PRESIDENT’S MESSAGE

What a great Fall Conference in Kansas City! I had a wonderful time – networking and learning! I learned of changes in our 2019-2020 National Strategic Plan. The Core Purpose, Core Values, and Mission Statement of NAWIC have been updated to better reflect who we are as an organization.

Core Purpose:
To strengthen and amplify the success of women in the construction industry

Core Values:
Women-focused
Courageous leadership
Commitment to inclusion and growth
Anticipate change

Mission Statement:
The association committed to championing women to impact the direction of the construction industry. NAWIC provides education, community, and advocacy for women.

What powerful words! Please be looking for the conference reports from Karen Krietlow, Stacy Fisher, and me. As always, if you have any questions or concerns, just reach out to me.

Respectfully submitted,
Raven Hoffman
Chapter President

NAWIC’S CORE PURPOSE
To enhance the success of women in the construction industry.

NAWIC’S CORE VALUE
Believe. Persevere. Dare.
2019-2020 BOARD

Raven Hoffman President
Michelle Tull Vice President
Gin Aguinaga Treasurer
Stacy Fisher Corresponding Secretary
Karen Krietlow Recording Secretary
Stephanie Verhey Director
Amy Sorlien-Lee Director
Nancy Matt Director
Jamie Lambertz Director
Sara Misterek Director
Gaila Schreurs Parliamentarian

CHAPTER #237 MEMBER ROSTER

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<tr>
<th>Name</th>
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<tr>
<td>Gin Aguinaga</td>
<td>Graybar Electric</td>
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<td>Lisa Christenson</td>
<td>Custom Touch Homes</td>
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<td>Amy Christoffels</td>
<td>Sunkota Construction, Inc.</td>
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<td>Brooke Cosand</td>
<td>Henry Carlson Company</td>
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<td>Regan Duvall</td>
<td>Jans Corporation</td>
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<td>Syverson Tile &amp; Stone, Inc.</td>
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<td>Kelly Frederick</td>
<td>Edward Jones</td>
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<td>Cierra Haffner</td>
<td>Fully Promoted</td>
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<td>Julie Hahn</td>
<td>Sands Drywall, Inc.</td>
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<td>Ann Hill</td>
<td>Gage Brothers Concrete Products</td>
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<td>Raven Hoffman</td>
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<td>Tracy Kerkhove</td>
<td>G &amp; R Controls, Inc.</td>
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<td>Ashley Kimmel-Miller</td>
<td>Tull Companies</td>
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<td>Katie Krantz</td>
<td>VanDeWalle Architects, LLC</td>
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<td>Karen Krietlow</td>
<td>Muth Electric Inc.</td>
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<td>Jamie Lambertz</td>
<td>AGC of South Dakota Building Chapter</td>
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<td>Carole Lee</td>
<td>Retired, Honorary Member</td>
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<td>Nancy Matt, NCIDQ</td>
<td>Showplace Kitchens</td>
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<td>Sara Misterek</td>
<td>Starmark Cabinetry</td>
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<td>Teri McKenny</td>
<td>Kenney Acoustical Tile, LLC</td>
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<td>Amy Olson-Miller</td>
<td>McKinney Olsen Insurance</td>
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<td>Melissa Schmidt</td>
<td>Minnehaha County Highway Dept.</td>
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<td>Gaila Schreurs</td>
<td>O’Connor Company</td>
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<td>Leah Simmons</td>
<td>Johnstone Supply</td>
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<td>Amy Sorlien-Lee</td>
<td>Sorlien Electric, Inc.</td>
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<td>Sadie Steen</td>
<td>American Trust Insurance</td>
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<td>Charlene Swanson</td>
<td>Border States</td>
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<td>Michelle Tull</td>
<td>Tull Companies, LLC</td>
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<td>Stephanie VerHey</td>
<td>Howalt+McDowell Insurance, a Marsh and McLennan Agency</td>
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Everyone Can Help Recruit and Grow Our Chapter!
We are always looking to invite new people to our meetings and recruit new members. Don’t be afraid to invite a friend!
Below are brief descriptions of our various committees. Committees and chairperson are established when the fiscal year begins in October. Information on the type of help a committee needs will be found throughout the year in the chapter's monthly newsletter. But, if you see something you are interested in or would like more information on, contact the chairperson listed on the following page.

