



## Firebird



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### Happy November to the Members & Friend of the Greater Phoenix Chapter #98

The Chapter has been busy with activities starting right after the Board and Officer's Installation Ceremony in September. The Finance Team, led by Robin Hadley and Lee Morgan met on October 5<sup>th</sup> to prepare budgets for the Board to review on October 11<sup>th</sup>. Then it was Race for the Cure on Sunday, October 9<sup>th</sup>. Some of us raced, like Lourdes Lopez, and others of us walked the 1 and 5K events. It was a lot of fun to get together and support such a worthwhile cause. Thanks to Robin Hadley for setting this up. Visit the Chapter Website and our Facebook page to see who was there. Then we held the marathon Board meeting on October 11th. We had so many things to cover and the time was well spent. Next was Arizona Construction Career Days on Thursday and Friday, October 20<sup>th</sup> & 21<sup>st</sup>. Thanks so much to those of you who volunteered and who were exhibitors. BIG Thanks goes to Rosemary Middleton who was the Volunteer Chair for the entire event. SHE DID AN AWESOME JOB. I attended the President's Retreat held in Scottsdale on October 20<sup>th</sup> and 21<sup>st</sup>. It was quite a trick to be at both Arizona Construction Career Days and the President's Retreat and region 8's Annual Planning on the same days. I had the pleasure of bringing two NAWIC ladies from Colorado Springs to AZCCD on Friday morning. They coordinate the event in their city and wanted to see how we do it, so we were there at 6:30 AM to walk the site. The Regional Annual Planning Conference was hosted by our Chapter in Scottsdale on Friday, October 21<sup>st</sup> and Saturday, October 22. 31 ladies were in attendance, representing all the Chapters in our Region. Director Kofford had a fun activity planned for Friday afternoon and the business meeting was held on Saturday. Bonnie Hall, Heidi Kelly and Micaela Jean worked their butts off with the Hospitality Suite, the registrations, airport shuttling, booklet e-mailing and so many other things. They made it all look so easy but it is a lot of work putting something like this on and having it come off so smoothly. I CAN'T SAY THANK YOU ENOUGH FOR ALL THAT YOU LADIES DID. Thanks also to the members who donated items for the Hospitality Suite and for those who sponsored the event.

Our first Membership meeting for the new 2011-2012 year on October 25, 2011 was great. Ask anyone who attended and they will tell you that the speaker was very informative and we had lots of participation throughout the entire meeting. The pink hardhat picture was a nice way to end the evening. This is just a preview of things to come at all of our meetings and events.

Remember, this is your chapter and we want everyone to be involved and share their gifts and talents. Please look for upcoming events and meetings on the calendar, in the Firebird, on our Chapter Website, on Facebook and through e-blasts.

Finally, may you all have a very Happy Thanksgiving and remember to take time to give thanks for the wonderful people that touch your lives.

Sincerely - Kathy Kingsland



## NAWIC Chapter 98 is on Facebook!

To attract more women to NAWIC, we've launched our official "NAWIC Phoenix" Page on Facebook!

If you haven't already, please visit <http://www.facebook.com/NAWICPhoenix> and click "Like" while you're there.

Feel free to post industry news and events, Pictures, Videos, Ask questions, etc - chat about the fun you've had with NAWIC, the stuff you learned and share stories – just remember this is public.

Let's make this fun and share, comment & like as you go!

FYI – if you do not have a Facebook account, you can still view

the NAWIC Phoenix Page <http://www.facebook.com/NAWICPhoenix>

Visit the wall <http://www.facebook.com/NAWICPhoenix?sk=wall>

or look at photos <http://www.facebook.com/NAWICPhoenix?sk=photos>

Carol Hagen

**"You cannot do all the good that the world needs, but the world needs all the good that you can do."**

**Unknown**

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## Video Conferencing with Skype

Skype is a popular video conferencing software that is free for 1 to 1 calls (charges for add'l users on a group call). It's a great way to see your friends and family while talking with them simultaneously. All you need is a computer, webcam and microphone (most computers have a built in mic and many external webcams come with a mic if you have an older computer). You can watch a video of how it works or download it to your computer from <http://www.skype.com/intl/en-us/features/allfeatures/video-call/>

Skype Free also works well with Facebook so you can see your FB friends in your Skype contact list. <http://www.facebook.com/videocalling/>

There are other alternatives, although not yet as popular as Skype. For instance, if you use Google Plus, you can run a video conference call with up to 10 people for free.

