

www.nawic-fw.org

September 2025

NAWIC Pledge

As material for the construction of our buildings,
I pledge the agility of my hands, the ability of my mind, and the integrity of my heart.

NAWIC Core Purpose

To strengthen and amplify the success of women in the construction industry.

NAWIC Core Values

Women focused, Courageous leadership, Commitment to inclusion and growth, Anticipate

Calendar of Events

Business Meeting-Sep 18th - Fort Worth Club

Board of Director's Meeting – October 7th TEXO Office - 417 Fulton St Fort Worth 76104

Spring Forum Ap 29 – May 2, 2026 – Hot Springs, AR

President's Message

NAWIC Chapter #1,

As I wrap up my term as President, my heart is full. Serving this incredible community of women has been one of the greatest honors of my professional life. Thank you for showing up, for me and for one another. Your grit, generosity, and willingness to lead have built something truly special.

Over the past year, we've strengthened our network, elevated our members, and amplified our voice in the industry. From WIC Week events to scholarships, service projects, and professional development, our chapter has proven, again, that when we collaborate, we move the whole industry forward.

To our board and committee chairs: your steady leadership and behindthe-scenes hustle made every win possible.

To our sponsors and partners: your support fuels our mission and opens doors for our members.

And to every single member: thank you for investing your time, energy, and talents here. You are the reason this chapter thrives.

I'm excited for what comes next. Please join us **Thursday, September 18** for our 2025-2026 Board Installation as we celebrate our outgoing leaders and welcome the new board. I hope to see you there, let's show the incoming team the enthusiasm and support that make our chapter shine.

Thank you for trusting me to lead this year. I'm proud of what we've built together, and I can't wait to cheer you on as you take it even higher.



Annual Conference Reports



NAWIC Annual Conference – Boston, MA August 20-23, 2025 Boston Marriott – Copley Place

From Patty Bird – "The theme of this year's annual conference was "Together We Rise". The conference started out with a welcome from MA Lt. Governor, Kim Driscoll. There were 741 attendees, with 299 first timers. Over the past year NAWIC has focused on expanding partnerships, investing in leadership and technology to help members. The Annual Report has the full scope of what was done.

Updates:

- . NEF ACCE approval on programs; accredited the construction management program; annual report
- NFSF Operations Manual Section 10 has been updated; applications for scholarship deadline is end of February; \$470,180 in scholarships given last year, 270 applications with 201 scholarships granted
- New CEO of NAWIC Sheranda Car experience with Home Builders Assoc & AIA

From Shelie Murphy – "Our keynote speaker was Emily Pilloton-Lam. What an amazing story! Who builds our world? How is it getting built? What is being built? And why? These are the questions that Emily Pilloton-Lam has spent a lifetime asking herself and the world around her as she thinks about recruiting the next generation for the trades. She began her journey at 16 when she went to another country to participate in a build to benefit the community. This is what inspired her for the rest of her life's journey. She created a non-profit called Girls Garage, which provides a safe space that celebrates our lived experience. The organization takes on girls as young as 9 years old and teaches them how to use power tools, build things, and apply what they are learning in school. They take on civil projects that benefit the community. Projects like a geodesic dome, a chicken mansion (aka a coup), a sauna for the forestry workers, and a city park. She loves the challenge, and her favorite thing she tells her students is "I don't know, let's figure it out!" She emphasized other key points like never underestimate the power of joy, whether it is planned or organic, and mentorship is an ocean, not a river.

