for uncontested name change.

Uncontested Adoption Representation*

Representation by your provider law firm for uncontested adoption proceedings

Uncontested Separation/Divorce Representation*

Representation by your provider law firm for uncontested legal separation, uncontested civil annulment and uncontested divorce proceedings

Document Preparation

Let your law firm assist with getting your legal paperwork in order before a problem arises. Your membership provides document preparation from a lawyer for:

Standard Will Preparation

- Will preparation/annual reviews and updates
- Living Will
- Health Care Power of Attorney
- Financial Power of Attorney

Residential Loan Document Assistance

Mortgage documents (as required of the borrower by the lending institution) prepared by your provider law firm for the purchase of your primary residence

Traffic

Accidents happen. So do speed traps. Your LegalShield Membership provides lawyer assistance when you are faced with the following situations:

Moving Traffic Assistance

- Non-criminal moving traffic violation assistance
- Motor vehicle-related criminal charge assistance for manslaughter, involuntary manslaughter, negligent homicide or vehicular homicide.
- 2.5 hours to help with driver's license reinstatement
- 2.5 hours to help with property damage collection assistance of \$5,000 or less per claims
- Available for members with a valid driver's license and driving a non-commercial motor vehicle

IRS

IRS and taxes don't have to be frightening with a team of lawyers on your side.

IRS Audit Assistance

- 1 hour of advice, consultation and assistance when notified of an audit
- 2.5 hours of additional assistance if a settlement is not achieved in the first thirty days
- 46.5 hours of assistance if your case goes to court
- Coverage for this service begins with the tax return due April 15th of the year you enroll

Additional Benefits

Additional legal coverage needed? Don't worry, your legal membership has that too!

25% Preferred Member Discount

- 25% preferred member discount is provided off the provider's standard hourly rate. You can live more and worry less knowing you may continue to use your provider law firm for legal situations that extend beyond what is already outlined. Your law firm will let you know when the 25% discount applies, so you are never surprised with an unexpected bill.

*These services are available 90 consecutive days from the effective date of your membership. This plan provides personal legal assistance; however plans providing business services are also available.

LegalShield provides access to legal services offered by a network of provider law firms to LegalShield members through membership-based participation. Neither LegalShield nor its officers, employees or sales associates directly or indirectly provide legal services, representation or advice. See a plan contract for specific state of residence for complete terms, coverage, amounts and conditions.

Legal Plan Covers:

- The member
- The member's spouse/domestic partner
- Never-married dependent children under age 26 living at home
- Dependent children under age 18 for whom the member is legal guardian
- Never married, dependent children who are full-time college students up to age 26
- Physically or mentally disabled children living at home

Access LegalShield on the go!

With our smartphone app, members have answers to their questions and access to their plan benefits at the touch of a button. You can even send information to your law firm with features like submit a traffic ticket or start a legal document. The LegalShield app makes it easy to access legal guidance you can trust.

Download the free app from the App Store or Google Play.

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**FOR MORE INFORMATION,
CONTACT YOUR
INDEPENDENT ASSOCIATE:**



Your privacy is your business. **Protecting it is ours.**

You do a lot online. Most of us don't want to think about it, but the reality is that your private data and reputation can be stolen with a just few simple keystrokes. Rather than leaving security up to chance, you can proactively arm yourself against cybercrimes and reputation hijacking with IDShield's enhanced privacy and reputation management consultation.

NEW! Enhanced Privacy Management

Offers consultation and guidance to help members protect their privacy across the internet and on their smart devices.

NEW! Financial Account Monitoring *(3 Bureau Only)*

Provides monitoring for banking, credit card and investment account activity.

NEW! Reputation Management *(3 Bureau Only)*

Scans social media accounts for any content you have posted in the past that could damage your online reputation.

NEW! Reputation Score *(3 Bureau Only)*

Ranks your online reputation score based off the content found on your social media accounts.

Cyberbullying Consultation

We'll connect you to local agencies/authorities, school administrators and counselors, and provide guidance on how to navigate the situation and reduce the impact of bullying.

Unlimited Consultation

You don't have to have an issue to consult with an identity theft specialist. They are available to advise you on best practices on any identity related issue.

Full-Service Restoration with Licensed Private Investigators

Only IDShield gives you direct access to Licensed Private Investigators to help resolve identity theft and related issues.

Unlimited Service Guarantee

If identity theft happens, we'll do whatever it takes, for as long as it takes to restore your identity.

\$1 Million Identity Fraud Protection *(3 Bureau Only)*

This covers certain costs incurred as a result of a covered identity theft event – such as lost wages, travel expenses, child and elder care.

IDShield Plan features come with unlimited consultation.

	1B	3B
Credit Bureau Monitoring with Alerts	w/1 bureau	w/3 bureaus
Full-Service Restoration	✓	✓
Unlimited Service Guarantee	✓	✓
Social Media Monitoring	✓	✓
Monthly Credit Score Tracker	✓	✓
Financial Account Monitoring		✓
Online Privacy Management	✓	✓
Reputation Management		✓
Reputation Score		✓
High Risk Application and Transaction Monitoring		✓
Instant Hard Credit Inquiry Alerts	✓	✓
Investment Account Number Monitoring	✓	✓
New Application Alerts via SSN/PII	✓	✓
Username/Password Monitoring	✓	✓
Enhanced Sex Offender Monitoring & Alerts	✓	✓
Identity Fraud Protection Plan	\$25,000	\$1 Million
Medical Data Report Consultation	✓	✓
Mother's Maiden Name Monitoring	✓	✓
NPI Monitoring on Dark Web	✓	✓
Solicitation Reduction Links	✓	✓
Telecom Account Application Monitoring		✓
Rent-to-Own Monitoring		✓
Buy-Here Pay-Here Auto Loan Monitoring		✓
Auto Pawn/Title Pawn Monitoring		✓
Enhanced Sub-Prime Loan Monitoring		✓
Public Records Monitoring	✓	✓
Court Records Monitoring	✓	✓
Payday Loan Monitoring		✓
Address Change Verification	✓	✓
Internet Dark Web Monitoring	✓	✓
Identity Threat Alerts	✓	✓
Mobile App	✓	✓
Auto Monitoring	✓	✓
Consultation on any Cyber-Security Topic	✓	✓
Sex Offender Consultation	✓	✓
Data Breach Notifications	✓	✓
Lost Wallet Consultation	✓	✓
Live Member Support	✓	✓
24/7 Emergency Assistance	✓	✓
Anti-Bullying Consultation	✓	✓

Select the plan that's right for you.

IDShield Family Plan

This plan covers you, your spouse or domestic partner and up to 10 minor dependents*.

IDShield Individual Plan

This plan covers you, the named member, only.

IDShield is a product of Pre-Paid Legal Services, Inc. d/b/a LegalShield ("LegalShield"). LegalShield provides access to identity theft protection and restoration services. IDShield plans are available at individual or family rates. For complete terms, coverage and conditions, please see an identity theft plan. All Licensed Private Investigators are licensed in the state of Oklahoma. An Identity Fraud Protection Plan ("Plan") is issued through a nationally recognized carrier. LegalShield/IDShield is not an insurance carrier. This covers certain identity fraud expenses and legal costs as a result of a covered identity fraud event, with the amount dependent on the type of identity theft plan.

*See a Plan for complete terms, coverage, conditions and limitations related to family members who are eligible under the Plan. For a summary description of benefits for the Plan, see <https://idshield.cloud/summary-of-benefits>.

FOR MORE INFORMATION,
CONTACT YOUR
INDEPENDENT ASSOCIATE:



Always connected. Always protected.

Track your alerts and have on-the-go access 24/7!

- Identity threat and credit inquiry alerts
- Credit score tracker
- Direct access to IDShield's Licensed Private Investigators
- 24/7 emergency access
- Track and edit monitored information
- And more!



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Small Business Essentials, Plus and Pro

Affordable legal protection tailored to your business needs.

Hiring a law firm for your business can be expensive, and DIY legal tools sometimes simply are not enough. LegalShield's Small Business Plans remove the cost barrier and give you access to a provider law firm for an affordable monthly fee. With LegalShield you are not alone. Receive the right level of legal assistance, tailored to fit the unique needs of your business so that you can focus on what you do best – running your business.

