National Association of Women in Construction

2019-2020 Annual Report
The 2019-2020 NAWIC year can only be described as extraordinary! It was a year that began with dreams and goals of a new era for our association. As we welcomed 2020, NAWIC and the nation had to face challenges that refocused those original dreams and goals into unforeseen opportunities. We suddenly found ourselves doing things completely differently from the NAWIC norm. So what has NAWIC accomplished this year?

NAWIC’s Strategic Plan was discussed and a time frame was created to lay out new paths for growth, change, and continued success. We modified our Core Values, Core Purpose, and envisioned future and created a Mission Statement to share those sentiments. We also updated our goals and strategies and were determined to take positive steps forward for NAWIC.

The new national marketing and branding efforts continued to take shape throughout the year, and the final plan will be revealed in detail - along with the new modified logo - during the Annual Meeting. In addition, we will continue to update our website to align with our new brand. Chapters will also be receiving information and assistance with branding alignment. As the plan continues to be implemented in the coming year, look for many new updates and marketing promotions.

We are continuing to add to and revitalize our national partnerships - the latest being a partnership with Board of Certified Safety Professionals (BCSP) - and you can review our latest list of partners and benefit offerings on the national website at any time.

In addition, the board requested our Past National Presidents to assist with contacting and renewing communications with our international affiliates to rebuild our relationships. These efforts continue to move forward.

The NAWIC office staff also had a few changes. Crissy Ingram received her Certified Association Executive (CAE) certification in December, and her new title is Executive Director. Two new faces in the office are Amber Swinford, Communications Manager and Amber Kohut, Membership Coordinator. Both young women are bringing a fresh perspective to our association and will be strong resources for our membership.

Over the past several years, NAWIC has made a concerted effort to attend a number of industry conferences throughout the year to promote our association. Prior to the onset of the coronavirus (COVID-19) pandemic, board members were assigned to attend Procore’s Groundbreak, Groundbreaking Women in Construction, United Rentals, SkillsUSA, Chicago Build, NY Build, ABC, and AGC/ConExpo. Fortunately, we were able to attend most of those conferences.

By mid-March, the World Health Organization, Center for Disease Control and the Federal Government began to impose shelter-in-place orders, and gatherings of more than 10 people were no longer allowed in order to slow the spread of COVID-19. Unfortunately, these restrictions forced us to cancel our Spring Forums across the nation.

A “new normal” started to form in our society. National and regional candidates were asked to do virtual town halls to present their positions and reasons for running for office to the membership. Chapter meetings and events were cancelled or switched to a virtual platform. Chapters had to quickly switch to voting by mail for their chapter leadership. Some chapters took the new norm and created Zoom and/or Teams job site tours and webinars with professional speakers on topics applicable to us today. The creativity of our members and this association is a powerful force.
Now we find ourselves presenting our first virtual Annual Conference, and I can say with confidence that we have definitely begun to “Pave New Roads” in this “Dawn of a New Era”. We can’t go back, so we must push forward. What the new normal looks like will be determined by our current actions and the steps we take to improve the future.

As I reflect on this past year, I remind myself that every roadblock and challenge we faced this year gave us an opportunity to find our inner strength to continue to strive to be the best.

Thank you to the 2019-2020 NAWIC National Board. Together we navigated detours and overcame challenges because of your hard work, patience, persistence, and willingness to shift gears more than once. I am honored to have served with you.

Best wishes to the 2020-2021 NAWIC National Board - I look forward to seeing what dreams and goals you achieve this upcoming NAWIC year.

Diane Mike, CBT, CRIS
NAWIC National President, 2019-2020

*October 1, 2019 - July 31, 2020
To strengthen and amplify the success of women in the construction industry

EXECUTIVE COMMITTEE

Diane Mike, CBT, CRIS
National President
Construction Administrator • Erdman Company
Fort Worth, TX #1 • Joined NAWIC: October 2005

Anne Pfleger, CIT
National President-Elect
Project Administrator • Charles Construction Services, Inc.
Lima Ohio Area #374 • Joined NAWIC: April 2006

Jill Hanson, CDT, CIT, ESP
National Vice President
Construction Consulting Service Manager • GLE Associates, Inc.
Tampa, FL #36 • Joined NAWIC: March 2006

Karen Hager, CBT, CIT
National Treasurer
Accounting/Human Resources Manager • A. B. Design Group, LLC
Greater Orlando, FL #73 • Joined NAWIC: August 2006

Lauline Mitchell
National Secretary
Project Management • BBI Construction
San Francisco, CA #19 • Joined NAWIC: January 2008

Dove Sifers-Putman, CBT
Immediate Past President
Project Management • Environamics, Inc.
Charlotte, NC #121 • Joined NAWIC: July 1996

Debra Lesar, CIT
Parliamentarian/Board Advisor
Contract Management • The Brewer-Garrett Co.
Cleveland, OH #156 • Joined NAWIC: May 1999
REGION DIRECTORS

Jodi Wiemerslage
Midwest Region
Project Management • Hunt Electric Corporation
Southeast Minnesota #346 • Joined NAWIC: June 2013

Rita Brown
North Central Region
Consultant/Owner • BCC+
Lansing, MI #177 • Joined NAWIC: November 2008

Jennifer Sproul, LEED AP
Northeast Region
Marketing/Business Development • Barton Malow Co.
Baltimore, MD #135 • Joined NAWIC: March 2010

Kelly Aust, LEED AP BD+C
Pacific Northwest Region
Project Manager • Skanska
Portland, OR #54 • Joined NAWIC: October 2013

Myrna Smith, CDT, CIT
Pacific Southwest Region
Administrative Support • Harper Construction Co., Inc.
Las Vegas, NV #74 • Joined NAWIC: November 2005

Wendy McQuiggan
South Atlantic Region
Project Coordinator • Design Systems & Services Corporation
Richmond, VA #141 • Joined NAWIC: June 2012

Jessica Huff
South Central Region
Marketing/Business Development • JBHM Architecture
Jackson, MS #28 • Joined NAWIC: March 2015

Cindy Spiropoulos, CIT, LEED GA
Southeast Region
Safety • H. J. High Construction
Greater Orlando, FL #73 • Joined NAWIC: April 1999
COMMITTEE CHAIRS

By-Laws Committee
Chair: Robin Fulton-Meyer, CBT, CIT • Member-at-Large • Pacific Southwest Region

Emerging Professionals Committee
Chair: Allison Hill, CPCU, CRIS • Milwaukee, WI #105 • Midwest Region
Co-Chair: Ashley Farmer • Wilmington, DE #245 • Pacific Northwest Region