From Karen Weatherford – "I chose to attend the one on "The Road Ahead – Strategic Conversation with NAWIC Leadership". This was panel led by President Kelly Aust and PNP Lauline Mitchell. The strategic plan for the 2024-2025 year was reviewed, and they focused on the items the identified as critical for the organization – membership, Women In Construction, industry and infrastructure within NAWIC. Lauline indicated that the Board achieved 8 of the 9 critical items. One of the key takeaways is the exit interviews/surveys for those members that have chosen not to renew, so we can learn the reasons and possibly address the shortfalls. Most said it was the chapter experience was not what they expected, cliquish behavior and conflict within the organization. Several members asked what the survey questions were, but Kelly said she couldn't say o- hand what they were, but to reach out to her and she would send copies of the questions. Part of the goal that were accomplished was to create a speaker's bureau, create bilingual industry safety communications, improved website, and focused on committees that impact members most needed to have national and regional chairs that communicate regularly. When asked how DEI has a-ected our organization, Kelly said that it we issued a position statement to get out in front of it, but that we do not receive federal funding so not a detriment. They put together tools about how it acts our workforce.

Several members brought up concerns about NAWIC allowing men to join our association. Kelly said no decision has been made but that was part of the membership survey earlier this year. The focus is identity versus gender. We need to continue to focus on core values and inclusion. Further items included Resource Plan, and this will begin with the Post-Con meeting, with a plan to focus on what can be achieved in a single year while planning for the future years. Some of the key issues are a formalized path the NAWIC leadership (not at the chapter level), burnout (how not to have the same people doing everything), and updating and using the Operations Manual as resources. They also want to know how to get greater visibility around the world – new vendors, new advertising, Good Jobs Initiative, Procore, etc.

From Shelie Murphy – "The 3-hour tour cruise to support NEF. We had so much fun watching the sunset and chatting it up. The Boston Harbor was beautiful, and the boat was fantastic. Tammy Crooks and Tracy Hart did a fantastic job of planning and executing this adventure for all of us."



Annual Conference Reports



From Karen Weatherford – "Breakout session "Beyond the Chapter" President-Elect Jodi Wiemerslage led a panel discussion with Region Directors, Natalye Jackson, Kaitlyn Eaton and Charis Sonne-Phinney (incoming Natl Treasurer). They were asked what they thought the role of the Regional Director was. They all agreed it was to represent the membership but to govern as a whole organization. Members go to the Regional Director to answer questions and build relationships. They said directors have to be good listeners, be compassionate but also practical using soft skills to deal with members and issues that arise. It was interesting to hear that many did not know that we had a national strategic plan and how it related to regions and chapters, but they should all be complimentary and in chorus with each other, all with the ultimate same purpose. Regional directors also have to be organized, good planning skills and they could balance work and NAWIC roles. Kaitlyn said being a director cured her of being a person please as you can't please everyone. It was clarified that the role to National Board starts at the chapter level – you must serve on the Board of your chapter to be elected to VP and/or President, then be a chapter President to run for Regional Director, then be a Regional Director to move to any of the executive positions on the National Bord (Secretary, Treasurer, President-Elect and President). Currently the Regional Directors have 3 in person meetings a year, with monthly virtual board meetings. Then depending on the region, you have 1 or 2 regional meetings as well as Chapter Leadership training.

From Patty Bird – "Session: Bridging Generations: Fostering Belonging in the Construction Industry

Yuhi Aizawa - AGC of CA

- Goals of session
 - o Contextualize Gen Z
 - o Explore strategies to leverage emerging talent
 - o Practice belonging building skills to bridge generational differences
- · Engage with each other to build a bridge
- Grow by being uncomfortable
 - o Boomers 1946-1964
 - o Gex X 1965-1980
 - o Millennial 1981-1996 looking for meaningful work
 - $\circ \quad \text{Gen Z-1997-2012-expects change; focus on mental health; always had the internet; pragmatic} \\$
 - o Gen Alph 2013 currently in High School, coming soon to work
- Currently we have the highest prevalence of mental illness global unrest, wars, decreased economic
 opportunities, etc. All info at fingertips.
- 58% of people report unmet social needs highest of all time across all generations
- Gen Z & Millennials may leave a good paying job if they feel isolated or unsupported
- Need to reach out to younger generations
- Need more career exploration before leaving High school
 - o Hands on learning is wanted and needed
 - $\circ~$ 59% of high school students don't think a 4-year degree is necessary to succeed
- · Construction Industry stats
 - o 41% of workforce will retire by 2031
 - o 30% turnover for field managers over next 5 years
 - o 94% of firms have difficulty filling open positions
 - o 36% of the workforce is Millennial
 - o 30% will be Gen Z by 2030
 - o 77% of Gen Z is looking for work
- Belonging is a fundamental human need; according to DOT Connection filling that need leads to:
 - o 56% increase in job performance
 - o 62% decrease in safety incidents





