



# HARD HATS & HIGH HEELS



San Antonio  
Region 7 Chapter 11  
[www.nawicsatx.org](http://www.nawicsatx.org)

## President's Message

When I accepted the nomination to be President of our chapter 2 years ago, it's safe to say that I had NO idea what I was in store for. I had big visions & big dreams of putting our chapter on the map, both within the organization as well as the local construction industry. I set huge goals, that truly seemed unattainable, and it didn't take long for me to start thinking "What did I get myself in to?" But what I quickly realized was that this is an organization of professional women each with different talents & abilities – and when we put our minds to it, there's NOTHING we can't do! In the past two years we increased our membership from 36 to 111 members (that's over 200% growth during a declining economy!); we have participated in industry events to spread the word about NAWIC (We even grabbed the attention of the Commissioner's Court, Mayor Julian Castro & Governor Rick Perry during WIC Week!) We've promoted education within our chapter as well as the city of San Antonio. We've supported our military through the Adopt a wounded warrior family & the Fisher House Feeding. We've held fun membership mixers and hosted two very successful golf tournaments, and this past year we broke a record by making a profit of over \$11,000! With that being said, there's truly NOTHING that this chapter finds impossible to accomplish. All I can say is THANK YOU!

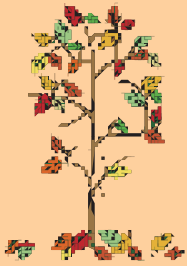
- Thank you to the chapter members for working so hard & dedicating the past two years to making this organization FABULOUS!
- Thank you to my committee chairs – you've communicated & brought together your teams to accomplish GREAT dreams.
- Thank you to the outgoing board, for putting up with my moods, my silly demeanor, and for finding ways to accomplish my zany ideas.
- Thank you to the members who believed in me from the get-go and who took the time after meetings & events to tell me how glad they are that the meetings are fun!
- Thank you to the members who may not have always loved my energetic overly-bubbly side, but who stood beside me nonetheless & continued to support the chapter's events.
- Thank you to my office staff who put up with the last minute projects, handling multiple "NAWIC Chick phone calls" for me, and all this while still getting your actual paying jobs done!
- Finally to Sandee Morgan, thank you for working so hard to try to turn my goals into accomplishments. Thank you for loving this chapter as much as I do! Thank you for telling me that I look fabulous – even after a hard day of sweating at a BBQ. Thank you for being the best Vice President I could have ever imagined. Most importantly, thank you for the opportunity to be your friend. You are going to be amazing next year as President of this chapter. Just remember, do what you do best – which is being a success! And when all else fails, order a coemo, slam the gavel, and adjourn the meeting.

I will never forget these past two years, and the impact that each of you has made on my life. One of my favorite quotes is by Ralph Waldo Emerson and he said, "Nothing great was ever achieved without enthusiasm." After two enthusiastic years, I thank you from the bottom of my heart for the opportunity. It was an immense honor to have served as the San Antonio chapter president for two years, and I hope I made you half as proud as you have made me.

*Jennifer M. Swinney, CBT, CDS, CIT*

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# President's Message - October 2010

*Sandee Morgan, CBT, CDS, CIT*

Fall is “almost” in the air and that typically is a time of change. Consequentially, what I would like to see our chapter do is.....**more of the same!** I can't tell you how incredible it was or fully describe the vibe at national convention earlier this month. The San Antonio Chapter has certainly been doing something right, as we were the buzz of National Convention in Louisville, Kentucky. Judy DeWeese was installed as National President Elect. Both Jennifer Swinney and I were awarded Red Rose Recruiter Jackets. Jennifer won the Founders Trophy for most new members recruited during the year. THEN...to top it all off, she won the President's Spotlight Award for the second year in a row!

We had 10 members attend convention and people couldn't help but see us coming in our pink “NAWIC Chick” shirts! I had a chance to meet so many dynamic women who are active in both NAWIC and the construction industry. Almost everyone I met would say “Oh! You're a member of the San Antonio Chapter – your chapter is doing incredible things. How are you doing it?” It definitely made me look at our chapter with a new appreciation. Although I am always amazed at how we pull together to get so much accomplished – I never realized how unique that actually is.

