

The Blueprint

NAWIC | FORT WORTH CHAPTER #1 | SOUTH CENTRAL REGION

www.nawic-fw.org

President's Message

September 2019

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 enhance the success of women
in the construction industry.

NAWIC Core Values

Believe in ourselves as women
Persevere with the strength of our convictions
Dare to move into new horizons

Calendar of Events

Business Meeting – 2019-2020 Board Installation

September 19, 2019 5:30 pm
Diamond Oaks

Board of Directors Meeting

October 8, 2019; 5:30 pm
Weaver Office

Business Meeting – My NAWIC

September 19, 2019 5:30 pm
Diamond Oaks

WOW! What a ride! I cannot believe my year as chapter president has come to an end. It has been a wonderful experience and I truly appreciate being given the opportunity to serve the chapter.

My primary goal for the year was to update our chapter web site. I'm glad to say this was accomplished and we have received some great feedback from our members and others. I will continue to manage the web site as PR/Marketing Committee Chair. Please send input, pictures, non-NAWIC event information and anything else we can share with members and visitors to our site.

If you haven't already, register for the 2nd Annual Ruffolution! It is Saturday, September 21st at the Trinity Trails at Waterside. **Proceeds are used to provide scholarships. Registration is only \$25!** Visit the event web site at www.theruffolution.org to sign up and get the details.

Always remember, this is **YOUR** NAWIC! The board and committee chairs want and need your input!

Sincerely,
Lori Donnell
Fort Worth Chapter President

"Focus on where you want to go, not on where you have been."

– Zig Ziglar

Upcoming Events

Upcoming Events

- Sept 19 **Monthly Business Meeting, Diamond Oaks**
2019-2020 Board Installation Ceremony
- Sept 21 **2nd Annual Ruffolution**
Fundraiser for NAWIC Fort Worth Chapter 1 Foundation
Trinity Trails at Waterside
- Sept 25 **CareersNOW! Opportunity**
Center of Hope, Weatherford
If interested in speaking to these students,
contact Lori Donnell, lorid.nawic@gmail.com
- Oct 8 **Board Meeting, Weaver Office**
- Oct 17 **Monthly Business Meeting, Diamond Oaks**
My NAWIC!
- Nov 8-9 **[South Central Region Fall Conference](#)**
Dallas, Texas



[Register here!](#)

Leadership Book Club



Beginning in October, all Leadership Book Club groups will be discussing *Girl, Stop Apologizing: A Shame-Free Plan for Embracing and Achieving Your Goals*.

In *Girl, Stop Apologizing*, Rachel Hollis, sounds a wake-up call. She knows that many women have been taught to define themselves in terms of how they relate to other people—whether as wife, mother, daughter, or employee—instead of learning how to own who they are themselves and what they want. With a challenge to women everywhere to stop talking themselves out of their dreams, Hollis identifies the excuses to let go of, the behaviors to adopt, and the skills to acquire on the path to growth, confidence, and believing in yourself.

The Leadership Book Club is open to all members. If you are interested in participating in one of the monthly calls and/or the Facebook group, contact Anne Pflieger, CIT, NAWIC President-Elect at akpnawic@charlesinc.com or Lori Donnell at lorid.nawic@gmail.com.

"I believe we can change the world. But first, we've got to stop living in fear of being judged for who we are." ~ Rachel Hollis

NAWIC Fort Worth Chapter 1 Foundation



**NAWIC FORT WORTH CHAPTER #1 FOUNDATION
EDUCATIONAL ORGANIZATION CONTACT FORM**

The mission of the NAWIC Fort Worth Chapter #1 Foundation is to provide financial support to organizations, events, and individuals pursuant to the promotion, education, and career development of women in the construction industry.

As part of this mission, the Foundation wants to encourage NAWIC members to get involved in our educational endeavors and scholarship award process.

The purpose of this form is to bring to the attention of the Foundation educational institutions and activities NAWIC members are involved with and to assist the Foundation in making contact with those organizations, increasing both the Foundation's community involvement and the community awareness of NAWIC.

