

Newsletter SOLID GROUND



VOLUME #107

October Events

October 1, 2025 - New Fiscal Year Begins

October 2: October Board Meeting
(Bryan Construction)

October 9-11: NAWIC Southwest
Region Fall Conference (San Diego, CA)

October 16: HBA Chili Fest
(Arlun Inc.)

October 23: October Membership
Meeting (Bryan Construction)

October 25: NEF Block Kids 3rd Annual
Boo-Ling Party (King Pin Lanes,
Colorado Springs)



are held on the first Thursday of
each month at 5:30pm at Bryan
Construction

October



To honor and embrace the gifts and talents that each and every woman brings to NAWIC. To remind us of the foundation we stand on, as we lead, educate and grow as women in construction. Individually we are mighty. Together we are solid. A positive force grounded - uniting our sisters in construction on **Solid Ground**.



Welcome Our New Board of Directors for the 2025-2026 Fiscal Year



(Back left to right): **Vice President: Ashley Stover** – Timberline Landscaping, **Treasurer: Nour Safa** – Bryan Construction Inc., **Director: Stephanie Leclerc** – Mountain View Pella, **Director: Greta Woldtvedt** – All Phase Restoration, **Director: Mary Vassallo** – Reliable Onsite Services, **Director: Gina Green** – Granite Engineering Group. (Front left to right): **President: Samantha Walter** - Bryan Construction Inc., **Secretary: Heather Reed** – Powerhouse Insurance Consultants, and **President Elect: Jessica O'Connell** – Pyramid Construction Inc.

A Message From Our Pikes Peak Chapter 356 President

Samantha

Walter

Bryan

Construction



You may be asking yourself, does something look different with the October newsletter? You are not wrong!

After seven years of being a member, I didn't know what a "centerline" was and had to Google it to understand its meaning. With the start of a new year coming, I proposed changing the name of the chapter newsletter to our new editor, **Jen Cáceres**. I used co-pilot to suggest some names and with those ideas Jen proposed, *Solid Ground*.

Change can be uncomfortable, but it's an indication of growth. While the name will be different, our chapter newsletter will remain a primary resource for our members to learn about NAWIC events and volunteer opportunities, to recognize our members and our sponsors, to share non-NAWIC, yet construction related and networking events, and more. Its main goal will continue to be three things: lead, educate, and grow.

Jessica O'Connell, Gina Green, and I will be heading to San Diego for the PSW Region fall conference this month. We'll be attending leadership training on **Thursday, October 9**, and you can still register to attend the training remotely. You can also register to receive the recording once the training is complete. This is a great opportunity to learn about all of the board positions and responsibilities. I hope you'll attend.

- Samantha

REGISTER NOW



Recent Events Recap: Board Installation & Awards Ceremony

On September 18th Chapter 356 members and guests gathered at The Carter Payne to recognize our new Board of Directors and Celebrate some superstars within the chapter.