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## A NAWIC First

On Saturday November 5, 2011 our own Pam Dullum, P.E., CCA was the keynote speaker for Region 14 APC in Portsmouth, New Hampshire. Pam is the NAWIC Strategic Plan chair for 2011-2012 and spoke about strategic planning at the chapter level. She gave her presentation from the comfort of her home office.




Pam's presentation as Keynote Speaker via Skype was a first for NAWIC. NAWIC has been dabbling with this remote technology which offers the advantage of real time audio and video. Last summer, then NAWIC President Deb Gregoire, CIT, spoke via Skype to the Region 3 Leadership conference, and in October Region 10 broadcast its APC meeting via Skype.

As NAWIC continues to embrace technology, this is a means to extend our reach to members who are not able to attend a conference. It also offers options for guest speakers without the jet lag, or transportation and lodging fees.

After the speech, Pam changed into jeans and a t-shirt to run her Saturday errands.



NOVEMBER 2011

Sun	Mon	Tues	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
		<b>Board of Directors' Meeting</b>				
13	14	15	16	17	18	19
				<b>RSVP for November Meeting</b>		
20	21	22	23	24	25	26
		<b>Membership meeting</b>				
27	28	29	30			



11/06 Kathy Kingsland

11/08 Betty Irish

11/11 Robin Hadley

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**ARIZONA CONSTRUCTION INDUSTRY**

**COMPENSATION SURVEY**

**By Rayleen F. Colletti, CPA**

**Hunter, Hagan & Company, Ltd.**

**WE'RE BACK!!** After taking a year off to re-tool, the new electronic version of the Arizona Construction Industry Compensation Survey was launched on October 1, 2011 and will be open for participation until **December 15, 2011**. The results of the survey will be available and emailed FREE to all participants during January 2012. We are very excited about the new format and hoping for record breaking participation from members of our NAWIC Chapter and other construction associations.

The survey provides information regarding base compensation levels for thirty-three different management and support positions and analysis of various types of employee benefit programs. To make the information even more useful, the results are further broken-out by the following industry segments: (1) building and industrial and (2) heavy highway and utilities.

In addition, we have added new survey questions related to anticipated increases and decreases in staff, salaries and benefits that we hope will provide you with timely information about the current market conditions.

Our survey is 100% electronic and can be accessed via the following web link:

**[2011 AZ Salary Survey](#)**

(Or <https://novisurvey.net/n/7g2.aspx> if you need to copy and paste)

For your convenience, you will be able to print a paper copy of the questionnaire so that you can gather the information and enter the data later.

All information you report on the survey will be treated as confidential and proprietary. It will only be used in aggregate with other respondents. Hunter, Hagan & Company, Ltd., Certified Public Accountants will summarize the results of the survey. All participants will be sent a free copy of the report through email in PDF file format.

For those of you that would like to purchase a copy, we will have the report available on the CFMA Valley of the Sun website at <http://chapters.cfma.org/ValleyOfTheSun/index.htm> for a cost of \$100.00. Currently you can purchase the 2009 & 2007 Arizona Construction Industry Compensation Survey on their website.

In addition if you have any questions please email us at [cfmaazsurvey@gmail.com](mailto:cfmaazsurvey@gmail.com)

In order to continue with the survey each year and to have meaningful results, WE NEED YOU and ask for your participation!

## Heart of Business Awards 2011

The Phoenix Business Journal and Hands-On Greater Phoenix recently awarded the third annual Heart of Business Awards. The awards recognize Valley companies that support, encourage, coordinate and facilitate the volunteer efforts of their employees. The program spotlights volunteerism in the business community — something that has increased in importance as the recession continues to take a toll on nonprofit funding and resources.

In 2009, 63.4 million Americans, or 26.8 percent of the adult population, volunteered to help their communities. That was 1.6 million more than in 2008, marking the largest single-year increase since 2003, according to a 2010 report by the Washington-based Corporation for National & Community Service. In Arizona, the value of that volunteer service was estimated at \$19.25 an hour.

Two construction companies were honored this year. **Kitchell Contractors, Inc.** was the Business Program winner and **Suntec Concrete Constructors, Inc.** was the winner of the Small Business Project category.