“ My experience with LegalShield is always second to none. Their professionalism and knowledge have been very reassuring. As a business owner, I rely frequently on their support and guidance. ”

J. Bergin - LegalShield Member

Testimonials are from LegalShield Members who may also be LegalShield Independent Associates. An associate is an independent contractor. The outcome and experience of any individual member will vary based on the facts and applicable law.



ADVICE, CONSULTATION AND RESEARCH

Call your provider law firm for consultation on business legal matters related to your business – including preexisting legal matters. Your provider law firm can also provide additional legal research for each covered matter. Interstate consultation available. Does not include business matters covered under Designated Consultation.



DESIGNATED CONSULTATION¹

Need more time to address specific legal questions? Receive up to 5 designated 30-minute telephone consultations on business legal matters, in and outside your state of business. A provider attorney will answer questions about business legal matters, including:

- Tax
- International Law
- Copyright
- Trademark
- Patents
- Securities
- Intellectual Property
- Antitrust
- Immigration
- Interstate Legal Matters



LETTERS OR PHONE CALLS

A provider attorney can provide further help with business legal matters by sending letters or making phone calls on behalf of your business for both in and out-of-state business legal matters, each on a unique business matter, including a follow-up communication if a response is received from a third party. Receive any combination of 40 letters or phone calls annually on separate business legal matters (limit of 10 per month). Your communications can pertain to out-of-state matters. Additional communications may be obtained for a flat fee of \$75 each. Collection Letters and Designated Consultations are included in a separate plan benefit section.



DOCUMENT REVIEW

Business legal documents can be complex and confusing. Let your provider law firm help. Submit up to 40 business legal documents per year, up to 25 pages per document, for legal review (limit of 10 documents per month). Document reviews may pertain to out-of-state matters. Additional reviews are available for a flat fee of \$75 each. Administrative proceedings and lawsuits are included in the Trial Defense Supplement, which can be purchased separately.



COLLECTION LETTERS²

Late paying customers are an unavoidable part of business. Collection letters from a provider attorney could help recoup payment. Your provider law firm will draft up to 15 collection letters each month. Your collection letters may pertain to out-of-state matters. Additional letters are available for a flat fee of \$75 each.



25% DISCOUNT

If you have additional business legal needs beyond plan coverage, a provider attorney can provide additional assistance for a 25% discount from their standard hourly rate. Discounted rates do not apply to designated consultations (outside your plan benefits), court fees or contingency fee matters.



ELIGIBILITY

For small business entities that are not publicly traded and are engaged in for-profit business. Must have an Employee Identification Number (EIN) or registered number.

Additional Benefits only for Small Business Plus & Pro Members



FLAT FEE SERVICES

Save money by paying flat fees for certain legal services that could cost more if paying hourly rates.

- Trademark and copyright services: 1 per year, additional available for a flat fee based upon plan type
- Employee handbook drafting for a flat fee based upon plan type
- Custom contract drafting up to 25 pages for a \$250 flat fee

Filing fees, search fees, opinion letters or other expenses are not included and an additional cost to the member.



IRS AUDIT LEGAL SERVICES³

Receive help from a provider attorney in the event of an IRS audit, investigation or examination of your business federal tax return. This service includes consultation, advice and trial time if you are sued by the IRS or decide to sue the IRS after paying the disputed tax. Coverage for IRS legal services begins with a tax return filed in the same year as the effective date of the membership.



INTERSTATE SERVICES⁴

Receive help with out-of-state business legal matters. Select services are provided anywhere within the U.S., regardless of principal business location. Your services for letters and phone calls, advice and consultation, document review, designated consultations and collection letters can be used for matters outside of the state of your principal business. Small Business Legal Plans are not available in all states.

	Pro Benefits: \$169/month with 5 Users	Plus Benefits: \$99/month with 3 Users	Essentials Benefits: \$49/month with 2 Users
Advice, Consultation & Research	Unlimited number of consultations on covered business matters and up to 1 hour of legal research per matter (includes out of state)	Unlimited number of consultations on covered business matters and up to 1 hour of legal research per matter (includes out of state)	Unlimited number of consultations on covered business matters and up to 1 hour of legal research per matter (in state only)
Letters or Phone Calls*	40 communications each year, limit of 10 per month (additional available for \$75 each)	20 communications each year, limit of 5 per month (additional available for \$75 each)	10 communications each year, limit of 3 per month (additional available for \$75 each)
Designated Consultation	5 designated 30-minute telephone consultations for legal matters that require more time to address (interstate consultation available) ¹	5 designated 30-minute telephone consultations for legal matters that require more time to address (interstate consultation available) ¹	3 designated 30-minute telephone consultations for legal matters that require more time to address (interstate consultation available) ¹
Document Review*	40 document reviews each year, limit of 10 per month – up to 25 pages (additional available for \$75 each)*	20 document reviews each year, limit of 5 per month – up to 20 pages (additional available for \$75 each)*	10 document reviews each year, limit of 3 per month – up to 15 pages (additional available for \$75 each)
Collection Letters*	15 collection letters per month** (additional available for \$75 each)	10 collection letters per month** (additional available for \$75 each)	5 collection letters per month** (additional available for \$75 each)
Trademark & Copyright Services	1 per year, additional available for \$250 each	1 per year, additional available for \$500 each	25% discount off the provider law firm's hourly rate
Employee Handbook Drafting	\$500 flat fee, once per year	\$750 flat fee, once per year	25% discount off the provider law firm's hourly rate
IRS Audit Services	50 hours	25 hours	25% discount off the provider law firm's hourly rate
Custom Contract Drafting	\$250 each, up to 25 pages	\$250 each, up to 25 pages	25% discount off the provider law firm's hourly rate
25% Member Discount	On additional business legal matters	On additional business legal matters	On additional business legal matters

*Half of your available number of services can be used for out-of-state matters with Small Business Plus and your total allotment of services can be used for out-of-state matters with Small Business Pro.
 ** In Washington, each collection letter included as part of your plan benefit costs an additional \$25 per letter. Additional collection letters beyond the plan maximum can be purchased for \$75 per letter.

FOR MORE INFORMATION, CONTACT YOUR INDEPENDENT ASSOCIATE:



¹Available in Washington: Designated Consultations, 3 per year with the Essentials Plan and 5 per year with the Plus and Pro Plan for \$200 per hour.
²Available in Washington: 5 collection letters with the Essentials Plan, 10 with the Plus Plan, and 15 with the Pro Plan for \$25 each collection letter included in the plan then \$75 for each additional collection letter.
³Available for a flat fee of \$50 per hour in New York and \$200 per hour in Washington.
⁴Half of your available number of services can be used for out-of-state matters with Small Business Plus and your total allotment of services can be used for out-of-state matters with Small Business Pro.

This is a general overview of the Small Business Legal Plans available from LegalShield for illustration purposes. LegalShield provides access to legal services offered by a network of provider law firms to LegalShield members through membership-based participation. Neither LegalShield nor its officers, employees or sales associates directly or indirectly provide legal services, representation, or advice. Small Business Legal Plans are not available in all states. See a Small Business Legal Plan contract for a specific state for complete terms, coverage, amounts and conditions. Custom contract drafting services don't include mergers and acquisitions, initial public offerings, or private placements, administrative or regulatory matters or franchise agreements and legal matters covered under Designated Consultations, pleadings or any documents related to administrative proceedings or lawsuits. Negotiations and redrafts are available under the 25% discount from the Provider Attorney's hourly rate.



At-a-Glance

- Founded in 1972
- Operating in the U.S., Canada and the U.K.
- 1.75 million families enrolled in our legal plans
- Approximately 1.7 million legal assistance requests received annually
- Provider lawyers' average tenure: 22 years



Business counts on LegalShield

More than 47,000 small business members use the legal plan because they know hiring an attorney can be expensive, and DIY legal isn't always that helpful. LegalShield's Small Business Legal Plans remove the cost barrier and give you access to a provider law firm for an affordable monthly fee. With LegalShield you are not alone. Three levels of coverage are available.

Definitively Different.

Proprietary Nationwide Network of Provider Law Firms.

Your provider law firm is part of the LegalShield network of carefully selected, top-quality law firms. Each law firm is licensed in your state and dedicated to LegalShield Members.

Superior Service. Our provider law firms are paid in advance on a per capita basis, ensuring they are motivated to focus on providing good service to you, not on billing you.

Quality Assurance. Our proprietary system provides daily, real-time, online monitoring of our provider law firms, which enables continuous improvement of quality service.

Unique Service. Our members only have to make one call to be connected with a lawyer, ensuring they know exactly who to call when a legal need arises.

