

September 2023 Centerline

National Association of Women in
Construction NAWIC Chapter 356
PO Box 7455
Colorado Springs, CO 80933



Pikes Peak

Pikes Peak Chapter 356

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***"Help Control the pet
Population. Have your
pets spayed or neutered"***

-Bob Barker

Events

- 09/21/2023 Installation
- 10/05/2023 Board Meeting
- 10/19/2023 Membership Meeting
- 11/02/2023 Board Meeting
- 11/16/2023 Membership Meeting

Welcome to September, Sisters!

We are wrapping up summer. I'm sure you all feel that the past few months have flown by. We still have quite a bit going on!

September's board meeting hosted the outgoing and incoming boards. The Finance Committee met to get the 2023-2024 Budget ready for review at October's Board Meeting. Installation will be taking place on Thursday, September 21 starting at 5:30 p.m. at the Margarita at Pine Creek. I'm jazzed that we are trying a new location. I hear the food is phenomenal.

At the regional level, Ally Jencson (Pikes Peak 356) and Jessica Jacobsen (Alaska 197) are hosting September's National Professional Development & Education webinar. It will be held on Tuesday, September 12th at 10:00 a.m. MT. Be sure to register and show Ally your support.

There is still time to register for the Pacific Southwest Region Fall Conference in El Paso, TX. There are quite a few of us who are going and would love all the company we can get.

As summer is winding down, I challenge all of you to find the time to do your favorite summer activity one last time. Maybe it's camping, hiking, gardening, taking a road trip, spending time with family/friends, etc. Too often we find ourselves "too busy" to enjoy the last time we get to do something for the year. Let's make the memories with our loved ones last us a lifetime.

I can't wait to see you all dressed up at Installation! Thank you to the 2022-2023 Board for all of your hard work and support throughout the year. This chapter's success rests on your shoulders.

Regards,

Kristen Ibarra, CDT

President

Pikes Peak Chapter 356



Standing Committees 2022-2023

Professional Development & Education/NEF – Ginger Parry, CBT, CIT, ESP & Ally Jencson • pde.nef.pp356@gmail.com

Membership & Marketing – Jessica O’Connell, Christina Townsend, & Ashley Stoeber • membership@nawic356.org

Finance – Christina Townsend • 719-649-2739 • treasurer@nawic356.org

Chapter Functions

Historian – Kristen Ibarra, CDT

719-203-3323 kibarra@rmg-engineers.com

Website – Samantha Walter

719-635-0902 info@nawic356.org

Parliamentarian – Karen Mitchell, CBT, CIS, CIT

719-686-7482 CO-kem513@outlook.com

Centerline Editor – Jessica O’Connell

719-310-4848 joconnell@pyramidconstructioninc.com

Board 2022-2023

President

Kristen Ibarra, CDT

kibarra@rmg-engineers.com

•

Immediate Past

President

Ally Jencson

ally@FLFloorCoatings.com

•

Vice President

Samantha Walter

samantha.walter@ramparttile.com

•

Recording Secretary

Jennifer Zezlina, RA

jezlina@rmg-engineers.com

•

Treasurer

Christina Townsend

treasurer@nawic356.org

•

Directors

Linda Sterrett

Elysa Matthews

Grace Houston

Lela Nemmers

boardmembers@nawic356.org

Special Committee Chairs 2022-2023

Block Kids – Naomi Kidd • 719-632-9868 • nrkidd4ppc356@outlook.com

Ginger Parry, CBT, CIT, ESP • 719-271-7915 • pde.nef.pp356@gmail.com

Bylaws – Kristen Ibarra, CDT • 719-203-3323 • kibarra@rmg-engineers.com

CAD Competition Amy Christiansen • 719-203-3340 • amy.christiansen@ramparttile.com

Angelique Kallio, CIT • 719-532-9988 • angeliqueK@tms-companies.com

Community Outreach— Samantha Walter • 719-649-2739 • samantha.walter@ramparttile.com

Fundraising – Grace Houston • 847-721-9116 • fundraising@nawic356.org

OSHA Alliance/Safety – Karen Mitchell, CBT, CIS, CIT • 719-686-7482 • CO-kem513@outlook.com

Rosie Run 5K Committee – Ally Jencson & Kristen Ibarra, CDT • 719-659-6618 • ally@FLFloorCoatings.com

Social Media – Jessica O’Connell • 719-310-4848 • nawicpp356@gmail.com

Scholarship (NFSF) – Lisa Gardunio * lisa.gardunio@elderconstructioninc.com

Strategic Planning – Christina Townsend • 719-884-0723 • christina.townsend@hubinternational.com

WIC Week – Grace Houston and Samantha Walter • 847-721-9116 • wicweekpp356@nawic356.org

Special Clubs 2022-2023

Craft Club— Ginger Parry, CBT, CIT, ESP & Amy Christiansen • 719-271-7915 • pde.nef.pp356@gmail.com

Membership Announcements



NAWIC Pikes Peak Chapter 356 is cordially inviting everyone to attend the 2023 Installation and Award Ceremony on Thursday, September 21st from 5:30pm - 9:00pm.

This is a semi-formal event; therefore, we ask that those attending do not wear jeans. Please and thank you!

We will be celebrating the Chapter's success of the 2022-2023 year as well as installing the new board for the upcoming 2023-2024 term. Lots of things to celebrate and to look forward to!

Please RSVP to Eventbrite by Friday, September 18th at noon. Please register for the event and RSVPs for any guest you will have in attendance. We will be charging \$25 per person, and we request only members and a (+ 1) guest such as a significant other, single child, parent, etc. sign up to attend. We look forward to celebrating with you!

[Click to Register](#)

Membership Announcements



Pikes Peak

Thursday, October 19th, 2023 - 5:30pm
Jose Muldoon's, 222 N. Tejon St.,
Colorado Springs, CO 80903

- **Networking & Dinner 5:30 - 6:00 pm.**
- **There is a cost to attend this meeting.**
 - \$5 for Members and \$10 for non-members
- **Each person is responsible for the cost of their own meal.**
- **Business Meeting to begin at 6:00 pm.**
- **Tom Reber is an entrepreneur, business coach, podcaster, founder of the Contractor Fight & Contractor Sales Academy and HGTV Host. His content has helped hundreds of thousands of home improvement contractors improve their lives and businesses.**
- **Tom coaches and advises business owners and CEO's on how to lead better, build stronger teams and scale their business profitably.**



RSVP to Eventbrite by Monday, October 16th at noon.

NAWIC Pikes Peak Chapter 356 will be hosting our October Membership Meeting on Thursday, October 19, 2023, from 5:30pm - 8pm.