We have grown to be the **LARGEST** chapter in the nation and I know that is something we can sustain. My focus for this year is not huge growth, but instead to continue to be the **BEST** chapter in the nation and to get everyone involved in a committee (or two)!! I hope that you will each “**Jump On In**” as there is so much that is happening with Forum in San Antonio this year, the Women's Leadership Conference, our Golf Tournament, Block Kids, Contractor in a Box, Construct-A-Kids Christmas Gala, BBQ's, Chili Cook-offs and so many other events over the next twelve months. Make sure you come to the November meeting to hear more about our committees and where you fit in. Volunteering for committees and events is the best way to get the most out of your NAWIC membership. Thank you so much to everyone who gives their time and effort to insure the success of our chapter and NAWIC as an organization!

Finally, I can not end this without saying a huge **THANK YOU** to Jennifer Swinney for two years of dedication and hard work. This chapter would not be where we are without your leadership and “**Fabulousness**” (is that a word?? Yep – spell check says so) We all truly appreciate the sacrifices you have made and everything you have done to help make us a success. Your high heels will be so hard to walk in this year – but I am going to give it my best shot. Keep in mind that you have a **HUGE** group of cheerleaders and supporters in your campaign for regional director. We will do everything we can to support you!

To the rest of this extraordinary group of women, I am so excited for the year to come. We are going to continue to do great things in this chapter!



*Each NAWIC Officer is more than willing to give presentations at Regional Conferences, and we often turn to our fellow officers for assistance. When I was asked (or I volunteered) to present "Positive Communications" at Region 7 APC/Leadership Conference, I knew that Cindy Johnsen, CDS, CIT, NAWIC Treasurer had given a talk on the same topic at Region 12.*

*Cindy was very gracious and shared her presentation with me. I have incorporated some of Cindy's information and added some of my own to come up with this presentation. Jennifer Swinney, CIT, San Antonio NAWIC Chapter President, has asked that it be a monthly segment in her Newsletter for the remainder of the year.*

## **POSITIVE COMMUNICATION FOR LEADERS**

**by Judy DeWeese, CIT  
NAWIC Vice President  
with special thanks to  
Cindy Johnsen, CIT, NAWIC Treasurer**

### **POSITIVE E-MAIL COMMUNICATIONS**

Let's talk briefly about e-mail.

- Electronic means of communication, although certainly convenient, should never replace having a conversation.
- E-mail is not meant to be an immediate response
  - 24 hours response time is acceptable and normal
  - If you need an immediate (or even a same-day) answer, pick up the phone and have a conversation. You will ultimately save time and you can pick up more by the tone of a voice than you can from an email.
- Use care:
  - An e-mail can be forwarded or posted or a portion used out of context
  - Also, you don't know the reaction of the recipient - the recipient may read it wrong; whether it way it was written or the recipient is just having a bad day.
- Pick the appropriate way to communicate based upon the message you are trying to send.
  - If an e-mail goes back and forth over 4 times – meaning you respond 4 times, pick up the phone!
- Use the "blind copy" line.
  - Nothing is more boring than seeing the names of all 99 people you sent that email to!
    - And it only goes to prove that you're not as "special" as you thought you were when you received the email!
- Also, try to refrain from using "reply all" unless you really need everyone to read your reply.
  - If you're just saying "thank you," replying only to the sender is sufficient.
- Often the sender does need to know you received the email.
  - Try replying with something along the lines of "Thank you for your message and I'll get back with you as soon as possible."
- Make it brief
  - Everyone is busy and many of us have a short attention span

Cut and paste an email address from an Excel spreadsheet to the blind copy address line in order to send to a group.

Be polite, clear and concise in your e-mail communications.

- Irony and sarcasm don't e-mail well!

Think twice before firing off that angry e-mail! It can, and will, come back to haunt you!

### **A FEW FINAL WORDS ...**

In order to be an effective leader, you must have good, positive, communications skills. You must be able to articulate your goals, objectives, and passions.

Remember, to Communicate Effectively, you will want to:

- Prepare to communicate
  - turn off that cell phone
  - stop distractions
- Have courage in your communications
  - you may have to deliver a message the listener doesn't want to hear
- Deliver a clear, concise message
  - avoid fillers
  - avoid indecisive words
  - avoid clutter
  - avoid misusing words
- Use a pleasant tone
- Use positive body language
- Watch what your clothes say about you
- Be truthful, but not hateful
- Breathe!
- Listen effectively and compassionately

They say that unless you're the lead dog, you view never changes. All the more reason why a leader desires to lead: to have a good view! Whether it is in our professions, in NAWIC, in our church, family, or community, we are all leaders in some area of our lives. We are the "lead dog" and we do have a lovely view!