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## Construction Industry News

PCL Construction is again at the heart of a great volunteer opportunity for NAWIC members, Habitat for Humanity. They are looking for volunteers, 16 years and older, no experience necessary, to work on the Vista Del Sol project. You may sign up for as many dates as you wish. Each person should email Lourdes Lopez with the names of the participants and their availability. She will ensure that get signed up.

Lourdes' group is scheduled for work on February 4, 2012 (they kindly reminded us that this is the day BEFORE the Super bowl) and must fill 25 available spots. This group will work on the completion of the framing. Lunch will be provided.

Please take the opportunity to participate in a worthwhile endeavor with great people. Contact Lourdes for further details.



## Habitat for Humanity Schedule

01/14/12	Framing		03/10/12	Interior painting
01/21/12	Finish framing - ready for trusses		03/17/12	Exterior painting
01/28/12	Install trusses - frame roof		03/24/12	Doors and trim
02/04/12	Complete all framing		03/31/12	Finish trim carpentry
02/11/12	Pre-drywall framing		04/07/12	Closed for Easter
02/18/11	Closed for President's Day wknd		04/14/12	Landscaping – clean tubs
02/25/12	Drywall		04/21/12	Install accessories Touch up
03/03/12	Complete drywall		04/28/12	Punch list – Final clean up

05/05/12 Dedication

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## Sojourner Center

On November 1<sup>st</sup>, several NAWIC women took a tour of the Sojourner Center. They are a wonderful organization that provides women and their families a safe environment in times of crisis. During our tour we discussed the needs of the organization. Our chapter is working closely with the Sojourner Center to provide requested and much needed items for their center such as wooden learning blocks for their classrooms and items for the families for the holidays. Please help by delivering your unwrapped gift to one of the established collection sites from November 22 to December 19:

\* Centennial Contractors Enterprises, Inc.

3877 North 7th Street, Suite 190

Phoenix AZ 85014

602.230.9987

ATTN: Stacy Spetter

\*Western Technologies, Inc.

3737 E. Broadway

Phoenix, AZ 85040

602.437.3737

ATTN: Vicky Aviles

## WISH LIST FOR THE WOMEN OF SOJOURNER CENTER

### PERSONAL CARE ITEMS

Curling Iron  
Flat Iron  
Hair dryer  
Make-up kits  
Mirrors  
Dorm carriers for hygiene items  
Manicure sets  
Bath and Body Kits  
Aroma Therapy with Infusers  
Perfume  
Clothing  
Jewelry  
Jacket  
Scarves  
Purses  
Gloves  
Watches  
Robes  
Slippers you can wear outdoors  
Loungewear

Shoes  
Underwear  
Sports bras

### OTHER

Water bottles  
Thermal lunchboxes  
Messenger tote bags  
Backpacks  
Sewing kits  
Yoga mats  
Calendars  
Stationery  
Note cards  
Journals  
Picture frames  
Decorative Items—wall art, baskets  
Throw blankets  
Snuggys  
Scrapbooking supplies

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## WISH LIST FOR THE FAMILIES IN TRANSITIONAL HOUSING AT SOJOURNER CENTER

First aid kits  
Tool kits  
Alarm clocks (varying sizes, analog and digital)  
Pillows  
Comforters  
Dish Sets  
Glasses  
Flatware  
Irons and Ironing Boards  
Pots and Pans  
Towel Sets  
Throw rugs for bathrooms and kitchens  
Welcome mats  
Bake ware

Coffee makers  
Mixing bowls  
Kitchen utensils  
Toasters  
Gardening supplies

### ELECTRONICS

Headphones  
USB/jump drives  
SD and memory cards  
Music players: Zune, MP3 players, Ipod & MP3 docs, CD Players, Radios  
CDs (Mom approved music only)  
Small tvs  
Pen voice recorders  
Batteries of all sizes





