

# NAWIC NEWS

NOVEMBER 2017

VOLUME 01, ISSUE 02



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## President's Message

We are nearing the end of the year and Thanksgiving is just around the corner. This is truly my favorite holiday of all! This is the Holiday where everyone appears more thankful for the wonderful blessings in their life.

Over the past several years in NAWIC, I have watch friendships get stronger, new friendships forming, and am amazed at how long some of our members have been friends.

As I think about the past few months and I am amazed at the caring and generosity of our members. Our August meeting dedicated to Brad Phipps and the amount of money that was raised from this wonderful group of ladies was astounding. The selflessness of members going to the Coast and helping in the aftermath of Hurricane Harvey. Remaking a "Past President" plaque for a past San Antonio Chapter President who's plaque was destroyed when her house was flooded in Houston during Hurricane Harvey.

It is acts like these that makes me want give 100% and to do all I can for this Association. I am grateful to be here with this group of amazing strong women!

Happy Thanksgiving to you and your families!

OFFICERS / BOARD OF DIRECTORS

**President:** Becky Rodriguez  
**Vice President:** Elizabeth Connally  
**Secretary:** Eloina Benavides  
**Treasurer:** Lisa Good  
**Parliamentarian:** Celeste Estep  
**Directors:** Dana Calonge  
 Krystan Donnell  
 Lisa Garza  
 Martha Simpson  
 Pollyanne Johnson  
 Sandee Morgan  
 Stefanie Shanahan

COMMITTEE CHAIRS / MEMBERS

<b>Industry Appreciation Night</b>	Pending
<b>Membership</b>	Heather Osborn
<b>WIC Week</b>	Krystan Donnell Lillian Salazar
<b>Community Service Cibolo Grange</b>	Dana Calonge Elizabeth Connally
<b>Community Service Construct-a-Kids</b>	Sandee Morgan Elizabeth Connally Michelle Urbanczyk
<b>Scholarship</b>	Dana Calonge
<b>Badges</b>	Michelle Urbanczyk
<b>Friendship</b>	Alice Dolle
<b>Golf or Casino</b>	Eloina Benavides Lisa Garza Sandee Morgan
<b>Burger Bash</b>	Heather Osborn Eloina Benavides Jan Meuth Terri Pasley Pollyanne Johnson
<b>Block Kids</b>	Rebecca Pratt Angela Hines
<b>Social Media</b>	Krystan Donnell Eloina Benavides Michelle Urbanczyk
<b>Website</b>	Jennifer Swinney
<b>NEF</b>	Martha Simpson

*Membership*

**Membership as of 09/30/17**      **61**  
**Renewed Members**                      **44**  
**Percent Renewed**                          **72%**  
**New Members**                              **3**

Our goal for the 2017-2018 is to reach 75 members.

Bring your friends, co-workers, or prospective members to our general meetings, events, lunch & learns. Let's get them interested and wanting to be a part of NAWIC!!

# Thankful for New Members!



## CYNTHIA!

**Cynthia Zaragoza joined NAWIC in September, 2017 and is the owner of VonanZa Construction.**



### Cynthia's Story:

Cynthia inherited her love of construction from her father and grandfather. As a young girl, nothing gave her greater joy than accompanying her father to his jobsites. A legend in Chihuahua, Cynthia's father became the largest builder of housing in the state. He taught her the value of hard work and how to direct a project from the earliest stages of development as well as how to lead and manage workers in the execution of their individual tasks. Cynthia feels fortunate to have experienced her father's mentorship which helped her become more analytical and independent.

Since moving to El Paso in 2001, Cynthia has been working hard to achieve her personal and professional dreams and serves as an inspiration to others. Little by little, starting from the bottom and making her way up- from stability to success, She has established a stellar reputation for her personal service to clients and for the final quality product she and her team consistently deliver, while earning the respect of colleagues and employees.

**VonanZa Construction LLC** is a commercial General Contractor who also provides Property Management services. Although we specialize in medical/dental construction, we are not solely limited to that niche. We are capable and qualified to build complex projects of any nature. We love challenges and proving that there are no limits to what we can do. Cynthia is working on breaking into the San Antonio Market.

