



PRESIDENT'S Message

Seasons Greetngs!

I hope this newsletter finds you filled with joy, happiness, and blessings. As we approach the Christmas season, I want to

take a moment to wish everyone a very Happy Holiday!

Though we are just beginning our year, I've already heard about some exciting programs that are lined up for the next few months. Since this newsletter will be sent out before our Christmas Party, I can't wait to see the fun that the Social Committee has in store for us!

Last month, we had a great program hosted by PD&E, as well as several new member installations. We are thrilled to welcome even more new faces into our group, and we'll be holding additional installations in the coming months. It's such an exciting time as we continue to grow, and I'm looking forward to seeing both new and familiar faces as we move forward together.

Thank you all for your continued support and enthusiasm. I look forward to the exciting months ahead and the many opportunities to connect and grow together. Wishing you all a wonderful holiday season filled with joy, peace, and celebration!

Dana Cookson,
NAWIC Tulsa Chapter 76 President



INSIDE THIS ISSUE:

President's Message	1
Meeting Information	1
Events Calendar	2
Upcoming Webinars/Celebrations	3
Safety Report	4
OSU Scholarship Information	5
Meeting Minutes	6
NOTES TO THE PRESIDENT	7-8
Social Media/Website Information	9
NAWIC Meeting Policies	
And Events Information	10
Red Rose	11
Board/Committee Contact List	12

NEXT MEETING:

3rd Tuesday of the Month
Membership Meeting
6:00 PM
LOCATION:
Crosslan VHiT Office
633 W 3rd St.
Tulsa, OK 74127

RSVP email by EOB 12/13/2024
julianna@colburnelect.com

UPCOMING EVENTS

DECEMBER	Christmas Party (Members only) —12/17 6:00 pm: Crossland VHIT Construction Office 633 W 3rd St., Tulsa, OK 74127
JANUARY	BOD Meeting—01/07 6:00 pm TBD Habitat for Humanity 01/08 12-4 PM Membership Meeting—TBD Block Kids—1/23 8:00 AM
FEBRUARY	BOD Meeting—02/04 6:00 pm TBD Membership Drive—TBD
MARCH	BOD Meeting—03/04 6:00 pm TBD WIC Week 03/02-3/8: TBD Membership Meeting—03/18
APRIL	BOD Meeting—04/01 6:00 pm TBD Membership Meeting—Industry Appreciation: TBD
MAY	BOD Meeting—05/06 6:00 pm TBD Membership Fundraising Event—TBD
JUNE	BOD Meeting—06/03 6:00 pm TBD Membership Meeting—06/17 6:00 pm: Board of Directors Voting
JULY	BOD Meeting—TBD Summer Social—TBD
AUGUST	BOD Meeting—08/05 6:00 pm TBD Lunch & Learn—TBD
SEPTEMBER	BOD Meeting—09/02 6:00 pm TBD Membership Meeting BOD Installation—09/16 6:00 pm TBD



UPCOMING WEBINARS: www.nawic.org/webinars

National has stepped up and provided NAWIC members with some outstanding webinars throughout the upcoming year with the focus in two areas:

**Professional Development
& Education (PD&E)
& Membership**

The webinars should be available on the national website to view at your convenience if you can't attend the initial airing. The webinars are also listed in the Calendar of Events.

Navigating NAWICS Refreshed Website 12/11

Leadership Academy Info. 12/12 11-12 PM CST

2024-25 Nat. BOD Meeting 12/19 4-5 PM CST

Leadership Academy Info. 01/14 11-12 PM CST

WIC Week Monthly Mtg. 01/07 10-11 AM CST

2024-25 Nat. BOD Meeting 01/23 4-5 PM CST

DEI Standing Committee 01/27

WIC Week Monthly Mtg. 02/04 10-11 AM CST

Powerless to Empowered:

Discover Your Voice with Cultural Intelligence PDE 02/13 12—1 PM CST

2024-25 Nat. BOD Meeting 3/20 4-5 PM CST

2024-25 Nat. BOD Meeting 4/24 4-5 PM CST

2024-25 Nat. BOD Meeting 5/25 4-5 PM CST

2024-25 Nat. BOD Meeting 6/26 4-5 PM CST

Celebrating Our NAWIC Sisters!