50/50 Raffle
Sells tickets at monthly meetings. 50% given to winning ticket holder, 50% contributed to Chapter funds.

Audit
Audits the books kept by the Treasurer. Done each October for the previous fiscal year. Requires three members. At least one must be a Board member.

Block Kids
Conducts a building contest for the purpose of educating elementary school children and promoting interest in construction related careers.

Budget
Develops budget for upcoming fiscal year. Held by Chapter Incoming President, Outgoing President, Incoming Treasurer and Incoming Vice President.

Bylaws
Presents bylaw amendments to the chapter when the National Board or the chapter makes a change.

Finance/Ways & Means
Held by Chapter President, Vice President and Treasurer.

Golf Outing
Plans the golf tournament, which raises funds for the chapter.

Historian/Scrapbook
Maintains the scrapbook and chapter history.

Industry Appreciation/WIC Week
Plans annual appreciation recognition to thank employers of our members for their support during the past year. Plans activities to celebrate Women in Construction Week (held in March)

Membership
Devises ways to increase and maintain membership.

Newsletter
Compiles information for the chapter's monthly newsletter and distributes it to the members.

Nominating Committee
Recruits members to run for Board and Officer positions.

PDE - Professional Development and Education
Develops monthly programs that are directed toward professionalism, construction and self-improvement.

Public Relations
Writes and submits news releases on chapter meetings and activities to the news media.

Roster
Maintains and updates the chapter roster book.

Safety & OSHA
Provides members an awareness of safety and health issues as they pertain to the construction industry.

Scholarship
Maintains contact list for distribution of applications to the area schools and past participants, distributes application information to said list, promotes both Chapter and NFSF scholarships.

Social Media
Keeps the chapter's website and Facebook page content current. Check's Chapter email.

Social Committee (including Winter and Summer Social)
Plans monthly social events as well as the December and July meetings, which are casual social events.
# 2019-2020 Committee Chairs & Members

Committee volunteers welcome and appreciated! Contact committee chairs or Raven Hoffman at Syverson Tile for more information.

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair/VP</th>
<th>Members</th>
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<tbody>
<tr>
<td><strong>Membership</strong></td>
<td>Karen Krietlow</td>
<td>Gaila Schreurs, Gin Aguinaga</td>
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<tr>
<td><strong>Roster Book</strong></td>
<td>Tracy Kerkhove</td>
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<td><strong>Public Relations/Marketing</strong></td>
<td>Karen Krietlow, Leah Simmons</td>
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<td><strong>Historian/Scrapbook</strong></td>
<td>Brooke Cosand</td>
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<td><strong>WIC Week/Industry Appreciation</strong></td>
<td>Karen Krietlow/Michelle Tull, Gina Aguinaga, Stacy Fisher, Brooke Cosand, Sara Misterek</td>
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<td><strong>Newsletter</strong></td>
<td>Leah Simmons</td>
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<td><strong>Bylaws</strong></td>
<td>Michelle Tull</td>
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<td><strong>Nominating Committee</strong></td>
<td>TBD, Brooke Cosand, Gaila Schreurs, Gina Aguinaga</td>
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<td><strong>Finance/Ways &amp; Means</strong></td>
<td>Gina Aguinaga/Chapter Treasurer, Michelle Tull, Chapter President 2019-2020, Michelle Tull, Chapter Vice President 2019-2020</td>
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<td><strong>Audit 2019</strong></td>
<td>Gaila Schreurs, Brooke Cosand, Gina Aguinaga</td>
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<td><strong>Budget</strong></td>
<td>Raven Hoffman, Incoming Chapter President, Gina Aguinaga, Incoming Treasurer, Michelle Tull, Incoming Vice President, Leah Engesser, Outgoing Treasurer</td>
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<td><strong>Golf Tournament/2019 Fundraising</strong></td>
<td>Karen Krietlow/Gina Aguinaga, Teri McKenney, Lisa Christenson, Stacy Fisher, Sara Misterek, Stephanie VerHey, Tracy Kerkhove</td>
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<td><strong>50/50 Raffle</strong></td>
<td>Gaila Schreurs, Amy Christoffels</td>
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<td>Regan Duvall, Amy Sorlien-Lee</td>
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<td>Open, Cindy Cosand</td>
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<td><strong>Block Kids 2019</strong></td>
<td>Karen Krietlow, Stacy Fisher, Stephanie VerHey, Amy Sorlien-Lee, Michelle Tull, Sara Misterek, Brooke Cosand, Sally Bonrud</td>
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<td><strong>Block Kids 2020</strong></td>
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<td><strong>Social Committee</strong></td>
<td>Brooke Cosand, Michelle Tull, Leah Simmons, Gina Aguinaga, Cindy Cosand, Leah Engesser</td>
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<td><strong>Sponsorship</strong></td>
<td>Michelle Tull, Gina Aguinaga, Stacy Fisher</td>
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NAWIC’S CODE OF PROFESSIONALISM