# TODAY I AM THANKFUL BECAUSE

**Riki Lovejoy has transferred to the San Antonio Chapter in October, 2017.**

*Riki started in the construction industry in 1985 as a receptionist for a national general contractor. Within 5 years and finishing her first degree in construction technology, left this company as a Project Manager and started a small carpentry/concrete/masonry business. After closing this business, Riki continued working in the industry for two different general contractors before starting RFL Consulting Solutions in 2001. RFL Consulting Solutions is a construction management consulting company specializing in Owner and Lender representation. Riki received her Bachelors in Business Management with a Management Information System minor at the age of 42. Riki has co-authored in 9 books on women's issue and is a part of a 10<sup>th</sup> book to be released in August 2018. Riki was **NAWIC National President 2015/2016** after being a NAWIC member since 1987. Riki is married to her husband Wayne Blaylock and will be celebrating their 20<sup>th</sup> Anniversary on New Year's Eve*



# Professional Development

The LORMAN lunch and learn series has had some great topics. Lunch and Learns will continue to be scheduled. **Upcoming Sessions:**

- ⇒ 10/20/17 - **Techniques for Navigating Challenging Conversations at Work**
- ⇒ 11/17/17 - **Managing Millennials: the Good, the Bad, the Ugly (61 minutes)**
- ⇒ Past sessions have included:
  - Executive Presence for Women Leaders
  - Emotional Intelligence for Support Staff: Leading When Your Boss is in Charge
  - Lead Like a Boss without Being Bossy.



**Contact:**  
Stefanie Shanahan - 210-415-4228  
stefanie.shanahan@goalterman.com

# LORMAN CONTEST

Five Opportunities to win a gift cards for most courses taken:

- \* Quarter 1 - 10/01/17 - 12/31/17
- \* Quarter 2 - 01/01/18 - 03/31/17
- \* Quarter 3 - 04/01/18 - 06/30/17
- \* Quarter 4 - 07/01/18 - 09/30/17
- \* Full Year - 10/01/17 - 09/30/17



**Contact:**  
Elizabeth Connally - 210-788-4874  
ehconnally@eclegal.biz



# LORMAN LUNCH AND LEARN SERIES

**TECHNIQUES FOR NAVIGATING CHALLENGING  
CONVERSATIONS AT WORK**

**WHEN: October 20, 2017**

**TIME: 12:00 PM**

**PLACE: Alterman Electric  
14703 Jones Maltsberger  
San Antonio, TX 78247**

**COST: FREE to NAWIC Members**

**\$10.00 to Non-Members**

**Bring Your Lunch and Join Us!**



**RSVP to [lrushing@eclegal.biz](mailto:lrushing@eclegal.biz) by OCTOBER 18, 2017**

Difficult conversations between manager and employee are never fun. Gain some tips to make your difficult conversations less awkward. Navigating challenging conversations at work can be career enhancing or ending and knowing the right techniques can help you step up to the challenge with confidence. So many individuals ignore or put off the conversations in the hopes that the issue will just go away. It won't. This topic will give you tools and techniques to help you achieve more effective outcomes to challenging conversations at work. This information will help you prepare for the challenging conversation through self-reflection, timing, fact finding, assumption testing and setting considerations. Once you are properly prepared, having the tools for the interpersonal empowerment will help you maintain the self-esteem of your colleague. In addition, you can create an environment for a productive outcome. Learning some emotional intelligence techniques will help enhance the conversation and, over time, your career. This topic will show effective tools and techniques to enhance your relationships at work.

Runtime: 79 Minutes



Cathy Graham

# ENTRELEADERSHIP 1 DAY WEBINAR

## Transformation Leadership for Business Owners, Leaders and their Teams



October 27th is currently scheduled for EntreLeadership 1 Day Webinar that will be a live stream. This a full day session that will share practical, tactical, tried-and-true advice that will help you turn:

- Authority into game-changing leadership
- Conflict into resolution
- Dissension into unity
- Uncertainty into renewed purpose
- Employees into your dream team

There is great line of speakers you won't want to miss!

**WHEN:** October 27, 2017  
**TIME:** 8:30 am - 4:30 pm

**WHERE:** Ridout Barrett  
922 Isom Rd #100  
SATX 78216

**COST:** \$15 for members  
\$20 non-members

**Lunch will be Provided**

**RSVP - October 23<sup>rd</sup>**

[rebecca.rodriquez@zachrycorp.com](mailto:rebecca.rodriquez@zachrycorp.com)

### **Dave Ramsey**

Dave Ramsey is America's trusted voice on money and business. He's authored seven best-selling books: Financial Peace, More Than Enough, The Total Money Makeover, EntreLeadership, Dave Ramsey's Complete Guide to Money, Smart Money Smart Kids, and The Legacy Journey. The Dave Ramsey Show is heard by more than 13 million listeners each week on more than 585 radio stations and digitally through podcasts, online audio streaming, and a 24-hour online streaming video channel.