Your name:	
Are you a NAWIC Member: Y N	If so, which chapter:
Name of organization:	
Type of organization:	
Contact at organization:	
Contact's e-mail address and phone #:	
Organization's web address:	
Construction related programs/activities of the organization:	

<p>Please state 1) your involvement with the organization; 2) length of time you have been involved; and 3) how you would like to see the Foundation get involved with the organization. PLEASE BE AS SPECIFIC AS POSSIBLE.</p>

Membership & Friendship

Jennifer Curtis & The Fort Worth Chapter



September Birthdays

Shelie Gaffron	9/12
Kimberly Bradstreet	9/15
Marie Rhom	9/18
Kathryn Oestricher	9/19
Tracey Hart	9/20
Traci Garner Davis	9/21
Riley Seahorn	9/23

July, August and September babies, attend the September business meeting for your birthday gift!

NAWIC Anniversaries

Kristen	Clarke	3 years
Karen	Griffin	2 years
Stephanie	Harrison	2 years
Maria	Camacho Cruz	1 year

Congratulations and Thank you for your dedication!



**Be sure to renew by September 30 to avoid a late fee.
Renew in the Member Center on the national web site or contact the national office at
817-877-5551, ext. 100 or
loriw@nawic.org.**

SPOTLIGHT

2019 – 2020 Board of Directors



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VaLissa Padgett



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Charolette Cox



Vice President
Sharon Murphy



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Riley Seahorn



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Lori Donnell



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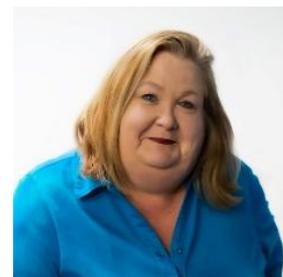
Director
Kathy Hergesell



Director
Kendra James



Director
Marie Revere



Director
Karen Weatherford

News & Events

Fort Worth Chapter #1 Invites You to Attend



The Installation of the 2019-2020 Board and Monthly Business Meeting

September 19, 2019

Networking at 5:30p.m.

Dinner at 6:00p.m.

That's Italian
Caesar Salad
Spaghetti & Meatballs (serve
separated, please)
Chicken Parmesan
Grilled Seasonal Vegetables
Cheesecake with Fruit Topping
Warm Garlic Knots

DIAMOND OAKS COUNTRY CLUB
5821 Diamond Oaks Drive N Fort Worth, TX 76117
\$30 PER PERSON (Cash, Check, CC by the Square)
PLEASE R.S.V.P NO LATER THAN September 17, 2019
Shelie Gaffron 817-343-9669 or
via email NAWICFWRESERVATION@GMAIL.COM

*(Anyone who fails to follow through with their
reservations will still be invoiced for the \$30.00 dinner)*

Committee Reports



RUFFolution

Just 1 week left to register!

Come out, have some fun, and support
NAWIC Fort Worth Chapter 1 Foundation

Just click on the paw for more
information.

Registration fee only \$25.

Register Today!

Dogs are not required!
Walk with friends or borrow a dog from
Straydog who will be on site.

This promises to be a great day out...don't miss it!

PR/Marketing

As the new NAWIC year begins, make a point to update your listing and picture in the Directory on our chapter web site, www.nawic.org.



Go to the Chapter Information tab and select Directory. If you joined prior to March, 2019, enter your email address. Click on forgot password for a temporary password to be emailed to you. If you joined after March, 2019, you will need to register and create a profile.



NAWIC Salt Lake City is offering the pictured shirts (minus the Salt Lake City name). One has the word NAWIC down the sleeve, the other does not.

The shirts are a 50/50 Cotton/ Polyester blend and would sell for \$30 ea or \$35 ea with the word down the sleeve. If you are interested, please contact Tracy Nation, Salt Lake City Chapter President, at tracy.nation@big-d.com.