Please join us as our guest speaker Tom Reber who is an entrepreneur, business coach, podcaster, founder of the Contractor Fight & Contractor Sales Academy and HGTV Host. His content has helped hundreds of thousands of home improvement contractors improve their lives and businesses.

Tom coaches and advises business owners and CEO's on how to lead better, build stronger teams and scale their business profitably.

Dinner will be held at Jose Muldoon's downtown located at 222 N. Tejon St., Colorado Springs, CO 80903. The full menu will be available to order from with each person responsible for the cost of their own meal.

Networking & Dinner 5:30 - 6:00 pm.

Business Meeting to begin at 6:00 pm.

[Click to Register](#)

Membership Announcements



NOVEMBER MEMBERSHIP MEETING

THURSDAY, NOVEMBER 16, 2023 - 5:30PM @
WHIRLYBALL: 3971 PALMER PARK BLVD.
COLORADO SPRINGS, CO 80909

PLEASE JOIN US KRISTEN U-JAZ-DOW-SKI - WHO GOES BY
"PERKY"

CURRENTLY, THE CEO OF AWARENESS GENERATION, A
BOUTIQUE BUSINESS DEVELOPMENT FIRM FOCUSED ON
SUSTAINABILITY RELATED PROJECTS. HER PASSION FOR
PLANT-BASED CONSTRUCTION MATERIALS, LIKE HEMP-CRETE
AND HEMP INSULATION LED HER DOWN A RABBIT HOLE OF
INNOVATIVE TECHNOLOGIES WHERE SHE LANDED ON 3D
PRINTED, CONCRETE HOUSING.



NETWORKING & DINNER 5:30 - 6:00 PM.
THERE IS A COST TO ATTEND THIS MEETING.
\$5 FOR MEMBERS AND \$10 FOR NON-MEMBERS
EACH PERSON IS RESPONSIBLE FOR THE COST OF THEIR OWN MEAL.
BUSINESS MEETING TO BEGIN AT 6:00 PM.

RSVP TO EVENTBRITE BY MONDAY, NOVEMBER 13TH AT NOON.

NAWIC Pikes Peak Chapter 356 will be hosting our November Membership Meeting on Thursday, November 16, 2023, from 5:30pm - 8pm.

Dinner will be held at WhirlyBall located at 3971 Palmer Park Blvd., Colorado Springs, CO 80909. The full menu will be available to order from with each person responsible for the cost of their own meal.

Networking & Dinner 5:30 - 6:00 pm.

Business Meeting to begin at 6:00 pm.

[Click to Register](#)

Membership Announcements

*Happy
NAWIC-versary*

Kimberly S. - 7 Year

Central States Roofing & Insulating Company

Lisa R. - 1 Year

Central States Roofing & Insulating Company



Pikes Peak

Membership Announcements

Please help us in welcoming
our

newest members:

Kimberly Linan

With Kimberly's
membership, we are now
40 members!!

Remember to tell your friends!

Follow us on Facebook, Instagram, and LinkedIn.



Community Outreach

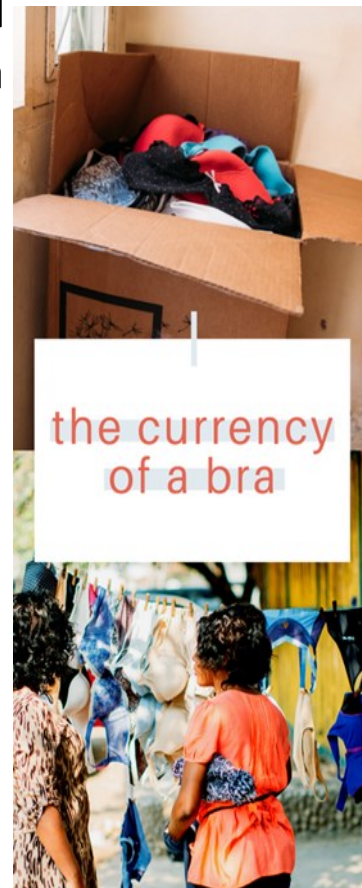
NAWIC Pikes Peak 356 Quarterly Community Outreach
(October - December 2023)

We will be starting off the fourth quarter with a Bra and a Buck drive to support Free the Girls. This is an organization that former member, Berni Mount with Nunn Construction, had us partner with that helps women who have been exploited through sex trafficking to be reintegrated, specifically by providing a sustainable path out of poverty by selling bras. Bras and the second-hand clothing market provide a safe and powerful economic opportunity for survivors of trafficking in the developing countries that Free the Girls serves. A woman only has to sell four bras a day to earn a livable wage.

For the month of October, and for Breast Cancer Awareness Month, our chapter will be collecting new and gently used bras in good condition, plus one dollar per bra donated, to go to Free the Girls. You can bring your donation to the October membership meeting or make arrangements with Samantha Walter to collect your donation at another time if you cannot attend the meeting.

Please contact Samantha Walter at samantha.walter@ramparttile.com with any questions that you may have.

<https://www.freethegirls.org/>



bras = the power of NO
bras = food
bras = education
bras = family reunification
bras = clothing for kids
bras = land
bras = housing
bras = healthcare
bras = trauma informed care
bras = peace of mind
bras = options
bras = autonomy
bras = a future
bras = freedom

Community Outreach

Volunteer Opportunities

Sam Milam, Development Director, with Ronald McDonald House Charities of Southern Colorado was our guest speaker at our August membership meeting. They keep families with critically ill children close to each other and provide the care and resources they need when they need it most. As a house of healing for over 100 years (first as a TB sanatorium, then dormitory living for Bethel nursing students), our local Ronald McDonald House® was a home for more than 10,500 families in the first 32 years at their original location. On August 19, 2019, RMHCSC opened the doors to their new Ronald McDonald House® located at 4223 Royal Pine Drive, next to Children's Hospital, Colorado, Colorado Springs (and near St. Francis Medical Center). Colorado Springs is home to world-class pediatric care and our local Ronald McDonald House® serves families with seriously ill children from Southern Colorado, New Mexico, Kansas, Oklahoma, Texas and beyond.

Ronald McDonald House Charities of Southern Colorado is always looking for volunteers to help their families in need. Here are a few ways that Sam mentioned that you can get involved.

- Volunteer at the house by cleaning, organizing, working in the yard, and working on specialty housekeeping projects
- Volunteer for Front office duties include: answering phones/doors, accepting donations, checking families in/out, and giving tours
- Meals that Mend
- Participate in the Radiothon
- The Christmas Tree Festival
- Become a Corporate Sponsor or a one time or recurring donor
- Shop their wish lists

Visit their website and check out the Get Involved and Events tabs to see ALL their ways to help out this amazing local charity. You can also contact Sam Milam directly at sam@rmhcsoutherncolorado.org or 719-755-4066 to find something to suit you and your company's way to give back.