o 67% increase in employer promoter score

Unconscious bias - don't let it affect work, to counter do the following

- o Allow everyone to talk
- o Build in thinking time
- o Do timed round robins
- o Implement meeting norms (agendas, time frames, etc.)
- o Interrupt any interruptions
- UC Berkly has tools to help, including discussion cards/prompts

How to Build the World We Want to See - continuation from Keynote

- · How to spread to other areas?
 - o Not franchising, but willing to coach others to start similar groups/organizations
 - Portland Girls Build
 - Seattle Build Her
 - o Need 1 person to spearhead
 - o Funding
 - Grants
 - Technology money
- emily@girlsgarage.com
- LinkedIn group Kelly Fletcher
- NAWIC chapter guide for Camp NAWIC available
- Annual impact report
- Posters @ schools and word of mouth to market
 - o Foster kids
 - o Chapter 1
- Projects to build
 - o Contacts with community/activism
 - Emails
 - o Have to be grass roots/local/prioritize minorities
 - o Free for students and clients
 - o Look at
 - Children's advocacy centers
 - Renovations for elderly
 - Schools playgrounds
 - Shade shelters/picnic tables
- · Classes go all 4 seasons with summer being full time

In closing from Shelie – "Saturday's closing brunch with keynote speaker Nikki Greenberg. She spoke on innovation and AI and how it will impact the construction industry. It will impact everything from contract analysis to laying large-format tile. Pretty crazy to think!

In closing, I do want to say that a lot of things about NAWIC have changed. Some for the good, some for the bad. We shall see. As the quote by Alan Watts says, "The only way to make sense of change is to plunge into it, move with it, and join the dance." Overall, it was a good conference, and I can't wait for Reno!!!





NAWIC's 70th Annual Conference August 2025 Boston Marriott Copley Place 110 Huntington Avenue, Boston, MA 02116 Report by Tracey Hart, CIT – NEF President Elect

The 2024 NAWIC Annual Conference brought together a powerful and inspiring group of professionals, with 741 women in attendance, including an impressive 299 first-time attendees. The energy, passion, and commitment to growth were evident from the moment the doors opened. Over the course of the week, attendees engaged in dynamic sessions, built valuable connections, and explored innovative ideas—all in support of advancing women in the construction industry.

Wednesday, August 20 - NAWIC Annual Conference: Day One Recap

Day one of the NAWIC Annual Conference was an exciting and productive kickoff, full of energy, collaboration, and fresh ideas.

The morning started with Exhibitor Setup, where I worked with our NEF board to set up our booth as well as stayed to assist in greeting everyone to our booth. Registration and the NAWIC Store stayed active throughout the day, giving attendees a welcoming space to check in, grab materials, and pick up some NAWIC gear.

By the afternoon, the Construction Zone officially opened, buzzing with innovation and opportunities to connect with peers and industry leaders. I also attended the "Empowered to Lead: Train-the-Trainer for NAWIC Success" breakout session, which offered valuable tools and motivation for growing leadership and mentorship within our chapters.

The day ended on a high note with the Welcome Reception in the Construction Zone—a lively, casual event where attendees mingled, caught up with familiar faces, and shared excitement for what's ahead.

Overall, day one was a strong start to the conference—full of learning, inspiration, and connections that set the stage for a fantastic week.

Thursday, August 21 - NAWIC Annual Conference: Day Two Recap

Day two of the NAWIC Annual Conference was filled with inspiration, learning, and plenty of opportunities to connect and celebrate.

