

June/July 2013

www.nawicmilwaukee.org



Nuts & Bolts

NAWIC Chapter 105, Milwaukee, Wisconsin

Hello Ladies --

Congratulations to our 2013-2014 Board of Directors! These ladies are taking it to the next level and I am so honored to be able to continue to work with them, as Immediate Past-President, as they take on these leadership roles. I know that they will do a great job. Please join me in welcoming them:

Inside This Issue:

1. **President's Letter**
2. **Thank You**
3. **Sponsor Thank You**
4. **Sponsor Thank you**
5. **Mitchell Park Tour**
6. **Forum Recap**
7. **Forum Recap**
8. **Forum Recap**
9. **Member News**
10. **Board of Directors/Committee Chairpersons**
11. **Calendar of Events**
12. **Membership Roster**
13. **Member Classifieds**

- Nancy Hall, Accounting Manager at Roman Electric, will be our President;
- Julie Raymond, Assistant Manger-Special Projects at Gilbane Building Company, will be our Vice-President;
- Peggy Wooten, Project Administrator at Environmental Systems, Inc., will be our Treasurer;
- Christine Krueger, Intern Architect at American Design, Inc., will be our Secretary;

And our Directors are:

- Susan Jaske, VP & COO at Fairway Transit, Inc.
- Brenda Graat, Tax Manager at Baker, Tilly, Virchow & Krause
- Dawn Filtz, Payroll Administrator/Office Manger at Duwe Metal Products, Inc.
- Erika Dahlem, Project Manager-Environmental Systems at Professional Service Industries, Inc.

In addition we have a great group of ladies heading up our several committees. Some are veterans continuing on these committees, but we do have some new names on the list as well. Welcome to the following:

- ❖ Block Kids — Julie Raymond, Nancy Hall, Erika Dahlem
- ❖ Community Service — Brenda Graat
- ❖ Membership — Helena Johnson
- ❖ NEF Committee — Susan Jaske
- ❖ Newsletter Editor — Tara O'Toole
- ❖ Construction Profession & Education — Jackie Eicher & Amber Thomas
- ❖ PR/Marketing —
- ❖ Scholarship — Helena Johnson & Christine Krueger
- ❖ Strategic Planning – Helena Johnson, Susan Jaske
- ❖ Sunshine — Karen Hetzel
- ❖ Ways & Means/Fundraiser – TBD, we need everybody's help here
- ❖ WIC Week — Dawn Filtz

There is a term out there that I am sure most of you have heard of and that is **ROI**. Its typical meaning is Return on Investment. But it has taken on a different meaning for me, ever since my national membership co-chair used it at AMEC last year, and that is **Return on Involvement**. The more I do with NAWIC the more I get out of it and I hope you all feel the same way as you take on your new roles.

Also, please remember that we can never have too much help, if you see a committee that you would like to participate on, please let me know. In NAWIC there can never be too many cooks in the kitchen © Thank you all for all you do for NAWIC!

Helena



The National Association of Women in Construction
Milwaukee Chapter
Would like to Thank You!

As president of the Milwaukee Chapter of NAWIC, I would like to take this opportunity to thank all of the sponsors and donors who were integral to the success of our 2013 Annual Scholarship Fundraiser and Casino Night.

Thanks to all of you who contributed and attended our event, we were able to raise \$9,000 that will go towards the award of scholarships to college students whose studies focus on a career in the construction industry.

In addition, these monies allow us to host our annual Block Kids event for children in grades 1 through 6 at no cost to the participants. Each year we have anywhere from 80 to 100 children who attend.

Last, but definitely not least, your support also helps fund our chapter members' education opportunities through our monthly general meetings along with allowing us to attend our organization's regional and national conferences. **We could not have done it without you!**

Please see a listing of our sponsors and donors below along with the attached advertisements. And a special thank you to all who attended to show their support. **SAVE THE DATE:** Next year's event will be taking place on **Friday, April 25, 2014.**

Thank you for your continued support.

