

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.

NUTS & BOLTS, OCTOBER 2013

Message From Your President

The year is well underway. Our October meeting was held at the Clock Shadow Building in the Walker's Point area of Milwaukee was wonderful! This building has been recognized nationally and has won numerous awards. It is worth the trip down to see how/what items were recycled to create this impressive building, as it is made of 50% recycled materials. While you are there you may indulge in ice cream or fresh cheese made right there. These are just a few of the facilities that occupy the five-story building. Make sure you take the full tour all the way to the roof top garden to get a spectacular view.

Membership is at the forefront of everyone's mind in NAWIC, both in each chapter and nationally. Please spread the word regarding what a great organization NAWIC is for women, and please try to bring a guest to our monthly meetings. I am confident if we get them to come to a meeting or two, they will want to join the NAWIC family.

In construction news, preparation for reconstruction of the Hoan bridge will begin in November. The state is anticipating re-opening the bridge completely by Labor Day 2015. As they say, we have two seasons in Wisconsin: winter and construction. Road construction is doing well in the Milwaukee area.

National convention is in Indianapolis in 2014. The ladies from Indy are sending us little tidbits about Indianapolis, trying to entice us to all join them for a fun and educational weekend.

This month's tidbit:

With Halloween around the corner, it got me thinking about people's interest in haunted places. Well, just a few blocks from our conference hotel (JW Marriott) is the Slippery Noodle Inn. This is Indiana's oldest bar, established in 1850. It is said to have been part of the underground railroad and a bordello, and it is said that even now, if you go in the basement, you feel a cold, eeriness and employees have seen both a black slave man walking as well as a woman (former "worker" at the bordello) who was shot.

However we like to go there not to see and feel that, we enjoy the live blues music and drinks!

Please mark your calendar September 3-6, 2014 Indianapolis, IN. You won't want to miss this event!

Nancy Hall
President, Chapter 105

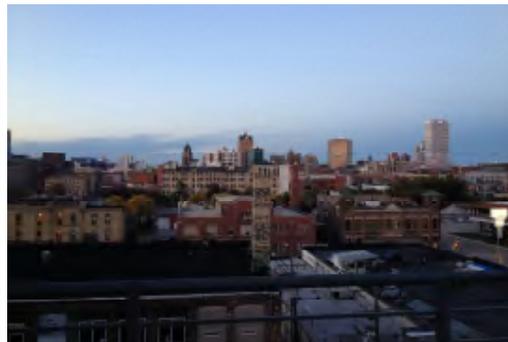
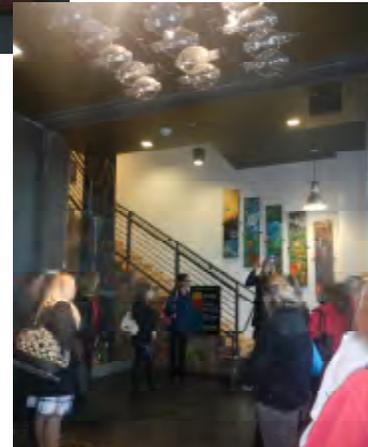
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October Meeting Recap

On Monday, October 14, 2013, NAWIC 105 toured the Clock Shadow Building. The Clock Shadow Building is a \$7 million commercial building located at 130 W Bruce St. in Milwaukee's Historic Walker's Point. It features sustainable technologies, green business incubator space, social investors, and partnerships designed to catalyze business growth in the surrounding neighborhood.

The building opened in April 2012 and is home to the Clock Shadow Creamery, Wisconsin's first urban cheese factory.



Chapter Events

BIRTHDAYS

Chapter 105 would like to wish the following September and October birthdays a big "Happy Birthday!"