The morning began with breakfast in the Construction Zone at 7:00 am—always a great chance to fuel up and catch up with fellow attendees. As part of my NEF Board commitment, I also spent time at the NEF Booth, making sure others on the board had the opportunity to attend the variety of seminars offered throughout the day.

At 8:00 am, the Annual Meeting and keynote set the tone. Emily Pilloton-Lam's presentation, "What If Women Built the World They Want to See," was visionary yet practical—pushing us to not only imagine but also actively create an industry shaped by women's leadership, creativity, and perspective.

The momentum carried into the 10:30 am breakout, "Bridging Generations: Fostering Belonging in the Construction Industry." As HR Director of Byrne, this was a valuable session for me to sit in on. I





appreciated hearing both the speaker's insights and the conversations that surfaced among attendees. As I often remind my own employees, growth comes from listening, learning, and gaining perspective from other professionals and age groups.

By noon, the keynote "Sista in the Brotherhood: Stories from the Frontlines of Equity in Construction" delivered powerful first-hand accounts from women of color navigating the industry. The film shared during this session stirred deep emotion—not just for me, but for many in the room. It brought tears, frustration, and inspiration all at once. It also reminded me of trailblazers I've had the honor to meet in our Fort Worth Chapter, women who sacrificed so much to pave the way for others in the trades. One of those incredible women was Linda Dodson of JMEG, who left a lasting impact and remains an inspiration to so many.

In the afternoon, I returned to the NEF Booth and then began preparing for our NEF FUNraiser Boat Cruise. The cruise was a huge success, filled to capacity with 129 participants. We toured Boston Harbor and saw historic landmarks like Old Ironsides/USS Constitution, the Zakim Bunker Hill Memorial Bridge, Seaport Bridge, and the Boston skyline lit up at night. Everyone seemed to have a fantastic time, and we loved hosting while also meeting even more incredible NAWIC members. A huge thank you to all of our Fort Worth Chapter attendees for your support—we're already planning something special for Reno next year, so stay tuned!

The evening wrapped up with a lively and well-attended welcome reception, closing out the day on a celebratory note.

Day two was powerful, emotional, and energizing—a true reminder of why we come together at this conference each year.

Friday, August 22 NAWIC Annual Conference - Day Three Recap

By day three, my time at the NAWIC Annual Conference took a bit of a turn, as what I thought were just allergies quickly caught up with me. Even so, I made it to the Installation Breakfast, where both the new NEF Board and the NAWIC Board were officially installed—a proud and meaningful moment. At the encouragement of my fellow board members, I took some time afterward to rest and recharge.

Later, I rallied and tried to attend the *Beyond the Chapter* session, but not feeling my best, I slipped into another session instead: *Creating Cultures of Neuroinclusion*. To my surprise, this ended up being exactly where I needed to be. Sometimes, things really do work out the way God intends.

The session explored the importance of creating neuroinclusive workplaces—spaces that embrace and support people with different neurotypes. For context, "neurodivergent" describes individuals whose brain differences affect how they process information and interact with the world. This can include ADHD, learning disabilities, anxiety, or other conditions.

What struck me most was the emphasis on the strengths neurodivergent individuals bring to the workplace:

- Attention to detail
- Sustained focus
- Innovative problem-solving and creative thinking
- · Loyalty, honesty, and reliability





With the right support, these qualities can make neurodivergent employees an incredible asset to any organization.

This was a new topic for me, but as I listened, I couldn't help but think of a few of my own employees and friends who fall into this category. It gave me fresh perspective, and it's an area I plan to learn more about moving forward.

Even though I wasn't feeling my best, day three still delivered an unexpected gift—an eye-opening session that challenged me to think differently about inclusion and how we can better support one another in the workplace.

Overall Summary - NAWIC 70th Annual Conference

In summary, the NAWIC 70th Annual Conference was informative, motivating, challenging, and inspiring—all while providing countless opportunities to connect with peers across the construction industry. I highly encourage anyone who has not yet attended an Annual Conference to consider doing so.

