

NAWIC

The National Association of  
**Women in Construction**

*Leading  
Builders.*

***Building  
Leaders.***

**National Board of  
Directors Candidate Guide  
2024-2025**

# GUIDE TO OFFICER ELECTIONS

---

## **Who votes?**

Active, corporate, and member-at-large members are eligible to vote in National elections.

## **When are elections?**

Elections are held May 15-31 every year for open seats on the Board of Directors.

## **Where do I vote?**

Members who are eligible to vote will receive an email with instructions on voting. If a member does not have an email listed on their account, they will receive a ballot in the mail. Mail-in ballots must be returned to the address by May 24 to be counted.

## **Can I write in a candidate?**

Write-in candidates are allowed, but they must have their application into the National Office two working days prior to May 15.

## **When will I find out the results?**

Candidates and the NAWIC Board of Directors will be notified of results within four working days of May 31. Results will then be posted on the NAWIC website within 24 hours of board and candidate notifications.

# PRESIDENT ELECT

2024-2025 CANDIDATE

## RAVEN HOFFMAN, CIT



Senior Estimator  
Syverson Tile & Stone, Inc.  
Gr Sioux Falls, SD Chapter #237  
Member since 2013  
32 years in construction

I firmly believe each of us plays an integral role in the beautiful mosaic that is our association. I want all our members to understand the value they bring, not just from their role in our industry but also from who they are as individuals. I feel the many perspectives we offer are invaluable, making us a unique organization.

I have experienced what it means to both the board and directors to have an engaged, communicative President-Elect. I will strive to continue the great qualities of my predecessors, while bringing a willingness to keep working toward a shared understanding through open communication. I will bring all my life experiences with me, as my part of the mosaic that is NAWIC. I am proud of what we have accomplished the 3 ½ years I have been on the board. I look forward to continuing making our Strategic Plan goals reality.

# PRESIDENT ELECT

2024-2025 CANDIDATE

## RITA BROWN



PEO/President

BCC+

Lansing, MI Chapter #177

Member since 2006

31 years in construction

Vision, mission, and clarity; combined with a relentless work ethic and punctuated by deep industry connectivity, my professional experience is global, from job site to high-level management, process, and procedure actions where regard is driven by accomplishments.

In this organization, I have held virtually every chapter and regional position, served on our national Board, committees, and task forces, established precedents, and been at times a catalyst to initiate better oversight in our governance. Without hesitation, shining the spotlight on areas that need improvement while providing tangible solutions has been a strategy for pushing progress. I'm your advocate. I'm a get-it-done industry professional. I am a champion for transparency and an ever-improving member experience. Prioritizing job-site safety, and reinforcing a culture where every professional is secure, supported, and valued, has always been my priority. Mission, vision, and clarity of purpose backed by a solid history of accomplishments are what I bring.



# VICE PRESIDENT

2024-2025 CANDIDATE

## ANDREA WARD, CBT



Chief Financial Officer  
IKON Construction, Inc.  
Nashville, TN Chapter #16  
Member since 2013  
29 years in construction

I am running for National Vice-President so that I can be effective in our association. I have improved my leadership skills and knowledge through NAWIC. I started on a chapter level, then regional, and now I have been on the NAWIC National Board as Southeast Region Director and our National Treasurer.

Through my NAWIC Career I have expanded how I lead and how I listen. I want to be that woman in NAWIC that others look up to and can come to and ask questions and be heard. I have been in construction going on my 30th year. I want other women to be able to experience NAWIC and how it will change their lives. My goal as Vice-President is to help the committees reach out more at a regional and chapter level. Having been a chair and a co-chair for Membership, this gives me a perspective from both sides. I want to show them they can do this and be a leader beyond just their committee.

# VICE PRESIDENT

2024-2025 CANDIDATE

## RHONDA NEBGEN



Senior Project Manager & Corporate Secretary  
Emerson Construction Company, Inc.  
Waco, TX Chapter #14  
Member since 2009  
30 years in construction

I am running for office because I want to continue to grow my leadership skills, continue to inspire other women to become leaders, share my experiences of my 30+ years in the construction industry to grow those leaders, provide avenues for members to grow their construction knowledge, and foster strength/unity amongst NAWIC's chapters and regions. My goals if elected are to continue to uphold the traditions of the NAWIC founders, encourage and guide the National committee chairs to build stronger relationships and open communication between all committees, so that committee goals are clearly communicated and transferred to the chapter level for 100% participation in programs, engage chapters that have become non-compliant or stagnant, reignite the NAWIC passion in current members to inspire new leaders to run for office at all levels of the association, and establish consistency across the chapters and regions to match those established by the national board.



# SECRETARY

2024-2025 CANDIDATE

## CINDY SPIROPOULOS, CIT, LEED GA



Safety Director  
H. J. High Construction  
Greater Orlando, FL Chapter #73  
Member since 1999  
32 years in construction

I am qualified for the National Secretary because I have 3-year experience on the National Board and 32 years in the construction Industry. I have great communication and writing skills that are important for this position and the ability to grasp and compose formal documents and communicate effectively with others. Like a strong educational background in Construction, such as a degree in Civil Engineering, Organizational skills to manage schedules, coordinate meetings and maintain accurate records and handle other administrative tasks. I can fulfill the responsibilities of the National Secretary.