The Facts:

More than 13 million, or nearly 60%, of all small businesses have experienced significant legal events in the past two years.

For small businesses that subscribe to a legal plan, 100% report they are satisfied with the services they receive.

—Decision Analyst Study:
The Legal Needs of Small Business

MEMBERPERKS

Your LegalShield Membership is simply amazing. And, in addition to the privileges that are already yours, we have added these **MEMBERPERKS** with hundreds of merchants and thousands of discounts. Members can access savings at both national and local companies on everyday purchases such as tickets, electronics, apparel, travel and more. **Members have the opportunity to save, on average, over \$2,000 per year. MEMBERPERKS could save you enough to pay for your membership for years to come!**

- | | | |
|-----------------------|---------------------------------|-------------------------------|
| Apparel | Flowers & gifts | Office & business |
| Automotive | Food | Pets |
| Beauty & fragrance | Health & wellness | Real estate & moving services |
| Books, movies & music | Home & garden | Sports & outdoors |
| Cell phones | Home services | Tickets & entertainment |
| Electronics | Insurance & protection services | Toys, kids & babies |
| Finance | Jewelry & watches | Travel |

Portfolio of Services

PROVIDING POWERFUL BENEFITS • PROTECTING YOUR BUSINESSES



Check the features you want and then choose the plan(s) for your business

Your business deserves affordable legal protection. Are you interested in having a legal plan for your small business? Check, check and check. We have a plan for you.

Small Business ESSENTIALS Plan

\$49/month and 2 designated users

- Advice, Consultation & Research (in-state)
- Letters or Phone Calls (10 per year)
- Document Review (10 per year)
- Collection Letters (5 per month)
- Designated Consultations (3 per year on specific legal matters)
- 25% Member Discount

Small Business PLUS Plan

\$99/month and 3 designated users

- Advice, Consultation & Research (in-state)
- Letters or Phone Calls (20 per year)*
- Designated Consultation (5 per year on specific legal matters)
- Document Review (20 per year)*
- Collection Letters (10 per month)*
- IRS Audit Services
- Custom Contract and Employee Handbook Drafting
- 25% Member Discount

*Half of these services can be used for out-of-state matters.

Small Business PRO Plan

\$169/month and 5 designated users

- Advice, Consultation & Research (interstate coverage)
- Letters or Phone Calls (40 per year, interstate coverage)
- Designated Consultation (5 per year on specific legal matters)
- Document Review (40 per year, interstate coverage)
- Collection Letters (15 per month, interstate coverage)
- IRS Audit Services
- Custom Contract and Employee Handbook Drafting
- 25% Member Discount

HOME BUSINESS Supplement

Add to the Personal Legal Plan for just \$12.95/month

- Advice, Consultation & Research
- Letters or Phone Calls (12 per year)**
- Designated Consultation (3 per year on specific legal matters)
- Document Review (4 per month)**
- Collection Letters (4 per month)**
- IRS Audit Services
- Interstate Services
- 25% Member Discount

**Same number of benefits also available for out-of-state business matters.

TRIAL DEFENSE for Business Supplement

Add to the Small Business Plus or Pro Plans for just \$14.95/month

- 25 Pre-Trial Hours: Time spent for the defense of a covered lawsuit prior to the date of jury selection or opening statements.
- 75 Trial Hours: Time spent in defense of a covered lawsuit from the date of and including jury selection or opening statements to the date of verdict or bench decisions

BUSINESS PLUS Supplement

\$14.95/month

- Business Consultation
- Business Forms
- Website Builder
- CRM Tool

FOR MORE INFORMATION, CONTACT YOUR INDEPENDENT ASSOCIATE:



This is a general overview of the Small Business Legal Plans, Home Business Supplement, and Business Plus Supplement available from Pre-Paid Legal Services, Inc. d/b/a LegalShield ("LegalShield") for illustration purposes. LegalShield provides access to legal services offered by a network of provider law firms to LegalShield members through membership-based participation. HBS is not available in all states. Trial defense is not available in all Small Business Legal Plans, HBS, or in all states. See a Small Business Legal Plan or HBS contract for a specific state for complete terms, coverage, amounts and conditions. The Business Plus Supplement is a product of LegalShield and provides access to business consultants to assist with business related consulting questions and additional business-related tools. For complete terms, coverage, and conditions, please see a Business Plus Supplement. Neither LegalShield nor its officers, employees or sales associates directly or indirectly provide legal services, legal advice, representation, business consulting or business advice. The Business Plus Supplement services provider is not providing legal advice or acting as your legal counsel.



Section 6 Sponsors & Advertising

Thank you, Fall Conference 2021 Sponsors



Midwest Region



Spirit Sponsor



Lunch Sponsor



ESTB. 1885

Lunch Sponsor



Bronze Sponsors



K C O E I S O M

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Greater Des Moines, IA



Greater Sioux Falls, SD

Social Media and Rosie Sponsorships

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TILE & STONE

 **SAUERWEIN**
CONSTRUCTION CO., INC.



BRAND PLUMBING, INC.

*Residential ■ Commercial ■ New Construction
Repairs ■ Repiping ■ Backhoe Service
Radiant Floor Heat*

316-942-2306

2418 S. Hoover ■ Wichita, KS 67215
FAX 316-942-3119

www.brandplumbinginc.com

Lic # 1440 1894 2370

Rosie Sponsorships



Amy Berg, CBT, CIT
Fargo-Moorhead, ND #246
PO Box 763
Fargo, ND 58107-0763

National Association of Women In Construction

aberg.nawic@yahoo.com
For more information go to: www.nawicfm246.org



The National Association of
Women in Construction

St Louis, MO



**INNOVATIVE WINDOW
& DOOR SERVICE, LLC**

Amy Berg, CBT, CIT

President

416 44th Ave S.
Moorhead, MN 56560
218-234-6633
aberg55@yahoo.com



Section 7

Calendar of Events



2021-2022 Calendar of Events

October

- 10/22/2021 - [Midwest Region Fall Conference](#)
- 10/28/2021 - [Northeast Region Fall Conference](#)
- 10/28/2021 - Midwest Region Twin Ports/Iron Range Chapter 392 Chartering – in person & Virtual (see Raven Hoffman or contact Jodi Wiemerslage for information – registration open until October 24)
- 10/29/2021 - [Pacific Southwest Region Spring Conference](#)
- 10/29/2021 - [North Central Region Fall Conference](#)

November

- 11/6/2021 – Missouri Joint Chapter Meeting – in person & virtual (see flyer in this section)
- 11/09/2021 - [PD&E: Catapult Your Career with Metrics Webinar](#)
- 11/12/2021 - [South Atlantic Region Fall Conference](#)

December

- 12/03/2021 - [South Central Region Fall Conference](#)

March

- 03/02/2022 - [New York Build Expo 2022](#)
- 03/06/2022 - [Women In Construction Week](#)
- 03/24/2022 - [South Atlantic Region Spring Conference](#)
- 03/31/2022 - [Chicago Build Expo 2022](#)

April

- 03/31/2022 - [Chicago Build Expo 2022](#)
- 04/07/2022 - [Pacific Northwest Region Spring Conference](#)
- 04/07/2022 - [South Central Spring Conference](#)
- 04/21/2022 - [Midwest Region Spring Conference](#)
- 04/28/2022 - [Southeast Region Spring Conference](#)

May

- 05/18/2022 - [Northeast Region Spring Conference](#)

August

- 8/16-20/2022 – NAWIC Annual Conference, Minneapolis, MN



Leading
Builders.
**Building
Leaders.**

NAWIC Midwest Region - Missouri Chapters

St. Louis, MO #38 / Gr. Kansas City, MO #100 / Central Missouri #341 / Southwest Missouri #366

JOINT CHAPTER MEETING - REGISTRATION

November 6, 2021 - (9:00 AM to 4:00 PM)

AGC of Missouri – 1221 Jefferson Street, Jefferson City, MO 65109
please submit registration form to: nawicmwrdirector@gmail.com

Name: _____
Chapter Name & No: _____
Officer / Committee: _____
Email: _____ Phone No: _____

Attending in Person

Attending Virtually (Zoom Link will
be sent one week prior to event)

Please RSVP by October 29, 2021. Open to all who are interested in learning more about NAWIC. Please see attached agenda.