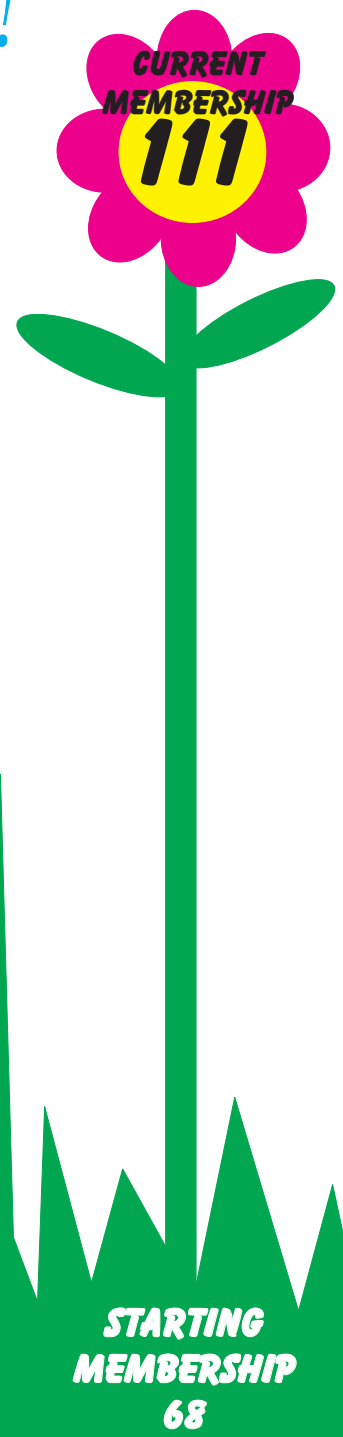
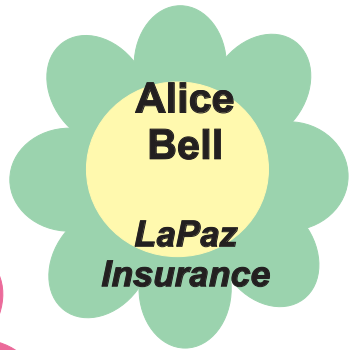
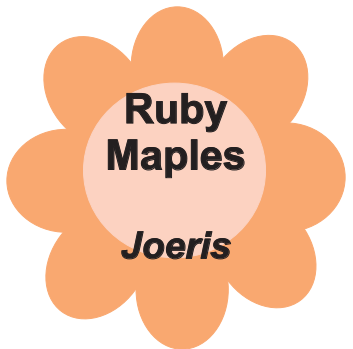
Thank you for joining me these past few months. I hope you have benefited by reading about methods by which you can communicate positively. Your leadership ability depends on your positive, effective communication.

For those of you that attended the Annual Planning Conference for our Region in Waco this past October, you know that Sandee Morgan and Jennifer Swinney (Region 7 Membership Chairs) have challenged the chapters to GROW their memberships. (See skit & photos on Facebook). Why is membership so important? With new members comes new ideas, new energy, and new creativity! San Antonio began this year with 68 members, check out our growth spurt! We grew to become the LARGEST CHAPTER IN THE NATION!



**MEMBERSHIP  
GOAL  
125**

# Welcome New Members!



Congrats to Bridget Booth - winner of the chapter membership contest! Bridget won two tickets to see Jersey Boys at the Majestic Theater.

# ALL ABOARD!

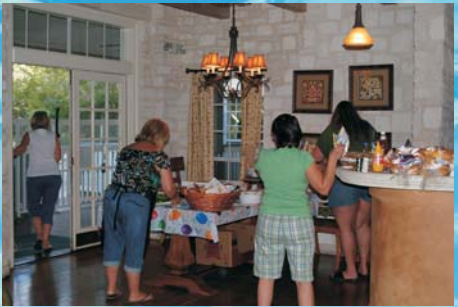
It's time to renew your NAWIC membership, and your friendly membership cruise directors have a fabulous contest in store for you this month!

Any current member who renews their membership **BEFORE September 30th** will be entered to win a gorgeous NAWIC desk clock to display proudly at your home or office. There will be one winner from each chapter, & prizes will be awarded October 16th at APC in Port Arthur!

So what are you waiting for? Swab your decks, batten down your hatches, and get your scuttlebutts in gear!