Sarah Lasee
Julie Raymond
Shauna Boyer
Jenny Byington
Jackie Eicher

ANNIVERSARIES

Congratulations to the following members who celebrated their NAWIC anniversaries in September and October:

Amber Thomas — 9 years (9/2004)
Ann Neshek — 8 years (10/2005)
Shauna Boyer — 7 years (10/2006)
Valerie Jaske — 7 years (10/2006)
Julie Raymond — 3 years (10/2010)
Nancy Hall — 2 years (10/2011)
Dawn Filtz — 2 years (10/2011)
Jenny Byington — 1 year (10/2012)
Kristin Marx — 1 year (10/2012)

UPCOMING EVENTS

Our November meeting is just around the corner, it will be held at:

von Briesen & Roper, s.c.
411 E Wisconsin Ave
Milwaukee, WI 53202

Topic: Risk management
November 11, 2013 5:30
Please check out our website for more details and to RSVP via Eventbrite.

I look forward to seeing each and every one at the meeting and remember BRING A FRIEND!!!

Member Spotlight

Dawn Filtz Duwe Metal Products

1. The basics:

- What's your name? **Dawn Filtz**
- Where do you work? How long have you worked there? What is your position? **Duwe Metal Products, Inc.. 27 years 5 months, Administrative Manager**
- Where did you go to school? **Went to High School St. Francis, MATC, PC Learning Systems and several other adult education classes.**

2. What's your favorite...

- Food? **Mexican**
- Drink? **Diet Peach Snapple**
- Color? **Like all colors but, mostly the colors of fall**
- Movie? **Ghost**

3. Tell us a little about your family life. Do you have a spouse? Kids? Pets?

No spouse or significant other, 2 Sons, 31 & 27, not pets well recently a bat Ha just kidding

4. If you could choose to go on vacation anywhere in the world, where would you go and why?

Australia or Ireland, just really think they would both be awesome countries to see

5. If you could go back in time, what year would you travel to and why?

1970 to change the course of my life

6. What is the one thing you couldn't live without?

My children

7. What is the most random thing you keep in your purse?

Hair accessories

8. Why did you join NAWIC?

To learn more about the construction industry, to grow as a person, to meet women like myself and to learn more about our city and other businesses that are related to the construction industry. I have learned so much and met so many interesting women and people in my short time in NAWIC. I really wish that I would have known about NAWIC when I first starting working for Duwe, who knows where it would have taken me. I also have a passion to teach or mentor young girls or women of the potential for them in they construction industry which has always been predominately a male industry and along the way maybe learn a few things myself.

Every month we feature a different member in the newsletter. If you haven't already, please take a few minutes to answer the above questions so we can get to know you better! Responses can be emailed to Tara.OToole@cgschmidt.com.



Chapter News & Announcements

ST ROSE—"CHANGING HEARTACHE TO HOPE"

Lad Lake is a nonprofit social service agency that treats 2,000 boys and girls each year who are struggling to overcome abuse, neglect, mental health issues, academic problems and sexual exploitation. They provide residential treatment, education and job training at their St. Rose facility in Milwaukee.

They have contacted NAWIC to see if we might be interested in helping to create a more friendly meeting space and be willing to assist a project that has a very low budget. St. Rose has been serving girls for over 160 years and "**changing heartache to hope**" - their conference room/ meeting room is in need of an update. Perception is everything and the girls that live at St. Rose Center are using this space at times for meeting with their parents, caseworkers, or sometimes we have family visits in this area.

Several members will be doing a walk through of the space on October 29th. More info to come!

APC RECAP

APC 2013 was held in Rochester MN. It was a very nice event. The Mayor of Rochester is a very sweet man. His only agenda is to make Rochester the best that it can be. He has a standing "date" with his wife every Saturday @ 8:30a.m. for breakfast.....he needed to reschedule so he could speak to the ladies of NAWIC.

The main topic at APC was Membership. The goal set by National is 4200 members by January 31, 2014, and our current membership is 3059. It is clear that we need to increase our membership numbers. Current economic trends over the last five years, as well as a decrease in employee participation in professional organizations and associations in general, have contributed to our lower membership numbers. We need to reverse this trend. By bolstering our commitment and passion for NAWIC, we can demonstrate to women in our industry the true value of NAWIC membership.