Marketing Committee
Chair: Angela Troncoso • Oklahoma City #383 • South Central Region
Co-Chair: Tara Labosky, AIA, CCCA, LEED AP
Baltimore, MD #135 • Northeast Region

Membership Committee
Chair: Virginia Aguinaga • Gr Sioux Falls, SD #237 • Midwest Region
Co-Chair: Kelsey Holt • Nashville, TN #16 • Southeast Region

NAWIC-OSHA Alliance Committee
Chair: Karen Brioso • Gr Washington, DC #67 • Northeast Region
Co-Chair: Karen Mitchell, CBT, CIS, CIT • Pikes Peak #356 • Pacific Southwest Region

"Committee Co-Chair’s are not pictured."
Professional Development & Education Committee
Chair: Angela Highland, CIT, CPC • Greater Orlando, FL #73 • Southeast Region
Co-Chair: Kizzy Ferrer, CIT • Greater Orlando, FL #73 • Southeast Region

Safety & Health Committee
Chair: Raven Hoffman • Gr Sioux Falls, SD #237 • Midwest Region
Co-Chair: Adair Stevenson, PG, ACI, ICC, SCDOT Columbia, SC #113 • South Atlantic Region

Strategic Planning Committee
Chair: Ruth Fritts • Boise, ID #245 • Pacific Northwest Region
Co-Chair: Vickie Nickel, CIT • Gr Kansas City, MO #100 • Midwest Region

WIC Week Committee
Chair: Samantha Hedgepath • Asheville, NC #154 • South Atlantic Region
Co-Chair: Toni Osberry • Austin, TX #7 • South Central Region

NAWIC Education Foundation (NEF)
Karen Hager, CBT, CIT • NAWIC Representative Greater Orlando, FL #73 • Southeast Region
Treasurer, Karen Hager, CBT, CIT

This has been a very unusual year for our association. The COVID-19 pandemic has tested our abilities to continue providing value to our members while maintaining stability within a falling economy. However, we are still a strong association and will continue doing our utmost to “strengthen and amplify the success of women in the construction industry”.

**The Process of Evaluation:**

NAWIC’s Finance Manager, Kharisma Rivera, sends the monthly financials to Robin Fulton-Meyer (Finance Committee Liaison) and me for review and input. After our review, Kharisma sends the financials, on a monthly basis, to the entire NAWIC National Board. This allows the board the opportunity to review and ask questions each month, rather than having to wait until board meetings.

The board receives instructions and explanations on how to read the budget and financial reports as part of Board Orientation. Any changes or additions to the budget are explained in detail, and the board has the opportunity to make suggestions for additional changes.

During the Finance meeting, prior to Board Orientation this year, the Executive Committee spoke with our CPA (Reggie Parr, CPA of C.R. Parr & Associates, P.C.) and our investment broker (Licensed Financial Advisor, Todd Danley, Edward Jones).

As the association’s long time CPA, Reggie assured us that we are in good standing with our financials and are, in fact, in the enviable financial position of having liquid assets, cash and investments equal to a little more than two years of operating expenses. With that in mind, our time can be better spent addressing immediate issues, such as making sure our cash account is at an acceptable limit and moving funds as necessary.

“**The biggest impact COVID-19 can have in an immediate scenario is postponement of Annual Conference, the largest revenue item outside of dues, but also the largest expense line item - and they pretty much cancel each other out year-to-year.**”

“I have no doubt NAWIC has the resources and leadership to survive the challenges this road bump in history has presented.”
Todd Danley and Edward Jones have helped NAWIC manage our investment portfolio and cash reserves since the depths of the financial crisis in 2009. NAWIC has a formal written investment policy statement, and Todd is happy to announce that both accounts are invested according to the investment guidelines set out in the investment policy statement, specific to their stated purpose.

“We have the money divided into two separate accounts. The first account is used to cover current liquidity needs. It is invested 100% in a money market at this time. The second account comprises the association’s long-term investment portfolio.”

“We expect the market volatility of this year to continue for a variety of reasons, but also believe that NAWIC’s portfolio is built to help you reach your long-term goals with a moderate level of risk.”

With this in mind, the Executive Committee decided to begin performing a quarterly review of our investment account to determine if any changes need to be made.

Our insurance agent, Joelle St. Pierre, CIC from Assured Partners, Inc. is going to send the board pricing to add to our General Liability limits. She also indicated she would not be able to offer D&O coverage for the various chapters because each one has different needs.

As we near the end of this very unusual NAWIC year, President Mike’s theme “Dawn of a New Era” has taken on an even deeper meaning, causing us to become more innovative to keep our association relevant.

Now, it is time to Connect-Collaborate-Construct as we continue to be the go-to association for women in construction.
INVESTMENT OBJECTIVES

In order to meet its future needs, the investment strategy of the Association is to emphasize total return; that is, the aggregate return from capital appreciation, dividend and interest income. Specifically, the primary objective in the investment management for the Association’s assets shall be emphasis on moderate growth with some income.

INVESTMENT GUIDELINES

Prohibited Investments:
Prohibited investments include, but are not limited to, the following:
1. Commodities and Future Contracts
2. Private Placements
3. Options

Prohibited Transactions:
Prohibited transactions include, but are not limited to, the following:
1. Short Selling
2. Margin Transactions

SELECTION OF INVESTMENT MANAGERS

The Board of Directors’ selection of an Investment Manager must be based on prudent due diligence procedures. A qualifying investment manager must be a registered investment advisor under the Investment Advisors Act of 1940, a bank, or an insurance company.

INVESTMENT MANAGER PERFORMANCE REVIEW AND EVALUATION

Performance reports shall be compiled at least quarterly and communicated to the Board of Directors for review. The investment performance of the total portfolio, as well as asset class components, will be measured against commonly accepted performance benchmarks. Consideration shall be given to the extent to which the investment results are consistent with the investment objectives, goals, and guidelines as set forth in this statement.

The Investment Manager shall be reviewed periodically regarding performance, strategy, research capabilities, organization and business matters, and other qualitative factors that may impact their ability to achieve desired investment results.

INVESTMENT POLICY RENEW

To ensure continued adherence to guidelines, objectives, and financial status as established in this statement of investment policy, the Board of Directors shall review the investment policy at least annually. It is recommended that the NAWIC Executive Committee meet annually with the Investment Manager to review the performance of the portfolio.
INVESTMENT POLICY STATEMENT

SCOPE OF INVESTMENT POLICY

This statement of investment policy reflects the investment policy, objectives, and constraints of the National Association of Women in Construction’s excess funds needed for future expansion and growth.