Happy Birthday

12/01 Sarah Hopper
12/10 Ginger Cato
12/27 Chrissie Humphrey

Welcome New Members

12/02 Cindy Nelson
11/20 Karley Potter

Congratulations On Your Anniversary

12/2021 Kristi Ostler
12/2010 Sheila Sayne

EYE PROTECTION ON JOBSITES

NAWIC Safety Committee - Sheila Sayne & Bailey Martin

This month, the safety committee wanted to provide some quick information about eye protection when on jobsites. According to the U.S Bureau of Labor Statistics, around 20,000 eye injuries occur in the workplace every year. We want to put a spotlight on the eye protection PPE requirements and some of the PPE options you can choose from to keep your eyes safe on the job.

OSHA Eye Protection Requirements

OSHA states that employers are to ensure that affected employees wear proper eye protection when employees are exposed to hazards from flying particles, molten metal, liquid chemicals, acids, or caustic liquids, chemical gases or vapors, or potentially injurious light radiation.

Proper Eye Protection

There are four main types of proper eye protection. One type may be better suited for you based on your specific needs. For example, what works best for someone who wears prescription glasses may not work as well for someone who does not wear prescription glasses.



Over RX Glasses Safety Glasses



Traditional Safety Glasses



**ANSI Z87.1 RX Lens Glasses w/
Removable Side Covers**



ANSI Z87.1 RX Lens Safety Glasses

Final Thoughts

You can get more projects, but you only get one pair of eyes. Your prescription lenses are not sufficient to protect your eyes from jobsite hazards unless your lenses carry the ANSI Z87.1 rating and the side shields are in place. The safety committee encourages you to review the different forms of eye protection and decide what fits your situation best.



Please remember our NAWIC Endowed Scholarship at OSU

whenever you're in a giving mood. The full name of our scholarship is the

NAWIC Tulsa Chapter 76 Endowed Scholarship In Honor of Gene Harris Fund.

On your checks or online donations,
please note the fund number: 26-75750

On-line donations: <https://osugiving.com/>
please see the "Give" tab at the top right.

Mailing Address:
OSU Foundation
400 S. Monroe, Stillwater, OK 74074

Your Scholarship Committee thanks you!!

PD& E Panel Thankful for NAWIC Event—no minutes were taken.

NOTES TO THE PRESIDENT

We Value Your Feedback!

We've set up a QR code for you to easily share any comments, questions, concerns, or compliments. If you have suggestions on how we can address a concern or improve something, we'd love to hear from you. Likewise, if there are any ideas or features, you'd like to see, please let us know!

If you'd like your comment to not be anonymous, please feel free to include your name. Additionally, I'll have a box available at each meeting where you can leave messages as well.

We are committed to providing transparent communication, and each newsletter will feature updates on any concerns, questions, or compliments we've received, along with responses when appropriate.

Thank you for helping us improve!



NOTES from the November PD&E program.

Comment 1: The only thing I heard about NAWIC was the friendships those ladies have formed. Where is the value to a company who is asked to continually give money for one event or another plus monthly meetings?

Response 1: When friendships are forged in NAWIC the primary outcome of those relationships is it extends our knowledge base. We have had members call other members to assist with a multitude of issues.

- One member had a suspected embezzler in her payroll department. She contacted another NAWIC member who used the same accounting software and asked what reports should she pull, what should she look for, how could it be done, etc. The NAWIC member even contacted the software company and asked questions for the member who was dealing with the embezzlement because she didn't know who all in her accounting department could be involved.
- When COVID hit the US and shut the nation down, the government offered a Payroll Protection Plan (PPP). However, many companies were wary of applying for the FREE money. Sheila Sayne shared information about the program and a free webinar to educate our members and their companies on the benefits of the PPP and how to apply. Without Sheila stepping up and sharing this information for free, many companies may have missed out on the benefits which could have had a negative impact on NAWIC members and their livelihood.
- One company had a shortage of PPE and their order was backordered. A NAWIC sister dropped off the required PPE to hold the member over until her shipment could arrive.
- One company had questions about a new accounting software system that were transitioning to and reached out to her NAWIC sisters that was using the program for their feedback.