## WISH LIST FOR THE CHILDREN (INFANT TO 12) OF SOJOURNER CENTER

Easy bake ovens  
Board games  
Puzzles  
Walkie talkies  
Pillow pets  
Musical instruments  
Sports cards  
Hand held electronic games  
Soccer balls  
Basketballs  
Footballs, nerf only please  
Baseballs and Gloves, no bats please  
Toys and dolls  
Baby Einstein  
Leapfrog  
Trucks and cars  
Legos and building blocks  
Dollhouses  
Jewelry boxes  
Multicultural baby dolls  
Bike helmets  
Jackets and matching boots  
Slippers, nightgowns, robes, underwear,  
decorative socks  
Bracelets, hair accessories  
Mirror and brushes  
Light-up shoes, none with rollers please  
Pet Shop  
Dora the Explorer, Strawberry Shortcake

**SCIENCE TOYS** — CSI/spy kits, butterfly gardens, ant farms, sea monkeys, chemistry kits, crystal growing, microscope, My First Dinosaur Science Kit, electronic kits

**ARTS AND CRAFTS** — Friendship bracelets, beading, make your own bracelets and necklaces, color explosion board, fashion design, art spinners, pottery wheels, magic tracers, glow doodles, paint by number, art supplies (sketch pads, sketching pencils, pastels, canvas, paint, brushes, posterboard) crayons, markers, make your own jewelry, shrinky dinks, card kits, coloring books, colored chalk, 3D chalk, colored pencils, stickers, color your own items

**SCHOOL SUPPLIES** — Spiral notebook w/ subject sections, mechanical pencils and lead, backpack (Swiss, Jan Sport, Volcom), graphing calculator, pens, Trapper Keeper, note books, highlighters, cork board

In lieu of DVD's please purchase a gift card from one of the following stores. Sojourner Center will use your gift card to purchase a DVD for the holiday store: Amazon, Target, Wal-Mart

To help add books please purchase gift cards from: Amazon, Barnes and Noble, Changing Hands Bookstore

Due to the nature of our work, we strive to work with families to heal and learn about positive images and role models. We respectfully request that you refrain from donating the following, as we do not place them in our store:

- Violent toys (Military theme, Weapons, Gangs, etc).
- Barbies, Princess Dolls and Accessories as these present an image of women often associated with traditional and stereotypical body and societal roles

# WISH LIST FOR THE TEENS OF SOJOURNER CENTER

## TOYS

Carabineers & key rings  
Bikes  
Rubik's cube  
Hacky sac  
Toy car  
Hand held electronic games  
Art supplies (sketch pads, sketching pencils, pastels, canvas, paint, brushes)

## CLOTHES & ACCESSORIES

White undershirts  
Shorts: Basketball, Cargo (not jean), Bermuda, Khaki  
Ankle socks  
Skinny jeans  
Shoes: Nike's, Toms, Vans, Converse  
Jerseys: Jets, Red Socks, Cardinals, St. Louis, Yankees, Pirates, Diamondbacks  
Beanies & hats  
Cartoon & comic character shirts  
Sunglasses (aviators)  
Necklaces  
Bracelets (rubber & rope)  
Earrings  
Belts: leather and with the colorful studs  
Leather wallets  
Eclectic handmade jewelry

Slippers

Cologne: Bod, Curve, Boss, Calvin Klein, Old Spice, Axe  
Bath and body kits  
Makeup

## GAMES

Apples to Apples  
Blurt  
Scattergories

## ACTIVITIES OR PLACES TO GO

GameWorks / Dave and Buster's  
Ice Skating/Roller skating  
F1 Raceway/Go-karting  
Amazing Jakes  
Museum tickets  
Zoo tickets  
Science Center tickets  
Movie tickets  
Castles N Coasters

*This year additional gifts for teens at Sojourner Center will be purchased by other teens in the community. If you are or have a teen who would like to help us shop please contact Beth Rodriguez at 602.258.0331x227 or brodriguez@sojournercenter.org.*

Due to the nature of our work, we strive to work with families to heal and learn about positive images and role models. We respectfully request that you refrain from donating the following, as we do not place them in our store:

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- Barbies, Princess Dolls and Accessories as these present an image of women often associated with traditional and stereotypical body and societal roles



*NAWIC under the Stars*  
*2011 Holiday Event*

*Please join us at the Desert Botanical Garden as we experience and celebrate*  
***Las Noches de las Luminarias***

***Event Date:*** *Thursday, December 15, 2011*

***Event Time:*** *5:30 pm - 9:30 pm*

***Event Tickets:*** *\$36.50 (adults); \$18.95 (12 years and under)*  
*(Ticket includes buffet dinner and Luminaria event)*