Helena Johnson

President, NAWIC Milwaukee Chapter #105



Royal Flush – Event Sponsors	\$500
<ul style="list-style-type: none"> • Butters Fetting Co., Inc. • C.G. Schmidt, Inc. • Collins Engineers, Inc. • Gilbane Building Company • Hetzel-Sanfilippo, Inc. • Hetzel Tile & Marble, Inc. • Staff Electric Co., Inc. • Terra Tec Landscapes • The Business Journal 	
4 of a Kind – Craps Table Sponsors.....	\$400
<ul style="list-style-type: none"> • Common Links Construction, LLC • Discher Architectural Millwork, Inc. • Fairway Transit, Inc. • Langer Roofing & Sheet Metal, Inc. 	
Full House – Roulette Wheel & Texas Hold ‘Em Sponsors	\$300
<ul style="list-style-type: none"> • Construction Supply & Erection • Dawes Rigging & Crane Rental, Inc. • Design Build Fire Protection of Wisconsin, Inc. • Enterprise Fleet Management • HNI 	
Straight – Black Jack Table Sponsors	\$200
<ul style="list-style-type: none"> • Appleton Lathing Corporation • Appleton Sign Company • Beeler Construction, Inc. • Block Iron & Supply Company, Inc. • Environmental Systems, Inc. • Holton Brothers, Inc. • Illingworth-Kilgust Mechanical • Interstate Sealant & Concrete, Inc. • JF Ahern Co. • JM Brennan, Inc. Mechanical Contractors • KE Electric • North American Mechanical, Inc. • Regency Janitorial Services, Inc. • Roman Electric Co. • Superior Masonry Builders, Inc. • United States Alliance Fire Protection • VerHalen Commercial Interiors • von Briesen & Roper, S.C. • Weather-Tek Design Center, Inc. • Wellenstein & Sons, Inc. 	



2 Pair - Grand Prize Raffle Sponsors.....\$100

- Arrow-Crete Construction, LLC
- Baker Tilly
- Cobblestone Builders
- DF Tomasini Contractors, Inc.
- Durst Auto Body, Inc.
- Duwe Metal Products, Inc.
- Greenfire Management Services, LLC
- Jahn & Sons, Inc.
- KMI Construction, LLC
- Lankford Construction Company
- Middleton Construction, Inc.
- Paul Reilly Company
- Postorino Decorating, Inc.
- Professional Service Industries, Inc.
- Sonag Ready Mix
- The Daily Reporter

Food Sponsors.....\$50

- Frantl Industries, Inc.
- Olympic Companies, Inc.
- Steigerwald Construction, Inc.

Silent Auction, Raffle & Grand Prize Donators:

- | | |
|----------------------------------|-----------------------------|
| • ABC Audio Video | • Milwaukee Admirals |
| • A.N. Ansay & Associates, Inc. | • Pink Lemonade Spa |
| • Brookfield Hills Golf Course | • Pam Herke |
| • Elite Nutrition | • Shooting Star Travels |
| • Extraordinary Parties & Events | • Silpada Designs Jewelry |
| • Food Service, Inc. | • Southwest Vacations |
| • Ford Construction Company | • Sybaris - Mequon |
| • Jewelry Center | • Taylor-Made Flooring |
| • Ken Ziarek | • The Many Friends of NAWIC |
| • Krumrich's Jewelers | • Twin Metals, LLC |
| • Layton Avenue Animal Hospital | • VJS Construction Services |
| • L.W. Meyer, Inc. | • Von Briesen & Roper, S.C |
| • Merit Title, Inc. | • Waste Management |
| • MG & Company Salon | |

Mitchell Park Conservatory Tour.....also known to generations of Milwaukee and Wisconsin residents as the “Mitchell Park Domes”.



This picture shows the catwalk that is used to change spotlights, etc.