It is important to understand the importance of details in the meeting minutes and make sure proofreading is done properly. Before I was National secretary, I had experience as secretary and corresponding secretary on the chapter level. As National Secretary I have dealt with liaise and various affiliates of our organization. I feel I have a strong interpersonal and diplomacy skills that would be valuable in effectively representing the National Association of Women in Construction.

# TREASURER

2024-2025 CANDIDATE

## TAMMY RICO



Senior Technical Training Designer  
DLR Group  
Gr Des Moines, IA Chapter #80  
Member since 2018  
17 years in construction

Tammy Rico has been in the industry since 2007. She started out working for an electrical contractor in Nebraska where she discovered her passion for design technology and BIM processes. The BIM world then took her to Richmond, Cleveland, and now Des Moines, IA. During her time, she has worked on the design side and the build side of the industry. Tammy is passionate about enabling and empowering professionals to achieve excellence in their projects, careers, and personal life. Prior to the construction industry, she spent 10 years in accounting. Her goal is to help people understand our association's financials and to continue to move the needle forward. She has been a part of NAWIC since 2018. Tammy is the current Midwest Region Director.



# MIDWEST

## REGION DIRECTOR CANDIDATE

### **BARB ALLEN, LEED AP**

Owner  
Levocity LLC  
Gr Kansas City, MO Chapter #100  
Member since 2012  
31 years in construction



My qualifications include industry experience that spans 30+ years in retail, trades work, and management roles in both the field and the office, on both the general contractor and developer sides of our industry. I have a degree in Construction Management and spent 19 of my years in the field climbing the ladder from carpenter to jobsite superintendent. I have experience on both the union and non-union sides of the industry from Des Moines, IA to Houston, TX.

I now help companies and organizations improve their efforts to recruit, develop, and retain more women, and my goal is to lead the amazing women of the Midwest Region to do the same for our organization.

Increasing member engagement and improving the connectivity between NAWIC and the industry at large will be key to accomplishing these goals, and I'm ready to collaborate with our members to make it happen!

# MIDWEST

## REGION DIRECTOR CANDIDATE

### JENNIFER HARRIS, CIT, CDT, CBT, CIS, ESP

Project Administrator  
JE Dunn Construction Company  
Gr Omaha, NE Chapter #116  
Member since 2015  
20+ years in construction



After relenting to her arm being twisted in 2015 to join NAWIC with resistance, this NAWIC member just wanted the NEF Certifications and now the passion for NAWIC is high on the radar. Gaining her own cheer squad while tackling those certifications and then motivating & educating other ladies on what NEF is. A member in good standing, serving as PD&E Chair, Board Member, Vice President, and Chapter President talking about NAWIC to protentional members and new members, ensuring they know the benefits of being a part of an organization so large.

I have motivation, encouragement, problem solving skills, communication skills and PASSION for NAWIC & the members (near and far). I have the ability to keep learning, like a little bird – feed me more, teach me everything there is to know about NAWIC. That's why I'm running for Midwest Regional Director



# NORTH CENTRAL

## REGION DIRECTOR CANDIDATE

### APRIL BROWN

Director of Continuous Improvement  
Tonn and Blank Construction  
Indianapolis, IN Chapter #34  
Member since 2021  
26 years in construction



A proven leader with a diverse skill set in strategy and change management, and a career characterized by constant growth and dedication to self-improvement. With an innate desire for improving the way we work as an industry, let us unite to harness our shared passion for industry improvement, promoting an era of greater collaboration, inclusion, and progress.

As Director of the North Central Region, my goal is to advocate for each chapter within our region to ensure your voice is heard and you are fully supported with the resources needed to succeed. Collaboration and transparency are the cornerstones of effective strategies and sustainable change, and your participation is pivotal in turning the vision of our region into tangible results.

Thank you for your trust and confidence. Together, we can bring vision to strategy that creates positive results for the North Central Region and the industry.



# NORTH CENTRAL

## REGION DIRECTOR CANDIDATE

### **BILLIEJO SMITH, AIA; OSHA 30**

Project Architect  
Bowen+  
Cleveland, OH Chapter #156  
Member since 2017  
28 years in construction



Support, Collaborate and Create excitement for the industry are the reasons for running as NCR Director. The region has been quiet; now is the time me to break out of that quietness and show what our Region can do for the members. The sky is the limit of what NAWIC can offer you. Creating programs that will benefit you both professionally and personally through webinars, conferences, workshops, and leadership opportunities that will continue enhance your success. Generating excitement between the chapters by collaborating on workshops and events builds camaraderie and your network. The role as the Director is to support, create value, and provide opportunities to gain experience. Through all this our members will be proud of NAWIC and our region.