<https://www.rmhcsoutherncolorado.org/>



Pikes Peak



**Ronald McDonald
House Charities®
of Southern Colorado**

Block Kids

Our Block Kids Competition will be held February 3, 2024. The competition will be from 10:30am-3pm @ Library 21C, in The Venue meeting room. As a FUNdraiser for this event, we will host a Halloween themed Bowling event! We have scheduled this event for October 21, 2023, from 1-5pm @ PinHeadz Bowling Center and is open to all ages. An Eventbrite event will be created for registration and payments. Bowling will be \$25 per person, \$100 per 4 person team. Full teams will be asked to provide a team name, so get creative and have fun with it! There will be a costume contest, so costumes are HIGHLY recommended and STRONGLY encouraged. There will also be raffle items and sales tables to help raise funds. Let's make this a great FUNdraiser for our ever-growing Block Kids competition! If you have any questions, please feel free to reach out to the Block Kids Committee @ blockkidspp356@gmail.com. We look forward to seeing you!!

Book Club

Our current selection is "The Plant Paradox" by Steven R. Gundry, MD. There is a cookbook and a 30 day planner you can purchase as well, but I do not plan to cover these in our discussions.

September - Chapters 8-11 - Wrap up Meeting September 30th - RSVP by September 28th

Craft Club

Amy and Ginger have decided to not have meetings over the summer. Craft Club will reconvene in the fall. More details to follow.

Fundraising Committee

We are NOW COLLECTING gently used books!

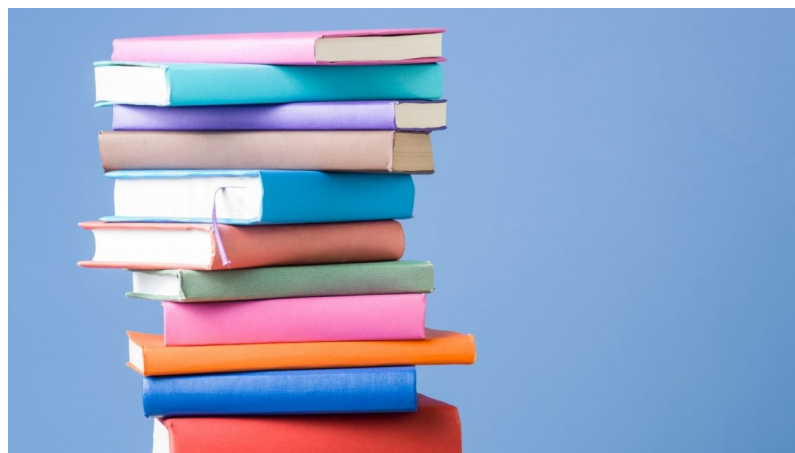
Fiction, Nonfiction, Drama, Self-Help, Poetry, Romance, Folktale, Mystery, History, Memoirs, and many more! Look through your collection at home and see what you have to donate.

Donated books will be used later for a fundraising event (more details to come) that will generate money for the chapter's general fund!

Requirements:

- Books must be in good condition
- Little to no writing inside
- Adult books only. No kids books at this time.
- Collecting books now through May 2024!

Contact Grace Houston, Amy Christiansen, or email fundraising@nawic356.org to coordinate book drop off.



WE WANT YOU to join the Fundraising Committee!

The fundraising committee has BIG plans for 2024. Grace and Amy are looking for additional members to join the Fundraising Committee to help with things like: Running Door Prizes at meeting, helping with fundraising events, maintaining the chapters amazon Wishlist, making Jewelry to sell at events, and more!!!

There is something for everyone on the Fundraising committee.

Requirements:

- Friendly, fun and willing to help support the chapter!
- Looking to meet as a committee 3 times a year. But willing to work around everyone's schedule!

2023 National Annual Conference Report Samantha Walter, VP

NAWIC National Annual Conference 2023

Portland, OR – August 9 – 12, 2023

Submitted by: Samantha Walter, Vice President – Pikes Peak 356 Chapter

August 9, 2023

Coaching Skills for Work and Life; Michal Riegel

What is coaching? Coaching is NOT telling, advising, giving feedback, fixing it for them, problem solving, or therapy.

The International Coaching Federation definition of coaching is partnering with a client in a thought provoking and creative process that inspires them to maximize their personal and professional potential.

A coach helps them get to where they want to be. It's partnership with the 80/20 rule. People don't quit their jobs, they quit their bosses.

Three coaching skills for work and life.

1. Being curious – Evoke thinking. Ask helpful questions. Don't assume the answer. Don't judge. No statements in the form of a question. Helpful questions are short, often start with "what or how..." and are asked with positive intentions.
2. Anticipating and overcoming obstacles – "We all have a blind spot and it's shaped exactly like us." - Juno Diaz
If you do the planning right, then everything falls into place. How do we change their perception? What can we help someone discover?
 - What they really want.
 - What their challenges are.
 - What drives them.
 - What they're worried about.
 - What limiting beliefs they have.
 - What assumptions they're making.
 - What resources they have and still need.
 - What strengths they bring.
3. Creating commitment and accountability –What are we sometimes "blind" to?
 - How committed we really are.
 - How many things we're committed to at once.
 - How "secretly committed" we are to the current situation.
 - How hard or complex it is in a matrix organization.
 - How much time or energy it's going to take.
 - How many things we couldn't have anticipated (or could have but didn't).
 - How our communication style might have us ignore certain priorities.
 - How quickly or easily we may get discouraged.
 - How challenging it may be to get others on board, or who else we needed on board but didn't realize.
 - How other people perceive us and the impact that has on our job and career.