### **Christy Wright, Certified Business Coach and Best Selling Author**

As an experienced Certified Business Coach, Christy Wright works with business owners nationwide, speaking on personal development, goal setting and life balance, and how to develop team members and grow companies. As a Ramsey Personality, she is a featured speaker at EntreLeadership events and contributes to EntreLeadership.com and the EntreLeadership Podcast. She is the host of the Business Boutique Podcast and her book, *Business Boutique*, released April 2017.

### **Chris Hogan, Leadership Expert and Best Selling Author**

Chris Hogan is the #1 national best-selling author of *Retire Inspired: It's Not an Age; It's a Financial Number* and host of the Retire Inspired Podcast. A dynamic speaker on the topics of personal finance and leadership, Chris helps people across the country develop successful strategies to manage their money in both their personal lives and businesses. For more than a decade, he has served at Ramsey Solutions as a trusted financial coach and Ramsey Personality.

### **Patrick Lencioni, Founder and CEO of The Table Group**

Patrick Lencioni is the founder of The Table Group and the author of 11 books, which have sold over 5 million copies and been translated into more than 30 languages. *The Wall Street Journal* called him "one of the most in demand speakers in America." He has addressed millions of people at conferences and events around the world over the past 15 years. Pat has written for or been featured in numerous publications including *Harvard Business Review*, *Inc.*, *Fortune*, *Fast Company*, *USA Today*, *The Wall Street Journal* and *BusinessWeek*. As CEO, Pat spends his time writing books and articles related to leadership and organizational health, speaking to audiences interested in those topics, and consulting to CEOs and their teams.

# ASA Tailgate!



**Location: 12814 Cogburn Avenue**



# BLOCK KIDS

## The History of Block Kids

Emma Lamousin, member of the Gr. Mississippi Gulf Coast NAWIC Chapter, initiated the first contest held in Biloxi.

Emma shared the idea with president-elect Carol Ericson of the Connecticut/New York Line chapter who enlisted Susan Levy, past NAWIC president, to write guidelines. Carol then recruited NAWIC President Judy Short of the Cincinnati Ohio chapter to assist the contest kickoff with a special presentation at the 1989 NAWIC Connection in Seattle, WA.

Emma's granddaughter, Natalie Smith, designed the NAWIC Block Kids who were then named in a special contest "Connie Struction" and "Bill Ditt"

**Where: Madison Elementary  
2900 West Woodlawn**

**Date: December 1, 2017**

**Time: 1:00 PM - 3 PM**



## ITEMS NEEDED

- ⇒ **Donation Items for 30 Kids**
- ⇒ **\$5.00 Gift Cards from McDonalds (Need 6)**
- ⇒ **Construction Trinkets, Pencils, Calculators Rulers, Note Pads**
- ⇒ **Candy (NO NUTS)**
- ⇒ **Promotional Items**
- ⇒ **VOLUNTEERS!!!!**

### Committee Chair / Co-Chair

Rebecca Pratt - 210-789-1979  
rebecca@texasparkinglots.com

Angela Hines - 210-970-9375  
angela.hines@gwmitchell.com

## Sample Judge Form

NAWIC EDUCATION FOUNDATION  
BLOCK KIDS BUILDING PROGRAM  
OFFICIAL ORAL INTERVIEW QUESTIONS  
(For use by Local Sponsor)

Contestant Name: \_\_\_\_\_ Grade: \_\_\_\_\_ School: \_\_\_\_\_

NAWIC Chapter Name/Number or Sponsor: \_\_\_\_\_

1. Tell us about your project and why you decided to build this: \_\_\_\_\_

\_\_\_\_\_

2. Who will use this? (What will people be doing when they use it?): \_\_\_\_\_

\_\_\_\_\_

3. If you did this again would you build it the same way, or are there parts you would want to change? \_\_\_\_\_

\_\_\_\_\_

4. Do you know about different types of construction work? What kind do you think you would like best? \_\_\_\_\_

\_\_\_\_\_

5. What would you like to be when you grow up? \_\_\_\_\_

\_\_\_\_\_

6. Did you have fun? Why or why not? \_\_\_\_\_

\_\_\_\_\_

Description of the Project and Interviewer's Comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# Seven Tips For Succeeding as a Woman in a Man's World

## 1. Focus on the things within your control—your action and your attitude.

Don't waste your time pointing fingers or placing blame. You may, or may not, have an impact on what someone else is thinking, feeling or doing. You absolutely have a choice about the actions you take and the attitude you hold. Exercise your ability to constructively voice your opinion and stand firm in your convictions. Don't sell yourself short and don't sell yourself out. If you don't have your ethics and integrity at the end of day, you don't have much of anything.