PURPOSE OF THE INVESTMENT POLICY

This statement of investment policy is set forth by the Board of Directors of the National Association of Women in Construction in order to:

1. Define and assign the responsibilities of all involved parties.
2. Establish a clear understanding for all involved parties of the investment goals and objectives of the Association’s assets.
3. Establish a basis for evaluation of investment results.
4. Manage the Association’s assets according to prudent standards as established in common trust law.
5. Establish the relevant investment horizon for which the Association’s assets will be managed.

In general, the purpose of this statement is to outline a philosophy and attitude which will guide the investment management of the assets toward the desired results of safeguarding the assets, as well as keeping up with or ahead of inflation.

DELEGATION OF AUTHORITY

The Board of Directors of the National Association of Women in Construction is responsible for directing and monitoring the investment management of the Association’s assets. As such, the Board of Directors is authorized to delegate certain responsibilities to professional experts in various fields. These include, but are not limited to:

1. Consulting Groups of Financial Consultants. Consulting groups and financial consultants may assist the Board of Directors in establishing investment policy, objectives, and guidelines; selecting investment managers; reviewing the performance of such managers over time; measuring and evaluating investment performance; and other tasks deemed appropriate.
2. Investment Manager. The investment manager may, at his/her discretion, purchase, sell, or hold the specific securities that will be used to meet the Association’s investment objectives.
3. Custodian. The custodian will physically maintain possession of the securities owned by the Association, collect dividends and interest payments, redeem maturing securities, and effect receipt and delivery following purchase and sales. The custodian may also perform a regular accounting of all assets owned, purchased, or sold, and may also move assets into and out of the Association accounts. (Brokerage House)

GENERAL INVESTMENT PRINCIPLES

1. The Association’s assets shall be invested with care, skill, prudence, and diligence under the same circumstances then prevailing that a prudent man acting in like capacity and familiar with such matters would use in the investment of a fund of like character and with like objectives.
2. The Board of Directors may employ one or more investment managers of varying styles and philosophies to obtain the Association’s objectives.
3. In order to provide safety, liquidity and return, cash is to be employed productively at all times, by investment in short-term cash equivalents.
Portfolio Summary

<table>
<thead>
<tr>
<th>Total Portfolio Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,480,329.44</td>
</tr>
</tbody>
</table>

- 1 Month Ago: $1,421,279.71
- 1 Year Ago: $1,422,938.00
- 3 Years Ago: $756,123.61
- 5 Years Ago: $550,388.01

*As of July 31, 2020*
**FINANCIAL**

Account Summary as of June 30, 2020

![Asset Categories as of June 30, 2020](image)

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>Money Market</th>
<th>% of Total Model Portfolio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equities</td>
<td>$681,033</td>
<td>53.1%</td>
</tr>
<tr>
<td>Fixed Income</td>
<td>584,003</td>
<td>45.5</td>
</tr>
<tr>
<td>Cash and Money Market</td>
<td>17,862</td>
<td>1.4</td>
</tr>
<tr>
<td><strong>Your Total Portfolio</strong></td>
<td><strong>$1,282,898</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

Actual vs. Target Allocation as of June 30, 2020

![Your Asset Class Allocation as of 06/30/20](image)

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Market Value</th>
<th>Actual</th>
<th>Target</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Growth</td>
<td>$151,726</td>
<td>11.8%</td>
<td>11.0%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Growth &amp; Income</td>
<td>529,307</td>
<td>41.3%</td>
<td>39.0%</td>
<td>2.3</td>
</tr>
<tr>
<td>Income</td>
<td>584,307</td>
<td>45.5%</td>
<td>48.0%</td>
<td>(2.5)</td>
</tr>
<tr>
<td>Cash &amp; Money Market</td>
<td>17,862</td>
<td>1.4%</td>
<td>2.0%</td>
<td>(0.6)</td>
</tr>
<tr>
<td><strong>Your Total Portfolio</strong></td>
<td><strong>$1,282,898</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>100.0%</strong></td>
<td></td>
</tr>
</tbody>
</table>
To strengthen and amplify the success of women in the construction industry

2019-2020 Membership Retention and Recruiting Percentage by Region  
October 1st, 2019 - July 30th

<table>
<thead>
<tr>
<th>Region Name</th>
<th>Members as of 9/30/19</th>
<th>85% Retention Goal</th>
<th>20% Growth</th>
<th>Total Needed Renew New Total Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midwest</td>
<td>751</td>
<td>638</td>
<td>150</td>
<td>89.21%</td>
</tr>
<tr>
<td>North Central</td>
<td>554</td>
<td>471</td>
<td>111</td>
<td>89.05%</td>
</tr>
<tr>
<td>Northeast</td>
<td>611</td>
<td>519</td>
<td>122</td>
<td>97.97%</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>578</td>
<td>491</td>
<td>116</td>
<td>86.34%</td>
</tr>
<tr>
<td>Pacific Southwest</td>
<td>674</td>
<td>573</td>
<td>135</td>
<td>92.55%</td>
</tr>
<tr>
<td>South Atlantic</td>
<td>534</td>
<td>454</td>
<td>107</td>
<td>84.89%</td>
</tr>
<tr>
<td>South Central</td>
<td>801</td>
<td>681</td>
<td>160</td>
<td>88.70%</td>
</tr>
<tr>
<td>Southeast</td>
<td>753</td>
<td>640</td>
<td>151</td>
<td>93.09%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>5256</strong></td>
<td><strong>4468</strong></td>
<td><strong>1051</strong></td>
<td><strong>90.34%</strong></td>
</tr>
</tbody>
</table>

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### 2019-2020 Membership Retention and Recruiting Percentage by Region

- **Region Name**: Midwest, North Central, Northeast, Pacific Northwest, Pacific Southwest, South Atlantic, South Central, Southeast
- **Total Members Needed**: 5,256
- **Total Members as of 9/30/19**: 4,468
- **Renew New Total**: 5,519