2018-2019 Committee Year-End Reports

Block Kids - Sharon Murphy

We held our Block Kids Competition at EM Daggett in Fort Worth on January 16, 2019. Although we only had 6 boys compete, we had a lot of fun. The First Place Prize went to Emilson Sanchez. He built two castle watch towers with special spouts for pouring hot water and spaces for the guard on top of each tower. Our Second Place winner was Angel Andres and our Third Place Winner was Zachary Mancias. Jennifer Mack and I had a lot of fun. We wish to thank everyone who donated their time, goodie bag items and sponsorships.

Membership/Friendship – Jennifer Curtis

We had a great social outing/membership drive at Top Golf during WIC Week. Giving guest packets to guests at our monthly meetings resulted in several new members. We celebrated several milestone anniversaries throughout the year.

New Member – VaLissa Padgett

The Fort Worth Chapter added 16 active members, 1 associate member, 1 corporate member, 1 retired member, and three student members for the 2018-2019 year. We ended the year with 84 total members.

Professional Development & Education – Karen Ensley

We had speakers for our business meetings from very diverse and interesting industries. Some of the highlights include Elizabeth Lions and Holly Hoffman, both national speakers. Based on the caliber of speakers/programs and meeting attendance, we won the National PD&E Award this year.

Publicity (PR/Marketing) – Lisa Griffith

Our revised web site launched in March with enhancements added throughout most of the year. We also hired a company to manage our social media presence. We have accounts/pages on Facebook, Instagram and Twitter with posts being made daily.

NAWIC Fort Worth Foundation Liaison - VaLissa Padgett

Ruffolution

Our first annual Ruffolution dog walk benefiting the Foundation was right at the beginning of our 2018-2019 year (October 2018). Stray Dog will be joining us again for the 2nd annual Ruffolution on September 21, 2019. Fund raising and registration is still ongoing. Please support our Foundation and come out and walk and/or contribute to the cause.

Foundation

The Foundation awarded scholarships to two young ladies enrolled in TCC's Construction Management program for the Fall 2019 semester. We will be rolling out our application for the Spring 2020 scholarships very soon. The Foundation also launched an application for course and certification reimbursements for our members this year.

Ways & Means

Our 35th annual golf tournament held at Diamond Oaks Country Club went off without a hitch. We had lots of sponsors and volunteers. The day was a beautiful day without any stress. The golfers had a great time and we had a good turnout for our raffle items. Most importantly, we raised plenty of money to dole out to our Foundation for scholarships plus have our yearly operating expenses. Thank you, to all of you that participated in anyway. I hope to see you next year for another phenomenal event. Mark your calendars! The date is 4/27/19!!

WIC Week – Riley Seahorn

WIC Week 2019 was a week to remember celebrating what it is to be Women in Construction!

We collected 690 lbs of food for Tarrant Area Food Bank. We provided OSHA First Aid/CPR Training and toured the TCU School of Music jobsite. We spoke to students with CareersNOW, a program at Center of Hope in Weatherford on how to enter the construction industry. Lastly, we held a membership drive at Hop Fusion to introduce NAWIC to coworkers, friends and family.

Conference Reports

2019 National Conference (ATL) – Carla Kolber Summary/Take-aways

Sessions:

Shaping Safety Culture

Changing from “Zero Incidents” to “Safety Excellence.” Georgia Power has had good results improving their safety culture by doing these things that I believe I could take back to my company with success:

- Embracing, analyzing how to prevent and moving forward without punishment when incidents occur.
- Not using incentive for “zero incidents.” This causes non-reporting.
- Use field personnel to bring potential issues/solutions forward before things become an issue.
 - Ex: a tool is dangerous, etc.
- Risk vs. safety strategies in place = how likely is or isn’t going to happen (how often are workers in the certain situation) combined with how good the safety protocol/procedures are that are in place

Tactical Confrontation for a Safer Workplace

Gary Seeley held a talk on verbal confrontation in the workplace. He specifically talked about two topics I found the most applicable to my every day. Those two topics are as follows:

1. How to confront someone about an issue while keeping it productive and civil:

- i. Identify the unacceptable behavior without an accusation
- ii. Describe the negative consequences without an interpretation of their behavior
 - By using words that are not emotions while explaining the issue is assuming that someone is purposely making you feel a certain way. This is not a dialogue starter.
 - Ex: “I feel abandoned.” This assumes that someone is abandoning you on purpose. Instead replace “abandoned” with the actual emotion (lonely) you are feeling in reaction to the other persons action.
- iii. Explain what you need
- iv. Make a specific request

2. How to de-escalate an angry person:

L.E.A.R.N.S. → Listen. Empathize. Ask (about the issue that’s made someone angry.)
Restate. Narrate [from the beginning.] Suggest [a Solution.]

This technique causes an angry person who is in their “back of brain” where they are not processing information clearly to move into their “front of brain” where they can reason. There is no real reasoning or progress to be made with a person who is angry. Once you go through this process (sometimes repeats each step multiple times) you can then have a productive conversation about the issue that caused the person to get angry about in the first place.

Exploring Implicit Bias in the Workplace

How the review process can be bias—ask “how am I doing compared with my peers” instead of “how am I performing.”

The “Only One” syndrome. If you are the “only one” of your demographic on a day-to-day basis you can become the example for all people in your demographic. Make a point to explain you only speak for yourself; you are not an exception to a larger stereotype, etc.

Embracing Conflict - How to Identify and Improve Your Conflict Management Style

I am an “Owl” style of conflict management—I like to collaborate to find a win-win for all parties involved. This style takes longer to problem solve because the owl needs to gather all of the information and explore alternatives, but solution will be a good one that works for most parties and maintains the relationships involved. Knowing this information, I can be more aware if my “slow” solution process hindering real progress and I need to switch to another process. Also, I will now be more aware that it is possible for other people who may be a “shark” style of conflict are getting fed-up with my “process.”

Dena Rowland:

I had the privilege to attend the 64th NAWIC Annual Conference in Atlanta, Georgia. The welcome party was on Wednesday evening. This provides a great opportunity to catch up with old friends and meet new ones. This year was no exception.

Thursday morning was the NAWIC Annual Meeting. The normal business was conducted, including the appointment of the Audit Committee, Memorial of Past National President - Sandra B. Glassie, and general business. There were 212 First Timers in attendance – WOW! After conducting business, they began the awards ceremony. Our Ft. Worth Chapter President was unable to attend this year, so I was fortunate to accept an award on her behalf. Executive Spotlight Award “Lean In” Award presented to Lori Donnell, CBT, CIT, for Stepping up to facilitate one of the inaugural virtual Leadership Book Club discussion groups presented by NAWIC V.P., Anne Pfleger, CIT. I also had the honor to accept the NAWIC Professional Development & Education 2019 presented to Fort Worth Chapter #1. Congratulations Ft. Worth!

After the Annual Meeting, I attended the session Tactical Confrontation for a Safer Workplace presented by Gary Sheely. Gary presented many different situations and gave insight as to how to have those conversations without making it tense or awkward. Anytime you are asking someone to make changes, whether it be attitude, behavior, or other things about themselves you are asking for confrontation. It is all in the way the message is presented, and you want to make that presentation without letting the situation escalate into something bigger.

The Keynote Luncheon speaker was Major MJ Hegar. Her message was “Be the Change”. I do not want to give away too much information on her for just in case some of you could hear her speak in the future. MJ is only the second woman in history to earn a Distinguished Flying Cross with Valor Device and she has changed the perception of women in the military.

The Friday morning General Session included a Women’s Initiative Panel. The topic of discussion was Diversion and Inclusion. The topics were of great interest to me, however the 4 companies that were represented on the panel were very large companies with many locations and many more employees than most of the people in our audience. I would have liked to have seen one or two people on the panel that represent small to mid-size employers. Diversity and Inclusion need to be front and center for all companies no matter what size they are.