WHEREAS, the NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION, hereinafter referred to as NAWIC, is an international association dedicated to the advancement of women in the construction industry, and

WHEREAS, integrity, professionalism, respect and courtesy are all fundamental values of NAWIC, and

WHEREAS, NAWIC’s officers, directors, staff and members represent the Association to others within and outside of the construction industry, and

WHEREAS, NAWIC and its members wish to set out in writing the code of professionalism by which they strive to implement their fundamental values in all their actions, for both internal and external activities,

NOW, THEREFORE, the following is adopted as the CODE OF PROFESSIONALISM of the National Association of Women in Construction:

NAWIC members will act at all times in conformance with the following Association Policy: NAWIC is self-governing, non-profit, non-partisan and non-sectarian.

NAWIC members will use their best efforts to ensure that the statements made and positions taken fairly represent the view of the entire group on behalf of which they are authorized to speak.

NAWIC members, when representing members of the Association, will take steps to hear and consider the views of all their constituents and make those members feel that their views are important, even if the position taken is in disagreement with any member’s particular views.

NAWIC members, when representing the Association, its Committees, Regions, Councils or Chapters shall give those positions their full support.

NAWIC members shall treat as confidential any information to which they are given access by virtue of being an officer or director, candidate for office, or director-elect.

NAWIC members shall conduct themselves professionally in the course of any activities affecting the Association, including campaigning for office.
NOVEMBER BIRTHDAYS
Cindy Cosand, November 11
Michelle Tull, November 28

NOVEMBER ANNIVERSARIES
Brooke Cosand, 8 Years
Raven Hoffman, 6 Years
Melissa Schmidt, 2 Years

NOVEMBER NEW MEMBERS
Cierra Haffner, Fully Promoted

NEWSLETTER ITEMS WANTED
Submit your information to Leah Simmons (email to leah.simmons@johnstonesupply.com) by the second to last Friday of the month. We are looking for the following information:

- Promotions
- Marriages
- Good News
- Company News
- Help Wanted
- Retirements
- Congrats!
- Movers & Shakers
- New Baby

RSVP REMINDER
Just a reminder that RSVP’s for our monthly meetings are due by noon on the Friday previous to the meeting. If you have changes to your RSVP after noon on that Friday, please only contact your person directly.

The calling committee will take care of notifying the correct people of the changes. Also, please take the time to respond to the Correspondence Committee when they send out the Meeting/RSVP notice. It will help in the amount of extra time spent if they can get responses the first time around. Thank you much for your cooperation!

STANDING RULE #13: Reservations for dinner meetings are made through the Correspondence Committee. Any member who makes a reservation and does not cancel in sufficient time is responsible for paying half the cost of the dinner. The Chapter and/or hotel cannot guarantee dinner to any member who does not make a reservation for dinner but does attend. RSVP’s are how we plan for a meeting. Please have the courtesy to reply to the RSVP email with a Yes or No by the deadline so we have an accurate count.