We can all do our part to bring NAWIC into the future by recruiting members and participating in chapter events.

I know we can do this, we are women, we make it happen!!!

HUNGER TASK FORCE

Last year, we helped out on providing juice and cereal boxes to the Hunger Task Force. This year, they are collecting Mac and Cheese.

If you are interested in donating, please bring the items to any meeting or you may contact Brenda Graat (Brenda.Graat@bakertilly.com).

NAWIC CHRISTMAS PARTY

At the board meeting we discussed having a chapter Christmas party. It will be a couples event, that way the men don't feel left out ☺

The party venue is still undetermined. Jackson's in downtown Milwaukee was suggested, but if you have any additional suggestions as to where, or which dates would work better please send them to us.

Chapter News & Announcements

NOVEMBER MEETING



Monday, November 11, 2013 from
5:30 PM to 7:30 PM (CST)

von Briesen & Roper, s.c.
411 E Wisconsin Ave
Milwaukee, WI 53202

[View Map](#)

[Attend Event](#)

Share this event:



NAWIC Milwaukee - General Membership Meeting Monday, November 11, 2013 Risk Management Presentation by Roy Wagner from von Briesen & Roper Roy E. Wagner is Chair of von Briesen & Roper's Construction Law and Litigation Section. Roy's presentation will focus on Risk Management – Improving Contract, Collection and Reducing Liability and Claims. His goal will be to help you better understanding the...

Don't forget to check out the November meeting invitation on EventBrite! Visit the link below for more information.

<http://www.eventbrite.com/event/8877044479/es2/?rank=1&sid=01eedae840ae11e3923222000a880143>

Chapter News & Announcements

OTHER INTERESTING EVENTS

Below are a few other events that might be interesting to attend:



Succession Insights™
A Valued Business Advisor approach to growth and exit planning



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Strategies to increase wealth and ensure a successful transition

One of the many challenges of a privately held business is planning for the future. Whether you wish to eventually sell your company or transition it to the next generation, succession planning should be a key component of your company's strategic plan. This program will assist you in identifying the essential considerations, potential pitfalls, and important steps to take to effectively establish a well-thought-out transition. Innovative strategies will be discussed to help you build and protect equity, develop a succession plan, and extract the value you've created when you exit.

Event details

Tuesday, November 12, 2013

7:30 a.m. – 8:00 a.m. Breakfast

8:00 a.m. – 9:30 a.m. Panel

Blue Mound Golf and Country Club
10122 West North Avenue
Wauwatosa, Wisconsin

To register, visit www.bakertilly.com/events.

For questions, contact Kyle Mondy at 414 777 5476 or email kyle.mondy@bakertilly.com.

This session is complimentary; however, space is limited.

Contact us today to reserve your seat!

Connect with us: bakertilly.com

Panel members

Mark Smith, CPA, MST

Mark Smith, Partner with the Private Client Group at Baker Tilly, has been with the firm since 1996. Mark has significant expertise in estate and trust planning; charitable, retirement, and income tax planning; and business succession planning for closely held businesses.

Brian Quandt, CPA

Brian Quandt, Partner with Baker Tilly, has been with the firm since 2002. Brian specializes in strategic tax planning, transaction services, client relationship management, and general business/tax consulting. He works closely with clients in the manufacturing and professional services industries.

Brenen Sieber, CPA

Brenen Sieber, Partner with Baker Tilly and Managing Director with Baker Tilly Capital, has been with the firm since 2006. Brenen focuses exclusively on serving clients in the Mergers & Acquisitions Group through sell-side and buy-side advisory services.

Dean Fowler, Dean Fowler and Associates

Having served more than 300 families since 1983, Dean R. Fowler, Ph.D., is recognized as one of the world's leading experts specializing in the emotional dynamics that impact families-in-business and families of wealth.