Lunch will be soups provided by Central Missouri Chapter. If you would like to contribute a snack to share for the day, a side, or a dessert, please feel free to do so. If possible, advise Sharon Niekamp what you plan to bring. Sharon's e-mail is Sharon@aireservcmo.com.

Please bring your own beverages for the day.

We are planning networking the evenings of Friday, November 5th and Saturday, November 6th. Please advise if you are interested in joining us; we will get you more information one week prior to event.

Friday Networking

Saturday Networking

For Two Closest Hotels to AGC:

- *Holiday Inn, 1590 Jefferson St, Jefferson, MO 65109 573-658-9077
(if booked directly, rate before taxes is about the same through Expedia or Priceline)*
- *Quality Inn & Suites, 1716 Jefferson St, Jefferson City, MO 65109
573-634-4040
(If booked directly, rate before taxes runs a little higher than Expedia or Booking.com)*

Midwest Region Joint Chapter Meeting

Saturday, November 6, 2021 • 9:00 am – 4:00 pm

AGC of Missouri

1221 Jefferson St, Jefferson City, MO

AGENDA

8:30 am Breakfast

9:00 am Welcome & Introductions

1. Review of Board Position Responsibilities

- Role in the Organization (Officers / Chairs)
- Sox Policies
- Handbooks / Operations Manual
- Meeting Protocol – Board vs. General
- Meeting Minutes – Board vs. General

2. Chapter Budgets

- Income vs Expenses
- Audit
- D & O Insurance

3. Calendar

- Deadlines
- Monthly Programs & Board Meetings
- Regional & National Meetings
- Chapter Activities / Events
- Regional News
- Upcoming Regional / National Meetings

➤ *We will break for
lunch at noon!!*

4. Committees

- Bylaws / Standing Rules (Parliamentarian)
- Membership (Retention / Recruitment)
- PR & Marketing
- Professional Development & Education (PD&E)
- Strategic Plan – National / Chapter
- Ways & Means (Fundraising)
- Safety & Health
- WIC Week
- Awards – Chapter / Regional / National
- Emerging Professionals

5. NFSF (Scholarships) – Chapter vs. National

- NAWIC Education Foundation (NEF) Youth Programs
- Adult Programs
- Ladder Club / Fundraiser

6. Updates from Annual Conference and Fall Conference, Other Discussion

4:00 pm Raffle drawing

Thank You – Adjourn



Section 8

DE & I Handouts

DIVERSITY IS FACT

CIVILITY IS FACT



INTERSECTIONALITY is defined by Webster as: the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.

Kimberlé Crenshaw, a law professor, who introduced the theory of intersectionality in 1989.

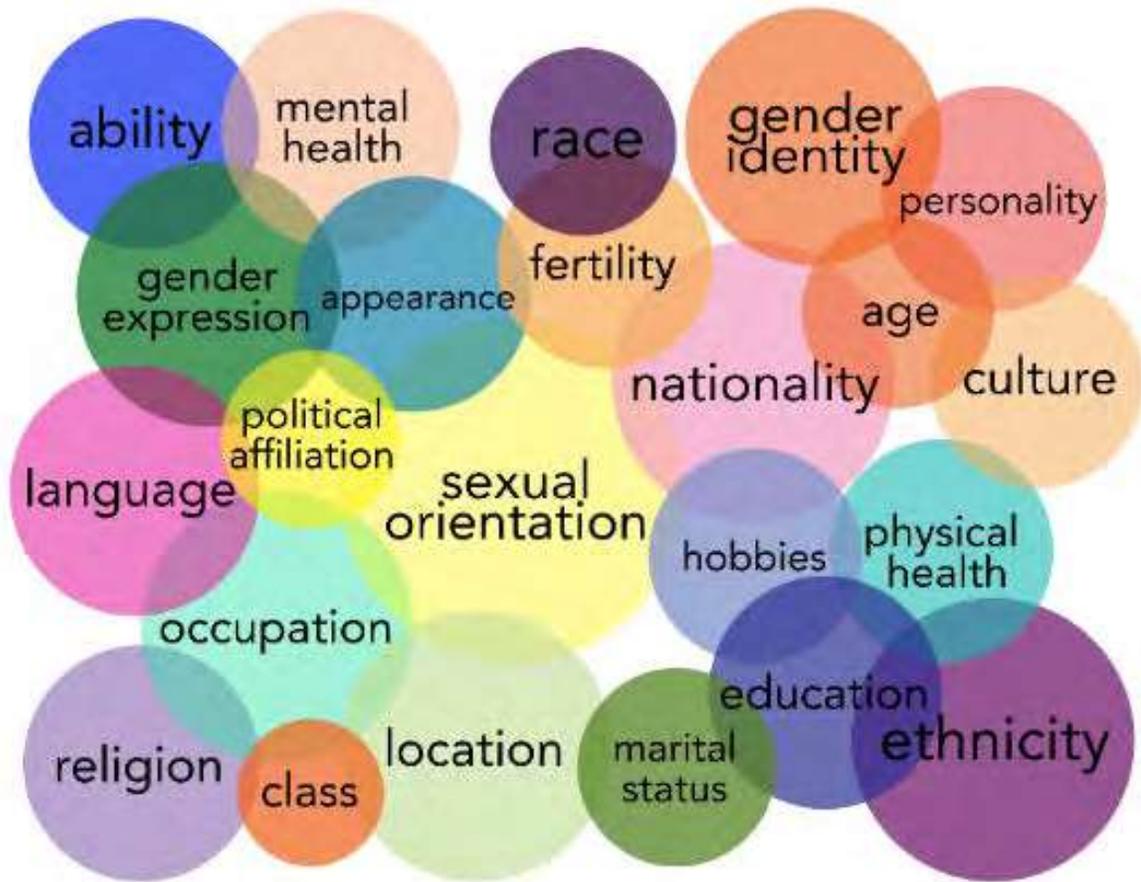
WHAT ARE YOUR IDENTITIES AND HOW DO THEY INTERSECT ?



OVERLAPPING/INTERSECTIONS OF VISIBLE AND INVISIBLE IDENTITIES

MULTIPLE FORMS OF DISCRIMINATION

How would you describe your experience ...” I have experienced discrimination for ____ of my following identities : 1)none, 2)more than 2, 3)more than 5?



<https://imagesofintersectionality.home.blog/2019/08/28/what-is-intersectionality/>

Quotes from our NAWIC sisters...



Jolsna Thomas, Esq. - Austin Chapter

"Equity in the construction industry as seen by the NAWIC lens results from the inclusion and elevation of diversity of backgrounds/experiences/talent/skill sets into the association and industry. This requires a sense of belonging for all otherwise there is no equity."

Jessica Jacobsen, MSPM - Alaska Chapter

"Through the essential pillars of education, communication, recruitment & retention; the NAWIC DE&I Committee recognizes the call for inclusive equality for all women in construction. We answer this with support, tools, and resources to empower members to bring active change to themselves, their organizations, and future women in construction."

Sharon Hidalgo -Chicago Chapter

"I see our DE&I Committee as a catalyst of change for our organization (NAWIC). I see us as being our voice of many who may not have found their voice or courage to stand for the change that needs to occur within their workplace, their communities, and within themselves.
I also see us embracing all perspectives the prism of diversity as we all grow in our own cross-cultural understanding."

Quotes from our NAWIC sisters...



Margo Meta, Esq. - Greater Orlando Chapter

I envision that NAWIC's DE&I efforts will encourage transparent, vulnerable and courageous conversations that elevate all women in the construction industry.

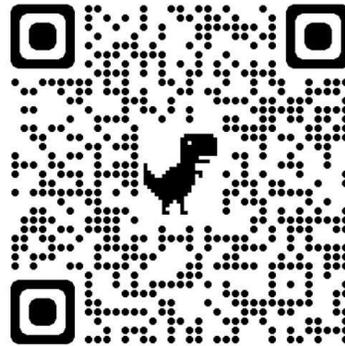
Maria Patchin, CQM/OE - Sacramento, CA Chapter

"I envision the DE & I effort within NAWIC to finally allow us all to be our genuine selves, allowing greater education to be achieved, diversifying skilled talent, and creating a greater pool of innovative people for our industry. This committee is working to give our members the essential tools and resources to support and prevent marginalization of underrepresented groups, not in a passive way but in an active way. For me NAWIC's Envision Equity means greater individual achievements with greater understanding of socio-economic landscape while promoting equality and fostering value to our country's mix of people."

Diversity Equity and Inclusion Committee SURVEY...