<table>
<thead>
<tr>
<th>Region</th>
<th>Members Needed</th>
<th>Renew</th>
<th>New</th>
<th>Total</th>
<th>Renew Percentage</th>
<th>New Percentage</th>
<th>Total Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midwest</td>
<td>788</td>
<td>548</td>
<td>155</td>
<td>703</td>
<td>73%</td>
<td>21%</td>
<td>89.21%</td>
</tr>
<tr>
<td>North Central</td>
<td>582</td>
<td>399</td>
<td>119</td>
<td>518</td>
<td>72%</td>
<td>21%</td>
<td>89.05%</td>
</tr>
<tr>
<td>Northeast</td>
<td>641</td>
<td>449</td>
<td>179</td>
<td>628</td>
<td>73%</td>
<td>29%</td>
<td>97.97%</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>607</td>
<td>396</td>
<td>128</td>
<td>524</td>
<td>69%</td>
<td>22%</td>
<td>86.34%</td>
</tr>
<tr>
<td>Pacific Southwest</td>
<td>578</td>
<td>491</td>
<td>116</td>
<td>607</td>
<td>69%</td>
<td>28%</td>
<td>89.45%</td>
</tr>
<tr>
<td>South Atlantic</td>
<td>841</td>
<td>746</td>
<td>190</td>
<td>936</td>
<td>69%</td>
<td>24%</td>
<td>88.70%</td>
</tr>
<tr>
<td>South Central</td>
<td>791</td>
<td>736</td>
<td>226</td>
<td>962</td>
<td>68%</td>
<td>30%</td>
<td>93.09%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>5,519</td>
<td>4,986</td>
<td>1,296</td>
<td>6,282</td>
<td>70%</td>
<td>25%</td>
<td>90.34%</td>
</tr>
</tbody>
</table>

#### Bar Chart

- **Midwest**: 93%
- **North Central**: 89%
- **Northeast**: 86%
- **Pacific Northwest**: 85%
- **Pacific Southwest**: 89%
- **South Atlantic**: 89%
- **South Central**: 93%
- **Southeast**: 93%
To strengthen and amplify the success of women in the construction industry
NAWIC REGIONS

- Midwest Region: 18 Chapters
- North Central Region: 15 Chapters
- Northeast Region: 15 Chapters
- South Atlantic Region: 12 Chapters
- South Central Region: 18 Chapters
- Southeast Region: 14 Chapters
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**NAWIC CHAPTERS**

**Midwest**

**Kansas**
Gr Wichita, KS - 120  
NE Kansas - 142

**Missouri**
St Louis, MO - 38  
Gr Kansas City, MO - 100  
Central Missouri - 341  
Southwest Missouri - 366

**Illinois**
Quad Cities/Moline, IL - 50  
Chicago Metro, IL - 325

**Iowa**
Gr Des Moines, IA - 80  
Cedar Rapids-Iowa City, IA - 160

**Minnesota**
Minneapolis/St Paul, MN - 164  
Southeast Minnesota - 346

**Nebraska**
Gr Omaha, NE - 116

**North Dakota**
Fargo-Moorhead, ND - 246

**South Dakota**
Gr Sioux Falls, SD - 237  
Black Hills, SD - 269

**Wisconsin**
Milwaukee, WI - 105

**North Central Region**

**Indiana**
Indianapolis, IN - 34  
Northwest Indiana - 311

**Kentucky**
Louisville, KY - 97  
Lexington-Bluegrass, KY - 367

**Michigan**
Lansing, MI - 177  
Detroit, MI - 183  
Grand Rapids, MI - 194  
Kalamazoo/Battle Creek, MI - 302

**Ohio**
Cincinnati, OH - 64  
Columbus, OH - 86  
Akron, OH - 124  
Cleveland, OH - 156  
Toledo, OH - 282  
Lima Ohio Area - 374

**Pennsylvania**
Pittsburgh, PA - 161

**Northeast Region**

**Connecticut**
Hartford, CT - 165

**Delaware**
Wilmington, DE - 96

**District of Columbia**
Gr Washington, DC - 67

**Maryland**
Baltimore, MD - 135

**New York**
Greater New York - 240  
Capital District, NY - 261  
Gr Rochester, NY - 314

**Pennsylvania**
Philadelphia, PA - 145  
South Central PA - 386

**Maine**
Maine - 276  
Eastern Maine - 329

**Massachusetts**
Boston, MA - 15  
Gr Worcester, MA - 241

**New Hampshire**
Granite State Chapter, NH - 218

**Rhode Island**
No 1 of Rhode Island - 52

**Pacific Northwest**

**Alaska**
Alaska Chapter - 197

**Idaho**
Boise, ID - 245

**Oregon**
Portland, OR - 54  
Eugene, OR - 77  
Salem, OR - 198

**Washington**
Puget Sound, WA - 60  
Spokane, WA - 143  
South Sound, WA - 187  
Tri-Cities, WA - 192

**California**
San Francisco, CA - 19  
Sacramento, CA - 63  
Santa Clara, CA - 99  
Fresno, CA - 108

**Guam**
Guam - 381

**Pacific Southwest**

**Arizona**
Gr Phoenix, AZ - 98  
Tucson, AZ - 122

**Colorado**
Metropolitan Denver, CO - 112  
Pikes Peak - 356

**Texas**
El Paso, TX - 248

**Utah**
Salt Lake City, UT - 90

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California
San Diego, CA - 21
Los Angeles, CA - 42
Orange County, CA - 91

Nevada
Las Vegas, NV - 74

Hawaii
Honolulu, HI - 114

South Atlantic Region

North Carolina
Durham, SC - 83
Raleigh, NC - 92
The Piedmont Chapter, NC - 109
Charlotte, NC - 121
Asheville, NC - 154
Gr Greenville, NC - 335

South Carolina
Greenville, SC - 104
Columbia, SC - 113
Palmetto Chapter of SC - 385

Virginia
Gr Tidewater, VA - 137
Richmond, VA - 141
Roanoke Valley, VA - 226

Southeast Region

Alabama
Gr Birmingham, AL - 53
Montgomery, AL - 267

Georgia
Atlanta, GA - 49
Coastal Georgia - 380

Tennessee
Nashville, TN - 16
Knoxville, TN - 61

Florida
Tampa, FL - 36
Miami, FL - 41
Tallahassee, FL - 72
Greater Orlando, FL - 73
Gr Ft Lauderdale, FL - 78
Gr Palm Beach, FL - 87
Southwest Florida - 297
Space Coast Florida - 355

Mississippi
Jackson, MS - 28
Mississippi Gulf Coast - 256

Tennessee
Memphis, TN - 13

Oklahoma
Tulsa, OK - 76
Oklahoma City - 383

Texas
Fort Worth, TX - 1
Dallas, TX - 2
Houston, TX - 3
Corpus Christi, TX - 4
Austin, TX - 7
San Antonio, TX - 11
Waco, TX - 14
STRATEGIC PLAN

Ruth Fritts
2019-2020 Chair

Vickie Nickel, CIT
2019-2020 Co-chair

Strategic planning is important to an organization because it provides a sense of direction and outlines measurable goals. Strategic planning is a systematic process of envisioning a desired future and translating this vision into broadly defined goals or objectives and a sequence of steps to achieve them.

