Happy March Members!

I’ve always loved this month, because it marks the onset of my favorite time of the year - Spring. March also includes St. Patrick’s Day and Daylight Savings Time.

February Speaker, our very own Elena Nuño, Project Manager/Senior Air Quality Scientists of Stantec Consulting Services Inc., spoke on environmental compliance and construction – successfully getting projects from concept to constructing. Such an eye opener this presentation was, with all the details that need to be considered before construction begins. Outstanding Job, Elena!

Ladies, a great way to get to know your fellow NAWIC sisters and personally develop your communication and leadership skills, is to get involved with some of the upcoming committee planning sessions. Currently, the committees are working on our Annual Recognition Night, WIC week and Spring Luncheon to mention a few.

Deanna and I are looking forward attending the 2018 PNW Forum in the beautiful Salem, Oregon, Friday, April 20 through Saturday, April 21. Attending Forum is valuable to all NAWIC Sisters, because of the professional development, networking, fun and food. Presentations include a Silica safety update, a Procur project management software demo, Blue Beam demon and Life as a Woman Welder. Moreover, our keynote speaker is Sonia Miller, BBA, MSW, who will talk about going from invisible to invincible - finding the blind spots that prevent us from achieving success as women. There is still time to attend. Simply enter this link: nawicpnw.org/events/2018/4/19/pnw-forum-2018. Deanna and I would love to share this experience with you.

Are you looking to amplify your career path or resume? Perhaps you are looking for new business. Perhaps you just want to give back to our great Industry. No matter the reason, NAWIC Fresno Chapter 108 is looking for great leaders and fresh faces to help guide our Chapter’s success. Consider running for office and serving on the 2018-19 Board. Service on a Board can provide and fine-tune invaluable professional development skills that can advance your professional career; such as, public speaking, networking and leadership experience. In doing so, you gain unique access to business leaders across the region and nation, which offers you solid business friends/leads/professional contacts. It also provides exposure to other disciplines that you may not encounter in your day job (i.e. financial reporting, strategic planning, Roberts Rules, etc). My perspective is serving on a board provides incomparable experience when working together to achieve a common goal.

I look forward to seeing everyone at our Annual Recognition Night Dinner. This is our opportunity to say thanks to the sponsors that have generously contributed to our chapter as well as those deserving students pursuing a career in the construction industry.

Best,

Teri Sherron – President, Fresno Chapter 108
First of all, I would like to thank all of you for your news items. It really makes my job a lot easier and I don’t have to report fake news!

Congratulations to Debbie Hunsaker - for being on the 2018 Board of Directors for the Fresno Chamber of Commerce. Wishing you a great 18th year. The year should be a great one, since one of the places she showed up was at The Huddle with David and Derek Carr. All proceeds from the event were donated to Valley Children’s Hospital. Even had her picture taken with them. Miss Socialite of the Year!!!

Carolyn, Pauline and Elaine took in the stage play Kinky Boots. It was a great play. In my opinion, there is nothing better than seeing a live performance. Did anyone else get to see it?

Deanna, Pauline, Carolyn and her sister-in-law Ellen along with her friend Veronica, made it a 5-some to make their own glass hearts at Kliszewski Glass. They worked with the hot glass and each one of them made a heart that was uniquely theirs. Think they are talking about blowing glass pumpkins in the fall.

The Olympics are in progress, and Marilyn, Marla, Pat and her sister-in-law Jan decided to have their own by playing Chicken Foot Dominoes. Not sure if medals were given out, but it looks like they were having a great time.

Pauline has been bragging about her son David. He is now a published author. His reference book is titled What Is My Clan? A Study of Scottish Clans, Their Septs and Their Various Spellings. It is now available at Amazon.com should you wish to check it out. He has been working on this project for a long time. Now there are two published authors in the family.

Terra Mortenson of Galloway, has announced their office has been moved to a larger place. It is not far from their original office. The new office is located at 7591 North Ingram Avenue. Congratulations!

Michelle has had a busy month. She worked 3 days at the Visalia Home Show, 3 days at the World Ag Show in Tulare, one day at Senior Heart Day and then went to Kernville Whiskey Flats Day for some fun! Also, Wentworth Construction picked up three major jobs this month.

Also, a big Congratulations to Paula and the entire staff and crew at De Young Properties. They are opening a new subdivision in East Clovis called The Highlands where sophistication and serenity will come together. Look for the big announcement in the Fresno Bee. Love to see our members and their companies prosper.