Change will happen but it takes time. "It's hard work that makes things happen. It's hard work that creates change." - Shonda Rhimes

Suggested book written by the presenter's wife and daughter: "Go to Help: 31 Strategies to Offer, Ask For, and Accept Help" by Deborah Grayson Riegel, MSW and Sophie Riegel

2023 National Annual Conference Report Samantha Walter, VP

Coach Using The G.R.O.W. Model

GOAL: WHAT DO YOU WANT?	REALITY: WHAT'S THE CURRENT SITUATION?	OPTIONS: HOW MIGHT YOU GET TO GOAL?	WILL: WHAT'S THE PLAN?
<ul style="list-style-type: none"> Help them articulate a specific meaningful goal. It may not get uncovered in the first discussion. As a coach, delve deeply to clarify the goal. 	<ul style="list-style-type: none"> Help them articulate the "here and now" so they can map the journey to the goal. You don't need a lot of data Find out how they interpret the situation, and the impact on them. Be objective and invite them to see the situation from different angles. 	<ul style="list-style-type: none"> Help them brainstorm a list of potential actions to move toward goal. Separate idea generation from evaluation. Encourage creativity and brainstorm ALL potential ways to achieve goal before deciding on actions. Offer your ideas after 	<ul style="list-style-type: none"> Help them determine specific action plan they "own" and follow to achieve the goal. Focus on forward momentum and converting the discussion to a decision. Allow them to select relevant actions and decide how they want to be accountable.
<ul style="list-style-type: none"> What do you want? What are your interests? What motivates you? What will success look or feel like? How does this goal fit with your overall career objectives? How important is this to you? 	<ul style="list-style-type: none"> Where are you now with this goal? How do you know? What has contributed to your success so far? What's getting in your way? What patterns do you notice in yourself? 	<ul style="list-style-type: none"> What can you do to solve it? What has worked in the past? What hasn't? What are some alternatives? What time and resources do you need to achieve it? Who else needs to be involved? What are the pros and cons of each option? What might get you off-track, and how will you correct yourself? 	<ul style="list-style-type: none"> What are you going to do next? And what else? By when? On a scale of 1 to 10 how committed are you? What would make this a 9 or a 10? How will you stay committed to this when challenges arise? When would you like to check back in about this?

Women Against Women: Discrimination in the Workplace; Natasha Ozybko

12 million construction jobs. 1 in 10 are women. We need more women.

3 Key Takeaways from this conversation:

1. This is an ongoing dialogue. What if we prioritize this like we do safety? Job safety is non-negotiable.
2. Actions have consequences. What can you do differently moving forward?
3. Keep your eye on the prize. What are we collectively working towards?

If we won't give men a pass for bad behavior, why should we give women?

"As women achieve power, the barriers will fall. As society sees what women can do, as women see what women can do, there will be more women out there doing things, and we'll all be better off for it." - Sandra Day O'Connor

Women have to work together. What can you do differently? "Place the guilt to the side and work on a solution." Kimberly Papillon, Esquire. Conscious and unconscious bias.

Implicit Biases – "a form of bias that occurs automatically and unintentionally that nevertheless affects judgments, decisions, and behaviors." (National Institutes of Health definition)

- From the audience: having kids, education level.
- Ageism – old/young but experience is valuable.
- Affinity – They're like me but diverse teams perform better.
- Gender – Still a man's industry but more representation is better.
- Beauty – She'll be a distraction. We don't punish women for men's bad behavior.

Human beings can't eliminate having biases, but we can slow ourselves down and ask one simple question. So what?

[The Tallest Poppy – 2023 survey](#). When you're the tallest poppy, then someone is going to come and cut you down. A Study of women showed that when they were asked to "Think about the person(s) who have penalized or

2023 National Annual Conference Report

Samantha Walter, VP

undermined you in the workplace. How do they identify, and what was/is their relationship to you?" the largest response that identified a woman vs. a man that undermined them was a peer/colleague.

Things we need to stop doing to other women:

- Having cliques and gossiping
- Withholding praise and acknowledgment
- Undercutting others achievements

Natasha shared a story about two young ladies that were working on a presentation. One of the ladies did not have confidence in herself or her presentation. The other young lady gave her the advice to "Have the confidence of a mediocre white man." This was one of my favorite quotes from this conference.



Women lead to impact change. Men lead to have authority over others.

"And when you get to where you're going, turn around and help her too. For there was a time, not long ago, when she was you." - Unknown

August 10, 2023

NAWIC Annual Meeting Opening

Kara Harmon with Dome Construction performed the song that she wrote for WIC Week, "Hard Hatted Woman."

Carmon Rubio, Commissioner of the City of Portland, welcomed us.

Catherine Schonenburger presented the memorials and read the poem, "The Wild Woman."

Crissy Ingram reported that national's income is from funds from membership and non-dues from sponsorships, royalties, investment income, and conference sponsors.

There are just over six thousand members and 119 chapters.

The national website and database will be down August 14-20, 2023, to switch to a new website and database. There will be a new mobile app by the end of October. There will be a townhall email to go out for the new website.

There are proposed Bylaw changes that need to be reviewed. They were sent out on June 1, 2023, and July 20, 2023.

The due date for NEF Block Kids has changed for 2024. Be sure to read the guidelines every year as there are still submissions that are being eliminated for non-compliance of the rules.

Dove Pitman reported that NFSF received 150 applications for scholarships. They awarded 102 undergraduate and eight apprentice scholarships for a total of \$184,996 awarded for 2023. It is up to the organization to reach out to their local schools to make them aware of the scholarships available. www.nfsfnawic.org

Important due dates for NFSF:

2023 National Annual Conference Report Samantha Walter, VP

- February 15 – Deadline to submit administration forms
- February 28 – Deadline for student applications

Executive Committee Awards

- Firefly Award – Raven Hoffman, SD
- Shining Star Award – Natalie Jackson, SC
- Phoenix Rising Award – Christy Smith, VA
- Flame of Excellence – Allison Jencson, CO
- Spotlight Award – Paula Catera
- Sparkle Award – Jessica Jacobsen, AK
- Visionary Award – Venetta Woodberry

Transforming Others Through Effective Coaching; M.J. Clark

2. Understanding Human Behavior



Source: Dr. Albert Ellis, a renowned American psychologist who founded Cognitive Behavioral Therapy

Getting Started:

- Foundational pillars
 - Emotional intelligence/ trust
 - Ownership and commitment. Are they ready for a change?
- "How-To" of coaching
 - Observe and prepare – Understand what they want from me.
 - Open a dialogue with the person – Point to what you see them doing so they don't get defensive.
 - Create a plan with them. What I see. What is the plan?
 - Coaching = lead them to answers that they already know. Example: Interrupting during meetings = they don't feel heard or may feel insecure.
 - Check in and give continuous feedback. Give praise and see your progress.
 - I noticed you not interrupting during meetings.

Giving Constructive Feedback

1. Describe the behavior ("I've noticed...")
 - a. Here's what I see.
2. Explain how it makes you feel ("When this happens, I feel/I am...ONE WORD")
 - a. Concerned/Disrespected = one word, not a thought.
3. Explain the changes you would like ("I would ask..." or "I would prefer...")
 - a. I would prefer = negotiate the changes. NOTE: **Doesn't work with unreasonable people.**

2023 National Annual Conference Report Samantha Walter, VP

What Motivates People?