**Renew today & join  
us aboard the  
S.S. MemberSHIP!**





## SUMMER LOVIN'

To celebrate our many successes this year, our chapter held its 2nd Annual Summer BBQ Party at the clubhouse of the Marquis at Deerfield complex. Terri Pasley cooked up some delicious burgers & hotdogs, and Jerry Nelson (husband of Robbie Nelson) even sparked up the grill for yummy steaks! Many thanks to Terri Pasley & Andrea Lopez for their hard work in making this event a success - and congratulations to Terri for keeping her set of eyebrows intact this time around.

# HAPPY BIRTHDAY TO YOU....

Our chapter had its 52nd birthday this year, and to celebrate the past presidents gathered together to plan a fabulous August meeting full of raffles, live auctions, and TONS of laughter! All proceeds of the evening went toward the Homes for our Troops event, and our chapter raised over \$2000 for the program! Special thanks to everyone for your generosity & your enthusiasm. You made this chapter birthday one to remember!



# YOU'RE SO PRETTY...

Thank you to all the members who participated in this year's baby photo contest! I hope you enjoyed your "sweet" surprises at the September meeting! Special congrats to winner, **Nora Romero**, who not only beat everyone else, but who scored a **PERFECT 100%**, guessing everyone correctly with their photo! Wow! Now that's observation! Nora, on behalf of the chapter, let me be the first to say that, "You're so pretty...."



Sandee Morgan

Dawn Holmes

Judy DeWeese

Celeste Estep

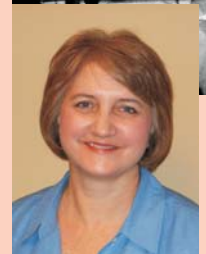
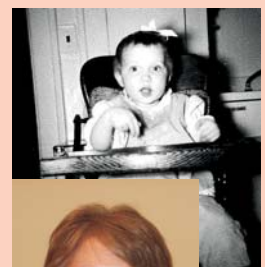
Terry Urbanczyk

Jennifer Swinney

## Quit Being a Girl

*Jennifer M. Swinney, CBT, CDS, CIT*

There's a popular saying: Women have to work twice as hard to be considered half as good. The truth is that sometimes women are their own worst enemies. We tend to sabotage ourselves in the workplace by making unconscious mistakes that hold us back from being seen "equal" to the men in our industry. Eleanor Roosevelt was right when she said, "No one can make you feel inferior without your consent." Stop consenting. Stop submitting. Quit bein' a "girl!"



Nora Romero

Melinda Decker

Mary Frazier

Mary Fletcher

## MISTAKE 5: Being Modest

There's a time and place for modesty, but when people fail to notice major accomplishments it's your job to illuminate them. Making things look easy or seamless when in fact they required Herculean efforts isn't a great marketing technique.



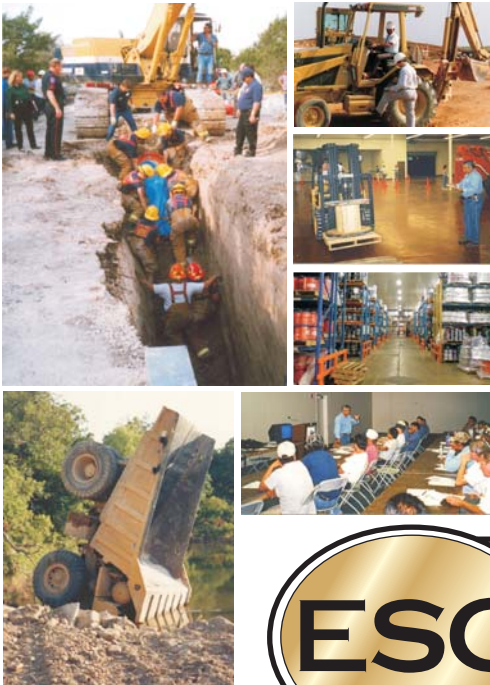
**TIP:** Completely, totally and permanently erase the phrase "Oh, it was nothing" from your vocabulary. When given a compliment look the person in the eye and respond with a simple, "Thank you." Avoid downplaying your efforts. Forward notes of appreciation or acknowledgment about your work to your manager. Prominently display awards or plaques. Keep an "atta gal" file – a collection of accomplishments of which you are proud: thank-you notes, outstanding performance reviews and the like. Review it at those moments when you begin to doubt yourself.

# ESSENTIAL PIECE & BRAG CORNER



The San Antonio Chapter had so much to be proud of at Convention that the daily newsletter was lovingly referred to by the other attendees, as "The San Antonio News." On the following pages are a few of the ads that were in the Convention news. Congratulations San Antonio chapter, you have truly made a name for yourself in NAWIC!