Just received an email from Debbie Hunsaker, and she thinks they are closing in on a new location for their operation. So, everyone think positive thoughts, so she can get this matter behind her and she can get back to her real job!

A sad bit if information I would like to pass on, is Naomi Parker Fraley passed away on January 20, 2018, at the age of 96. For those of you who do not recognize her name, she was the original Rosie the Riveter.

That’s it for this month. Hope you have an awesome St. Patrick’s Day – think green!
Chapter Members’ Activities

NAWIC Builds Fresno Chapter 108
Don’t be afraid of change

A new year often brings new beginnings. I was intrigued to discover how one company used a novel way to motivate employees to think about new ways of doing things.

Here is the approach practiced by Sibuya Misawa, who founded the largest home builder in Japan, Misawa Homes, more than 50 years ago. He “died” at least once every decade to combat the solidification of outmoded methods and thinking. He sent a memo to his company that formally announced “the death of your president.” According to Robert H. Waterman Jr. in his book “The Renewal Factor,” this was Misawa’s way of getting his company to question everything. When his employees would resist change, Misawa would declare: “That was the way things were done under Mr. Misawa. He is now dead. Now, how shall we proceed?”

I was particularly interested in this novel idea because so often the resistance to major changes starts at the top. As the saying goes, “If it ain’t broke, don’t fix it.”

But that thinking doesn’t apply to improvements. Simply because things are sailing along, assuming that the winds won’t change is dangerous business. When I went into the envelope manufacturing business decades ago, the notion of email and the internet were pretty much science fiction. Yet it became one of the biggest challenges that an envelope manufacturer could face.

Being a great leader is not always about becoming an expert at everything—it’s really about knowing where to find knowledge and expertise when you need it. That’s where Misawa’s genius was most evident: knowing how to solicit input and gain perspective from his own connections.

In turn, he encouraged his work force to learn how others approach new markets, revamp processes and resolve problems. Giving his employees the opportunity to offer their suggestions served several purposes: acknowledging their value to the company, encouraging them to think ahead and teaching them not to be afraid of change.

Change is inevitable, and those who embrace it are more likely to have staying power as each new year rings in.

New Year’s resolutions tend to focus on areas that we know need a change. Make those resolutions too general or too sweeping, and chances are they will be your resolutions year after year. Alan C. Freitas, president of Priority Management, recommends that you write resolutions/goals that are SMART:

- **Specific** – Decide precisely what you want to achieve, and by when.
- **Measurable** – Know what a successful outcome would look like.
- **Attainable** – Make your goals challenging but achievable.
- **Relevant** – Address areas of your work and life that are really important.
- **Trackable** – Figure out how you’re going to gauge your progress.

Getting into the right mindset to make changes, large or small, takes some motivation.

Figure out why you want to achieve the goal. Make a list of all the ways you will benefit from achieving it. Whether it’s a personal goal, like finishing a degree, or a professional change, such as breaking into a new market, you need to understand why it will be worth it to make a change.

Then analyze exactly where you are now in reaching that goal: the strengths that will help you, the weaknesses that could hurt you, and the opportunities you can use to attain what you want.

Next, you must determine what you’ll need to invest to achieve your goal. Whether it’s time, money or something else, know what reaching this goal could “cost” you. Is it worth it? If it’s important enough to you, sacrifices will pay off in the end. Just make sure that you have an end in sight!

Do your research. You may need to master new abilities to fulfill your resolution. Will you need to take classes to learn a new skill? What kind of information do you need access to? Are you willing to carve out the time it will require? You don’t want to start something that you are not committed to finishing.

Look for support from family, friends, co-workers, managers or organizations that can help you. The more people who you share your resolutions or goals with, the more likely you will be to follow through on them.

You will have more success if you set deadlines for achieving your goals and resolutions. List specific dates on which you want to complete the various steps of the plan.

Finally, resolve to make it a happy new year!

Mackay’s Moral: You don’t have to “die” like Misawa to bring your dreams to life.

---

The columnist can be reached at Harvey@Mackay.com or @HarveyMackay on Twitter.

Naomi Parker Fraley, the Real Rosie the Riveter, Dies at 96

A 1942 photograph of Naomi Parker Fraley that was the likely inspiration for the Rosie the Riveter poster.