- Autonomy: Direct our own lives.
- Mastery: Learn and create new things.
- Purpose: To do better by ourselves and our world.
- Tips.
 - Ensure rewards are adequate and fair. Compensation, a bonus, praise, recognition.
 - Offer creativity or flexibility for routine tasks. What makes it more fun?
 - Offer rewards unexpectedly once the task is complete. When, then – After the fact, but not all the time. Keep them motivated.
 - Utilize praise and positive feedback often.
 - Keep just outside of comfort zone to build growth.

For a list of sample coaching questions from this presentation, please email me and I can share them with you.



Keynote Speaker: Industry Luncheon; Jamie McMillan

Jamie McMillan was born and raised in Canada. She was diagnosed with ADHD in the second grade and was sent to special education classes. She was constantly told that she wouldn't amount to anything. Jamie's parents bought and fixed up homes, so she learned how to work with her hands. In high school, she picked electives that allowed her to work with her hands. She also chose Drama Class to have a creative outlet. When Jamie was in shop class, she submitted a drawing of a seven-foot-high bed and shelf system that she could use in her bedroom. Her shop teacher told her that her design was unrealistic, but he gave her permission to build it and she skillfully pulled it off.

Despite Jamie Having classes in school where she worked with her hands, she was never told that she could be in a skilled trade. She was constantly told that she should go into nursing. She ended up leaving home and becoming a personal care worker, but this profession proved difficult when she started losing her clients to old age and illness. Jamie then decided to move on and became a club promoter. She was making money and had lots of friends because of what she could give them. She took a trip to her hometown and her old friends told her that her promotor job wasn't that great, and it sent Jamie into a depression. She lost her job and her apartment and had a generous friend that invited her to move in with them as they tried to encourage her to get a job and to move on. One day Jamie was walking to the store when a fancy car pulled up to her on the side of the road. She recognized her arch nemesis from high school in the car. The girl told her about a job that she thought that she would be good at and that she could make a lot of money doing it. This job was iron working.

Jamie then learned about and became a union iron worker. She excelled at working with her hands and eventually became a boilermaker as well. She has been in the industry for 21 years. You spend a third of your life working so love what you do. Jamie encountered obstacles along the way being a woman in the skilled trades. She learned that success is the best revenge. You have to use their energy to prove them wrong. It doesn't matter how you identify; it matters if you can do the skills.

Jamie was featured as a speaker at the 2012 Women Build Nations conference. She was also asked to speak in front of a group of students to share her experience as being a skilled trades woman. It was once she got in front of the kids that she realized that you have to go to the youth to advocate the importance of skilled trades and the need for change in the industry. Jamie has built her own business Kick Ass Careers, named by a group of students, and her

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goal is to engage, educate and encourage kids from grade school to high school to join skilled trades. "Journeymen; It's a status, not a gender."

August 11, 2023

Talk Tools in Schools: Recruiting Tomorrow's Workforce Today; Jamie McMillan

Jamie McMillan, founder of Kick Ass Careers, and her friend Pat, cofounder of Kick Ass Careers and the representative for the USA, spoke about how to talk to kids about getting involved in the trades.

Pat shared her own story about growing up in a military family but ended up being a foster kid. She was placed with a great foster family when she was 12. Everyone pushed going to college and she knew that she had to have a plan when she turned 18 as she would be turned out of the foster system. She worked many jobs doing lawn care, babysitting, and at the library during the summer. When a child is in the foster system, they are not allowed to make their own money. After going in front of a judge to explain that she had earned her own money to go to college, Pat became the first foster kid in California that was allowed to have their own money. Pat used her money to go to Community College to be a social worker and probation officer in Los Angeles. She did this work for years and excelled at it but ended up being laid off because she didn't have a master's degree. She was then introduced to a company called Apple One that hired operating engineers. She had no idea that working with her hands was an option for a woman. She took the test to get hired on October 1st, 1979. Pat excelled at her job and became a volunteer VP at her local union. She continued to become an advocate for the trades.

Imagine yourself again as a child and what you want to be when you grow up. There are multiple pathways to get to the top. No one has the same path. Kids are trying to decide what to do. Careers are constantly changing. SKILLS Ontario approached Jamie with a volunteer opportunity to talk about being an ironworker. Jamie kept going to trade events and ended up as a speaker on a panel which led to more requests to talk at schools. She did this for years without pay. Asking for time off to do these talks started to interfere with her job at the union. She was eventually blackballed for work. Jamie made the decision to leave the trades to be an advocate. The first year, she only made \$12,000. It was after that that people told her to put a price on her services. You have to value yourself and charge for your time and services. Jamie was going into schools, talking to shop classes when she received a request to be a keynote speaker.

Rules to talk to kids:

- 1 to 1/2 hour
- Ask the crowd to critique you.
- Engage with the kids before and get to know them.
- Dress like them.
- Make them part of the presentation. Ask for volunteers.
- Ask the organizer to pick diverse kids to be volunteers. Include class clowns (that way they're not interrupting) and underdogs (make them your friend).

Educate

- Intrigue them with money.
- Explain that you earn while you learn.
- What if I gave you \$20 to go to school? What if I gave you \$20 an hour to go to school?

Talk about vulnerabilities. It's okay to make mistakes. Talk about mental health.

2023 National Annual Conference Report Samantha Walter, VP

How to get validation in the trades: Keynote speaker, panels, networking dinners, workshops, in classes, trade shows, exhibits.

Central Oregon STEM Hub was the first time Jamie and Pat worked together.

Jamie and Pat use a green screen with an iron beam as the background to get kids to interact with them. They can take their pictures on the iron beam, and it gets their attention. The work begins when the presentation ends. This is the most important part. In Canada, kids can start apprentice programs in school. They earn hours in their junior and senior year and when they're complete, they can be hired by companies.

Tell them the reality, what they can do or be no matter their current situation.

Check out the video: [Skilled Trades - Teach Them Young](#) on YouTube.

Kick Ass Careers has coloring books available: All the kids on Builder Street

<https://www.kickasscareers.ca/>

Get Your Time Back! Technology to help HR & Operations gain work-life balance; Carrie Gardenhire & Anne Pflieger

Arcoro is a modular, cloud-based HR software for construction, it's not a payroll system.



How can you benefit from HR technology?

- Due to labor shortages, you can cut back on the onboarding time of new employees. This is especially important if there is a high rate of turnover.
- Time saving to move from paper-based timecards to an electronic time keeping system. Can track if they are late or leaving work early.
- Electronic time off requests that sync to your calendar.
- It can work with ATS Job Posting/Distribution (job boards) to create the job listing and can post to multiple places. Some are free with relationship with Arcoro. This includes referral networks with local colleges.
- Finding solutions with the new system and integrating them with your current systems.
- There is increased accuracy and flexibility with updates to state and federal forms.