Congratulations

Corporate Sponsor of the Year: *Bryan Construction, Inc.*

Spirit Award: *Ashley Stoeber*

JourneyWoman of the Year: *Naomi Kidd*

Chapter Lifetime Achievement: *Allison Jencson*

Apprentice Member of the Year: *Gina Green*

2025 SPECIAL AWARDS



NAWIC 356



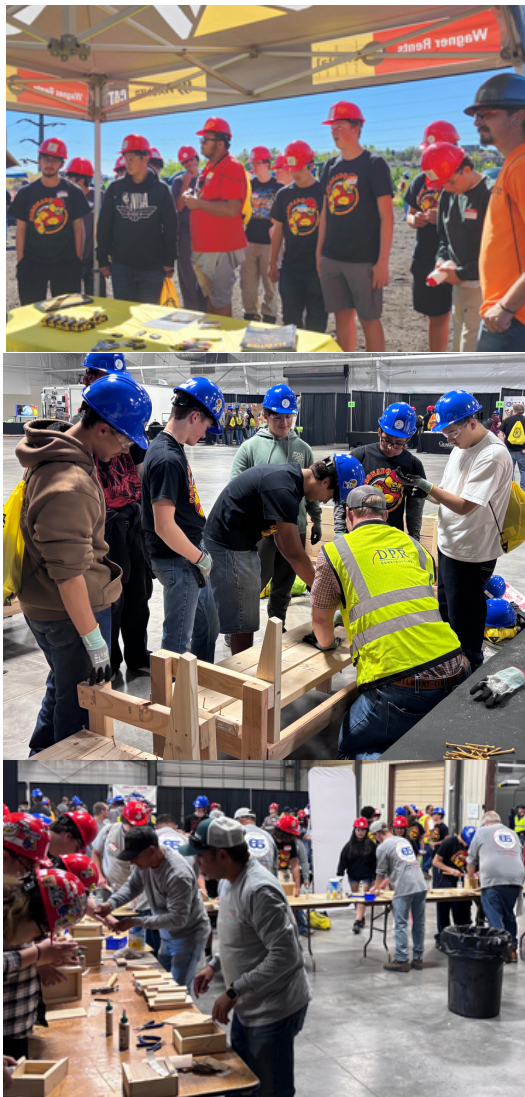
WEBSITE: NAWIC356.ORG

SOLID GROUND

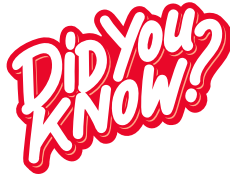
NEWSLETTER VOLUME #107

Southern Colorado Construction Career

Days was a grand success on September 25th with 457 students attended and 50 activities for them to participate and learn from. A special thank you to our chapter volunteers for spending the day with us!



NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION (NAWIC) PIKES PEAK CHAPTER #356



Did you hear? Fundraising has teamed up with Membership & Marketing to encourage members to bring guests.

Share the experience with someone who might be interested in NAWIC and the incredible community we're building.

For every member that brings a guest, both you and your guest will get \$5.00 worth of Chance Tickets for prizes.

GOT IDEAS?



We Want to Hear Them!

We're cooking up some fun with our chance prizes and fundraising events—and we need YOUR input!

✦ What kind of prizes would you be excited to win?

✦ Do you have a fun idea to help us raise funds for the chapter?

No idea is too big or too small—share away!

Send your thoughts to our Fundraising Chair, **Jessica O'Connell** at fundraising@nawic356.org

Let's make this year's fundraising more creative (and more fun) than ever!

NAWIC PLEDGE

As material for the construction of our building, I pledge the agility of my hands, the ability of my mind, and the integrity of my heart.

- Alice Ashley

Founding member of Women in Construction of Fort Worth 1953

GRAB YOURS TODAY

Order customized NAWIC Pikes Peak Chapter 356 swag [here](#).



NAWIC

The National Association of
Women in Construction

Pikes Peak

Chapter Member Count: #41



CHAPTER 356 PIKES PEAK



WEBSITE: NAWIC356.ORG

October EVENTS

Pyramid Construction, Inc. would like to invite you to join us at the 2025 HBA Chili Fest! This annual event is one of the HBA's most popular traditions - bringing together great food, live music, and plenty of fun with our construction community.

2025 HBA Chili Fest

Thursday, October 16th, 2025

Location: **Arlun, Inc.** 📍

875 Vapor Trail, Colorado Springs, CO 80916

Time: 5:00pm - 8:00pm



Let them know at the door you are a guest of Pyramid Construction. The parking lot might look full, but there's room for more in the building! Hope to see you there for an evening of chili, camaraderie, and community! Contact **Jessica** at 719-310-4848 with any questions.

October Membership Meeting

Thursday, October 23rd, 2025

Location: **Bryan Construction** 📍

Time: 5:30pm - 8:30pm

Tickets: \$25 for Members

\$35 for Non-Members

RSVP by Monday, October 20th at 12:00 PM via Zeffy



Join us as we welcome **James Newman**, Founder of *Human Performance Tools*, for an interactive and inspiring session on Human Performance. James will share powerful strategies to boost performance, minimize errors, and unlock your full potential—both at work and in everyday life.

We're also excited to announce that **Kaitlyn Eaton, PSW Region Director**, will be attending the meeting. Don't miss the chance to connect with her in person!

Why you should come:

- Learn practical tools you can use right away
- Connect and network with other amazing women in construction
- Get inspired and recharged for the months ahead
- Enjoy a delicious catered dinner while connecting with fellow members and industry professionals

Bring a guest! Share the experience with someone who might be interested in NAWIC and the incredible community we're building. For every member that brings a guest, both you and your guest will get \$5.00 worth of Chance Tickets for prizes.