Young for seven decades, the real Rosie the Riveter was a California waitress named Naomi Parker Fraley. Over the years, a wave of American women has been identified as the model for Rosie, the war worker of 1940s popular culture who became a feminist touchstone in the late 20th century.

Mrs. Fraley, who died on Saturday, January 20, at 96, in Longview, Wash., stated the most legitimate claim of all. But because her claim was eclipsed by another woman’s, she went unrecognized for more than 70 years.
Committees

Bylaws: Marilyn Camin, CIT
Audit: Carolyn Mooradian, CCA, CIT, Jamie Ohanesian & Teri Sherron
Committee Coordinator: Jamie Ohanesian
Corporate Sponsors: Donna Measell
Christmas Party: Jamie Ohanesian & Teri Sherron
Professional Development & Education (PD&E): Jamie Ohanesian & Deanna Spencer
Reservations: Michelle Wentworth & Pat Krueger
Recognition Dinner: Elena Nuno, Pauline McIntosh, CCA, CIT & Carolyn Mooradian, CCA, CIT
Finance/Budget: Teri Sherron, Marilyn Camin, CIT, Pauline McIntosh, CCA, CIT & Jamie Ohanesian
Nominating: TBD by election
Membership: TBD
Industry Liaison: Marilyn Camin, CIT & Janelle Romo
Mentoring: Marilyn Camin, CIT
Inspiration: Donna Measell
Safety & Health: Marla Peterson
Spring Luncheon: Jamie Ohanesian, Pauline McIntosh CCA, CIT, Donna Measell, Carolyn Mooradian, CCA, CIT & Deanna Spencer
WIC Week: Janelle Romo
Member/Future Leader of the Year: Teri Sherron, Marilyn Camin, CIT, Donna Measell, Jamie Ohanesian & Deanna Spencer
Newsletter: Pauline McIntosh, CCA, CIT
Social Media, PR & Marketing: Teri Sherron
Website: Teri Sherron
Sunshine: Carolyn Mooradian, CCA, CIT
Block Kids: Pat Krueger & Deanna Spencer
Poinsettia Sales: Pauline McIntosh, CCA, CIT & Teri Sherron
CAD Competition: TBD
Scholarship: Marilyn Camin, CIT

Please contact committee chairs if you are interested in joining any of these committees.

Chapter Plan Ahead

Sun., March 4 - Sat., March 10 — Women in Construction Week

Thursday, March 8 — General Membership Meeting
Annual Recognition Night
Recognition of Corporate Sponsors, and Members’ achievements and bosses.

Thursday, April 12 — General Membership Meeting
Speaker: Margaret Mims, Fresno County Sheriff

Thursday, April 19 - Saturday, April 21 — PNW Forum 2018
Salem, Oregon ~ The Grand Hotel
More details to follow.

Thursday, April 19 — CSI 2018 40th Annual Product Show
Clovis Veterans Memorial District Building
808 Fourth St., Clovis — 4:30 - 7:30 p.m.

Thursday, May 10 — General Membership Meeting
Speaker: Alisha Anderson, Fresno Chaffee Zoo
Overview of zoo, and upcoming projects and exhibits.

Wed., August 15 - Sat., August 18 — 2018 Annual Conference
Orlando, Florida
More details to follow.

Fri., October 12 - Sat., October 13 — PNW Fall Conference 2018
San Jose, CA ~ Dolce Hayes Mansion
More details to follow.
Celebrating Women in Construction Week
March 4-10, 2018

2018 NAWIC PNW REGION
SPRING FORUM
SALEM, OREGON

APRIL 20-21, 2018
SALEM CONVENTION CENTER

200 COMMERCIAL ST. SE, SALEM, OR 97301

STANDARD AND REGISTRATION INFORMATION CAN BE FOUND AT:
http://www.nawicnw.org/springforum/

- Keynote: Invisible to Invincible – Santa Miller, BBA, MSH - Find the hidden steps that prevent you from achieving success
- Panelists: Project Management
- Silica Safety Presentation – The Latest Updates
- Lunch with the EVP – Life As A Woman Executive
- Pub Crawl
- Trade Show and Chapter Sales
- Banquet Dinner, Awards, and Dance

FOR MORE INFORMATION CONTACT: Dawn Flaggston at 503-399-8992

NAWIC Annual Conference
August 15-18, 2018
Orlando, Florida

NAWIC NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION

2018 40th Annual PRODUCT SHOW
REGISTRATION PACKET
Thursday, April 19, 2018 4:30 – 7:30
Clovis Veterans Memorial District Building
400 North Street – Clovis, CA 93612