## Don't let the word *Engineering* fool you



Since 1982, ESC has provided safety services to construction companies throughout the state of Texas, recently expanding to Oklahoma and Louisiana.

Offered Services include:

- project safety audits
- risk consulting
- compliance assistance
- accident investigations
- mediation & assistance concerning OSHA inspections
- employee training
- OSHA required paperwork / job site safety signs
- chemical container labels
- review/write company safety programs
- fire extinguisher inspections

*SAFETY IS OUR ONLY BUSINESS...  
YOUR SAFETY IS OUR ONLY CONCERN!*



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FAX 210-695-8786  
TOLL FREE 800-327-1516  
[sanantonio@esc-safety.com](mailto:sanantonio@esc-safety.com)  
[www.esc-safety.com](http://www.esc-safety.com)

*Proud to be a Platinum Sponsor of the San Antonio Chapter of NAWIC*

To our dearest Judy DeWeese  
 ...there are so many sides to you....



"Cute  
 as a  
 button  
 Judy"



"Begging & Pleading  
 Judy"

"Happy go Lucky  
 Judy"



"Warm Fuzzy Judy"



"Booney Tunes Judy"



"AIR  
 FORCE  
 FUN  
 JUDY"



"Feelin' no pain  
 Judy... \*hiccup\* ..."

"Timeless  
 Treasure  
 Judy"



"DON'T  
 ASK  
 DON'T  
 TELL  
 JUDY"



You bring joy and laughter to our Chapter and we are so proud of all of your accomplishments. No matter which "side" of you you're showing - or perhaps a NEW side we've yet to see - one thing for certain is that you will be a SUCCESS in whatever you strive to achieve. And if all else fails, just remember....

**YOU RE SO PRETTY!**

All our love & support,  
 San Antonio Chapter #11

**2010-2011 NATIONAL  
 NAWIC PRESIDENT-ELECT  
 JUDY**

**CONGRATULATIONS TO  
SAN ANTONIO CHAPTER #11  
FOR ACHIEVING THEIR GOAL TO  
BECOME....**

**THE LARGEST NAWIC  
CHAPTER IN THE NATION  
2009-2010**



*(many thanks to the Cleveland Chapter for the friendly competition all year, and congratulations on your large membership total, as well)*

**Region 7 Director**

*Sandy Sunshine Field*

What a wonderful year this has been, under your direction and leadership!

You have inspired us to think big, dream big, and GROW big!



You have supported us 100% in our chapter events & goals, and YOU have been our biggest cheerleader, our "bestest" friend, and our brightest sunshine! Thank you for all that you do for our chapter & our region.

*San Antonio Chapter #11*

**Thank You to the following San Antonio Members  
who have served as Region 7 Committee Chairs this year!  
You made our chapter proud!**



Gala *"these boots were made for walkin'"* Burns

Region 7 PR & Marketing

Celeste  
*"Bette Davis eyes"*  
Estep

Region 7  
NEF Fundraiser



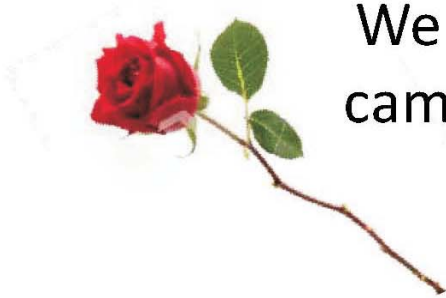
Sandee  
*"Tweedle Dum"* Morgan  
& Jennifer *"Tweedle Dee"*  
Swinney

Region 7 Membership



*Jennifer Swinney,* CDS, CIT, CBT

Thank you so much for all of your hard work for the San Antonio Chapter. We were so lucky to have you as our FABULOUS president for the past two years! Our growth to the largest NAWIC chapter in the nation is a reflection of your dedication.



We are behind you 100% in your campaign for Region 7 Director

NAWIC Chapter 11 San Antonio

**CONGRATULATIONS TO SAN ANTONIO CHAPTER # 11  
FOR ACHIEVING OUR GOAL TO BECOME...**

**THE LARGEST NAWIC CHAPTER IN THE NATION (2009-2010)**

Our chapter would like to give special recognition to:

**SANDEE MORGAN, CDS, CIT, CBT**

and

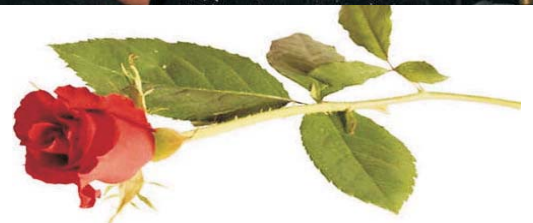
**JENNIFER SWINNEY, CDS, CIT, CBT**

for becoming

**RED ROSE RECRUITERS**



Ladies, your hard work, dedication & ability to find the “fun” in any situation has caused our membership to more than TRIPLE in the past 2 years! We are so grateful to have y’all in our chapter. Wear those red jackets PROUDLY!