## 2. Be authentic

You've probably heard the phrase, "Be yourself. Everyone else is taken." It's true. Always strive to improve but don't waste your time attempting to be someone else. Take the time to truly understand your core values – what makes you tick – and honor those values in the choices you make and the way you conduct yourself.

## 3. Build a support network and use it.

You've probably heard the phrase, "Be yourself. Everyone else is taken." It's true. Always strive to improve but don't waste your time attempting to be someone else. Take the time to truly understand your core values – what makes you tick – and honor those values in the choices you make and the way you conduct yourself.

## 4. Believe in yourself

If you don't, who will? Don't allow someone else to make you feel "less than." Own your power. Create affirmations that you say and read daily to boost your confidence, remind you of your greatness and encourage you to do your best.

## 5. Find your voice

Men often dominate the conversation. The solution to gain more airtime is not to become louder, more aggressive or belligerent. The solution is to find ways to add value, build relationships and create opportunities to speak outside of the meeting room. Then, enlist the support of a few trusted colleagues to bring you into the discussion. Also, be sure to communicate your career aspirations to your manager and those higher up. Men often get promoted over women simply because women don't express their interest in being promoted or taking on more responsibility. Don't wait for someone to ask you.

## 6. Trust your intuition

Men tend to be data driven and often ignore other aspects when making decisions. Gather the data, and then trust your gut. People drive success – data doesn't.

## 7. Know your value and own it

Do your homework on this. Again, don't wait for someone else to do it for you. Pull information from career guides and professional associations. Refer to your job description and performance reviews. Determine how you rate as compared to top performers in your company or profession. If you need additional skills or expertise, put plans in place to attain them. Meet with your manager and discuss next steps to be promoted or otherwise recognized – and rewarded - for your current performance.

**As women, we have the ability, the desire and the potential to contribute more and to make a real difference in the world. Remember, it begins and ends with you. You hold the power. Choose you, and invest in yourself. You won't be disappointed.**



# ASA Annual Pour-Off, Texas Hold 'Em & Salsa Taste-Off

The ASA Pour-Off, Texas Hold'Em & Salsa Taste-Off was a total success. We may not have placed with our non-frozen drink, but we came in 1st place with Best "set-up"!

"Hawaiian Themed" and our NAWIC ladies dressed in coconut hawaiian shirts proved to be the People's favorite. **Heather Osborn, Eloina Benavides, and Dana Calonge** did a wonderful job with the set up and our competition drink, the Mai Tai! It was great to see so many of our NAWIC members. **Patty Wylie, Lisa Garza, Lisa Good, Kari Wirth, Terri Pasley, Eloina Benavides, Jennifer Swinney, Angela Hines, Jan Mueth, Taylor Marshall, Vanessa Ruiz, Krystan Donnell, and Elizabeth Connally.**





# ASA Annual Pour-Off, Texas Hold 'Em & Salsa Taste-Off



# FRIENDS OF NAWIC SPONSORS

## DIAMOND SPONSOR



## SILVER SPONSOR



WASTE CONNECTIONS, INC.  
*Connect with the Future®*



## GOLD SPONSOR



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SUNDT





Sometimes a simple conversation starts events rolling that take on a life of their own. That is exactly what happened in November 2000 when the chairman of the Bexar County Child Welfare Board, Debra Nicholas, told San Antonio Construction News Publisher Buddy Doebbler that many children in the foster care system in San Antonio were being forgotten at Christmas.

Thinking the San Antonio Construction Industry might be able to help, Doebbler asked Steven Schultz of Associated Builders and Contractors and Doug McMurry of Associated General Contractors to join him and Nicholas for a meeting to explore what could be done to help these children in the few weeks before Christmas.

What came out of that meeting was a plan to bring together local construction associations and other industry related companies for a once a year fundraiser to benefit foster kids in the custody of the Bexar County Child Welfare Board. Steven Schultz came up with the name "Construct A Kid's Christmas" and the group was off and running.