Arcoro will help to demonstrate the return on investment. By looking at people's time and effort and how it relates to money. How much time is spent on certain tasks and processes?

They will assign a setup team and a trainer for each module. They will record our training sessions for future reference. There is a support team to help you.

2023 National Annual Conference Report Samantha Walter, VP

When switching over, it's important to implement in pieces to change to technology. Be patient. Example: Use an app to clock in and out, including changing cost codes for process and jobs. On boarding paperwork is automatically updated in the system and it will automatically E-Verify for you.

Arcoro will make a \$50 donation to your local chapter for a completed HR assessment.

Carrie Gardenhire – NAWIC Tulsa #76

carrie.gardenhire@arcoro.com

The Leader Who People Follow: towards authentic leadership; Henry Nutt III

Henry Nutt III was a union sheet metal worker for 32 years. He is the author of "Seven Principles Creating Your Success in the Construction Industry."

See all people that have something to contribute. Be allies with those running the show.

Authentic leadership. What it's NOT about:

- Fancy words
- Your magnificence
- Special talents
- 5-10 things to memorize
- What other great leaders do (Kind of, but not really)

Be the best version of yourself. Knowing yourself:

- Being true to you
- Affinities
- Propensities – a natural tendency to behave in a certain way
- Longings and desires
- Passions
- Fears
- Strengths

Look in your mirror for who you are. See your imperfections.

Be vulnerable – Being the example of what you want. Learn to manage and mitigate. Understand what they are going through and help come up with a solution. No one wants to know all your problems. The solution doesn't have to be personal. Use an example, "This project is tough. This is a tough project I had when."

"Start with the end in mind." - Steven R. Covey.

Who to go to for knowledge, understanding, and nourishment:

- Plant a seed – NO one knows it exists except the person who planted it. You're in the dark. It's lonely and discouraging.
- Time for growth – It can take one to four years to get fruit from a tree. Some people don't know your name.
- Time for pruning – You spend the time developing yourself. You do the work but then get overlooked. Sometimes it's not fair.
- Time for being dormant – You've blossomed, showing you're worthy. No one sees the potential and the growth. You have nothing left to give and you're done.

2023 National Annual Conference Report Samantha Walter, VP

- Time to bear fruit – The first fruit may not be the best fruit. You've received the gift of hardship, stages of struggles, and success. You need support and education.

Differences in how men and women think. With women in executive positions the bottom-line increases. Smart companies that are progressive understand they need women in leadership.

Having a mentor: Asking for help and be prepared for the answer.

We all have a story. Something sets us back. How do we move forward and not be a victim?

Do you shrink your shine? We shrink ourselves so someone can feel better. Celebrate your audacity.

Building a productive environment: Create better experiences to change beliefs and better behaviors. Culture is what you do when the boss leaves the room. You can't make someone believe what we want them to believe. Collaborate with teams on how we're going to do something differently. Speak up and challenge people because it's important.

There are tough challenges like changing careers. Connect with the right people to learn the right way to do things.

Communicate. Pause. Move. Speak up to make an impact.

August 12, 2023

Prospects to Projects: Leverage Your Business's Relationships; Jennifer Todd

Jennifer Todd is a lawyer, engineer, and small business owner of a demolition company for 12 years. She found that it's easier to be herself and stop chasing the lead.

Stop chasing and start attracting. Some companies find themselves following the rule of bid, bid, bid. Hard bids take up time. It's important to understand your customer.

1. Historical data – Know what's going on in your market. Use the Freedom of Information Act to pull data on public jobs. You can see who they're being awarded to and at what cost?
2. Showcase your value.
3. Personal branding. What you are known for? People buy from people, not businesses.
4. Community building.

Solve the problem. What do I need to do to get your business? People like to talk about themselves. Listen to what their problem is and bring a solution to the table.

Build relationships to help with working together. Know your client. What are their:

- Service Areas
- Company Culture
- Future Goals
- Pain Points

Have you ever met someone, and you thought it's just something about them? The more they talk, you just don't like them or their energy. People do business with people they like, know, and trust.

- Be yourself. People that like you will come to you.
- Live with your authenticity.
- Be in line with people that have the same values.

People **know you** from: Prior performance, website, social media (Stick to business), and referrals.

2023 National Annual Conference Report Samantha Walter, VP

People **like you**: Be a professional. Follow up right away. Make a connection. Know things about them. Perform good work. Under promise, but over deliver.

People **trust you**: Build rapport. People buy from people. Humanize yourself, talk about them, and make a connection. Add value. Educate people. Be a contrarian.

Be honest about what you want to do. Be a confident person that knows who they are. Be sure of what you know and can bring to the table. Be engaged. Check in regularly. Check on bid awards and ask about updates in their business.

Potential clients.

1. Research.
2. Ask open-ended questions. What needs improvement?
3. Ask for feedback. Follow up after a bid. How can we improve on our bid?
 - Men like to talk to women on the phone. Men don't think a woman is in charge. Use your womanhood when it comes to getting feedback. How can I do better?

Show your value. It's about the value and relationship that you have.

Someone is always watching and looking.

- Like and share = a referral base.
- Find value with connections made online by being yourself.

You want warm leads. You don't want to have to cold call or hard bid all the time. Build the relationships to do this.

NAWIC Closing Keynote Brunch: Empowering Women; Shannon Vogel

Identify the items on society's checklist that no longer serve you.

Ask yourself. Is that true? Who says?

Your journey is yours. What works for you is nobody's business.

Be careful what you allow or tolerate you. Teach people how to treat you.

Instead of apologizing, try:

- Thank you for your patience while I am learning.
- Thank you for giving me space to vent.
- Thank you for being supportive.
- Thank you for understanding that I'm at capacity.

Final Attendance Report:

Midwest	54	Board	14
North Central	32	Guests	159
Northeast	35		
Pacific Northwest	82	Total	581
Pacific Southwest	72		
South Atlantic	27	1 st Timers	320
South Central	44	Voting Strength	411
Southeast	54		
At Large	8		



September 28, 2023

Is this a “NAWIC” event? No, but Southern Colorado Construction Career Days was started by the El Paso Contractors Association and NAWIC. You will also see quite a few of NAWIC faces around the event.

What is Southern Colorado Construction Career Days? One of the best ways I have heard it explained is that it is kind of like touch a truck, but with construction everything. Career Days offers high school students (Juniors and Seniors) the opportunity to participate in hands-on activities which provide insight into rewarding construction jobs. The day long event allows young people to perform actual trade skills and jobs while interfacing with expert contractors throughout the region.