## ODE TO SANDEE MORGAN

I've known you these past years,  
and to you there's not just one side -  
I've seen "*Membership Co-Chair Sandee*"  
& "*Sandee-who-tries-to-hide*"

There's "*Pen-nose-pickin' Sandee*"  
(who thinks I'm such a "jerk") 😊  
& "*Sandee who's Tech-challenged*"  
asking "how does this thing work?!"

I've seen "*Wife-of-the-year-Sandee*"  
sacrificing all her time,  
and "*Lick-the-glass-rim-Sandee*"  
who likes a little salt & lime.

You've worked so hard for San Antonio,  
you've made us look so hot -  
whether strutting in your hard hat,  
or in a flower pot!

You braved the bees in bluebonnets  
(don't remind me how long it took!)  
And you dressed as a pirate at Forum  
where "ye' booty shook!"

You've stood beside me all year  
no matter how hard times have been.  
I'm honored you were my Vice President,  
but I'm PROUD to call you my FRIEND.

*I adore you, Sandee! You are going to be FABULOUS next year as  
President of the San Antonio Chapter!*

*Remember to think big, aim high, and HAVE FUN!  
(And when all else fails, order a cosmo & wing it!)*

*Love, Jenn*



# SAN ANTONIO NAWIC STORE



**NAWIC UMBRELLA \$20**



**NAWIC  
MOUSEPAD  
\$5**



**NAWIC SUN SHADES  
\$25**



**NAWIC  
TRAVEL MUG  
\$5**



**NAWIC  
CHICK PIN  
\$5**



**NAWIC JR.  
PADFOLIO  
\$10**



**NAWIC GODDESS SHIRT  
\$20  
BLACK & RED**

For More Information on these items & to order, please see our "Chapter Sales" page on our website:  
<http://www.nawicsatx.org/store.html>

## **BREAKING BOUNDARIES: ARE YOU READY TO TAKE THE LEAD?**



The Construction Industry Committee is planning a Woman's Leadership Conference that you will not want to miss. The Conference will be held at Pearl Stables on November 4, 2010. The keynote speaker, Roslyn Courtney is a renowned authority on leadership and management. A panel of San Antonio's top women leaders will share with you their secrets they have learned as they have climbed to the top of their profession. Rounding out the day will be a presentation on the educational opportunities available to help you achieve success as leaders. Sonny Melendrez will MC the event. This impressive cast coupled with the beautiful venue, vendor booths and great food will give you an event that will be amazingly educational as well as a great time. You will leave empowered to take the lead.

<http://www.nawicsatx.org/leadership2010.html>

# October 2010

					Friday	Saturday
					1	2
Sunday	Monday	Tuesday	Wednesday	Thursday		
3	4	5	6  Audra Tiemann's Birthday  NAWIC General Meeting 6pm	7	8	9
10  Mary Fletcher's Birthday	11  Kari Wirth's Birthday	12  Jamie Blakeslee & Charlotte Forsyth's Birthdays	13	14	15  Jennifer Swinney's Birthday  APC in Port Arthur	16  APC in Port Arthur
17	18	19  Erin Stansell's Birthday	20  NAWIC Board Meeting 6pm	21	22	23
24	25	26	27	28	29	30
31  Lorraine Brown's Birthday						

## September Birthdays

Judy DeWeese - 1  
 Patty Wylie - 2  
 Anita Medland - 3  
 Claudia Martinez - 7  
 Gala Burns - 9  
 Shauna Weaver - 10  
 Kelli Harge - 23  
 Penny McDonald - 26  
 Lisa Aguirre - 30  
 Veronica Flores - 30

## Calendar of Events...

### October

6 - General Meeting, Petroleum Club, 5:45pm  
 15 & 16 - APC in Port Arthur  
 20 - Board Meeting, Office of ITSI, 6pm

### November

3 - General Meeting, Petroleum Club, 5:45pm  
 4 - Leadership Conference, Pearl Stables 7:30am  
 17 - Board Meeting