

FALL CONFERENCE

PNW Fall Conference was held in Missoula, MT. Here are just a few photos of all the fun some of our members had!





RENEW YOUR MEMBERSHIP!

A reminder to all current members

For questions, please contact loriw@nawic.org



How to renew your membership:

1. Log into your portal account.
2. Click the profile icon in the top-right of the screen, then click "My Profile."
3. Click the header labeled "Membership."
4. Click "Renew" button on your current Membership and follow the prompts to select your Membership Type and then complete the remaining steps through checkout.

Fall Conference Report

2023 PNW Fall Conference Under the Big Sky: Treasure Your Value in Construction

This was my first time attending a NAWIC Conference and the first time I've been to Montana! I arrived on Wednesday and was able to register early and attend the First Timer's Meeting. I was surprised at how many at the conference were there for the first time!

The speakers were really great. I enjoyed Karen McNenny's interview of Deb Proteet and her company Proteet Construction. What amazed me is that she has been in business 36 years. Throughout the 36 years she has went through the hard knocks of being a small business owner including growing her business only to go through 2007 -2009 recession wondering if her business would survive it. She had to scale back, lay off workers, sell equipment and go back to basics. Now, she is one of the largest employers in construction averaging 170 employees a year for the last three years. When asked what made her want to grow her business, she commented that she never really planned on it, it just happened. One thing led to another and with the right people/partners in the industry she has been very successful.

Nancy Schlepp was one of my favorite speakers. She presented over lunch on Thursday. She really spoke to the struggle we all have of work/life balance and juggling your career goals, personal goals, family goals and what success really means to you personally. I took note of her personal mantra's and plan to share them.

- 1) Stay in your box (keep your integrity)
- 2) Put family first
- 3) Be inclusive
- 4) Give back (volunteer)
- 5) Find a mentor/be a mentor
- 6) Hire a weekly or occasional house cleaner (we deserve it!)
- 7) Have faith
- 8) Be present in your friends lives
- 9) Laugh every chance you get
- 10) Stay curious

She also referred to a certification at the Center for Ethical Leadership in Seattle. I plan to look this up.

I had the pleasure of meeting Jodine Hatfield with Turner Construction (NAWIC North Puget Sound Chapter) hearing her give a presentation on NAWIC National's DE&I program. I was really encouraged and felt much more informed on what NAWIC's DE&I program entails. They focus on Education, Communication and Community Engagement. They tackle subjects that include racism, gender equity, trans politics and queer politics. Jodine outlined how DE&I impact the workplace, 1) increase profits; 2) reduce employee turnover; 3) grows company talent pool; 4) fosters creativity and innovation; 5) drives employee productivity and performance. We were encouraged to be the learner AND the listener and accept your authentic self. I'm most looking forward to the webinar's that NAWIC DE&I will put out. We increased the budget to pay for speakers quarterly which seemed like a worthwhile investment in DE&I.

Vicki Evans from Montana Contractor Workers Compensation Fund presented and was really informative and helped me to realize that what you learn in life, even from the time of being a small child, is of value and can be used in our career and workplace. Some examples she used were the following:

- 1) Don't be wasteful or take anything for granted
- 2) Be mindful of the needs of others
- 3) Treat others the way you like to be treated
- 4) Don't judge a book by its cover or a person by appearance
- 5) If you don't have time to do it right the first time, when will you find the time to do it over?
- 6) Keep your word. It may be the only thing you have of value.
- 7) Always do your best everyday with what you have. Be your best you!

Vicki went on to capture lessons in life learned by siblings:

- 1) Just because you are 'X', doesn't mean you don't need to know this.
- 2) If you are going to play with the "boys", you have to play by their rules, but you can't always win or the won't let you play anymore. Build creditability.
- 3) Persistence and hard work can pay off, but you must learn and grow along the way.

In the end you really have to find out what motivates you everyday and accept that it will change. Hardships often prepare ordinary people for extraordinary destiny. Sometimes you have to remember, future me needs me to get through this.