The Friday luncheon was the Installation Ceremony for the 2019-2020 National NAWIC Officers. I was given the honor of assisting with the installation of our incoming President, Diane Mike. This was very special and dear to me and I was very thankful to be a part of this special occasion for her. Thank you to Lori Donnell for being persistent in helping to acquire the letter from Emmitt Smith. This was a ceremony that President Mike will never forget – and she has probably already put insurance on that “piece of paper” she has framed.

Friday afternoon I attended the session Cyber Liability presented by Nick Graf from CNA Insurance. I could probably write a full report just on his session. The first thing I want to share

is that he said it is important to contact ALL 3 credit bureaus and put a “Freeze” on your accounts. This is free of cost and it prevents people from running your credit without your permission. You do have to contact the 3 bureaus to remove the “Freeze” if you are wanting or needing your credit run. The second item it how important it is for employers to have someone come in and do Cyber Security presentations to the employees. All companies are at risk – even the government. You can never be too prepared or have too much knowledge when it comes to protecting yourself.

Friday evening Gala – what a night! Julia Campbell from Fort Worth Chapter #1 was recognized and awarded the Lifetime Achievement Award. I cannot think of anyone more deserving. Julia has been a mentor to so many members over the years and we are very fortunate that she belongs to our chapter. Congratulations Julia and thank you for 25 years and we look forward to celebrating many more years with you!

I did not personally attend the NEF Installation Ceremony; however, I would like to say thank you to Tamara Crooks for serving as the 2018-2019 NEF President. Congratulations to you on a job well done!

The Construction Zone was filled with vendors, sponsors, exhibitors. “Pop up” sessions with guest speakers were going throughout the day. As a past director, I always make the time to stop in and thank our sponsors. The events that are held on local, region and national level would not be possible without sponsors.

I strongly encourage all our members to set aside the time in the future to attend a National NAWIC Annual Meeting (next year is Houston). This is a worthwhile investment and you will gain education, leadership, friendship and so much more. Finally, thank you to my employer – Steele & Freeman, Inc. for allowing me to attend the NAWIC events and always supporting me and NAWIC (and to my Team that picks up the slack while I am out).

Francine Hawkins-Alegeh – 64th Annual Conference Attendance Report

The 64th Annual Conference (held at the Marriott Marquis Hotel in Atlanta, Georgia) included several large general sessions and education sessions on numerous topics in smaller meeting rooms, committee meetings, luncheons and an awards dinner. A construction zone was set up in a large room for breakfast and tables consisting of items for sale from different chapters nationwide. Most of the education sessions focused on the workplace culture and safety and others focused on diversity and inclusiveness. I arrived Wednesday night but could not register until after the General Session on Thursday. I attended the Thursday general session briefly but there were no more seats. Ladies were sitting on the floor when I arrived. Packed house it was.

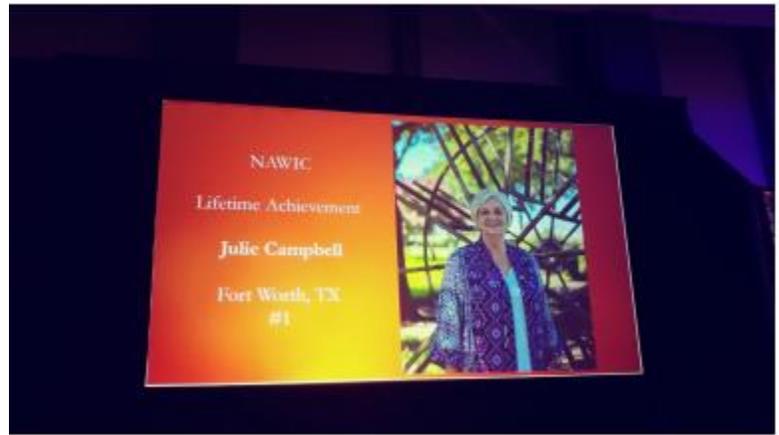
On Friday morning, there was a general session that included a Women’s Initiative Panel. Several women mentioned in the general session that they would love to see a panel with more women that are African American especially with it being in Atlanta, a predominantly African American city. The response from the lead chair was that it is up to each chapter to work on recruiting women of different backgrounds and cultures. The panelists a moderator were from Hilti, United Rentals, Turner Construction, Barton Malow and Skanska. Each panelist spoke on their experiences in the workplace and job site.