Response 2: There is value where we look for it, and in being involved. Yes, we are always asking for money. But it is like that at ABC and other organizations. I agree I have felt like I needed to justify my membership to my employer. That was brought up by a national lady at the conference—women are being forced to provide an explanation of the rate of return for NAWIC membership, if we are asking our employers to pay our dues or to sponsor events. This is a national issue, not just a Tulsa NAWIC issue. For me, I had to have a real talk with my boss about what I get out of it as a person, and how it helps me individually, and therefore the company, when I have more fulfillment in my career. But for all of us it is different, as we work for different people.

Comment 2: What has NAWIC done for its members professionally? Where are the long time members telling how NAWIC had a direct impact in their careers?

Response 1: NAWIC is like any other organization (professional, recreational, hobby, educational), you truly get out of it what you put into it. It may be difficult to identify a tangible impact; however, the fact that you have a network of construction industry professionals at your disposal across the nation speaks volumes when you need them. It's like insurance, you don't see the value until you need it.

- One member needed photos taken of a remote job site out of state. She called upon her NAWIC sisters in the area and was able to take care of her need. The NAWIC sister sent a bill to the company and it was a fraction of what it would have cost to send an employee.
- One company was starting an inhouse apprenticeship program and the coordinator of the program called upon her NAWIC sisters for assistance. She accomplished her goal in less time than her boss allotted because her NAWIC sisters had already done the work and shared the pathway to success.
- A friend of a NAWIC sister at a non-NAWIC company needed help with a particular situation and reached out to his NAWIC friend. She put him in touch with a NAWIC sister who had the knowledge and skillset to assist him.

All of these instances reinforce to the management of our NAWIC sisters' companies, that NAWIC does offer value if utilized.

Response 2: I have only been in the chapter for 3 years. I have gotten out of it what I put into it. Has it impacted my career directly? Not necessarily. BUT, I feel more connected to like-minded women. I have been able to find resources for my own employer through my connections, whether they used those resources or not. My employer has taken notice of my involvement and started to ask, "What programs do your NAWIC ladies us for this, or have they had trouble with that?" It has taken time, but my staunch, old fashioned, male employer has seen the benefit.

Comment 3: I was confused why a lady on the panel would bad mouth NAWIC for wanting unity in all of our chapters.

Response: I cannot speak for the panelist; however, I do not believe the intent was to bad mouth NAWIC. I felt it came from a place of being a long time member and missing the era when the chapters had the ability to express themselves as individuals and create chapter images that showcased their city/state and/or other unique features about their chapter. As NAWIC transitioned in uniform branding, the ability for chapters to showcase their individuality was squashed. NAWIC branding does serve a purpose. It allows NAWIC chapters to easily be identified by their logo. However, the change was done quickly and rather sternly.

Comment 4: I know the ladies addressed cliques, but that group is the clique. You see them on Facebook posting about NAWIC friends and outings, but you don't see any other NAWIC members. That is exclusion and contradicts what they said as a panel.

Response1: When people forge friendships they tend to spend more time together than they do with acquaintances. Friendships are often born in a shared environment (NAWIC, sports, crafts, church, etc). Most of us have a group of friends that we enjoying experiencing life with and often engage in activities outside of where our friendship was founded. If you have friends you met at church and you go to lunch with them, are you expected to invite the whole church? NO! That would be ridiculous. However, if you have a co-ed bible study group at church and the ladies want to go to lunch, is it rude to exclude the guys? If the guys were to have a golfing event and excluded the ladies, would that be rude? If you had to pause a moment to answer these questions, then you understand it's not black and white. There is some gray area and perhaps our chapter members need to ponder this for a moment.