Developing a strategic direction is an ongoing commitment and process to lead our organization strategically. This plan is a working document controlled by the NAWIC National Board. The board reviews the document annually and validates the plan based on sound reasoning and periodic assessments. The plan is updated when objectives or strategies are completed or are no longer relevant.

This year, the plan was completely overhauled and accepted by the board at the 2019 Post Conference Board Meeting. Changes and additions were made in the Core Ideology, Envisioned Future, Goals, Objectives, Strategies, and Key Drivers of Change. The plan was reviewed at the Board Orientation meeting in February. The annual review is conducted by the incoming Strategic Planning chair so that chair can drive the plan during the next year. The plan is worked via scorecards so it is easier for the Strategic Planning committee to track the progress of each goal. The annual review of the Strategic Plan at board orientation is facilitated by Tecker International, who also does leadership training with the National Board. NAWIC staff is also a part of the annual review so they can better assist the task forces and monitor the strategies that are moved to operations as a committee and staff responsibility.

Any additions or revisions to the strategies in the current plan will be approved at the 2020 Post Conference Board of Directors meeting and posted to the website at the beginning of the 2020-2021 NAWIC year.

“This year our organization has made exciting progress on our strategies to achieve the long-term goals set by the 2019-2020 board. As the Strategic Plan is ever changing, the new 2020-2021 board is ready to further drive our association forward to reach our goals.”
Core Purpose: 
To strengthen and amplify the success of women in the construction industry

Core Values:
- Women-focused
- Courageous leadership
- Commitment to inclusion and growth
- Anticipate change

Mission Statement:
The association committed to championing women to impact the direction of the construction industry. NAWIC provides education, community and advocacy for women.

Envisioned Future
Women's contributions to the construction industry are recognized and sought after. Women's leadership results in industry growth and success. Women receive compensation equal to all within the industry. NAWIC is identified as THE resource for female leadership, with members recognized for their expertise and commitment.

GOAL: Members
NAWIC members have increased opportunity, visibility and influence through the skills and expertise developed through the association.

Objectives:
1. Increase visibility for NAWIC members
2. Increase opportunity and demand for NAWIC Members
3. Increase influence of NAWIC members because of the skills and talents developed through NAWIC

GOAL: Industry
The industry is a safer and more productive place to work for everyone. It is reflective of the general population, with a more authentic, inclusive and diverse voice.

Objectives:
1. Improve industry safety
2. Promote diversity in the industry
3. Develop and strengthen partnerships with companies and aligned organizations

GOAL: Women in Construction
Women are recognized as essential to the viability of the construction industry, providing leadership and technical expertise, while championing inclusivity and ushering collaboration forward to expand the industry.

Objectives:
1. Decrease bias and discrimination in the workplace
2. Increase training availability
3. Develop and promote networking opportunities for women in construction
GOAL: NAWIC

NAWIC is known in the industry as key to professional success, resulting in increased demand for programs, increased membership, increased revenues and increased opportunities.

Objectives:
1. Increase membership
2. Increase available resources (time and money)
3. Increase marketing to elevate awareness of NAWIC

STRATEGIES:
- Develop a national marketing plan using the task force already created
- Identify sources of non-dues revenue and develop action plan to implement
- Develop national sponsorship program
- Continue and strengthen the OSHA Alliance
- Collect data available that will demonstrate the business case for diversity
- Create and spotlight deliverables such as speakers’ bureau, diversity presentation and mentoring programs
- Create onboarding plan to engage new members using task force already created
- Partner with other associations and entities for training and certification
- Create a leadership development program, NAWIC and career focused
- Target cities for chapter expansion
- Develop best practices for hiring and retaining female employees
- Increase partnerships with other associations
- Create Special Interest Groups (SIG)
- Develop programs for different generations and different career stages
- Create additional industry awards/recognition program
- Develop outreach to trades and industry
ANTI-DISCRIMINATION STATEMENT

As an organization that spends time at the round-table of diversity, participating in the conversation on equity and inclusion for women in a male-dominated industry, the National Association of Women in Construction (NAWIC) stands with our brothers and sisters likewise asking for equity and inclusion.

At NAWIC, we have always been women-focused with a core purpose fixed on strengthening and amplifying the success of women in the construction industry. This remains true. What also runs deep in our association is our commitment to inclusion and growth, which means recognizing how vital it is to amplify the voices of women of color in the construction industry. We believe in and hold at the core of our values an admiration and respect for courageous leadership, and our female colleagues of color have been consistent leaders in courage and excellence. Their passion and dedication to the industry is an inspiration, and we stand in solidarity with them and honor them - today and every day.

In the history of our country, we have seen that change requires a catalyst and bold leadership. In anticipation of the changes needed in our nation and the world at large, we are calling upon our members and our professional community to join us in being catalysts for change through the denouncement of racism, the amplification of the voices and successes of women of color, and the active role we all choose to take in educating ourselves on the actions needed to eliminate racial biases.
COMMITTEES SUMMARY

Professional Development and Education (PD&E) Committee
Committee Chair: Angela Highland, CIT

The schedule of webinars for the past year, which increased in response to COVID-19 and an effort to provide education and information about newly pertinent topics, have been incredibly valuable, and we have had moderate attendance. The book clubs this year were also highly successful, with considerable participation and interest nationwide.

One of the committee's largest goals this year was to get the Speaker's Bureau up and running, and, to this end, a national taskforce was created with Angela Highland as chair. The taskforce assembled and created a plan for the bureau, including how to build and maintain it moving forward. The national board has approved the proposal as of this year, so the task force will move forward with the next phase of the plan, which is to work with national to set up a digital database and application process that will be located on the national website.

The committee has been very encouraged by the way chapters and regions have creatively stepped up their PD&E offerings through the pandemic. Many are offering rich content online to help keep members engaged and educated.

Women in Construction (WIC) Week Committee
Committee Chair: Samantha Hedgepath

This year, chapters hosted over 200 events with over 3,000 members and 8,000 guests attending. These events included dinners, networking, awards, lunch-n-learns, panels, job site tours, and volunteering for community projects.

We had over 46 Proclamations signed by city, county, and state officials this year. One of the benefits of being a member of NAWIC is the encouragement to step up, speak up, and be seen, and members did just that with over 35 live interviews around the country and over 3,500 social media posts.