How much time is involved? The one day event starting around 6:30 am and wraps up around 1:30 pm. Breakfast and lunch is provided.

What does a Group Leader Do? Group Leaders will receive a packet of materials and a schedule when they arrive. An orientation will be held at 7:00 AM and then a tour of the site will be given. When students start arriving, you will be assigned a group of approximately 10 that you will guide through a schedule of “hands on” activities and equipment. You will be with the students from 8:30 AM until 1:30 PM when they board their buses to return to their schools. If you have a construction background and the ability to answer simple questions that will spark student interest in the industry, please consider being a Group Leader.

How do I sign up? <https://www.sococareerdays.com/>

How do I get more involved? Southern Colorado Construction Career Days Foundation is looking for board members and committee members to help with the 2024 event. Board interest statements should be submitted to the current President, Francis Vigil at francis@csejatc.org.

Check their YouTube channel <https://www.youtube.com/@constructioncareerdays> videos of past events.

Click to Register

Join us for the 10th Annual Creek Week Community Cleanup September 30th to October 8th



The Fountain Creek Watershed District is thrilled to announce the 10th Annual Creek Week Cleanup! We invite each and every one of you to be a part of this extraordinary event! Creek Week is a 9-day multi-community volunteer event providing citi-



zens a chance to come together and make a lasting impact for the health and beauty of our beloved watershed. Mark your calendars and get ready to join us!

Over the last 9 years, 19,000+ volunteers have picked up 140 tons of trash from Palmer Lake to Pueblo and beyond. Now, in 2023 we are inviting you to add to these impressive numbers and participate in Colorado's largest cleanup event. Service groups, neighborhoods, scouts, schools, colleges, companies, families, churches, nonprofits and others are encouraged to make a difference during Creek Week this fall.

Participation Details

Volunteers of all ages and abilities are encouraged to participate by joining an existing cleanup crew as a crew member, or forming your own cleanup crew by becoming a Crew Leader. Whether you prefer working in a private group, or welcoming in other watershed warriors to join your efforts, there are many ways to participate.

Youth under age 18 must participate with at least one supervising adult who is 21 years or older. To ensure everyone's safety, we ask one adult to be present for every ten children.

How to Get Involved

Pick a time, Pick a day, and Pick it up!! Visit our website (<https://www.fountain-crk.org/about-creek-week>) to register. Registration will open around August 15th. *Crew Leaders will reserve a cleanup site and coordinate for their team. Crew Members will visit the registration map, select a cleanup site with a crew leader already assigned, and email the crew leader to join the crew.*

Call to Action

We anticipate record-breaking participation in this year's Creek Week Cleanup, and we can't wait to have you join us in this momentous milestone. Together, let's roll up our sleeves, work side by side, create a cleaner, healthier watershed for all. Make a difference, forge new friendships, and be a part of something truly impactful during the 10th Creek Week Cleanup!

Join us for the 10th Annual Creek Week Community Cleanup September 30th to October 8th



For Crew Leader forms, Crew Member Registration, Sponsorship information, and more details on Creek Week, visit our website at



<https://www.fountain-crk.org/creek-week-2023-registration>

Public events will be announced and open for registration in mid-August. If you have any questions, please don't hesitate to reach out to us at creekweeksoco@gmail.com.

2022 Creek Week Crew Photos



Aprivida Cleanup Crew 2022



City of Colorado Springs Stormwater Enterprise



Litter Letter Dedication 2022

Educational Corner

LORMAN WEBINARS

Check them all out [HERE!](#)

NEF RESOURCES

Check out the awesome website with
all the education updates and
recourses [HERE!](#)

NAWIC MENTOR PROGRAM

Chapter Mentor [Program Guidelines](#)
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<https://nawic-jobs.careerwebsite.com/>

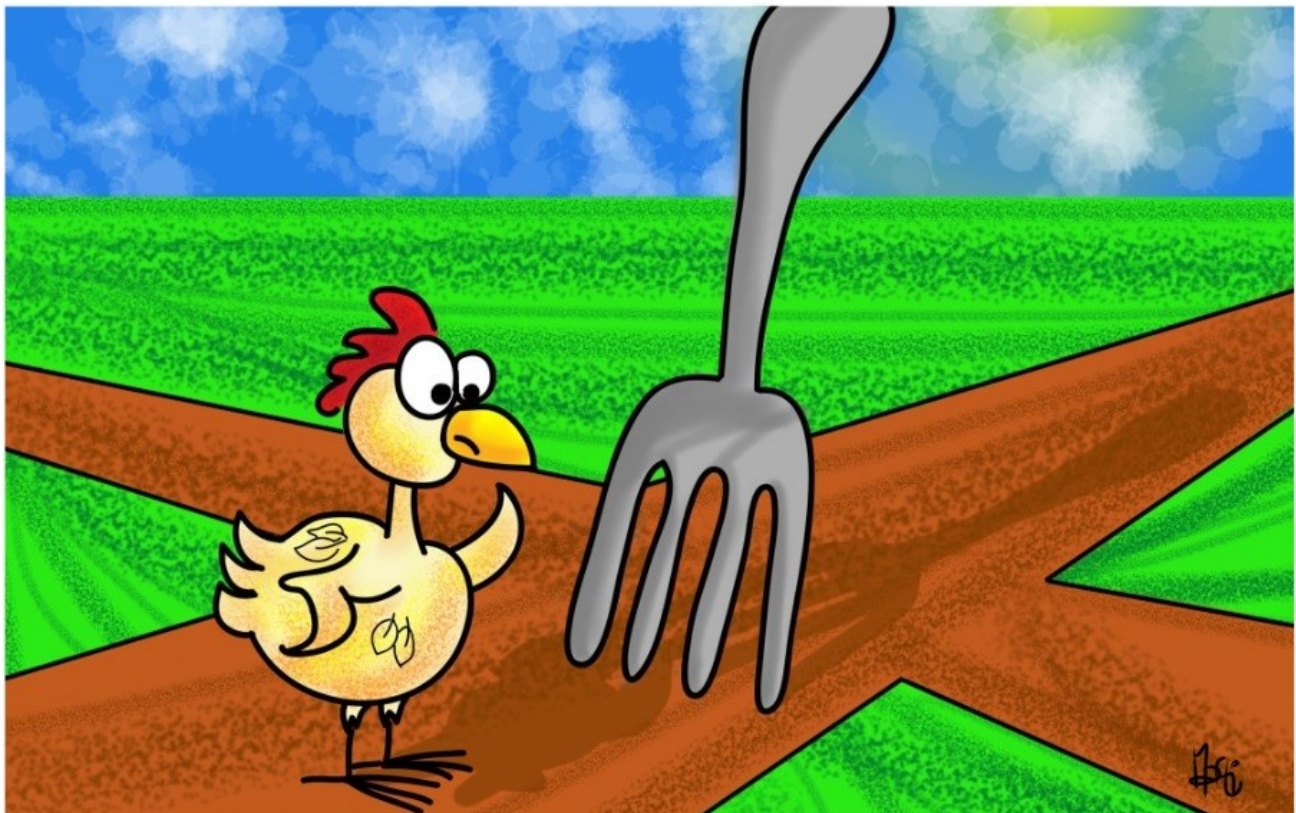
Construction Humor

A construction worker walks into a bar with a slab of asphalt.