Response 2: I am not a social person. I flock to people I know because I'm internally a ball of nerves. I think we all gravitate towards people we know, or who know us. I hate cliques as well, but I have seen over the years that they naturally form out of like-mindedness. I want to be near people that I don't feel are judging me, or who will laugh at my jokes. Or who won't blow me off or make me feel like an idiot. We are not all going to get along perfectly. Those ladies have been through more years in NAWIC than any of us so they KNOW each other. The group has actually made great strides in being friendlier since I started here. It's not that they were not friendly, but it's that same old story of sticking to what we know and who we know.

Comment 5: When will PD&E be truly Professional Education and Development? If you constantly have to tell your members what the value is then perhaps you need to reevaluate what you are offering your members versus what you claim to offer them. Employers need more than friendships to continue to support NAWIC.

Response: Professional Development and Education (PD&E) – every professional organization struggles to find the balance of content for their membership meetings. Some people want to network and socialize. Some members what PD&E all the time. Some members want community outreach.

- One of the panelists mentioned the NAWIC website that offers a host of PD&E webinars. These can be shared with others in your company, which is a great value to all NAWIC members.
- PD&E suggestions are always welcome for the board/committee to consider. NAWIC does offer much more than friendship; however, it is through these friendships that we get to know our NAWIC sisters and learn about their knowledge base and skill-sets. By learning about the strengths each NAWIC member has to offer, we know who we can turn to for certain situations.
- NAWIC friendships also help during tough times personally and professionally, which can alleviate some stress at work. This is a benefit the employer may never be aware of but it is a benefit to the company.
- When my brother was in the hospital for weeks on end, my NAWIC sisters were my support system and even delivered meals to me and my mothers.
- NAWIC committees allow members the opportunity to lead in a manner that may not have been available before. Committee chairs learn how to organize and conduct meetings and events. Committee members develop and execute action plans. These activities engage the members and develop confidence in leading and public speaking. NAWIC committee members take ownership of their positions and deliver results. These are skills that directly impact the professional and personal growth of an employee.

Please know we have a prayer chapel on Facebook.

It's a private group and you may post your own prayer requests at any time or if you'd rather, please e-mail me and I'll post them for you.

This is open to all members but is strictly optional. We would ask that you read the pinned post at the top of the page.

If you'd like to join the chapel, simply request to be added. If you have any issues with that, please contact me:

jklempa@pmgtulsa.com

Thanks, Jaylee Klempa
NAWIC Membership Support



Did you know we have an email for questions?

Email: TulsaNAWIC76info@gmail.com

Check out our website on the go!

Find us at: nawictulsa.org

We have links to the national website along with current calendar events for our chapter and each newsletter at your fingertips!

FOLLOW US ON SOCIAL MEDIA:





NAWIC Meetings/ Dinners/Events Policies

A reminder of our Tulsa chapter policies concerning all of dinners and events. Please RSVP by the deadlines. We need confirmed counts for our restaurants ahead of time. If you are bringing guest(s), please supply their name and company.

All guests are paid for by the chapter the first time they visit, as well as new members—your first meeting is on us! After that, meetings/events will be charged unless otherwise indicated.

Members shall RSVP to attend the monthly meeting the Friday prior to the meeting (unless otherwise communicated) and will be billed for said meeting. Even if you cancel at the last minute, we need you to pay.

Our BOD has decided we need to be more vigilant. We run the risk of losing money as a chapter without this policy and we can't afford that.

We very much appreciate your understanding and your cooperation!

Julianna Guglielmo, Tulsa Chapter Treasurer julianna@colburnelect.com

Tulsa NAWIC Christmas party will be held December 17th from 6:00-8:30 PM at Crossland VHiT Office in Downtown Tulsa. Our philanthropy this year is Paws and Claws in Skiatook. Donations at the party can be cash, check, items or scan the QR code. This is a free event, bring a \$10 gift card if you wish to participate in the gift exchange and you are welcome to bring a desert and BYOB.