Members were encouraged to reach out to other associations and industry-related businesses and invite them to not only join in their celebrations but to hold their own WIC Week events. Chapters took this challenge and ran with it, with over 1085 different associations and companies joining us. Members also took this opportunity to visit schools, association meetings, and expos to represent NAWIC in honor of WIC Week, and several companies took to social media to highlight their female employees, along with hosting educational workshops, site tours, and networking events.

Membership and Marketing
Membership Chair: Virginia Aguinaga
Marketing Chair: Angela Troncoso

Together the Membership and Marketing Committees had six bi-monthly calls/webinars.

We had a great response to our Marketing/ Membership video contest, #NAWICPowerPlay, and were amazed at the talent and hard work put into these videos. The number of videos shown on social media helped highlight the purpose and power of NAWIC, and judging these videos was difficult to say the least! We also provided an engaging article for NAWIC Today highlighting the importance of membership. As of June 30, 2020, NAWIC Membership was at 4896.

Safety and Health Committee
Committee Chair: Raven Hoffman

For the 2019-2020 year, we shared the NAWIC-OSHA Alliance Daily Safety Talks with the region directors monthly. We posted an average of 3 times per week on the Safety and Health Awareness Facebook page. Additionally, we participated in a Facebook Live event for members spotlighting Self-Care in the Time of COVID-19 on April 6. Kathi Dobson presented our webinar “Suicide and Workplace Violence Prevention” on January 29, 2020. The National Safety and Health Excellence Awards applications were published and judged by our goal dates. This year, we had three categories – General Contractor, Subcontractor, and Supplier/Trucking.
NAWIC-OSHA Alliance Committee
Committee Chair: Karen Brioso
Each month this year, a daily safety newsletter was sent to members via the webpage and Safety and Health Committee. Three webinars were held. The first webinar, “Issues Affecting Women in Construction”, had over 100 attendees. This was sponsored by Avetta and is available through EHS today. The second webinar, “Suicide - A Crisis in Construction”, was presented by Kathi Dobson. Kathi also hosted a Facebook Live event for members through the NAWIC National page focusing on “Staying Sane During the COVID Crisis”. The third webinar, “PPE Issues Affecting Women in Construction”, was held in July.

The committee partnered with all OSHA campaigns, which included Fall Prevention, Heat Stress Awareness, Safe+Sound, and Trenching & Excavation.

Emerging Professionals Committee
Committee Chair: Allison Hill
This year was a “rebuilding” year for the Emerging Professionals committee, and we took this time to revisit, revamp, and refocus our programming, resources, and efforts to set the building blocks for future years. Below as an overview of the results of our work this year:

• We developed a Strategic Plan to better focus our efforts and create a more defined vision for the committee.
• The committee handbook underwent a complete overhaul, and the updated version will serve as a much better resource for future chapter, regional, and national committee members.
• We created
  o a “FAQ” document for Emerging Professionals - We believe that many members do not fully understand the purpose of our committee, and this document should help be a quick reference and offer clarity.
  o a “Tips & Tricks” document to capture a few suggestions on how chapters with limited resources can still embrace the Emerging Professionals effort.
• We developed a survey (which will launch soon) that will allow the committee to develop a better baseline of participation in the mentoring program and help determine best next steps to revamp this program. The committee also began a campaign promoting the mentoring program (see more information below).
• We have submitted a request for a complete overhaul of our webpage, where these new resources will be housed, and which will also include a committee contact list. This will hopefully make the committee and regional chairs more accessible to members and chapter leaders.

Excellence Awards Committee
Committee Chair: Rita Brown
The NAWIC Builds Excellence Awards were designed to spotlight our association as a premiere industry player. Significant care was taken to refine the process and establish a timeline and enhanced protocol to ease future award program implementation.

This year, as in the past, we benefitted from an engaged and robust committee that worked well with the NAWIC professional staff to ensure a smooth process while further eliminating ambiguities. We had many applicants and four strong winners.
## Region Events

### 2019 Fall Conferences

<table>
<thead>
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<th>Dates</th>
<th>Location</th>
<th>Executive Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midwest</td>
<td>October 25 - 26</td>
<td>Kansas Cit, MO</td>
<td>Diane Mike, CBT</td>
</tr>
<tr>
<td>North Central</td>
<td>October 18 - 19</td>
<td>Lexington, KY</td>
<td>Jill Hanson, CDT, CIT, ESP</td>
</tr>
<tr>
<td>Northeast</td>
<td>November 8 - 9</td>
<td>Groton, MA</td>
<td>Anne Pfleger, CIT</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>October 25 - 26</td>
<td>Reno, NV</td>
<td>Dove Sifers-Putman, CBT</td>
</tr>
<tr>
<td>Pacific Southwest</td>
<td>October 4 - 5</td>
<td>Colorado Springs, CO</td>
<td>Karen Hager, CBT, CIT</td>
</tr>
<tr>
<td>South Atlantic</td>
<td>October 18 - 19</td>
<td>Charleston, SC</td>
<td>Lauline Mitchell</td>
</tr>
<tr>
<td>South Central</td>
<td>November 8 - 9</td>
<td>Dallas, TX</td>
<td>Karen Hager, CBT, CIT</td>
</tr>
<tr>
<td>Southeast</td>
<td>October 4 - 5</td>
<td>Birmingham, AL</td>
<td>Diane Mike, CBT</td>
</tr>
</tbody>
</table>

### 2020 Spring Forums

<table>
<thead>
<tr>
<th>Region</th>
<th>Dates</th>
<th>Location</th>
<th>Executive Representative</th>
</tr>
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<tbody>
<tr>
<td>Midwest</td>
<td>April 17 - 18</td>
<td>Wichita, KS</td>
<td>Lauline Mitchell</td>
</tr>
<tr>
<td>North Central</td>
<td>May 1 - 2</td>
<td>Grand Rapids, MI</td>
<td>Lauline Mitchell</td>
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<tr>
<td>Northeast</td>
<td>May 15 - 16</td>
<td>Hershey, PA</td>
<td>Karen Hager, CBT, CIT</td>
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<td>Southeast</td>
<td>May 1 - 2</td>
<td>Tampa, FL</td>
<td>Diane Mike, CBT</td>
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CANCELLED due to pandemic
Well, what can we say... this has been a really strange year, not to mention a rough start to a new decade. Now more than ever, I believe we can honestly say we don't know what tomorrow brings. The 'new normal' totally means flexibility, creativity and perseverance. And NAWIC has proven itself to be pros at all of these!