Chapter News & Announcements

OTHER INTERESTING EVENTS



When
 Tuesday November 5, 2013
 7:30 AM to 9:30 AM

7:30- 8:15 Breakfast/ Networking
 8:15-9:30 Discussion Panel

Event Fee: \$10

Breakfast is included with your registration.

[Add to Calendar](#)

Where
 Tri-North Builders
 2625 Research Park Drive
 Fitchburg, WI 53711

Women Building Wisconsin is a networking and discussion panel event that addresses important industry topics while providing a setting for women working in or entering the A/E/C/O environment to continue to grow their personal network and build connections, not just within their given discipline, but industry-wide.

**Join us for our first panel discussion,
 "Don't Just Survive - Thrive!"**

**Panelists from across the industry will share their background
 and tips for success.**

Men are welcome, too!

WORDSEARCH

The topic is: Scaffolding

Find the words in the grid. Words can go across, down, and diagonally.

When you are done with the word search,
 the unused letters in the grid will spell out a
 hidden safety message.

C	R	A	W	L	I	N	G	B	O	A	R	D
C	N	E	O	B	M	I	D	R	A	I	L	V
O	W	T	G	U	R	W	A	L	K	W	A	Y
U	S	O	O	U	T	A	E	R	E	X	N	P
P	C	C	R	E	A	R	C	E	E	D	D	U
L	S	T	A	K	B	R	I	E	H	E	I	T
E	T	F	C	F	L	O	D	G	M	A	N	L
R	R	A	L	X	F	E	A	R	G	I	G	O
M	I	I	E	U	M	O	V	R	A	E	I	G
N	N	L	A	T	E	N	L	E	D	I	R	D
E	G	U	T	D	L	O	A	D	L	D	L	H
W	E	R	U	N	N	E	R	H	O	I	S	T
D	R	E	L	V	B	T	B	E	A	R	E	R

Word Bank: bearer, brace, cleat, coupler, crawling board, failure, guardrail, hoist, landing, midrail, outrigger, putlog, runner, scaffold, stringer, toeboard, walkway, work level

November 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	1	2
3	4	5	6	7	8	9
10	11 November Meeting	12	13	14	15	16
17	18	19	20	21	22	23
24	25 Board Meeting	26	27	28 Happy Thanksgiving! 	29	30

Meeting Schedule

GENERAL MEETINGS

November 11, 2013	Risk Management Presentation by Roy Wagner (at vonBriesen & Roper)
December 9, 2013	Christmas Party (Location TBD)
January 13, 2014	Construction Ethics Presentation (Location TBD)
February 10, 2014	Hands-On Demonstration (Topic & Location TBD)
March 3, 2014	WIC Week (Activities TBD)
April 14, 2014	TBD
May 12, 2014	TBD
June 9, 2014	6th Annual Milwaukee Riverboat Cruise (Pere Marquette)

BOARD MEETINGS

November 25, 2013	February 24, 2014
December—Holiday Break—No Meeting	March 24, 2014
January 27, 2014	April 21, 2014
	May 19, 2014

OTHER NAWIC EVENTS

February 15, 2014	Block Kids (Mount Mary University)
March 2-8, 2014	Women in Construction (WIC) Week
April 25, 2014	Annual Ways & Means Fundraiser
May 1-3, 2014	Annual Forum (Quad Cities, IL)
September 3-6, 2014	AMEC (Indianapolis, IN)

October 2013 General Membership Meeting

Meeting Agenda

Monday, October 14, 2013 @ Clock Shadow Building

Next Meeting: Monday, November 11th @ von Briessen & Roper

*Milwaukee Chapter 105*

Member Attendees: Shauna Boyer, Jenny Byington, Alaina Caragena, Kassy Coen, Erika Dahlem, Jackie Eicher, Branda Graat, Nancy Hall, Karen Hetzel, Sandra Hollmann, Susan Jaske, Pauline Jaske, Christine Krueger, Kristin Matter, Cindy Mayo, Ann Neshek, Samantha Weber, Julie Raymond, Angela Szpara, Amber Thomas, Peggy Wooten, Theresa Weinert