NAWIC
The National Association of
Women in Construction
DE & I COMMITTEE

Members are a priority to our organization. As such, we endeavor to become an ally to you; where you are with your career and your personal journey. Inclusion is what led us to NAWIC, **Diversity is what makes our organization better, and together we Envision Equity!**





Section 9

Wichita Maps, Shopping, & Discounts

Dining DISCOUNTS

NAWIC Midwest Fall Conference | October 21 – 23, 2021



In order to receive the dining discount, you must present your convention badge/name tag or this flyer at the time of purchase. Discount for dine-in only.

Delano/Downtown/Old Town

THE ANCHOR

1109 E. Douglas Ave.
Wichita, KS 67211
10% discount on food only

THE ARTICHOKE SANDWICHBAR

811 N Broadway
Wichita, KS 67214
10% discount on food only

BITE ME BBQ

132 N. St. Francis
Wichita, KS 67202
10% discount on food only

CAFÉ BEL AMI

229 E. William St., Ste. 101
Wichita, KS 67202
10% discount on food only

DELANO BARBEQUE CO.

710 W. Douglas Ave.
Wichita, KS 67203
½ order of onion rings with purchase of two meals

DOCKUM (AMBASSADOR HOTEL)

104 S. Broadway
Wichita, KS 67202
10% discount on food only for groups of 7 or less. Excludes happy hour

EMERSON BIGGINS OLD TOWN

808 E. Douglas Ave.
Wichita, KS 67202
Buy 1 entree, get 1/2 off 2nd entree

THE KITCHEN

725 E. Douglas Ave.
Wichita, KS 67202
10% discount on food only

LARKSPUR BISTRO & BAR

904 E. Douglas Ave.
Wichita, KS 67202
10% discount on food only

LESLIE COFFEE CO.

930 W. Douglas Ave., Ste A
Wichita, KS 67203
\$.50 off food item with purchase of beverage

MEDDYS - OLD TOWN

120 S. Washington St.
Wichita, KS 67202
15% off food only

MOLINO'S - DOWNTOWN

1064 N. Waco
Wichita, KS 67203
10% discount on food only

THE MONARCH

579 W. Douglas
Wichita, KS 67213
10% discount on food only

PLAYA AZUL

111 N. Washington St.
Wichita, KS 67202
10% discount on food only

REVERIE COFFEE ROASTERS

2202 E. Douglas Ave.
Wichita, KS 67211
15% off drinks & coffee purchases

SIENA TUSCAN STEAKHOUSE (AMBASSADOR HOTEL)

104 S. Broadway
Wichita, KS 67202
10% discount on food only for groups of 7 or less. Excludes happy hour.

Westside

BRICKTOWN BREWERY

2142 N. Tyler Rd.
Wichita, KS 67212
*10% discount food only -
reference CODE-VW18*

FREDDY'S FROZEN CUSTARD & STEAKBURGERS

420 S. Ridge Rd, #100
Wichita, KS 67209
*Free cone/dish with purchase
of combo meal*

FREDDY'S FROZEN CUSTARD & STEAKBURGERS

8621 W. 21st St. N.
Wichita, KS 67205
*Free cone/dish with purchase
of combo meal*

HURRICANE SPORTS GRILL

8641 W. 13th St. N., Ste. 111
Wichita, KS 67212
*Buy 1 entree, get 1/2 off 2nd
entree*

MCALISTER'S WEST

7130 W. Maple St., Ste. 320
Wichita, KS 67209
10% discount on food only

MEDDYS - WEST

600 N. Ridge Rd.
Wichita, KS 67209
15% off food only

TEXAS ROADHOUSE

6707 W. Kellogg Dr.
Wichita, KS 67209
10% discount on food only

Eastside

BRICKTOWN BREWERY - EAST

2035 N. Rock Rd.
Wichita, KS 67206
*10% discount food only -
reference CODE-VW17*

COCOA DOLCE

2132 N. Rock Rd., Ste. 100
Wichita, KS 67206
*10% off purchase, excludes
gift cards*

CHURN AND BURN

548 S. Oliver St.
Wichita, KS 67218
10% discount on purchase

CHURN AND BURN

11414 E. Central Ave.,
Wichita, KS 67206
10% discount on purchase

FAIRMOUNT COFFEE CO.

3815 E. 17th St. N.
Wichita, KS 67208
*10% off food and baked good
items only*

FREDDY'S FROZEN CUSTARD & STEAKBURGERS

310 N. Rock Rd.
Wichita, KS 67206
*Free cone or dish with purchase
of a combo meal*

FREDDY'S FROZEN CUSTARD & STEAKBURGERS

11525 E. 13th St. N
Wichita, KS 67206
*Free cone or dish with purchase
of a combo meal*

GREATROOM AT THE WICHITA MARRIOTT

9100 Corporate Hills Dr.
Wichita, KS 67207
10% discount on food only

THE GREEN MILL RESTAURANT & BAR

549 S. Rock Rd.
Wichita, KS 67207
10% discount on food only

THE HILL BAR & GRILL

4800 E. Douglas Ave.
Wichita, KS 67206
10% discount on food only

LOLA'S BISTRO

2146 N. Collective Ln., Ste.
102
Wichita, KS 67206
10% discount on food only

MCALISTER'S NORTHEAST

2222 N. Greenwich Rd.
Wichita, KS 67226
10% discount on food only

MEDDYS - SOUTHEAST

7906 E. Harry St.
Wichita, KS 67207
15% off food only

MEDDYS - NORTHEAST

2300 N. Greenwich Rd., #100
Wichita, KS 67226
15% off food only

SCOTCH & SIRLOIN

5325 E. Kellogg Dr
Wichita, KS 67218
10% discount

WINE DIVE

4714 E. Douglas Ave.
Wichita, KS 67208
10% discount on food only

YA YA'S EUROBISTRO

8115 E. 21st St. N.
Wichita, KS 67226
10% discount on food only

Delivery

DELIVERY.COM

delivery.com
Like on Facebook for
additional offers
*\$5 your next order with code:
FoodMe (expires 12/31/2021)*

Shopping **DISCOUNTS**

NAWIC Midwest Fall Conference | October 21 – 23, 2021



East

COCOA DOLCE CHOCOLATES

2132 N. Rock Rd., Ste. 100
cocoadolce.com
316-866-2906

15% off purchase, excludes gift cards



PARAMOUNT EAST ANTIQUE MALL

10187 S.W. Hwy. 54
Augusta, KS 67010
paramountantiquemall.com
316-775-3999

10% off purchase of \$20 or more; some exclusions apply, see store for details



Douglas Design District

ASSISTANCE LEAGUE THRIFT SHOP

2431 E. Douglas Ave.
316-687-6107
assistanceleague.org/wichita
50% off one item

THE SPICE MERCHANT & COMPANY

1300 E. Douglas Ave.
316-263-4121
spicemerchant.com
10% off total purchase

THE WORKROOM

150 N. Cleveland Ave.
theworkroomict.com
316-295-4520
Free Wichita flag decal with purchase

North

PARAMOUNT MARKETPLACE- ANTIQUES, VINTAGE AND NEW

6297 E. 13th St. N. • 316-260-6316
paramountantiquemall.com

10% off purchase of \$20 or more; some exclusions apply, see store for details





Old Town

KERNEL'S POPCORN EXPRESS

1101 E. 2nd St. N.
 kernelpopcornexpress.com
 316-263-6886
*Buy one get one free
 up to \$20 value*



MUSEUM OF WORLD TREASURES

835 E. First St.
 worldtreasures.org
 316-263-1311
*10% off gift shop purchases
 and \$1 off admission*



ZEEP (Z-AYP)

1122 E. Douglas
 zeepbath.com
 602-722-8668
10% off total purchase

Historic Delano District

BUNGALOW 26

613 B W. Douglas Ave.
 bungalow26.com
 316-440-4846
10% off total purchase



West



COCOA DOLCE CHOCOLATES

2441 N. Maize Rd., Ste. 123
 cocoadolce.com
 316-866-6337
15% off purchase, excludes gift cards



GENERATIONS ANTIQUES & ARTISANS

767 N. West • 316-260-9589
10% off total purchase



PARAMOUNT ANTIQUE MALL

13200 W. Hwy. 54
 paramountantiquemall.com
 316-722-0500
*10% off purchase of \$20 or more;
 some exclusions apply, see store
 for details*