The sessions offered a wealth of information, with something valuable for everyone—no matter your role or specialty within the industry. From leadership development to industry trends and inclusion initiatives, there was truly something for every attendee.

As a suggestion for the 2025 NAWIC Board: consider moving panel discussions to breakout sessions, allowing for more in-depth conversation, and consolidate awards presentations to luncheons or dinners to streamline the schedule and maximize engagement.

Overall, this conference was a remarkable experience—energizing, insightful, and a reminder of the strength and talent of women in construction.

Annual Conference Reports Impactful Quotes



- "We have the power to shape the industry."
- -Sharonda Carr, NAWIC CEO
- "If you can't find it, make it."
- -Emily Pilloton-Lam's grandfather
- "Fear less, build more."
- -Girls Garage Motto
- "Never underestimate the power of joy!"
- -Emily Pilloton-Lam
- "Mentorship is an ocean, not a river."
- -Emily Pilloton-Lam
- "Let good things grow."
- -Emily Pilloton-Lam

Construction Industry Snapshot from the Bridging Generations breakout session-Yuhi Aizawa Combatti:

- 41% of the workforce will be retired by 2031
- 30% turnover for field managers over the next 5 years
- 1 million new workers are needed
- 94% of construction companies are having difficulties filling trade positions
- 36% of the current workforce are Millennials
- 77% of Gen Z report looking for another job
 - o Almost double that of any other generation
- 40% decline in completion of FAFSA applications in 2024

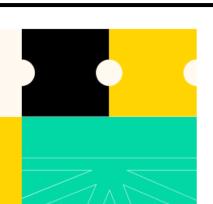
It is the older generation's responsibility to start the dialog!

- "If you are not being intentionally inclusive, you are unintentionally being exclusive!"
- -Yuhi Aizawa Combatti
- "Neurodivergence is not a diagnosis, it is an identity."
- -Pasha Marlowe
- "There is no such thing as 'normal."
- -Pasha Marlowe
- "You do not have to understand every neurotype to be neuro-affirming."
- -Pasha Marlowe
- "An accommodation for one, can be a solution for many."
- -Pasha Marlowe





We are Moving



Venue Change Announcement

We will be moving our monthly meeting location beginning with our October 16th meeting

Venue Name: Diamond Oaks Country Club

Address: 5821 Diamond Oaks Boulevard North, Fort Worth, TX 76117

Date: Third Thursday each month

Time: Networking 5:30; Meeting begins at 6:00

For any questions or further information, please contact Lori Donnell at president@nawic-fw.org.

We look forward to seeing you at the new venue!



Membership & Friendship





September Birthdays and Anniversaries



Happy Birthday!

Paulette Poynor 7th
Shelie Murphy 12th
Tracey Hart 20th
Tracie Garner 21st
Riley Seahorn 23rd

Happy Anniversary!



Kristen Stocker 9 Yrs
Lindsay Juhl 2 Yrs
Claudette Reyes 1 Yr
Cristy Abernathy 1 Yr
Jenifer Barton 1 Yr



September Invite







Fort Worth, TX

Installation
Ceremony

2025-2026
Board of Directors

Thursday, September 18, 2025 5:30pm-8:00pm

<u>The Fort Worth Club</u> <u>12th Floor, Check directory for room location</u> <u>306 W 7th Street, Fort Worth, TX 76102</u>

<u>Menu – Chef's Choice Hot Buffet</u> (Please advise with reservation if you have special dietary needs.)

PLEASE RSVP NO LATER THAN NOON October 15, 2024

Via email reservations@nawic-fw.org Links To Pre-Pay Dinner Cost \$50 Includes parking; bring ticket inside for validation.

Members - https://checkout.square.site/buy/I3EANHMQJ5Y4NUB33BQTXF7Y

Guests - https://checkout.square.site/buy/YMRNERDM5QHT4EVZYRQUS72T

Please remember that members and guests not canceling dinner reservations before Tuesday noon prior to the meeting shall be responsible for dinner cost.