Do you have something to report? Exciting News / Your Committee / Awards
Please forward info to Jaylee Klempa by EOB 1st Friday of the month to get it in the Newsletter. jklempa@pmgtulsa.com

NAWIC Tulsa Committee Notes

Membership Committee:

At our November meeting, we had the pleasure of holding the installation ceremony for Faith Schrader, Cindy Castillo, Paula Esposito, Ashley Norris, and Kaitlynn Henson. We are thrilled to have them join us and look forward to their valuable contributions to NAWIC.

Additionally, we are excited to welcome two new members who have recently signed up to join Chapter 76 in Tulsa:

- *Cindy Nelson with Crossland Construction*
- *Karley Potter with Murray Womble*

Please give them a warm shoutout! We will be officially installing them as members after the first of the year.

We also want to recognize Victoria Juarez, Jaleigh Frick, and Alisha Driggers, who were unable to attend the installation ceremony but are equally valued members of our chapter. We look forward to welcoming them officially as well!

Paula Fennell, Chair

Block Kids Committee gets to work with a local community school, Lewis & Clark. We are hosting Block Kids this coming January 23, 2025 at 8:00 am. We get the opportunity to promote the construction industry among elementary students. We need 15 volunteers. Email Christi@wyatt-tech.net sign up.

Christi Farr, Chair

Habitat for Humanity Wall Build

We have 14 slots available for our build that will take place on January 8, 2025 12-4 pm. This is a first come first serve for membership. (If we don't fill spots, then guests are welcome.) Contact marla@tulsacivil.com for details.

Marla Carter, H4H Liaison

Rose Recipient NAWIC Tulsa

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION

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



Kaitlynn Henson received the Red Rose from Sierra at the November meeting.

I'm Kaitlynn. I am an administrative assistant at APAC-Central for our aggregates line of business. I have been with APAC for 5 years but our parent company for 7 years.

I'm originally from Nebraska and moved to Oklahoma in 2019. I'm a mom to a beautiful and sassy 8-year-old. My hobbies are fishing, reading, and baking.

2024-2025 BOARD/COMMITTEE CONTACT LIST



President
Finance/Strategic Planning
Dana Cookson

Email: accounting@stoutconstruction.net
Cell: 918-671-9370



Treasurer
Finance
Julianna Guglielmo

Email: julianna@colburnelect.com
Cell: 918-521-9005



Recording Secretary
Kristi Ostler

Email: kostler@rickscottconstruction.com
Cell: 918-260-0044



Immediate Past President
Finance/Strategic Planning
Chrissie Humphrey

Email: chrissiehumphrey@stoutconstruction.net
Cell: 918-530-9183



Director
Paullei Tanner

Email: paullei.tanner@gmail.com
Cell: 405-642-4767



Director
Bailey Martin

Email: bailey.martin@crossland.com
Cell: 918-202-8769



By Laws
Scholarship Committee
Kem Hagadorn

Email: kem@davemaherinc.com
Cell: 918-809-1185



Vice President
Scholarship
Paula Fennell

Email: pfennell@craftsmenresources.com
Cell: 918-271-1210



President Elect
Ways & Means/WIC Week
Marla Carter

Email: marla@tulsacivil.com
Cell: 918-370-4126



Corresponding Secretary
Kaitlynn Henson

Email: Kaitlynn.henson@apac.com

Cell:



Director
Sarah Hopper

Email: sarahh@hudsonprince.com

Cell: 918-277-3927



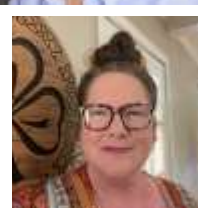
Director
Sierra Nunez

Email: sestone93@gmail.com
Cell: 352-272-3573



Director
WIC Week, Ways & Means, Membership,
DE&I
Jaylee Klempa

Email: jklempa@pmgtulsa.com
Cell: 918-991-9221



Parliamentarian
WIC Week/Block Kids
Joani Kelly

Email: joanikelly74@gmail.com
Cell: 918-640-7081