Guest Attendees: Debbie Kanegannes

Item	Description	Follow up needed
1 - Continuing Business		
1.01	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.	
1.02	Program Clock Shadow Tour	
1.03	New Member & Guest Introductions I would like to welcome our guests in attendance tonight: Debbie Kanegannes	
1.04	Meeting Minutes Approved September Meeting Minutes.	
1.05	Officer Reports Our joint board meeting took place on Monday, Sept 24. Items discussed are listed below. All members are invited to attend the monthly board meetings. All of our board meetings this year will be taking place at Mount Mary University. Usually take place the forth Monday of the Month. Please see the attached for the exact location, dates and time.	
1.06	Committee Reports Block Kids — Julie Raymond, Theresa Weinert & Erika Dahlem Community Service — Brenda Graat Membership — Helena Johnson NEF Committee — Susan Jaske Newsletter Editor — Tara O'Toole Programs, Education & Projects — Jackie Eicher, Amber Thomas & Alaina Cartagena PR/Marketing — Kassy Coen Scholarship — Christine Krueger, Helena Johnson & Shauna Boyer Strategic Planning – Susan Jaske, Sally Langer & Helena Johnson Sunshine — Karen Hetzel Ways and Means — Erika Dahlem WIC Week — Dawn Filtz & Angela Szpara Feel free to join any committee at any time!	
	Block Kids Block Kids will be held on Saturday, February 15, 2014 at Mt. Mary University	
	Community Service	If you have any community service ideas, please let Brenda Graat or Nancy Hall know!
	Membership National's goal is to increase membership to 4200 members by Jan 31, 2014. One way that we can help attain this goal is if each one of us would invite one guest each month to attend our monthly meetings. Please help us reach this goal.	
	At this time I would like to recognize the following member's anniversaries. We have two from June, Pauline Jaske with 16 years and Angela Szpara with 1 year with our Chapter. Angela was formerly in the Austin, TX chapter before moving back up to Wisconsin. And we have one September anniversary, Amber Thomas with 9 years of service.	

Item	Description	Follow up needed
NEF	We will be holding a raffle at each meeting to raise monies for NEF. Please purchase your ticket for only \$1 for a chance to win a door prize. Also, if you forget to bring/wear your nametag you will be asked to make a \$1 donation for that.	
Nuts & Bolts Newsletter	Tara O'Toole is our editor. If you have anything you would like to have included, please e-mail her.	
Professional Education	Please see the attached schedule of meetings for the remainder of this year.	
	Next month's meeting will consist of a risk management presentation by Roy Wagner @ von Briesen & Roper. Please join us and invite guests as well. Our tours and meetings are open to all, males and females. So, bring your employers, spouses, friends and family. The more the merrier.	
	The cost for all meetings for members, and non-members alike will be \$17. You can register for the meetings via Eventbrite. This should be linked to NAWIC's Facebook Page.	
	We allow our guests to attend their first meeting at no cost.	
	Eventbrite is up and running and successfully in use for meeting registrations. The October meeting was the first event to utilize Eventbrite.	
PR/Marketing	Kassy Coen is the PR/Marketing Chair. We do have a Facebook and LinkedIn page, but there has not been much activity on them. Please go and like us on Facebook and join our group on LinkedIn.	
Scholarship	Helena & Christine made a presentation to the Society of Women Engineers (SWE) UWM Student Chapter on 10/7. They have a networking meeting scheduled with Elyse O'Callaghan, a Marquette student, for 10/23. Shauna Boyer joined Scholarship Committee on 10/14.	
Strategic Planning	After a short hiatus, this is going to be reviewed and revamped. In addition to the work the scholarship committee is doing, we would like to reach out to even younger females at the high school and elementary school levels. We plan on working with teachers involved in the STEM program at various schools and see what we can do to show young ladies that careers in construction are a viable option. Susan Jaske, Sally Langer & Helena Johnson are on the Strategic Planning Committee. They will be meeting later this week.	
Ways & Means	Our annual fundraiser will be taking place on Friday, April 25th at Mt. Mary College. Erika Dahlem & Sara Lasee are on the Committee. They are always looking for more committee members!	
	We are currently looking at other options for the event and would like to have volunteers for the committee as soon as possible to look into opportunities. One is to hold a Friday Night Fish Fry. So, if you like to plan parties, please come see me or Nancy and we can get the ball rolling! One thing I have learned is that it is never too early to start planning.	
WIC Week	WIC Week runs from March 2 - 8 in 2014. The WIC Week Committee (Dawn Filtz & Angela Szpara) will start to plan our events for the week within the next month or two. It looks as though we will continue our tradition of holding an Industry Appreciation Dinner along with working with Habitat for Humanity again this year. In addition there is the opportunity for a joint meeting with the Institute of Management Accountants and a follow-up tour at Potawatomi from last year as well.	