RED WING SHOE STORE

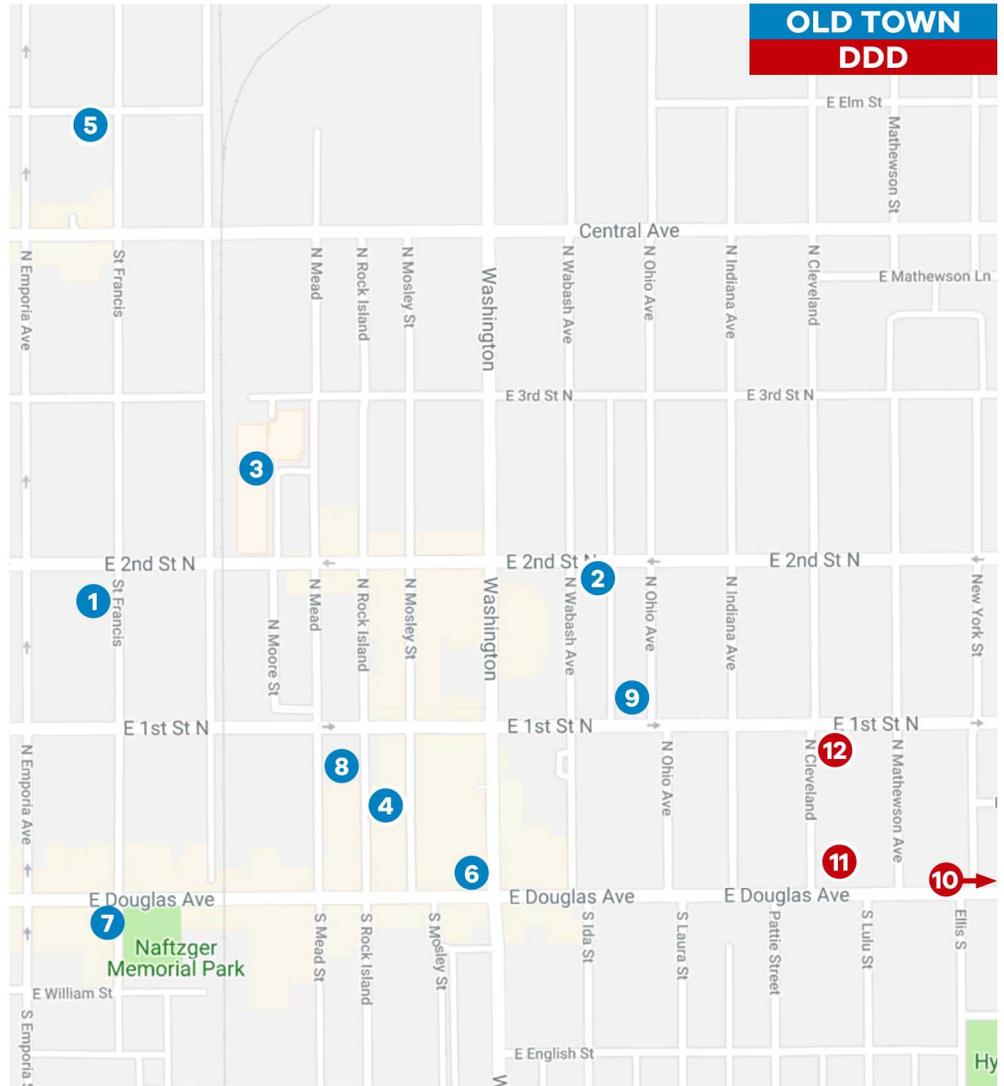
6600 W. Kellogg Dr. Ste. 100
 redwingshoes.com • 316-941-9700
10% off total purchase

Local SHOPPING



OLD TOWN

- 1 Cocoa Dolce Chocolates**
235 N Saint Francis Ave. • 316-854-3121
cocoadolce.com
 - 2 Kernel's Popcorn Express**
1101 E. 2nd St. N. • 316-263-6886
kernelpopcornexpress.com
 - 3 Lucinda's**
329 N. Mead St. • 316-264-1080
lucindas.net
 - 4 Museum of World Treasures**
835 E. First St. • 316-263-1311
worldtreasures.org
 - 5 Nifty Nut House**
537 N. St. Francis St. • 316-265-0571
niftynuthouse.com
 - 6 Standard Issue Co.**
924 E. Douglas • 316-364-4958
getstandardissue.com
 - 7 Urban Interiors**
523 E. Douglas Ave. • 316-295-2314
urbaninteriorswichita.com
 - 8 Uniquities Home**
141 N. Rock Island St. • 316-295-2314
 - 9 Zeep (z-ayp)**
1122 E. Douglas • 602-722-8668
zeepbath.com
- DOUGLAS DESIGN**
- 10 Assistance League Thrift Shop**
2431 E. Douglas • 316-687-6107
info@ALWichita.org
 - 11 The Spice Merchant & Company**
1300 E. Douglas Ave. • 316-263-4121
spicemerchant.com



OLD TOWN DDD

- 12 The Workroom**
150 N. Cleveland Ave. • 316-295-4520
theworkroomict.com

DELANO

- 13 Bungalow 26**
613 B W. Douglas Ave. • 316-440-4846
bungalow26.com
- 14 Hatman Jacks**
601 W. Douglas • 316-264-4881
hatmanjacks.com



DELANO



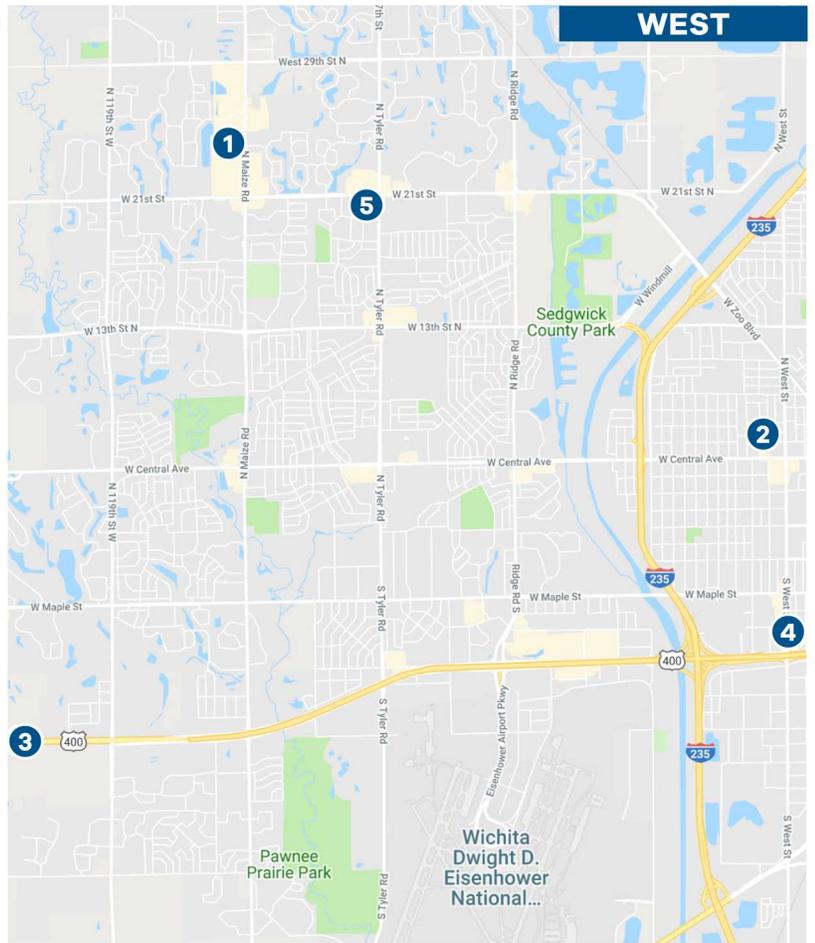
Capture a sense of local style at one of Wichita's unique shops. Find a one-of-a-kind gift, a tasty treat or handmade item.