This is necessary because costs are incurred based on the anticipated attendance.



October Teaser



Professional Development & Education

Mark your calendar for October 16, 2025

Guest Speaker – Michael Newman, Edge Global, Inc.

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Monthly	Dinners	Annual	Industry	Dinners (non-	Dinners (non-	Dinners (non-	Appreciation
Dinners	(non-	Conference	Appreciation	refundable)	refundable)	refundable)	4) Person
(non-	refundable)	Registration*	 Golf Tee Box 	 (2) Tickets to 	(2) Tickets to	(2) Tickets to	Team Golf
refundable)	(2) Tickets to	(2) Tickets to	Sponsorship	Industry	Industry	Industry	Tournament
(2) Tickets	Industry	Industry	❖ (4) Person	Appreciation	Appreciation	Appreciation	❖ Golf Tee Box
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Appreciation	❖ Golf Tee Box	❖ Golf Tee Box	Tournament	Sponsorship	Sponsorship	Sponsorship	❖ Logo/Link on
❖ Logo/Link on	Sponsorship	Sponsorship	❖ Logo/Link on	 Region Event 	 Region Event 	 Region Event 	NAWIC FW
NAWIC FW	Single Player	 Logo/Link on NAWIC FW 	NAWIC FW Website	Advertising	Advertising	Advertising	Website
Website	Golf Tournament	Website	website	Region Forum	Region Forum	Region Forum	❖ Supporter
	Region	Website		Registration*	Registration* Nat'l Annual	Registration* Nat'l Annual	Plaque
	Forum			Team Golf	Conference	Conference	
	Registration*			Tournament	Registration*	Registration*	
	❖ Logo/Link on			 Logo/Link on 	 Logo/Link on 	❖ (4) Person	
	NAWIC FW			NAWIC FW	NAWIC FW	Team Golf	
	Website			Website	Website	Tournament	
				Supporter	Supporter	Logo/Link on	
All packages reflect membership benefits for one person/representative.				Plaque	Plaque	NAWIC FW	
Contact info@nawic-fw.org for pricing for additional representatives.					Website		
*Desirentian for region and making a country in face Fault Bind						Supporter	
*Registration for region and national events is for <u>Early Bird</u> rate. Any difference in the actual registration fee must be covered by the member.						Plaque	
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Sponsorship Committee -

We have three new chapter sponsors this year! Please consider a sponsorship at your renewal and share the benefits with your potential members. Contact Lori Donnell or Riley Seahorn for more information.





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2023 – 2024 Fort Worth Chapter #1

South Central Regional Director & National Board Director:

Tammy Crooks

National President:

Kelly Aust

Board Members:

President: Jessica Steel
President-Elect: Lori Donnell
Vice President: Jamie Greenway
Jamie Greenway
Patty Bird
Raina Webb
Immediate Past President:

Parliamentarian: Lori Donnell

Directors: Adama Ba

Paulette Poyner Karen Weatherford

Megan Shaw

Renee Urso

Committee Chairs:

Audit:

Badges & Reservations: Paulette Poyner

NEF Block Kids: Sharon Murphy/ Lara Siegel/Hadley Ingersoll/Toni

Naiiar

Blueprint Editor: Adama Ba

Bylaws/Chapter Manual: Karen Weatherford

Construction Industry Safety / OSHA: Lori Donnell

Foundation Liaison: Shelie Murphy

Membership/Friendship: Karen Weatherford/Lori Donnell/Michelle

O'Quinn

NEF Design/Drafting Raina Webb

DE&I: Andrea Giron/Cathie Figueroa/Toni Najjar

New Member: Lori Donnell

Professional Development: Tracie Garner

PR/Marketing: Lori Donnell Sponsorship: Renee Urso

Strategic Planning: Karen Weatherford

Ways & Means: Shelie Murphy/ Jamie Greenway/ Megan Shawn

WIC Week: Riley Seahorn / Megan Shawn

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