If you need assistance paying for membership meetings please reach out to your President, **Samantha Walter** via email at president@nawic356.org for more information. We have members who are willing to help!



NEF Block Kids 3rd Annual Boo-Ling Party Fundraiser

Saturday, October 25th, 2025

Location: **King Pin Lanes** 📍

Time: 2pm - 5pm

Cost: \$30/person or \$100/4-person team



Enjoy bowling, raffle prizes, and a costume contest! Don't miss out on the chance to win and have a great time! **Raffle Tickets: \$5 each or 5 for \$20** (cash or card accepted)

Additional ways you can sponsor the 2026 Block Kids:

The Boo-Ling Party Fundraiser on 10/25:

Gift basket sponsor (\$100 / 4 needed)

- Receive 1 ticket to bowling event

Lane sponsor (\$250 / 2 needed)

- Receive 2 tickets to bowling event

All sponsors also receive:

- Social Media Shoutout
- Company Recognition



Block Kids Event (Jan/Feb 2026)

Drink & Snack Sponsor (\$250 / 1 needed)

- Receive 2 tickets to bowling event

Goodie Bag Sponsor (\$500 / 1 needed)

- Receive 2 tickets to bowling event

Lego Sponsor (\$750 / 2 needed)

- Receive 2 tickets to bowling event



We are currently looking for Block Kids 2026 committee members!

Please reach out to **Naomi Kidd** at blockkidspp356@gmail.com with questions or inquiries!

SAFETY

OSHA ALLIANCE

Workplace Violence Prevention -De-escalation: The Art of Diffusing Conflict

Workplace violence is a growing concern in construction, commonly a high stress environment. According to the Bureau of Labor Statistics, nearly 9% of worker deaths in the US in 2017 were due to workplace violence. Additionally, the Bureau of Justice Statistics reported that women (5.1 per 10,000) experience higher rates of nonfatal injuries due to workplace violence than men (2.3 per 10,000), resulting in days away from work.

Workplace violence includes verbal abuse, intimidation, harassment (including sexual harassment), and bullying. Some of these incidents can serve as warning signs for future physical violence. A triggering event is an incident perceived as a threat by an individual who may become violent. These events typically fall into two categories:

1. **Fear-inducing event** - The individual feels threatened or is about to lose something of value. Example: job loss, disciplinary action, personal safety concerns.
2. **Frustrating event** - the person feels their needs are not being met. Example: Being ignored in a conflict, denied a request, or experiencing discrimination.

De-escalation is the use of communication or other techniques to stabilize, slow, or reduce the intensity of a potentially violent situation without using physical force. If handled properly, these methods can reduce the risk of violence.

Actions to Consider: **Empathize:** show genuine concern and a willingness to understand, **Respect personal space:** Maintain a safe distance and avoid touching the other person. **Change the setting:** If possible, move the conversation to a quieter or neutral area. Remove bystanders when necessary. **Listen actively:** Give your full attention, nod, ask clarifying questions and avoid interrupting. **Remain calm:** Purposefully demonstrate calmness and composure.

Verbal Strategies to Defuse Situations

Consider using phrases that show empathy and a willingness to understand:

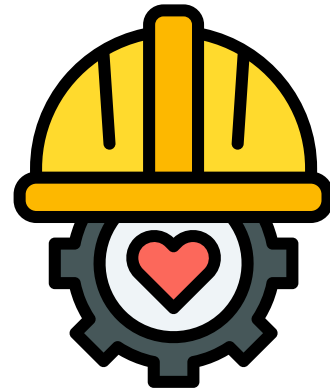
- "I can call someone to help."
- "Sorry about that."
- "I hear you."
- "I appreciate that."
- "I'll do what I can."
- "I understand."

Non-Verbal Do's and Don'ts:**DO:**

- Stay relaxed don't stand directly in front of the person
- Keep your hands down, open and visible
- Use slow, deliberate movements
- Maintain a neutral and attentive facial expression.

DO NOT:

- Stand directly in front of the other person
- Point your finger or make excessive gestures
- Fake a smile



Workplace safety is a shared responsibility. By recognizing warning signs, applying de-escalation techniques, and fostering a culture of open communication, we can create a safer and more respectful work environment for everyone. Speak up, support one another, and take action to ensure workplace violence prevention remains a priority.