Program Schedule
Set up – 1:00 pm to 4:00 pm
Exhibits and Hour D’ouevres – 4:00 pm to 7:30 pm
Hosted beer and wine bar – 5:00 pm to 7:00 pm
Raffle – 7:00 pm to 7:30 pm

EARLY REGISTRATION SPECIAL
RESERVATIONS MADE BEFORE FEBRUARY 19 WILL HAVE SPECIAL PRICING AND YOUR LOGO INCLUDED ON ALL MATERIALS CIRCULATED AS SHOW ANNOUNCEMENTS AND INVITATIONS – SUBMIT A LOGO WITH REGISTRATION

SPECIAL PRESENTATION AND SPONSORSHIP OPPORTUNITIES
SEE SPONSOR PAGE

CSI FREMOS RAFFLE GIFT TO PRODUCT REPRESENTATIVES
SEE DETAILS UNDER RAFFLE REQUEST

CONTACT INFORMATION
Building Products Show Committee
401 E. Tandem Ave.
Fresno, CA 93721-9850
Tel: (559) 433-8150
Fax: (800) 743-1890

Contact: Marilyn Cano
Email: nmcanofresno@aol.com
Web: www.california.com

FRESNO CHAPTER 108 (NAWIC)
National Association of Women in Construction
Invite you to our 2018 Back to School Spring Luncheon!

RAFFLE ~ SILENT AUCTION ~ GRAND PRIZE!!!
Guest Speaker: Fresno State President, Joseph S. Castro, PhD, M.P.P.

April 28, 2018
1:00 pm - 3:30 pm
$40.00 per person

For more information, contact
Chapter email: fresnonawic108@gmail.com
Cookyni Messudian
(559) 430-7751

SAVE THE DATE!
PNW FALL CONFERENCE 2018
October 12-13, 2018
Click here to book your hotel now!
Corporate Sponsors

DONALD P. DICK
AIR CONDITIONING

PRECISION
CIVIL ENGINEERING, INC

acrepairfresnoca.com
precisioneng.net
Corporate Sponsors

Moore Grider & Company
Certified Public Accountants

Providing services for more than 60 years

PARTNERS
Richard L Holland, CPA
Thomas L Bell, CPA
Denise S Hurst, CPA
Kenneth J Labendeira, CPA
Pamela J Gallemore, CPA
Karl L Noyes, CPA
Cory J Bell, CPA
Kendall K Wheeler, CPA
Tom Collins, CPA
Aaron Studt, CPA
Phil Lozano, CPA
Ginger Lozano, CPA

PROFESSIONALS
Rena R Avedikian, CPA
Kelli D Steele, CPA
Julie B Fillmore, CPA
Carrie M Wiebe, CPA, CFE
Nicholas Medeiros, CPA
Oscar Espinoza, CPA
Lisa Brown, CPA, CFE
Stalin Hernandez, CPA
Michiko Rosenthal, CPA
Abel M Cabello, EA

(559) 440-0700
www.mooregrider.com

American Paving Co.

Ashwood Construction

Kasco Fab Inc.

McCaffrey Homes
Built for a Lifetime
(559) 256-7000
www.mccaffreyhomes.com

Motivational Systems Inc

Quality Carpets Design Center

mooregrider.com
americanpavingco.com
arcadis.com
ashwoodco.com
Kasco Fab (559) 442-1018
mccaffreyhomes.com
motivationalsystems.com
qualitycarpetsdesigncenter.com
**Featured Businesses**

**Want to advertise in the Fresno Focus?**

We are offering business card size ads in our newsletter for just $25/fiscal year. Your advertisement will reach our entire distribution list via email. We will also have a link posted to the newsletter on our website.

---

**Contact Information**

Pauline Mcintosh, CCA, CIT – Editor

Doug Mooradian – Design

**Website & Social Media**

www.nawicfresno.org

www.facebook.com/fresnonawic

www.twitter.com/fresnonawic108

**Mailing Address**

P.O. Box 418

Clovis, CA 93613

**Contact Info Update**

Members can update contact information through the member center at [www.nawic.org](http://www.nawic.org)

**Chapter News**

Please send all articles and content recommendations to Pauline Mcintosh by the 20th of each month.