One of my favorite speakers was Karen McNenny on the last day. The title was "Wonder Woman Wants a Day Off". This was a long presentation, but well worth it. Some of the key takeaways for me were the following:

- 1) Stillness is a nutrient. Burden or blessing – your choice.
- 2) Give yourself permission to say NO to things and find stillness.
- 3) Recognize when you're overdoing and redoing things.
- 4) Understand your limits.
- 5) Put curiosity before criticism.
- 6) Embrace your community. You don't have to do it alone.
- 7) Don't wait for the crisis to connect.
- 8) Release what no longer serves you.
 - a. Old jobs
 - b. Old relationships
 - c. Old neighbors

Overall, the experience was really incredible. I'm so appreciative to have the opportunity to go to this conference and connect with other women in the construction industry. I don't think it will be my last!

Portland #54 Member



Report of the Pacific Northwest Fall Conference
“Under the Big Sky: Treasure Your Value in Construction”
Hilton Garden Inn, Missoula, MT, October 11-13, 2023

Due to my employer having an office in Billings, MT, that I had never seen, I was able to drive to the Pacific Northwest Fall Conference. I crossed the Continental Divide under cloudy skies, driving amidst the clouds. I arrived at the Hilton Garden Inn in Missoula, MT, to be greeted by a rainbow.

After checking in, I attended the President’s Meeting and the First Timer’s Meeting. A large number of the 49 First Timer attendees attended the First Timer’s Meeting and took part in the challenge set for them by Director Sonne-Phinney! 16 of the First Timer’s were “not members yet.” Wednesday evening was rounded out by a meet and greet which included a Corn Hole Tournament.

After breakfast Thursday, Director Sonne-Phinney called the conference to order with confidence and an amazing B.R.A.V.E. talk. Not only did Montana Chapter #387 Member Olivia Adolph lead us in the Pledge of Allegiance, Hailee Olsen also of the Montana Chapter #387 sang the National Anthem. As part of the introductions and welcomes, David Smith, the Executive Director of Montana’s AGC welcomed us. As part of his welcome, he pointed out only 43% of the available workers’ childcare needs are being met. He spoke of workforce development efforts the AGC has in process across the state. Region business and review of the Summary of Actions followed the welcomes. I found the Conference Kick-off Message and Coffee Talk between Deb Poteet of Poteet Construction and Karen McNenny to be a very engaging conversation; again, childcare was mentioned. During lunch, Nancy Shlepp with Sandfire Resources of America. Nancy briefly mentioned – you guessed it, childcare – before she went into the 10 things she has found to help her stay grounded in a very busy life. After a short break, Montana Secretary of State Christi Jacobsen spoke to us about the importance of creating a work culture where everyone wants to come to work each day. Wednesday evening involved an excursion offsite to the Barn on Mullan for great food, great scenery, and line dancing lessons.

Friday saw presentations from the standing committees, with another moving B.R.A.V.E. talk during the DE&I presentation by Pacific Northwest Region Chair Jodine Hatfield. All of the Committee Chairs present had great information to pass along. The final credentials report showed 74 total attendees, including the guests, National Board, and out of region guests! I presented on Chapter Leadership Training, with a lot of great interaction (which also meant I only made it through half the slides). I encourage any chapters interested in training tailored to their needs to reach out to our National Chapter Leadership Chair, Anne Pfleger. Following my presentation was Vicki Evans whose presentation was titled “The Adventures of an Accidental Insurance Nerd.” After interacting with members at her table, she decided to go off script and share her life experiences that led her to today. I laughed and I had a lot to think about; she was extremely engaging as a speaker. We networked at our tables over lunch. Karen McKenny kicked off our afternoon with a presentation titled “Wonder Woman Wants a Day Off.” She brought us strategies for invisible superheroes. She gave me more food for thought on the drive home. I then proved I can speed talk my way through a presentation on Strategic Planning with added info on the two

items currently being considered by the membership. I strongly encouraged members to reach out to their Director or the National Board with questions as well as positive or negative comments on the proposed items. The afternoon was rounded out with Star Recruiter pins, raffles, invitations to Forum 2024 as well as Fall Conference 2024, the Fall Conference 2025 Bid, and a request for bids for Forum 2025.

I greatly enjoyed my time Under the Big Sky; Director Sonne-Phinney, the Montana Chapter #387, and the Pacific Northwest put on a Fall Conference to be proud of.

Submitted by Raven Hoffman, CIT
NAWIC Vice President 2023-2024