In May, the Milwaukee chapter held a joint meeting with our sister chapters, Madison, Chicago Suburban and Chicago Metro. We had a great turnout with about 20 ladies in attendance and we were very lucky to have Amy join us even all the way from Fargo. We had a very interesting and information tour of the Mitchell Park Domes which is an iconic location in Milwaukee that features 3 greenhouse domes that each feature a different geographical location. There is the desert dome, the tropical dome and the show dome that changes with the seasons. They are also building 7 additional greenhouses and we are looking into the possibility of holding our meetings in the one that will be open to the public when we host APC in 2014 so you all can come and see it! Our tour was followed by lunch at Rock Bottom where we all got a chance to catch up and get to know each other better. It was great to see everybody 😊

2013 Annual Forum Recap **Rapid City, SD**

This year's forum took place on May 3rd and 4th, 2013 in Rapid City, South Dakota. It was an information packed and fun-filled event as well. It was attended by myself and Jackie Eicher from our chapter. We arrived a day early to take advantage of the great tours that were offered. We got the opportunity to visit the Crazy Horse Monument followed by a wine tasting at Prairie Berry Winery and we finished off with an evening visit at Mount Rushmore. It was a perfect opportunity to catch up with old friends and make new friends as well.

Then, it was on to business. Friday was an information filled day with various workshops. There were 4 seminars offered during the morning hours: Costa Rica Project, An Introduction to Self Protection & Awareness, 10 Things You Should Know About Doing Business with the Government and S.M.A.R.T. – Strategic Planning. I could only attend one of each session and chose the Costa Rica Project and the Strategic Planning session.

The Costa Rica Project was presented by one of our own NAWIC members, Mary Pennington-Hoyt, from the Minneapolis/St. Paul Chapter. Mary is the Director of Design & Construction – Americas for Thomson Reuters. She had a great presentation on one of her projects in, you got it, Costa Rica. In construction we have to deal with the usual things, working in conjunction with architects, engineers, etc.

But, what was striking about this project, were the different geographical and cultural aspects. Up here in the States we take for granted the infrastructure and processes in place that facilitate our construction projects. It was very different in Costa Rica though. Geographically, for this project, they had to deal with such things as constant power outages, the need to import nearly everything from the United States which was made even more challenging with worker strikes at shipping ports. Not to mention the occasional earthquakes and sinkholes.

Culturally, there was, of course, the language barrier. In addition, they are a very non-confrontational people so it took some learning and understanding when issues arose where tempers may have run high . . . which happens now and again on a job site. Two of the oddest things I found out is that they have no street addresses and no mail. They just know by landmarks where things are. And, on top of that, you can only drive your car in certain cities on specific days. Apparently, there is a sticker on your car indicating what day and where you can drive. Given this, the team members, such as the architects and engineers, could be on site only at certain times. Very different.

The project was an office building for Thomson Reuters itself. The goal was to design an office that would facilitate future growth, attract and retain its employees. They wanted to maintain consistency with their global standards while infusing some of the local flavors. Their goal was to have flexible work

spaces with maximized natural light use which would result in a comfortable and healthy workspace along with the ability to accommodate change in the future. They tried to use as many local products as possible while also maintaining an environmentally sustainable building. It was extremely interesting to hear about such a project from an internationally challenging perspective and, especially, from one of our own NAWIC sisters up her in the Midwest.

The second morning session was Strategic Planning and how to utilize the S.M.A.R.T. planning process. We started by reviewing the Strategic Plan developed by the national Board of Directors and which was revised at 2012 AMEC. The 3 main goals include: 1. Increasing membership to 4,700 by the end of fiscal year 2015; 2. Promotion of the construction industry as a desirable career choice through targeted outreach efforts (to be rolled out at AMEC 2013); and 3. The development and implementation of a Professional Development Program with multiple tracks (to be rolled out at AMEC 2017).

Each NAWIC chapter should develop their own strategic plan that aligns itself with the national plan. But, how do we go about doing that? There are 5 steps to the plan as a whole: 1. Identify the goals; 2. Make those goals measurable; 3. Assign responsibility; 4. Monitor the progress; and 5. Move on to new goals.