The bartender asks, "What can I get you?"

The construction worker says, "One beer for me, and one for the road."

JUST OUTSIDE THE BOX



Hen hesitated when she came to the fork in the road
Could this mean the knife was just around the corner?

2023 PSW Fall Conference - El Paso, TX



Oct 26, 3:00 PM – Oct 28, 5:00 PM

El Paso, 6655 Gateway Blvd W, El Paso, TX 79925, USA

Member Regular Registration Ends August 31, 11:50pm

\$170.00 + \$4.25 service fee

[Click to Register](#)

NAWIC PNW & PSW Regions Joint Forum

Na Wahine in Construction Unite!

SPRING FORUM 2024



The National Association of
Women in Construction

MAY 8-10



The National Association of
Women in Construction

Pacific Southwest Region

Pacific Northwest Region

Na Wahine in Construction Unite!

Women in Construction Unite!

May 08, 2024 – May 10, 2024

Honolulu, 410 Atkinson Dr, Honolulu, HI 96814, USA

Registration Ends December 31, 2023, 11:50pm

\$275.00 + \$6.88 service fee

[Click to Register](#)



Pikes Peak

PIKES PEAK CHAPTER 356 CHAPTER SPONSORSHIP FORM

NAWIC's core purpose is to enhance the success of women in the construction industry and our chapter's goal is to help educate and promote leadership to women in the construction industry. A NAWIC sponsorship allows companies to annually demonstrate commitment and support of these values within our community.

With a variety of sponsorship opportunities available, sponsors like you allow the leadership and membership of our chapter to execute programs that introduce construction as a viable career path, promote construction trades as another alternative to a successful career choice, work with students from elementary to high school with our Block Kids and Design Drafting Competitions, and introduce a wide variety of professional development and education to promote professional growth.

SPONSORSHIP LEVELS

Build It Up Sponsorships at all levels include company logo on the welcome page of the chapter website with a link to the company's website, a specific sized business ad in our monthly chapter newsletter, the Centerline, recognition at each chapter meeting and events, and other benefits as outlined below. The sponsorship period is October thru September.

- Build It Up **Platinum** Sponsor \$2,000.00 - Includes all items listed above, with a full-page ad in the Centerline, one annual corporate membership, and \$500.00 applied to two chapter events of your choice (\$250.00 for each event).
- Build It Up **Gold** Sponsor \$1,500.00 – Includes all items listed above, with a full-page ad in the Centerline, and \$500 applied to two chapter events of your choice (\$250.00 for each event).
- Build It Up **Silver** Sponsor \$1,000.00 - Includes all items listed above, with a 1/2-page ad in the Centerline, and \$500.00 applied to two chapter events of your choice (\$250.00 for each event).
- Build It Up **Bronze** - \$500.00 Includes all items listed above, with a 1/4-page ad in the Centerline, and \$250.00 applied to one chapter event of your choice.

For more detailed information regarding our chapter events and programs, please contact our chapter president at president@nawic356.org or visit our chapter website, www.nawic356.org, for more details.



Pikes Peak

Yes! I would like to partner with NAWIC Pikes Peak Chapter 356 to help fund educational and service projects in the construction industry within our community. I understand my sponsorship will also help with NAWIC Education Foundation programs held throughout the year.

Company Name: _____

Company website: _____

Contact Name: _____

Contact Email address: _____

**** Please email your company logo to info@nawic356.org ****

Sponsorship Level Selected:

____ Platinum \$2,000.00 ____ Gold \$1,500.00 ____ Silver \$1,000.00 ____ Bronze \$500.00

I would like a portion of my donation to be applied to the following chapter events:

Please select two chapter events for a Platinum, Gold, or Silver sponsorship and one chapter event for a Bronze sponsorship.

____ [NEF Block Kids](#)

____ [Rosie Run 5K](#)

____ [NEF Design Drafting](#)

____ [Katie Trapp Conference Fund](#)

____ [Women in Construction \(WIC\) Week](#)

____ [Annual Installation & Awards Ceremony](#)

I would like to make an additional donation of _____ to the following chapter event(s): _____.

***Total sponsorship and donation amount:** _____

Make checks payable to and mail to:

NAWIC Pikes Peak Chapter #356
PO Box 7455
Colorado Springs, CO 80933

***Email Credit Card Payment information to treasurer@nawic356.org (*3.5% convenience fee applies):**

Name as it appears on Credit Card: _____

Credit Card Number: _____

Expiration Date: _____ CVV Code: _____

Billing Zip Code: _____ Signature: _____



Pikes Peak

NAWIC Pikes Peak Chapter 356 Social Media Post Request Form

Please fill out in the information below. Email questions, form, and photos/videos nawicpp356@gmail.com.

Date of Request:

Name/Committee:

SM Post Date:

****Please note, all Social Media posts are subject to review. Post content should remain NAWIC relevant and not include political/religious affiliations. ****

Repeat Post? If so, how many times? When?

Where would you like this post (please check): ☐ Facebook ☐ Instagram ☐ LinkedIn

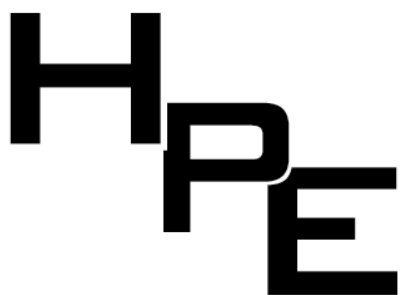
Post Caption:

Please write the caption that you would like to be uploaded with the post. Provide a description in the notes below for the purpose of the post, information on potential events (date, time, location, etc.), whatever information may be needed.

Additional Notes/Comments:

Would you like to have the post boosted/promoted/advertisement? If yes, what is your budget?

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Business Card Size	\$35.00
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Pikes Peak