WEST

- 1 Cocoa Dolce Chocolates**
2441 N. Maize Rd., Ste. 123
316-866-6337
cocoadolce.com
- 2 Generations Antiques & Artisans**
767 N. West
316-260-9589
generations-of-wichita.com
- 3 Paramount Antique Mall**
13200 W. Hwy. 54
316-722-0500
paramountantiquemall.com
- 4 Red Wing Shoe Store**
6600 W. Kellogg Dr.
Ste. 100 • 316-941-9700
redwingshoes.com
- 5 The Popcorner-West**
2121 N. Tyler Rd.
316-613-8828
thepopcornerbusiness@gmail.com

EAST

- 6 Cocoa Dolce Chocolates**
2132 N. Rock Rd., Ste. 100
316-866-2906
cocoadolce.com
- 7 The Farris Wheel**
9747 E. 21st St. N. Ste. 107
316-685-3000
thefarriswheel.com
- 8 Kendra Scott**
1423 N. Webb Rd, #117
316-221-2844
kendrascott.com
- 9 Paramount Marketplace—Antiques, Vintage & New**
6297 E. 13th St. N.
316-260-6316
paramountantiquemall.com
- 10 Paramount East Antique Mall**
10187 S.W. Hwy. 54, Augusta
316-775-3999
paramountantiquemall.com
- 11 The Popcorner-East**
11330 E. Central Ave., Ste. 800
316-733-0099
thepopcornerbusiness@gmail.com



Local COFFEE SHOPS



Cocoa Dolce Chocolates



Fairmount Coffee Co.



Reverie Coffee Roasters



Il Primo Espresso Caffe



DOWNTOWN

- 1 DOWNTOWN Cocoa Dolce Chocolates Downtown**
235 N. Saint Francis Ave. • 316-854-3121
cocoadolce.com
- 2 The Donut Whole**
1720 E. Douglas Ave. • 316-262-3700
thedonutwhole.com
- 3 Il Primo Espresso Caffe Co.**
301 N. Main St.
ilprimoict.com
- 4 Leslie Coffee Co.**
930 W. Douglas Ave. • 316-500-6868
leslicoffee.com
- 5 Paradise Donuts Old Town**
612 E. Douglas Ave • 316-247-3833
paradisedonuts.com
- 6 Reverie Coffee Roasters/ Founders Bakery**
2202 E. Douglas Ave. • 316-201-1144
reverieroasters.com
- 7 Reverie Coffee Roasters at the Library**
711 W. 2nd St. • 316-201-1144
reverieroasters.com



Kookaburra Coffee



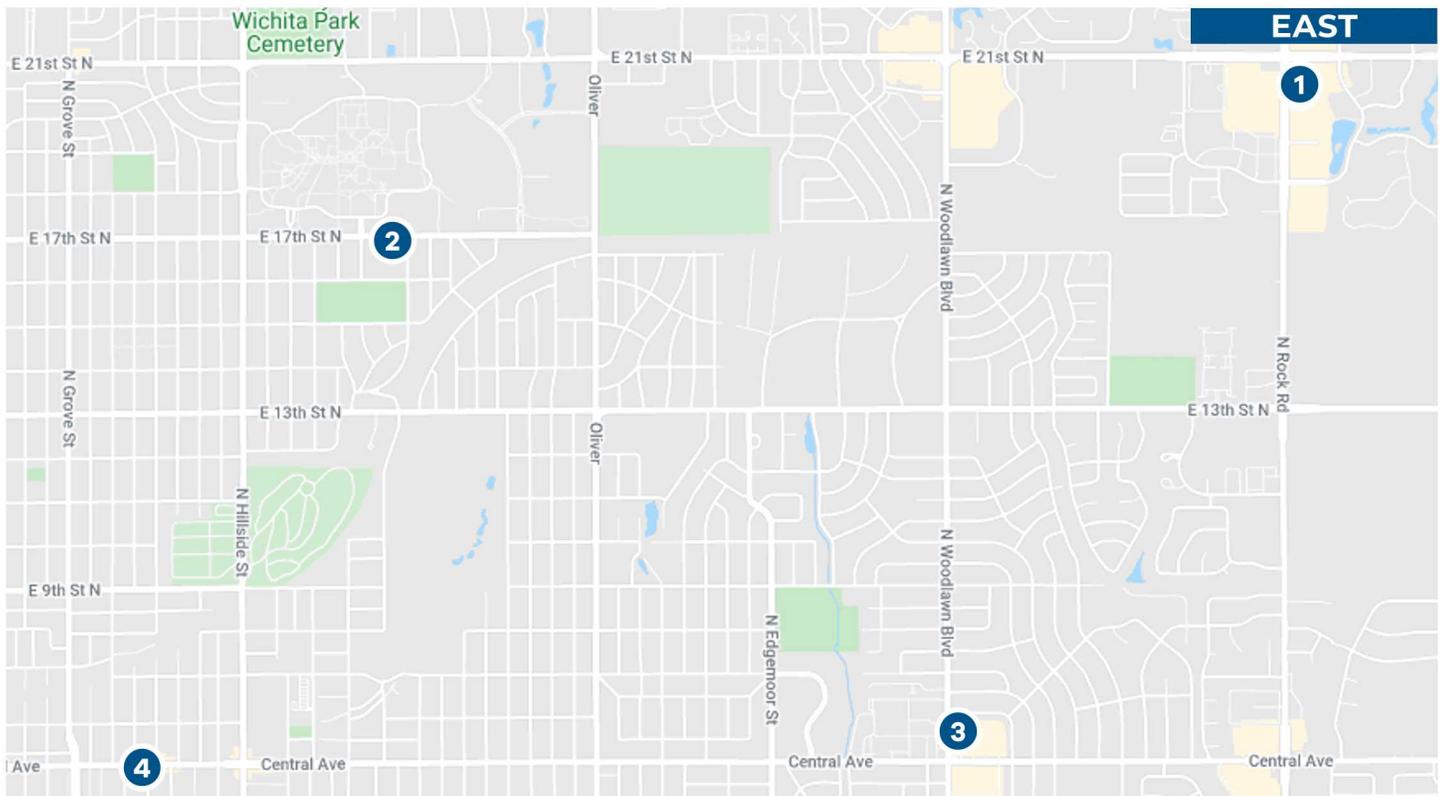
Little Lion Cafe



Leslie Coffee Co.



The Donut Whole

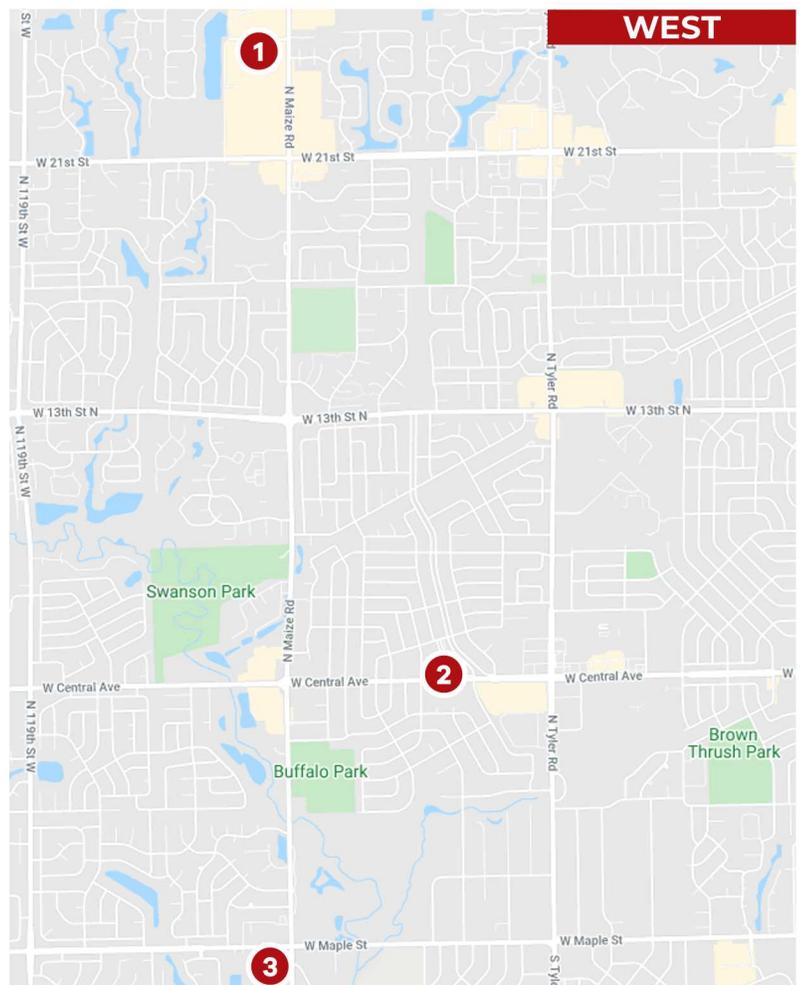


EAST

- 1 Cocoa Dolce Chocolates - Bradley Fair**
2132 N. Rock Rd. • 316-866-2906
cocoadolce.com
- 2 Fairmount Coffee Co.**
3815 E. 17th St. N. • 316-684-5224
fairmountcoffee.com
- 3 Il Primo Espresso Caffe**
6422 E. Central Ave. • 316-682-4884
iilprimoict.com
- 4 Little Lion Cafe**
2721 E Central Ave. • 316-285-9569
littlalionicecream.com

WEST

- 1 Cocoa Dolce Chocolates - New Market Square**
2441 N. Maize Rd. • 316-866-6337
cocoadolce.com
- 2 Kookaburra Coffee**
9414 W. Central Ave. • 316-259-9547
kookaburra.coffee
- 3 Paradise Donuts West**
10607 W. Maple Street • 316-201-6380
paradisedonuts.com



Local BREWERIES



Augustino Brewing Company



Central Standard Brewing



Hopping Gnome Brewing Co.