The plan is developed with the goals in mind and we start by identifying how that goal supports NAWIC's core purpose: To enhance the success of women in the construction industry. And that goal should be measured as a SMART goal, what is SMART? You have to make your goal Specific, Measurable, Achievable, Realistic and it should be Time Bound. If we don't sit down and identify these specifically, we tend to set a goal, but then have no way of measuring our success if we don't apply the concepts presented in SMART planning.

My goal, with our chapter, is to continue to develop our strategic plan which was started a couple of years ago. I will identify more specifics and roll out some ideas in the upcoming year using the SMART process.

The 4 afternoon sessions consisted of the following: Women Need to Ask!, Reset Weight Loss – Wellness & Nutrition, Chapter Treasurer 101 and Digital Document Management. I attended Women Need to Ask and Chapter Treasurer 101.

Women Need to Ask was presented by Michelle Lounsbery who is currently the Executive Director for the AGC of South Dakota building chapter. There is still evidence that a glass ceiling still exists and there is still a discrepancy between men and women in the workplace. Her main point is to not sell yourself short and don't be afraid to go into a job interview or an evaluation and ask for that salary or raise. If you do your research you are entitled to the same salary as a male would get, they aren't afraid to ask.

In the Chapter Treasurer 101 seminar, Sandy Field, our current National Vice President, covered the basics of what a chapter Treasurer needs to know. Much of this was a review for me, but it is important to brush up on all of the basics and

the budget form which determines where our funds are coming from and where they are going in order to preserve our tax status as a chapter.

On Friday night we all gathered for a wonderful dinner and some fun and games.

Saturday was our business meeting. Malcom Chapman, president and founder of the Chapman Group in Rapid City, SD, was the Keynote Speaker. His presentation was The Art & Practice of Leadership. Leadership consists of 5 Powers: 1. Imagination, 2. Voice, 3. Commitment, 4. Change & Transition and 5. Teamwork.

The power of imagination is the creation of an environment that encourages thinking where ideas can be generated and education can take place. Encourage imagination, don't ever discourage it. The power of voice has to do with listening and responding. When someone is speaking, you owe them the respect of listening, and vice versa. Communications goes both ways. The power of commitment is the understanding that choices come with consequences. Live up to your commitments and understand that you control what you put into the process. The power of change and transition is the knowledge that things will not always remain as they are. We have to be ready to embrace change and work through it even though it may be uncomfortable at first. The power of teamwork is the understanding that we all have our own talents and skill sets. We are not as strong individually as we are together. We have to realize each others talents and bring them together to make them work together.

This was followed by our business meeting which consisted of committee reports, awards and review of the Director's Fund Report. The ladies of the Black Hills Chapter did a wonderful job of bringing everything together and I had not only an informative trip, but a fun and enjoyable one as well.

Respectfully Submitted,
Helena Johnson
President



Have some News You Would Like To Share?????

Please email Michelle Hetzel (michelle.hetzel@hetzeltm.com) to submit News and information for next month's newsletter.

Member News



Congratulations to Kassy on the birth of her new baby boy.....
Eli Michael...7 lbs. 4 oz. 21"
Born on May 15, 2013



June/July Anniversaries.....

Pauline Jaske		6/1997
Helena Johnson	6/2007	

June Birthdays.....

Dawn Flitz
Angela Szpara

July Birthdays.....

Bobbi Fochs
Brenda Graat
Tara O'Toole



Happy Birthday to you!!!

NAWIC BOARD OF DIRECTORS 2013 - 2014

Nancy Hall – President
Accounting Manager at Roman Electric

Julie Raymond – Vice President
Assistant Manger-Special Projects at Gilbane Building Company

Helena Johnson – Immediate Past-President
Project Coordinator at CG Schmidt, Inc.

Peggy Wooten – Treasurer
Project Administrator at Environmental Systems, Inc.

Christine Krueger - Secretary
Intern Architect at American Design, Inc.

Brenda Graat – Director
Tax Manager at Baker, Tilly, Virchow & Krause

Dawn Filtz – Director
Payroll Administrator/Office Manger at Duwe Metal Products, Inc.