Peggy Newquist, CIT, ESP presentation focused on Exploring Implicit Bias in the Workplace followed by a multiple-choice quiz and a PowerPoint on different scenarios focused on how to approach or talk to women in the workplace. We all hold biases as a result of life experiences and we experience biases in the workplace especially from other women confirmed by a recent study. She asked us to pay attention to our biases at work. Do not call a new woman employee a

new GIRL and choose a new hire by what they can bring to the table even without the proper degree. Many people are hard workers without a degree and many workers with degrees are not effective talent toward a group project.

Judaline Cassidy's presentation was about Diversity Matters. She started her session with a prayer and a little background on living with the great grandmother and being poor in Trinidad. Her desire for wanting to get out of her situation pushed her into the plumbing field. She told a story about how she was hired to work as a plumber through word of mouth from a friend but when she arrived on the site, the owner told her to go home because she was a black woman. She asked him to let her work that one day for free and if she did not do a perfect job she would not come back. She did an excellent job and was hired and was the best plumber onsite. She is the founder of Tools and Tiaras. She hosts summer classes for girls in all trades and she has opened the doors for other committees in her company in New Jersey. She still works for the same company and is a motivational speaker. She started a plumbing union that has grown into hundreds of women and men. A lady who is a union member was sitting in the audience to confirm Judaline's works in the union and non-profit community.

The 2019 NAWIC conference was not just sessions and meetings. We had several social events, an awards dinner and an after-party on Friday evening. Many of us members were engaged in the networking and card exchanges. I missed the Region photo shoot because one of the ladies demanded my attention after I left the Diversity Matters session to share her card and information on how to get me to spread her goals into the Dallas – Fort Worth area. I didn't was to miss an opportunity to network with women in other states.



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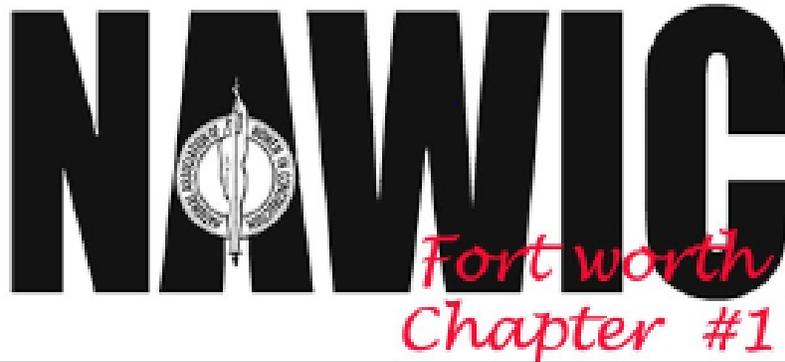
2019-2020