OCTOBER BIRTHDAY'S



Hilary R. October 17th

Rachel K. October 22nd

MEMBERSHIP ANNIVERSARIES

Kelly E. - 10 years

Heating & Plumbing Engineers, Inc.

Robin M. - 9 years

Monument Roofing of Colorado

Lisa G. - 3 years

Elder Construction, Inc.

Lela N. - 3 years

Elder Construction, Inc.

Kelly C. - 2 years

Laura M. - 2 years

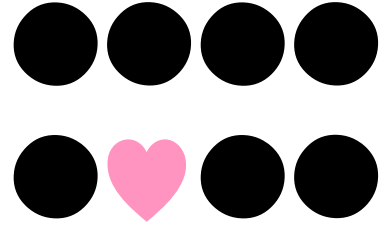
Rapid Fire Protection, Inc.

Mary V. - 1 year

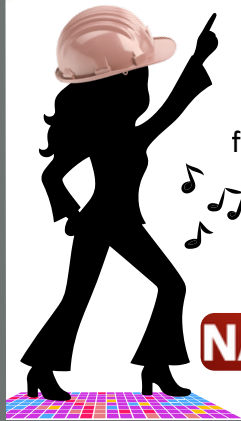
United Rentals



*1 in 8 women will be diagnosed
with breast cancer in their lives.*



While it's not something we might think about every day, it's important to focus on our whole health as women. According to the American Cancer Society, when breast cancer is detected early, and is in the localized stage, the 5-year relative survival rate is 99%. Early detection includes doing monthly breast self-exams, and scheduling regular clinical breast exams and mammograms. Do your exams monthly and schedule your annual mammogram today!



Looking for some empowering, pump-you-up, feel-good
Girl Power music to keep you going?

Check out these Spotify playlists created by NAWIC members
from the past and present and Power Up! (Click on titles below)

NAWIC 356 - Girl Power Playlist

NAWIC MWR FALL CONFERENCE 2025



**We want to learn more about
the amazing women that make up
NAWIC Pikes Peak Chapter 356!**

Please sign up to be in the Spotlight
in a future edition of the *the
newsletter*. It only takes a minute to
[complete the form HERE](#). Send any
questions to your *Solid Ground*
editor, **Jen Cáceres** at
jc@perpetualcapacity.com



NAWIC 356

PROFESSIONAL DEVELOPMENT



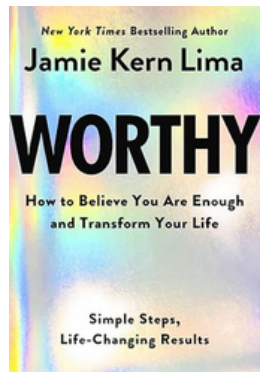
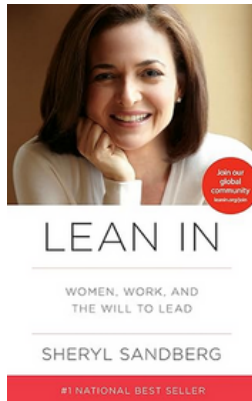
Did you know that you can get various construction certifications through the NAWIC Education Foundation? **Visit their website today to learn more!**

Looking for a change or new career in construction?

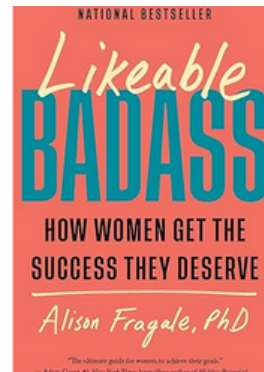
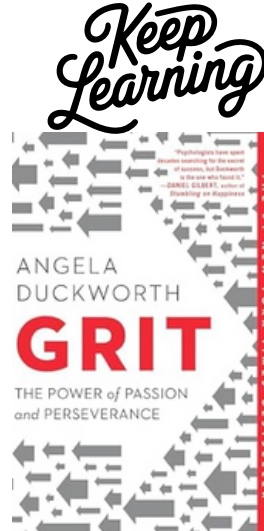
Check out the [NAWIC Career Website](#) and see what the future holds!

BUILT TO LEAD October Quote

"Strong women don't have 'attitudes'. We have standards."
-Marilyn Monroe



Phenomenal leadership books by powerful women just like you.



Check out the NAWIC Today Fall Issue. Scan here for your digital download today!