And this goes for the NAWIC Founders Scholarship Foundation, too. The Awards Committee, Sandy Field, CBT, CIT, as Chairman, Connie Leipard, CIT, Catherine Schoenenberger and Riki F. Lovejoy, CBT, CIT, Administrator, met mid-March, actually the weekend that the U.S. went on official lockdown, to review nearly 145 undergrad and tradespeople applications for awards. The meeting took place at Lovejoy's home outside of San Antonio, in person, with Field, Schoenenberger and Lovejoy and Leipard calling in due to family illness and not wanting to risk possible COVID-19 exposure.

This year the funds were available from

- 30 Chapters
- 4 Regions
- 2 Private Companies
- Past National Presidents (for the first time!)
- NFSF ($21,000 from the growth on principal!)

All applications were reviewed for compliance with the submission requirements, financial need, and determination of the students plans for their career in the construction industry. There were 65 undergraduate awards approved and 7 trades applicants. As of this writing the follow-up documentation has been received from all but 3 undergrads and 1 trades. Sadly, one trades-person had to decline the scholarship because of the inability to continue the trade program due to financial hardship because of COVID.

Even though all but very few qualified for the scholarships, we still were not able to award to every applicant. We encourage all Chapters, Regions and non-NAWIC entities to review their specific guidelines for awarding scholarships. The tighter the restrictions, the less opportunity to award scholarships. We realize that your Chapter or Region wants to support students in your area and we welcome that opportunity. We ask that all consider opening to award otherwise as well. For example – Qualification #1 – Student attending college/university/trade in your Chapter’s area; Qualification #2 – Student attending in your Region’s area; Qualification #3 – Student with high financial need. And trust me when I say, there are a lot of students that are already carrying student loan debts in the thousands of dollars. This year, there was over $20,000 “left on the table” because we could not match up Chapter/Region guidelines to applicants. We encourage all to discuss with your membership the goal of awarding your scholarships.

So, I’m guessing at this point, you are curious to know the final tally of the awards! After 2 ½ days of review, the final tally of approved awards offered is $106,500!!!!!!!!! We had one Chapter, Detroit, that provided $22,900 in scholarship monies alone! A big shout out and THANK YOU to Detroit!

As my year as Administrator comes to a close, I want to express my gratitude for the honor of serving on this Foundation and serving with Sandy, Connie and Catherine. It was an eye opening experience to the struggles that students encounter, not just financially, but through their whole journey to get to college and then finish. NAWIC’s part in helping in some small way continues to make me proud to be a member and continue to experience new ways of helping in our industry.

Please feel free to contact me or any of the other current Trustees should you have questions, concerns, or need additional information regarding NFSF.

Respectfully Submitted,

Riki F. Lovejoy, CSPM, CBT, CIT
NFSF 2019/2020 Administrator
LOOKING AHEAD

This past NAWIC year has definitely been the “Dawn of a New Era”, but even with all the trials and tribulations, one thing remains evident: NAWIC members continue to step up, volunteer, and offer support wherever there is a need! NAWIC will emerge from this period of uncertainty as a more powerful association by continuing to be leaders in the construction industry with the coming year’s focus on CONNECT-COLLABORATE-CONSTRUCT.

Now more than ever, we must continue to CONNECT to have the conversations that help determine the best course of action for NAWIC. Some of the ways the 2020-2021 NAWIC Board of Directors will accomplish this are: holding monthly calls to conduct business; presenting quarterly Summaries of Action; periodic board video updates/townhalls; and increasing engagement with members and chapters.

Our job as your national leadership team is to connect with you - to listen and understand what YOU want out of your membership.

COLLABORATION is going to be another key to navigating the challenges before us. Lauline Mitchell, Vice-President and Board Committee Liaison will be working closely with our national and regional committee chairs and co-chairs. Her main goal is to be their support team member to keep the committees moving forward in achieving their goals and objectives for the coming year. All committees will be contributing articles to the NAWIC Today magazine, hosting webinars, and conducting campaigns/contests/awards. In addition:

- Membership and Marketing, led by Andrea Ward and Tara Labosky, respectively, will be actively working to promote the national marketing/rebranding initiative, creating new member orientation videos, and providing membership/marketing support to regions and chapters. Stay tuned for updates from the Membership and Marketing committees.
- Professional Development & Education (PD&E), led by Kizzy Ferrer, is already working on partnering with:
  - The Emerging Professionals committee to market and help chapters implement the mentoring program.
  - NAWIC Education Foundation (NEF) to host a live NEF virtual training course.
  - Speakers Bureau taskforce to create a speaker’s bureau to be used as a resource for all chapter and region PD&E needs. This will support the association’s ongoing need for quality speakers and will serve as a searchable database for all chapter presidents and PD&E chairs, as well as region directors to find resources for meetings and events.
  - Leadership Book Club coordinator Lori Donnell to continue to promote, maintain and assist groups/chapters.
- Emerging Professionals, led by Ashley Farmer, will fine tune and continue to promote the mentoring program on the chapter level. They will also be developing a national mentoring program where members can access information for potential mentors and mentees. Building this infrastructure will ensure emerging professionals have valuable networking opportunities and positive experiences as members of NAWIC.
- NAWIC-OSHA Alliance, led by Karen Mitchell, will continue to promote OSHA initiatives. One goal is working with the region directors to have at least one OSHA Alliance related program at all Region Fall Conferences or Forums and reporting to OSHA the Alliance’s activities.
- Safety & Health, led by Adair Stevenson, will be promoting Safety & Health on social media and requesting at least one Safety & Health related program at all Region Fall Conferences or Forums.
• Strategic Planning, led by Vickie Nickel, started the conversation surrounding “Leading During a Pandemic” and establishing a continuity plan during the hybrid Board Orientation the last week of June 2020. Vickie will work closely with the National Board to update and keep our Strategic Plan moving forward throughout the year. Additionally, there will be opportunities for region and chapter Strategic Planning chairs to work with the national chairs to implement strategic plans that align with National’s.

• Women in Construction (WIC) Week, led by Toni Osberry will be working with the chapters to promote WIC week throughout the year, with the highlight of the celebration to take place the week of March 7-13, 2021. The WIC Week committee will be further developing last year’s national sponsorship program with a possible reward to chapters that secure national sponsorships for WIC Week. Stay tuned for details about purchasing buttons and posters to promote WIC Week 2021.

• Our newest committee, Chapter Development, led by Dena Rowland, is developing a program that will aid chartering chapters and will identify chapters that would benefit from a remodel/relaunch. This committee will be looking to the membership for assistance to continue to promote the success of not only the committee but also the chapters.