Thanks for your cooperation on this!
### November 2019

**November Member Meeting:** November 12th @ 5:30pm, *Workplace Violent Workshop*
300 N Cherapa Place, Suite 601  *Marsh & McLennan Agency*

**November Social:** November 21st @ 5:30pm, *Bronze Art Night*
BronzeAge Art, 1110 North Weber Avenue, Downtown Sioux Falls

**November Board Meeting:** November 19th @ 11:30am, *Graybar Electric*

### November Events

- **SF Chamber of Commerce Mixer,** November 26th @ 4:30pm
  Best Western PLUS, Ramkota Exhibit Hall
  3200 West Maple Street

- **The Banquet Run For Food,** November 28th @ 8:00am
  W. H. Lyons Fairgrounds

### Upcoming Events...

**December**
- Gift Wrapping at the Mall
- Winter Social

**January**
- PD&E Site Tour
- Bingo Social

**February**
- OSHA Update
- Axe Throwing Social

**March**
- 3/1 - 3/7 WIC Week
- WIC Week Recap Breakfast

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### Chapter Calendar of Events

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- **Veteran's Day**
- **Workplace Violence Workshop**
- **Board Meeting**
- **November Social**
- **Thanksgiving**
Did you know that workplace violence is one of the leading causes of fatal occupational injuries in the United States?

Every employer has a standard of responsibility to identify all potential hazards in the workplace, unfortunately workplace violence is all too common. Excluding transportation fatalities, workplace violence is the second highest cause of workplace injuries and fatalities. This presentation will address:

- Employer responsibilities in training
- Actual case studies
- Best practices for dealing with an active aggressor
- The A.L.I.C.E. Response Model
- Developing your company’s Action Plan

Presented by Terry Lively of Howalt+McDowell Insurance, Marsh & McLennan Agency.

Space is limited, please email eventssfnawic@gmail.com with questions or to register for this event.

REGISTRATION DEADLINE NOVEMBER 7th, 2019.
Join us for our November Social at BronzeAge Art for a foundry tour and jewelry-making night!

Located down by Falls Park, see how many of the amazing bronze sculptures are made and then create your own unique figurine or charm in wax. BronzeAge will then take your wax creation and immortalize it in bronze (allow up to 3 weeks for completion).

Cost includes materials and sales tax.

RSVP to attend to eventssfnawic@gmail.com by November 15th
Inaugural Fall Showcase Event
Thank you members and our Showcase sponsors for this first-ever event! Feedback was incredibly positive so we hope to make it an annual event.

Congrats Stacy Fisher Member of the Year!
Stacy Fisher of Syverson Tile was selected by the chapter to be the 2019 Member of the Year! Thank you for all you do and the passion and energy you bring to our chapter!

Fall Forum Fun
Karen Krietlow, Stacy Fisher, and Raven Hoffman made the trip down to Kansas City the last weekend of October for Fall Conference! We look forward to reading their reports and hearing everything they learned from this awesome event.
NEW!

LETS HEAR IT FOR THE LADIES

We want to hear about your accomplishments! From professional achievements to community service and family additions - send it to leah.simmons@johnstonesupply.com to share in our newsletter!

Raven Hoffman Announces Candidacy

Chapter President Raven Hoffman announced at the Fall Forum her intent to run for Midwest Region Director for 2020!
What is your title and what are your duties? Sales Designer - I work with clients to design kitchens and bathrooms. My primary client is the homeowner who's remodeling their existing kitchen to better suit their lifestyle, but I work with both homeowners and builders, and in both new construction and remodels.

List accomplishments you are especially proud of (work or personal): I purchased my first property in 2010, and remodeled it and sold it for twice what I paid. Since then, I’ve remodeled and sold two others, and am on my fourth now.

What are your personal interests? Does shopping count? I’m really into remodeling. I have a project house in Sioux Falls that I’m working on right now, in my spare time. I also love cooking and baking, and camping.

Tell us about special people in your life: My boyfriend Matt, and my niece Ansley are my two favorite people.

How were you introduced to NAWIC? I first met the NAWIC ladies this year at the Home Show in February. I was looking through the list of volunteering opportunities and saw the Block Kids event. I didn’t really know what it was but it looked interesting, and so signed up to be a judge.