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<ul style="list-style-type: none"> ❖ Annual Dues ❖ Business Card Ad in Newsletter ❖ Monthly Dinners (non-refundable) ❖ (2) Tickets to Industry Appreciation ❖ Logo/Link on NAWIC FW Website ❖ Supporter Plaque 	<ul style="list-style-type: none"> ❖ Annual Dues ❖ ½ Page Ad in Newsletter ❖ Monthly Dinners (non-refundable) ❖ (2) Tickets to Industry Appreciation ❖ Logo on Block Kids T-Shirt ❖ AFC Registration ❖ Forum Registration ❖ Logo/Link on NAWIC FW Website ❖ Supporter Plaque 	<ul style="list-style-type: none"> ❖ Annual Dues ❖ ½ Page Ad in Newsletter ❖ AMEC Registration ❖ (2) Tickets to Industry Appreciation ❖ Logo on Block Kids T-Shirt ❖ Logo/Link on NAWIC FW Website ❖ Supporter Plaque 	<ul style="list-style-type: none"> ❖ Annual Dues ❖ ½ Page Ad in Newsletter ❖ (2) Tickets to Industry Appreciation ❖ Logo on Block Kids T-Shirt ❖ (4) Person Golf Tournament Registration ❖ Logo/Link on NAWIC FW Website ❖ Supporter Plaque 	<ul style="list-style-type: none"> ❖ Annual Dues ❖ Full Page Ad in Newsletter ❖ Monthly Dinners (non-refundable) ❖ (2) Tickets to Industry Appreciation ❖ Logo on Block Kids T-Shirt ❖ AFC Registration ❖ Forum Registration ❖ AMEC Registration ❖ Logo/Link on NAWIC FW Website ❖ Supporter Plaque 	<ul style="list-style-type: none"> ❖ Annual Dues ❖ Full Page Ad in Newsletter ❖ Monthly Dinners (non-refundable) ❖ (2) Tickets to Industry Appreciation ❖ Logo on Block Kids T-Shirt ❖ AFC Registration ❖ Forum Registration ❖ AMEC Registration ❖ (4) Person Golf Tournament Registration ❖ Logo/Link on NAWIC FW Website ❖ Supporter Plaque 	