Available now - newly updated Industry Resources Hub on the NAWIC website! Here, you can find articles on Trends & Insights of the construction industry, as well as ready-to-use Weekly Safety Talks that are free to download. Look for all 20 downloadable "Toolbox Talks" and even a "How To" guide on talking to your team. Click image above to follow the link!

57%

When employees strongly agree that their organization's leadership communicates effectively with the rest of the organization, they are 57% less likely to feel burned out at work.

Source: Gallup

THE SPANISH CORNER

Are you looking for bilingual (Spanish) safety and other general vocabulary posters for your organization?

Check out free resources by clicking on this link:



Do you need tools?
¿Necesitas herramientas?
(Nes-es-see-tas- air-uh-me-en-tahs?)

Pass me the water please.
Pasa me el agua por favor.
(pah-sah-may- el - agua - por- fah-vor)

***Fun fact - the letter H is always silent in Spanish**

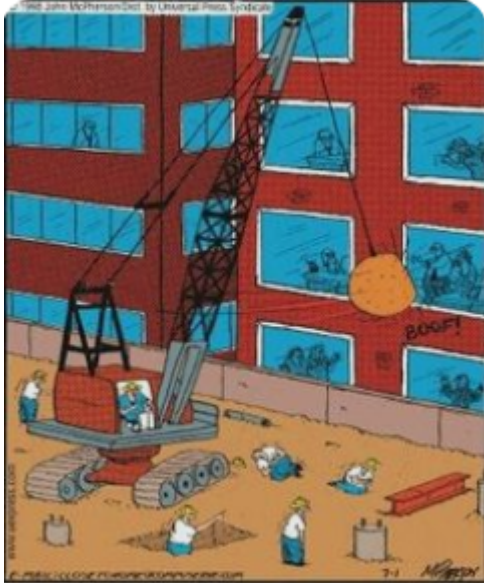


Are you thirsty?
¿Tienes sed?
(tee-en-ays- said?)

Are you hungry?
¿Tienes hambre?
(tee-en-ays- ahm-bray?)

Hugo is said: ooh-go!

CONSTRUCTION HUMOR



The boys down at Witt Construction were having hours of fun with their new nerf wrecking ball



Sponsorship Program - BUILD IT UP

The **Build It Up Sponsorship Program** is a way for NAWIC Pikes Peak Chapter #356 to increase its revenue, while at the same time developing relationships with other organizations and companies in our community. Our hope is that through the sponsorship program, we can fund the important service and education projects designed to reach out to people in need of and deserving of our support.

The sponsorship period runs annually, October thru September, (NAWIC's fiscal year). Here is an outline of the new Build It Up sponsorship levels for the 2025-2026 year, in effect as of October 1, 2025.

- Cornerstone Partner - \$3,000
- Architect Partner - \$2,000
- Framework Partner - \$1,500
- Groundbreaker Partner - \$500
- Foundation Partner - \$250

Each level of sponsorship has various benefits



For more detailed information regarding chapter events and programs, or for questions regarding these sponsorship packages, please contact our **Fundraising Committee** at fundraising@nawic356.org

Social Media

We can't tag you in our NAWIC Pikes Peak Chapter 356 posts if you're not following our pages. (Links at the bottom of pages throughout this newsletter)

Make sure to hit that Follow button so we can celebrate and highlight you in our updates!

Also, if you have something you'd like shared on our chapter's social media, please reach out to our Social Media Chair, **Jessica O'Connell** nawicpp356@gmail.com.

We'd love to help highlight you and your news!

FOLLOW

Advertising in Solid Ground can elevate your business! Take a look at the new annual rates:

Size	Price
Quarter-Page	\$75
Half-Page	\$150
Full-Page	\$200

With your purchase of advertising, you are free to change your add throughout the year.

Please contact our Fundraising Committee at fundraising@nawic356.org to get started!

*Any edits to ads must be sent to the Solid Ground editor, **Jen Cáceres** by monthly due date to ensure changes.



WEBSITE: NAWIC356.ORG



Asphalt

Paving
Patching
Seal Coat
Crack Seal
Milling

Concrete

Curb & Gutter
Flatwork
Slab on Grade
Decorative

Grading

Overlot
Rough Grade
Fine Grade
CTS
Soil Stabilization

Trucking

Low-Boy
End Dump
Belly Dump
Tandem
Retail
Aggregate



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