Limestone Beer Co.



1 Augustino Brewing Company
756 N Tyler Rd. 67212
316-721-5554
augustinobrew.com

2 Central Standard Brewing
156 S. Greenwood Street 67211
316-260-8515
drinkcsb.com

3 Hopping Gnome Brewing Company
1710 E. Douglas 67214
316-771-2110
hoppinggnome.com

4 Limestone Beer Co.
707 N. Waco 67203
316-729-6200
facebook.com/limestonebeerco

5 Nortons Brewing Co.
125 N. St. Francis St. 67202
316-425-9009
nortonsbrewing.com

6 PourHouse by Walnut River Brewing Company
711 E. Douglas Ave. 67202
316-260-4897
walnutriverbrewing.com

7 River City Brewing Co.
150 N. Mosley 67202
316-263-2739
rivercitybrewingco.com

8 Third Place Brewing
630 E Douglas 67202
316-347-1338
facebook.com/ThirdPlaceBrewing

9 Wichita Brewing Company & Pizzeria East
535 N. Woodlawn, Ste. 375 67208
316-440-4885
wichitabrew.com

10 Wichita Brewing Company & Pizzeria West
8815 W. 13th, Ste. 100 67212
316-440-2885
wichitabrew.com



Wichita Brewing Company



Norton's Brewing Co.



PourHouse by Walnut River Brewing



River City Brewing Co.



Third Place Brewing

SELF-GUIDED walkingTOUR



1. KEEPER OF THE PLAINS/ MID-AMERICA ALL-INDIAN CENTER

- 44-foot tall steel sculpture at the Big and Little Arkansas rivers
- Museum educates and preserves art and culture of American Indians
- 10,000 American Indians from 73 tribes in the Wichita area

2. HISTORIC DELANO DISTRICT:

- Established during the days of the Chisholm Trail cattle drives
- Now a thriving shopping district with more than 250 businesses, including eateries, shops and more



3. DELANO CLOCK TOWER:

- Just west of the Arkansas River in the Delano District



5. DOWNTOWN AND BRONZE SCULPTURES:

- In downtown Wichita, there are 31 bronze sculptures, which have been placed along the sidewalks and urban parks
- A girl playing hopscotch, a street musician and many small children at play are bronzed along the street



4. CHISHOLM TRAIL:

- From 1867-1887, millions of longhorn steer were moved up the Chisholm Trail
- As railways expanded, Wichita became an important cattle-shipping center
- A stone marker sits at the corner of Douglas & McLean on the west bank of the Arkansas River



6. WICHITA-SEDGWICK CO. HISTORICAL MUSEUM:

- Housed in the original 1892 City Hall building
- Exhibits feature a Wichita-built 1916 Jones Six automobile, Victorian home, 20th drug store, and the building's original 1890's Mayor's Office

7. DOCKUM "SIT-IN" SITE:

- The Dockum Drug Store sit-in was one of the first organized lunch counter sit-ins to integrate segregated establishments in the United States
- The successful protest began on July 19, 1958 in downtown Wichita
- Currently, **Dockum**, a speakeasy-style bar in the **Ambassador Hotel** serves craft cocktails with house made bitters and syrups, fresh juices, and small bites to cure any ailment



WEST OF
TOPEKA ST.
ON BACK



8. NAFTZGER PARK:

- Offers exciting outdoor entertainment opportunities like concerts, movies, pre-arena events and activities for both people and pets

SELF-GUIDED WALKING TOUR CONTINUED...

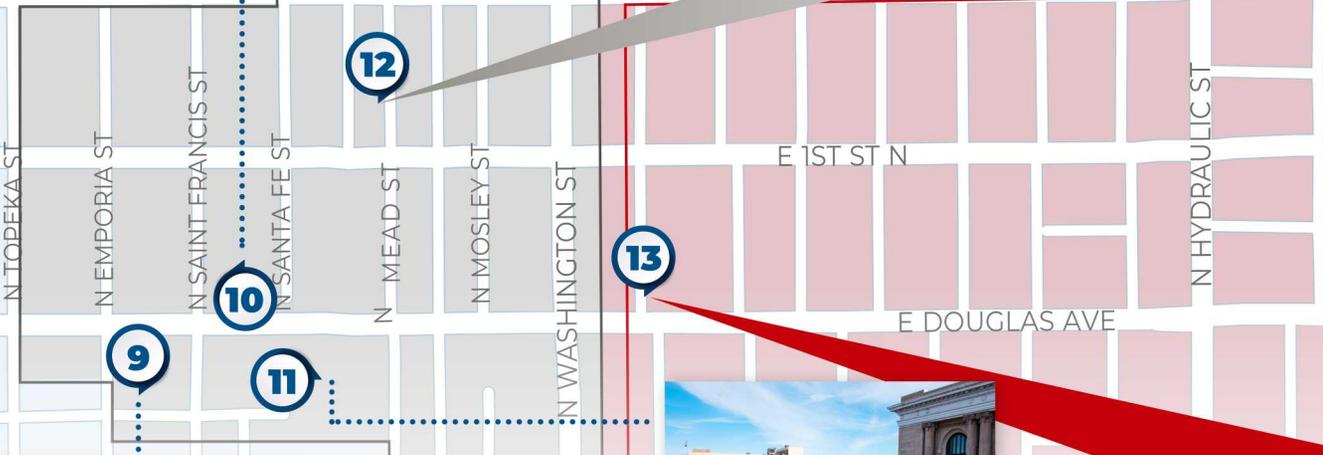


10. GALLERY ALLEY:

- Downtown Wichita partnered with Envision to transform Gallery Alley into a permanent destination for inter-sensory art experiences

12. OLD TOWN

- Nestled in the heart of Wichita, just east of downtown
- Brick-lined streets, historic lampposts and converted brick warehouses dating back to the late 1800s
- Old Town has become a destination sought out for its dining experiences, eclectic shops, vibrant nightlife, unique attractions and more
- Just north of Museum of World Treasures is a display detailing the history of the area



13. DOUGLAS DESIGN DISTRICT

- Just east of Old Town along Douglas Avenue, starting at Washington Avenue
- Chock-full of eateries and breweries, and is known for the 70+ murals painted on buildings and structures throughout the district – many of which are created during Avenue Art Days
- Diverse community that includes College Hill, which is home to the **Frank Lloyd Wright Allen House Museum and Study Center**
- Also in the area is **Clifton Square**, a collection of unique Victorian-era houses transformed into a shopping and dining village

9. EATON HOTEL/ CARRIE NATION:

- Opened in 1886 as "The Carey Palace Hotel, renamed Eaton after John Eaton bought it and allowed a bar to operate in spite of state prohibition
- Activist Carrie Nation attacked the saloon in December 1900



A Carrie Nation bronze sculpture can be found in front of the Eaton Hotel, which is now condos and a retail store, Urban Interiors



11. UNION STATION:

- One of Wichita's most iconic downtown buildings, Union Station, has been renovated the former train station, Rock Island depot and baggage facility, and now houses a mix of retail and office space





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WENDY WORK COAT
THERMAL INSULATION



ROSE HI-VIS T-SHIRT
PERFORMANCE HI-VIS



DOLORES HI-VIS T-SHIRT
ANSI CLASS 2



JOANN MESH VEST
ANSI CLASS 2



MICHELLE INSULATED VEST
ANSI CLASS 2



SARAH SOFT SHELL JACKET
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(312) 330-2767



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