Erika Dahlem – Director
Project Manager-Environmental Systems at Professional Service Industries, Inc.

Susan Jaske – Director
VP & COO at Fairway Transit, Inc.

NAWIC COMMITTEE ORGANIZATION 2013-2014

Block Kids	Julie Raymond, Nancy Hall, Erika Dahlem
Communtiy Service	Brenda Graat
Membership	Helena Johnson
NEF Committee	Susan Jaske
Newsletter Editor	Tara O'Toole
Construction Profession & Education	Jackie Eicher , Amber Thomas
PR/Marketing	
Scholarship	Helena Johnson, Christine Krueger
Strategic Planning	Helena Johnson, Susan Jaske
Sunshine	Karen Hetzel
Ways & Means	
WIC Week	Dawn Flitz

This Year's Events.....Mark your Calendars!!!!!!

NAWIC CALENDAR OF EVENTS 2012- 2013

GENERAL MEMBERSHIP MEETINGS:

<p>October 8, 2012</p> <p>November 12, 2012</p> <p>December 10, 2012</p> <p>January 14, 2013</p> <p>February 11, 2013</p> <p>March 4, 2013</p> <p>March 20, 2013</p> <p>April, 2013</p> <p>May 18, 2013</p> <p>June 10, 2013</p> <p>September 9, 2013</p>	<p>Remediation Speaker, Stephanie Parsley @ Brookfield Home & Idea Center</p> <p>Junior Achievement Tour and Milwaukee Job Corps Speaker @ Junior Achievement Facility</p> <p>Supportive Care Christmas Party @ Mt. Mary College</p> <p>Plumbing Presentation, Alaina Cartagena @ JM Brennan</p> <p>Mt. Mary Remodel Tour @ Mt. Mary College</p> <p>WIC Week - Industry Appreciation Dinner @ Bullwinkles</p> <p>Joint Meeting with CFMA (Construction Financial Management Association) @ Alioto's Restaurant</p> <p>Joint Meeting with WCREW (Wisconsin Commercial Real Estate Women) – Location & Date TBD</p> <p>Joint Meeting with Madison & Chicago Chapters – Miller Park Tour</p> <p>5th Annual Milwaukee Riverboat Cruise</p> <p>TBD</p>
---	--

BOARD MEETINGS (all members are welcomed to attend):

****Board meetings will be held at Bluemound Gardens - 11703 W Bluemound Rd**

<p>November 26, 2012</p> <p>December, 2012</p> <p>January 28, 2013</p> <p>February 25, 2013</p> <p>March 25, 2013</p> <p>April 22nd or 29th, 2013</p> <p>May 20, 2013</p> <p>June 24, 2013</p>	<p>No Meeting - Holiday Break</p>
--	-----------------------------------

OTHER NAWIC EVENTS/CALENDAR ITEMS:

<p>February 23, 2013</p> <p>March 3 – 9, 2013</p> <p>April 26, 2013</p> <p>May 3 – 5, 2013</p> <p>August 28 – August 31, 2013</p>	<p>Block Kids Event @ Mt. Mary College</p> <p>WIC Week – Industry Appreciation Dinner on March 4th</p> <p>Annual Ways & Means Fundraiser - Casino Night</p> <p>Annual Forum – Black Hills, SD</p> <p>Annual National Meeting – Bellevue, WA</p>
---	--



MEMBER CLASSIFIEDS.....



Rigging & Crane Rental

www.dawescrane.com



NATIVE AMERICAN CONCRETE CONTRACTOR
MBE, DBE, & 8(a) CERTIFIED

ANN M. NESHEK
VICE-PRESIDENT

P.O. BOX 14823
MILWAUKEE, WI 53214

PH (414) 443-1911
FAX (414) 443-5480
E-Mail: Aneshek@wi.rr.com



HNI.com
"change the game."

Advertise Here!!!!!!!!!!!!
Contact: jraymond@gilbaneco.com