Other advisory COLLABORATIONS with the Board are Connie Leipard, Parliamentarian; Crissy Ingram, Executive Director; Robin Fulton-Meyer, Finance Committee Liaison and chair for the Bylaws and Governance committees.

In addition to this above, President-Elect Doreen Bartoldus will work with seated and potential region directors to CONSTRUCT engagement and leadership development on all levels. Secretary Kristey Stewart will be recording and reporting the action of the board more frequently with quarterly Summaries of Action. Treasurer Karen Hager will be overseeing our budget, financials, and investment accounts to make sure we remain financially sound during this time of uncertainty. The region directors will be working to engage, communicate, educate, and CONNECT with their region members.

We, as an association, have the strength and passion to tackle all obstacles in our way because WE ARE NAWIC! Let us together CONNECT-COLLABORATE-CONSTRUCT to continue building a stronger association that will lead the way in the construction industry!

Anne Pfleger, CIT, National President 2020-2021
Membership Longevity

October 1, 2019 - July 31, 2020

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4961
NAWIC FOUNDERS’ SCHOLARSHIP FOUNDATION (NFSF)

ADMINISTRATOR
Riki Lovejoy, CBT, CIT, CSPM

TRUSTEES
Sandy Field, CBT, CIT
Connie Leipard, CIT
Catherine Schoenenberger

BY THE NUMBERS
• 74 Scholarship Recipients
• $106,500 Awarded

SPECIAL NOTE
Thank you to Detroit Chapter #183 for providing $22,900 in scholarships!

NAWIC HEADQUARTERS

CONTACT INFORMATION
National Association of Women in Construction
327 S. Adams St.
Fort Worth, Texas 76104
Phone: 817-877-5551 | 800-552-3506
Fax: 817-877-0324
Email: nawic@nawic.org

NAWIC EDUCATION FOUNDATION (NEF)

2019 - 2020 PRESIDENT
Wendy Jarred, CBT, CCA, CDS, CIT
2019 - 2020 PRESIDENT-ELECT
Laura Herron
2019 - 2020 VICE PRESIDENT
Melanie Meyers
2019 - 2020 SECRETARY
Peggy Newquist
2019 - 2020 TREASURER
Robin Fulton Meyer, CBT, CIT

BY THE NUMBERS
• NAWIC Students - 3,854
• Certificates Earned - 7,000
• Hours of Study - 58,000
• Returning Students - 71%

NAWIC

NATIONAL OFFICE STAFF
Crissy Ingram, CAE - Executive Director
crissyi@nawic.org
Amber Kohut - Membership Coordinator
amberk@nawic.org
Lauri McCullough - Database and Website Manager,
Graphics
laurim@nawic.org
Kharisma Rivera - Finance, Store Manager
kharismar@nawic.org
Amber Swinford - Communications Manager
ambers@nawic.org
Lori Wagner - Membership Manager
loriw@nawic.org

National Association of Women in Construction | 31
PAST NATIONAL PRESIDENTS

2018 - 2019 • Dove Sifers-Putman, CBT
2017 - 2018 • Catherine D. Schoenenberger
2016 - 2017 • Connie M. Leipard, CIT
2015 - 2016 • Riki F. Lovejoy, CBT, CIT
2014 - 2015 • Sandy K. Field, CBT CIT
2013 - 2014 • Yasmine A. Branden, CCA
2012 - 2013 • Cindy Johnsen, CBT, CDS, CIT
2011 - 2012 • Judy DeWeese, CBT, CIT
2010 - 2011 • Debra M. Lesar, CIT
2009 - 2010 • Robin Fulton Meyer, CBT, CIT
2008 - 2009 • Pat J. McDonald, CBT, CCA, CIT
2007 - 2008 • Tamie K. Taylor, CDS, CDT, CIT
2006 - 2007 • Christie S. Wigginton, CIT
2005 - 2006 • Carol L. Chapman, CIT
2004 - 2005 • Nancy A. Eaton, CBT, CCA, CDS, CIT
2003 - 2004 • Luci H. Roberts, CCA, CIT
2002 - 2003 • Linda A. Young, CBT, CIT
2001 - 2002 • Marcia Rackley, CIT
2000 - 2001 • Cindy J. Crawley, CIT
1999 - 2000 • Denise R. Norberg-Johnson, CCA
1998 - 1999 • Patsy M. Smith
1997 - 1998 • Mary Ellen Ledbetter
1996 - 1997 • Evelyn P. Clark, CCA
1995 - 1996 • Susan Levy, CCA
1994 - 1995 • Barbara R. Alleman, CCA
1993 - 1994 • Margaret L. Eure
1992 - 1993 • Jane F. Williams, CCA, CPEA
1991 - 1992 • Joan Mehos
1990 - 1991 • Darline H. Johnson, CGS
1989 - 1990 • Carol C. Ericson
1988 - 1989 • Judith T. Short, CCA
1987 - 1988 • Joyce A. Lemons
1986 - 1987 • Sandra B. Glassie
1985 - 1986 • Jean Morrow
1984 - 1985 • Marilyn J. Camin, CIT
1983 - 1984 • Mary A. Magee
1982 - 1983 • Kathryn B. Pate
1981 - 1982 • Jan L. Burger
1980 - 1981 • Lura W. Bates Betz, CCA
1979 - 1980 • Arlean L. McPherson
1978 - 1979 • Donna L. Meidling, CIT
1977 - 1978 • Marcella Curry
1976 - 1977 • Patricia M. Pridmore
1975 - 1976 • Mary Ann Nall
1974 - 1975 • June N. Barton
1973 - 1974 • Eva S. Poling
1972 - 1973 • Janith J. Gould
1971 - 1972 • Bonnie M. Granger
1970 - 1971 • Marie M. Marshall
1969 - 1970 • Margaret Borg
1968 - 1969 • Florence Hawisher
1967 - 1968 • Grace W. Dollens
1966 - 1967 • Dorothy E. O'Conner
1965 - 1966 • Nelda Weatherly
1964 - 1965 • Martha J. Knowles
1963 - 1964 • Lettie Nixon
1962 - 1963 • Florence Creighton
1961 - 1962 • Clara Wilkerson Tuck
1960 - 1961 • Lois J. Acker
1959 - 1960 • Carrie Ann Marquette
1958 - 1959 • Lucille Holman
1957 - 1958 • Faye Brown
1956 - 1957 • Peggy Whistler
1955 - 1956 • Doris M. Efird