FORT WORTH CHAPTER #1





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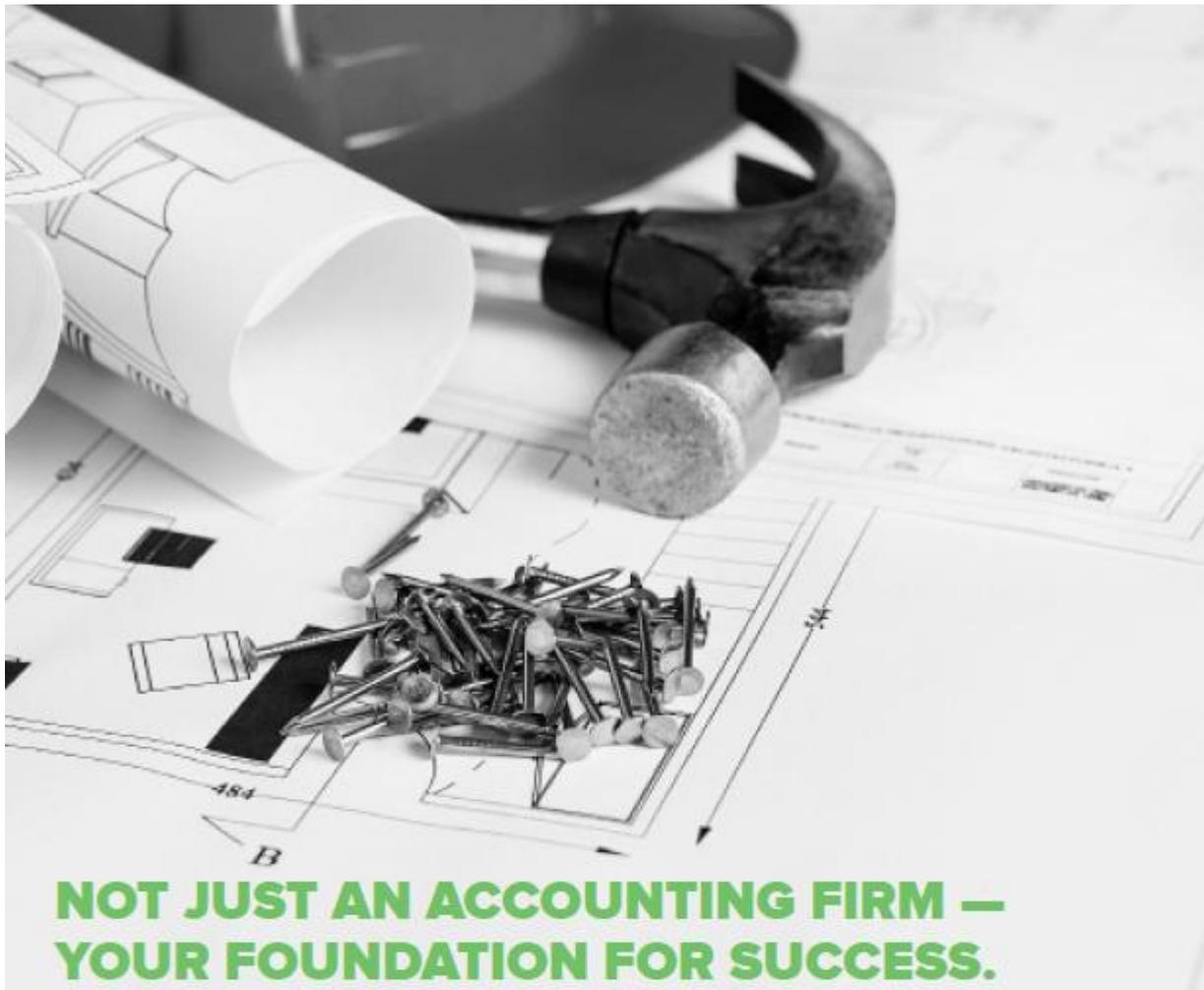
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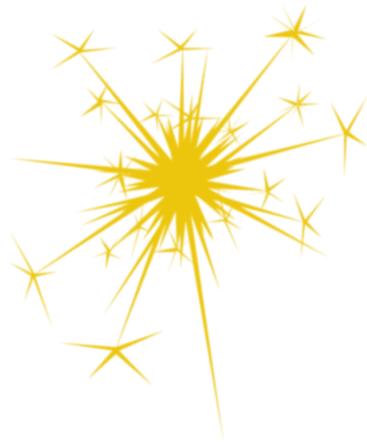
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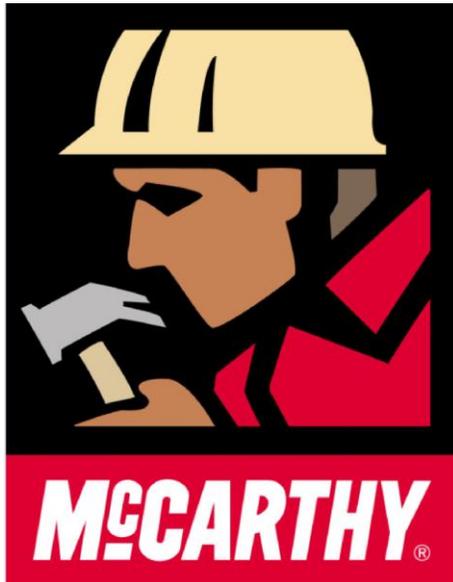
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2018 – 2019

Fort Worth Chapter #1

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Laurie Jimenez

National President-Elect:

Diane Mike

NEF President:

Tammy Crooks

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President: Lori Donnell
President-Elect: VaLissa Padgett
Vice President: Jennifer Murphy
Secretary: Charolette Cox
Treasurer: Julia Campbell
Immediate Past President:
Shelie Gaffron
Parlamentarian: Sharon Murphy

Directors: Martina Wisherd
Lisa Griffith
Jennifer Mack
Riley Seahorn

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Audit: Marie Revere
Badges & Reservations: Shelie Gaffron
Block Kids/Career Days: Sharon Murphy/Jennifer Mack
Blueprint Editor: Jillian Giles
Bylaws/Chapter Manual: Dena Rowland
Design Drafting:
Committee Coordinator: Jennifer Murphy
Construction Industry/Safety: Charolette Cox
Membership & Friendship: Jennifer Curtis
New Member: VaLissa Padgett
Professional Development: Karen Ensley
Publicity: Lisa Griffith
The Ruffolution:
Ways & Means: Shelie Gaffron
NEF Liaison: DeAnne Huber
WIC Week: Riley Seahorn
Strategic Plan: Sharon Murphy

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NAWIC



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