Calls went out to the construction associations and labor unions asking for their involvement and support. Seventeen quickly joined and on Dec. 15, 2000, the first Construct A Kid's Christmas Toy Drive was held at the offices of San Antonio Construction News.

The following year in 2001, many of the same associations held the first Construct A Kid's Christmas Gala in conjunction with Toy Drive. This event is held the day before the Toy Drive and has added another huge opportunity to raise funds and gifts for this worthy cause.

Due to the continued success of both events, Construct A Kid's Christmas was officially formed as a 501(c)3 non-profit corporation. Today, many of the same construction associations continue to participate annually in both events. The project supports the Bexar County Child Welfare Board and Child Advocates of San Antonio and our goal is to make sure that every child in the foster care system receives a gift at Christmas and to help improve the lives of all abused and neglected children in state protective custody in Bexar County. With the San Antonio economy continuing to build, participating associations have been working hard to ensure that this incredible event will continue to be a success.

Over the past 16 years, the San Antonio construction industry has come together through both the Christmas Gala and the Toy Drive to contribute more than \$550,000 in cash and well over 22,000 toys to the Construct A Kid's Christmas project.

We appreciate your consideration!

Construct A Kid's Christmas  
 Buddy Doebbler, President  
 Sandee Morgan, Vice President  
 Patti Martin, Secretary



**VOLUNTEERS NEEDED**  
**Volunteers needed join us in a great evening and a wonderful cause! Come volunteer to work the raffle table and NAWIC will cover your cost into the function.**

**RAFFLE GRAND GALA RAFFLE WINNER TAKES ALL!**

The Winning Raffle Ticket will be drawn at the Construct A Kid's Christmas Gala, December 7, 2017. You do not have to be present to win.

RAFFLE TICKETS \$100 EACH OR 5 FOR \$400  
 To Purchase Raffle Tickets, contact any Raffle Committee Member or your participating association

**GREAT PRIZES TO BE ANNOUNCED NEXT MONTH HUNTING & FISHING • GETAWAYS BIG KID'S TOYS & MORE**

Benefiting the Bexar County Foster Children

**Raffle Committee Members**  
 Buddy Doebbler-buddy@constructionnews.net  
 Sandee Morgan-sandee@mca-smacna.org  
 Jennifer Swinney-jennifer@sasanantonio.org  
 Mike McGinnis-mikem@lumberhardware.com  
 Jordan Brown-jbrown@squalityfence.com  
 Dana Calonge-dana@constructionnews.net  
 Ted Dunnam-Tdunnam@escsafety.com

# NAWIC



San Antonio  
Chapter 11  
General Meeting

## Linda Elliott

Elliott Connections, LLC  
Presents

# Quality Business Connections

November 1, 2017

A focus on building quality relationships in order to enhance your business and personal life. Be ready for interactive examples of how the art of connecting can work for each one of us.

**5:30pm Networking • 6:00pm Dinner**

Menu: Spinach Salad with Vinaigrette Dressing  
Grilled Salmon with Dill Hollandaise Sauce  
Banana Crunch Cake

**\$35.00 Members**

**\$40.00 Guest**

**\$10.00 Program Only (no meal)**

*Please note any dietary restrictions you have*

Petroleum Club of SA  
Energy Plaza, 8620 N. New Braunfels Ave #700  
San Antonio, TX 78217

**RSVP By October 30th**

Rebecca.Rodriguez@Zachrycorp.com

210-639-2489

[www.nawicsatx.org](http://www.nawicsatx.org)

# NAWIC



San Antonio  
Chapter 11  
Holiday Party

## ORNAMENT EXCHANGE

**White Elephant Style Ornament Exchange**

**December 6th, 2017**

**Festivities start at 6:00**

**Delicious Buffet with Hot and Cold Selections**

**\$45.00 members and guests**

Petroleum Club of SA  
Energy Plaza, 8620 N. New Braunfels Ave #700  
San Antonio, TX 78217

**RSVP By December 4th**

**[Rebecca.Rodriguez@Zachrycorp.com](mailto:Rebecca.Rodriguez@Zachrycorp.com)**

**210-639-2489**

**[www.nawicsatx.org](http://www.nawicsatx.org)**



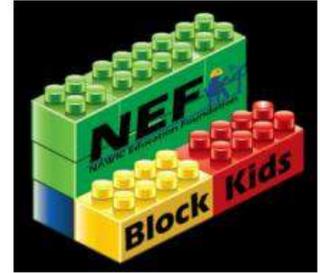
\* Bring an unwrapped gift to donate to  
**Construct-a-Kids!**

\* Bring a guest and you and your guest are  
entered into a drawing for a gift card!