*The NAWIC dinner will be held inside at 6:00 pm so that we may dine together*  
*Family and friends are welcome to join and share the experience*

*All tickets need to be purchased by **Wednesday, December 8, 2011***

*Tickets are to be purchased thru Sherry Eklund via cash or check*

*Please make check out to Sherry Eklund*  
*2733 N. Power Rd., Ste. 102, PMB 123, Mesa, AZ 85215*

*Tickets will be available for pick up at the Desert Botanical Garden Will Call window*



Please join us for an  
*Appreciation Reception*

honoring the  
*Arizona Department of  
Transportation*

hosted by the Arizona Chapter  
Associated General Contractors

Wednesday, December 7, 2011  
4:30 p.m to 6:30 p.m.  
at the AGC Office  
1825 W. Adams  
Phoenix, AZ 85007  
602-252-3926

RSVP to Pattie at [administration@azagc.org](mailto:administration@azagc.org)



# ASA of Arizona Holiday Open House

**When:** Wednesday, December 14, 2011

**Where:** ASA of Arizona Office  
4105 N. 20th Street, Ste. 230  
Phoenix, AZ 85016  
602-274-8979

**Time:** 4:00 – 6:00 pm

Join us for refreshments, food and fun as we celebrate the holiday season. This is your chance to see the ASA office, meet members of the Board of Directors, ASA staff and new members, as well as catch up on new friends.

Mix & Mingle –

Bring Your  
Business Cards!

Food and  
Refreshments

Don't Miss  
The Fun!

Bring a Friend!



### Andrea's Closet Toy Drive

Thank you for helping us restock the ASA mobile toy closet at St. Joe's Emergency Room with your donation of a new, unwrapped toy. Receive a raffle ticket for every toy donation you bring or purchase a ticket for \$5 each.

ASA of Arizona, Inc.  
4105 N. 20th St., Ste. 230  
Phoenix, AZ 85016  
(602) 274-8979

[www.asa-az.org](http://www.asa-az.org)

*You have received this notice as an established contact with our association. If you wish to opt out and decline receiving information on future events, contact [office@asa-az.org](mailto:office@asa-az.org) or fax us at (602) 277-4505.*

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**Return your RSVP by December 7, 2011 to (602) 277-4505**

**Online Registration at [www.asa-az.org](http://www.asa-az.org)**

Advance registration is requested by Wednesday, December 7, 2011 to help us plan for refreshments. Please fill out and return this registration form so we can ensure that you have a name badge. Be sure your information is legible and attach another page if necessary. Bring a friend to join the fun!

# HAPPY THANKSGIVING



## Stuffed Turkey

Baby Bruno was sitting in his grandmother's kitchen, watching her prepare the Thanksgiving meal.

"What are you doing?" Bruno asked.

"Oh, I'm just stuffing the turkey," his grandmother replied.

"That's cool!" Bruno said.

"Are you going to hang it next to the deer?"

## What did the mother turkey say to her disobedient children?

If your father could see you now,  
he'd turn over in his gravy!

Not what we say about our blessings, but how we use them, is the true measure of our thanksgiving. ~W.T. Purkiser

**NAWIC Greater Phoenix Chapter #98 wishes you a Happy and Safe Thanksgiving.**

**Helpful websites:**

**Greater Phoenix Chapter of NAWIC - [www.nawicphoenix.org](http://www.nawicphoenix.org)**

**Construction Dictionary© - [www.constructiondictionary.com](http://www.constructiondictionary.com)**

**NAWIC Region 8 - [www.nawicregion8.org](http://www.nawicregion8.org)**

**NAWIC National - [www.nawic.org](http://www.nawic.org)**

**NAWIC Education Foundation - [www.nawiceducation.org](http://www.nawiceducation.org)**

**The National Association of Women in Construction (NAWIC) was founded in Ft. Worth, Texas, in 1955. NAWIC's core purpose is to enhance the success of women in the construction industry. NAWIC's 50+ years of service to its members have helped**

**more than 5,500 members and 185 chapters in the U.S. The association's membership comprises business owners, engineers, architects, tradeswomen and those in a variety of other construction-related careers. NAWIC is also affiliated with NAWIC - Australia, NAWIC - New**

**African Women in Construction, NAWIC - United Kingdom, and CAWIC - Canada.**