Item	Description	Follow up needed
2 - New Business		
2.01	Annual Meeting & Education Conference	The annual national meeting (AMEC) Will be held in Indianapolis next year. We had 4 members in attendance this year, Nancy Hall, Susan Jaske, Dawn Filtz and Helena Johnson. Please mark your calendar and try to make this very informative event.
2.02	Annual Planning Conference	The 2013 Annual Regional Planning Conference was held in Rochester, MN on October 4th and 5th. We have 4 members attending this event: Nancy Hall, Susan Jaske, Christine Krueger, Dawn Filtz and Helena Johnson.
2.03	Annual Planning Conference 2014	Our chapter will be host to the 2014 regional Annual Planning Conference. Jackie Eicher and Helena Johnson are the committee chairs and are currently looking into a venue and keynote speaker. Helena met with Regional Director, Diane Mike, on 9/21 in Madison to discuss further and determine where additional volunteers may be needed.
		Juli Kaufmann, of Fix Development, has been secured as our keynote speaker for the 2014 APC.

Who's in the Know?

2013-2014 BOARD MEMBERS

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2013-2014 COMMITTEE CHAIRS

BLOCK KIDS

Julie Raymond
Nancy Hall
Theresa Weinert
Erika Dahlem

COMMUNITY SERVICE

Brenda Graat

MEMBERSHIP

Helena Johnson

NEF COMMITTEE

Susan Jaske

NEWSLETTER EDITOR

Tara O'Toole

PROGRAMS, EDUCATION & PROJECTS

Jackie Eicher
Amber Thomas
Alaina Cartagena

PR/MARKETING

Kassy Coen

SCHOLARSHIP

Christine Krueger

STRATEGIC PLANNING

Susan Jaske
Sally Langer
Helena Johnson

SUNSHINE

Karen Hetzel

WAYS AND MEANS

Erika Dahlem

WIC WEEK

Dawn Filtz
Angela Szpara

Contact Information

NAWIC NEWS

Please send all articles and content recommendations for this chapter to
Tara O'Toole
(tara.otoole@cgschmidt.com) by the 20th of each month.

THERE'S AN APP FOR THAT!

Did you know there is a NAWIC app?

Get all the best that NAWIC had to offer all in the palm of your hand with this free smartphone app.

WEBSITES

Visit our website at:
nawicmilwaukee.org
Connect with us on Facebook at:
[facebook.com/nawicnational](https://www.facebook.com/nawicnational)

Member Classifieds

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Want to advertise in Nuts & Bolts?

We are selling business card size ads in our newsletter for just \$22 for members. Your advertisement will reach our entire distribution list via email and will be available in the Newsletter Library on our website, www.nawicmilwaukee.org!

For \$36, we will include your advertisement in the newsletter and post your logo and link on our website.

Contact Tara O'Toole (tara.otoole@cgschmidt.com) if you're interested!

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

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