# BLOCK KIDS EVENT

Madison Elementary  
2900 West Woodlawn  
December 1, 2017  
1pm - 3pm

NEED VOLUNTEERS



## Block Kids Building Competition

Block Kids Building Competition is a National building competition that is sponsored on the local level by NAWIC.

The award-winning program introduces children to the construction industry in an effort to create awareness and promote careers in the industry.

Local winners advance to Regional Competitions  
One semi-finalist from each region is entered in the National Program competitions  
National prizes are awarded to the top three projects.

### DONATION ITEMS NEEDED FOR 30 KIDS:

- \*\*\$5 McDONALD'S GIFT CARDS (6 EACH)
- \*\*CONSTRUCTION TRINKETS (Pencils, Calculators, rulers, note pads, etc.)
- \*\*CANDY (No nuts)

# October 2017



## INCOMING BOARD OF DIRECTORS



**It's not where you go,  
It's who you meet along the way!**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 NAWIC Fiscal Year Begins WIC Materials Out!	2	3	4 545 PM - General Meeting	5	6	7
8	9	10	11 Kari Wirth & Lillian Salazar Birthday 	12	13	14
15 Jennifer Swinney Birthday 	16 545 PM – Board Meeting 	17	18	19 Board Meeting re-scheduled to not interfere with APC / ASA Tailgate	20 APC – Annual Planning Conference Lunch & Learn 12:00 PM	21 APC – Annual Planning Conference
22	23	24	25	26 ASA Tailgate 5 PM – 8 PM 	27 Entreleadership 8:30 – 4:00 	28
29	30 SOX Policy Chapter Signed Forms Due	31 				

10/04/17 – General Meeting  
Tammy Swann, Financial Planning for Women

October 20-21 – Annual Planning Conference,  
Memphis, TN

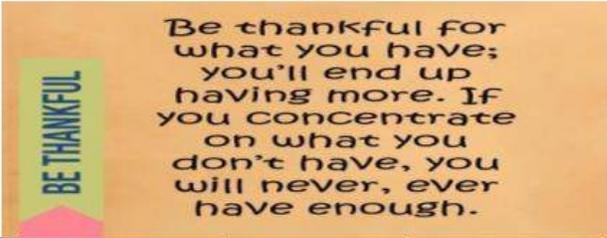
October 16 – Board Meeting @ Alterman 14703 Jones  
Maltsberger, SATX 78247

October 27 – Entreleadership  
Ridout Barrett, 922 Isom Rd #100, SATX 78216

October 20 – Lunch & Learn – Techniques for Navigating  
Challenging Conversations at Work

# NAWIC

## November 2017



TtSunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 545 PM - General Meeting IRS-990 Certification Due	2	3	4
5	6	7 Becky Dowda Birthday 	8	9	10	11
12	13	14	15 SOX Confirmation to Director Deadline	16 545 PM – Board Meeting 	17 <b>LORMAN</b> 12:00 pm Lunch & Learn Managing Millennials	18 WIC Week Chapter Commitment Form Due
19	20	21 Stefanie Shanahan Birthday 	22	23 	24 	25
26	27	28	29	30		

November 1 – IRS-990 Certification Due

November 16 – Board Meeting @  
Alterman 14703 Jones Maltsberger, SATX  
78247

11/01/17 – General Meeting  
Linda Elliott – Quality Connections  
for Businesses

# NAWIC

## December 2017



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5 Krystan Donnell Birthday 	6 5:45 PM - General Meeting Danelle Barnett Birthday 	7 5:30 – 11:00 PM Construct-A-Kids Christmas 	8	9
10	11	12	13 Vanessa Ruiz Birthday 	14 Esther Wong Birthday 	15	16
17	18	19 Juanita Fierro Birthday 	20 Melissa Flathers Birthday 	21 5:45 PM – Board Meeting  Lorraine Rushing Birthday 	22	23 Elaine Thomas Birthday 
24	25 	26	27	28	29	30
31 <b>LORMAN</b> Deadline to turn in Lorman Certificates for Quarter 1						

December 6 – General Meeting  
NAWIC Holiday “Ornament Exchange” Party



December 7 – Construct-a-Kids Christmas Gala, 5:30pm – 11:00 pm  
Freeman Coliseum Expo Hall C