What is your favorite memory, committee, or area of interest in NAWIC? I love the monthly meetings. My first meeting was touring the new Gage facility, and it was so fascinating seeing how they run their operations. Learning about different companies and the people within them is awesome.

What do you hope to gain from NAWIC? Friendships and a better understanding of the construction industry as a whole, learning from other members.
OCCUPATIONAL NOISE EXPOSURE

The Center for Disease Control (CDC) estimates that 22 million workers are exposed to potentially damaging noise at work each year. Whether you work at a sports venue, on a tarmac, or operate a jackhammer—hearing loss is preventable.

Know Your Workplace Noise Levels!

If you need to raise your voice to speak to someone 3 feet away, noise levels might be over 85 decibels. Several sound-measuring instruments are available to measure the noise levels in a workspace. These include sound level meters, noise dosimeters, and octave band analyzers. Noise may be a problem in your workplace if you:

- Hear ringing or humming in your ears when you leave work.
- Have to shout to be heard by a coworker an arm’s length away.
- Experience temporary hearing loss when leaving work.

The National Institute for Occupational Safety and Health (NIOSH) Sound Level Meter App is one tool available to the public to download on mobile iOS devices that measures sound levels in the workplace and provides noise exposure parameters to help reduce occupational noise-induced hearing loss.

If you have to ask others to repeat themselves, or if you need to turn your TV or radio up at the end of the workday, you may already be suffering from hearing loss.

When you work around noise...

1. **Ask for controls**
   - Noise is measured in decibels (dBs). Using equipment just 3 dBs lower can cut the noise energy reaching your ears by half.
   - Ask your employer to rent or buy low-noise equipment, or put a sound barrier around loud equipment like compressors.

2. **Wear hearing protection**
   - According to OSHA, your employer must provide you with hearing protection when you work around loud noise. Types of hearing protection include earplugs and earmuffs.
   - Make sure your hearing protection fits and is comfortable. The louder the job, the more hearing protection you need.

3. **Get trained and tested**
   - Your employer should train you on how to:
     - Protect your hearing; and
     - Use hearing protection.
     - An annual hearing test will let you know if your hearing is getting worse.

Noise is bad for your safety and health

- Noise can distract you.
- You may not hear warnings.
- Hearing loss increases your risk of falling.
- Years of noisy job sites can make you deaf.
- Noise can cause “tinnitus”, or ringing in the ears, which can interfere with your sleep.
- Noise can cause high blood pressure and stress.
- If you have to raise your voice to be heard by someone an arm’s length away, your hearing is in danger.
Thank You Volunteers and Sponsors

Block Kids 2019
2019 Block-Kids
Thank You Sponsors!
Architectural Designer/Drafter
VanDeWalle Architects LLC is looking for an Architectural designer/drafter to join their team. An ideal candidate for this position shall display a strong work ethic, demonstrate good organizational and time management skills, work independently and collaboratively, and handle multiple projects in different stages of design and construction. This position pays a competitive hourly wage. Hourly wage is dependent upon experience.

Minimum Qualifications:
Degree or associated experience in the design/construction field.
Proficient with Revit Architecture is a must.
Preferred knowledge in commercial design/construction materials, means and methods.
Exhibit acceptable verbal, written, and interpersonal skills.
Good analytical and problem solving skills.
Willingness to play corn hole and have fun. Having a competitive nature a bonus!

VanDeWalle Architects offers:
Paid time off (vacation/personal leave days/holidays)
Medical & Vision Insurance (fully paid by VanDeWalle Architects)
401K program
Paid parking in city ramp
Profit sharing program
Time and half overtime pay
Awesome annual retreat with co-workers and spouses/significant others

If interested, please email your cover letter, resume and portfolio (if available). Portfolio to be less than 8 megabytes preferably.

Only those applicants under consideration will be contacted. If you are not contacted for this position, please accept our sincere thanks and appreciation for your interest.

Contact:
Email: brad@vandewallearchitects.com or katie@vandewallearchitects.com
Phone: 605-339-4411