# NORTH CENTRAL

## REGION DIRECTOR CANDIDATE

### **CARLA KLATT. LEED GA**

Project Manager/Engineer  
Rudolph Libbe Inc.  
Toledo, OH Chapter #282  
Member since 2004  
35 years in construction



NAWIC's objective is to help women become successful and motivated in this ever-changing industry. Being involved in construction for over 35 years and serving in distinct roles has given me insight and abilities to meet the challenges, duties and obligations that are needed to be an industry leader and take on this leadership role.

By managing projects both large and small, local and national, I've developed skills in communication and problem solving that will be vital to the NCR Director position. My primary goals will be connecting with the chapters, providing members with leadership skills, and providing resources for personal and professional success.

The future of NAWIC has never been more promising and together we will make the membership stronger and united.



# NORTH CENTRAL

## REGION DIRECTOR CANDIDATE

### **TERESA RILEY, LEED BD&C**

Project & Procurement Administrator  
Triangle Associates/Triangle Constructors  
Grand Rapids, MI Chapter #194  
Member since 2016  
21 years in construction



For the better part of a decade, I have had the privilege of being a NAWIC member; a privilege I take seriously. With the support of my family and employer, I face every challenge with a can-do/get-it-done attitude and personal work ethic. NAWIC has directly assisted my growth professionally. I want to inspire and facilitate greater growth within NAWIC, our membership, and be inspired by our members and all they do and are.

From shadowing Ali, assisting in any way needed during her time as Director, to being intentional in speaking with our membership and leadership, I have prepared. In addition to that preparedness, I am deeply committed to being a true servant leader. I believe in NAWIC, our members, our Mission and Vision. I am confident that with my preparation, and my passion, I would be an effective Region Director. I humbly request you consider me for this position.



# NORTHEAST

## REGION DIRECTOR CANDIDATE

### JILLIAN PENKIN

Account Executive  
RD Weis LLC/Diverzify  
Buffalo Niagara Chapter #388  
Member since 2013  
15 years in construction



I have said many times over my 11 years with NAWIC that I don't know who or where I would be today without this organization. In finding NAWIC, I found myself and I found a sisterhood that has helped shape me into the professional woman I am today. NAWIC offers more than professional growth and networking; intangible benefits that can be hard to put into words unless you attend meetings, conferences and meet the women that make up this one of a kind organization.

I do not take lightly the amount of work that goes into being regional director. I have thought for years about what an awesome responsibility it is as I have watched my friends take on this task with grace and lead us with their own unique abilities. It is an intimidating endeavor however I have the gift of knowing that I have my company's full support, the confidence, skill, and care to listen and learn and above all, the support of the women in my region. Region Director is not for or about me- it is for the women I will get the opportunity to serve if elected.

When I announced my run for Northeast Region Director I was overwhelmed by the calls, cards and messages from within my region and across the country from the women of NAWIC and I thought "Failure is Impossible" a Susan B Anthony quote. I thought that, not because of an over inflated ego but because of the strong NAWIC network around me- because of these women, we will grow together through collaboration, connection, learning from the past and looking to the future!

# PACIFIC SOUTHWEST

## REGION DIRECTOR CANDIDATE

### **KAITLYN EATON, PHR, SHRM-CP**

Sr. Implementation Specialist  
Big-D Construction  
Salt Lake City, UT Chapter #90  
Member since 2018  
6 years in construction



As President of Salt Lake Chapter 90, I led our chapter to achieve remarkable growth in our chapter membership, sponsorship funds, participation, and quality of meetings and events. I have been able to modernize our chapter operations, hold more effective and efficient board meetings, and get more recognition within the industry in Utah. Serving in chapter and region leadership roles has taught me skills that have directly benefited my personal career. I want every woman in construction to realize the benefits that NAWIC has to offer.

My goals are as follows:

- Provide direction for the strategic goals of each chapter.
- Give chapter leadership relevant tools to grow their membership and engagement.
- Provide guidance, resources, and recognition to support the growth of chapter members.
- Improve and increase communication channels so I can better represent the women in the region and their interests on the National Board.



# PACIFIC SOUTHWEST

## REGION DIRECTOR CANDIDATE

### ALLISON JENCSON

President/CEO  
Frontline Floor Coatings/Girder Skirts  
Pikes Peak Chapter #356  
Member since 2014  
19 years in construction



Through my 9+ years as a NAWIC member, I have discovered that my passion is empowering other women to reach for their fullest potential. I have developed this passion into a skill. This skill has been used in serving 2-terms as chapter president and serving as regional and national committee chairs. I am currently serving as a cochair for the National Tradeswomen Committee, which I helped form in 2022-2023, and PSW Region Tradeswoman Committee chair.

My platform as a Pacific Southwest Region Director candidate is "Better Together". I am a strong believer in the power of collaboration. Our Association leadership needs to be open to collaboration with our members. Our collective voices are the catalyst for change in our industry. As PSW Director, I will work hard for the women of my region, be their voice at the National level, and drive changes that make us Better Together.





## NAWIC National Officer and Region Director Election Procedures

- All voting members of the Association will have the opportunity to vote for NAWIC National Officers and applicable Region Director.
- The NAWIC Office will produce a ballot listing all certified candidates for office.
- The on-line ballot will be sent to the voting membership on May 15th of each year. Voting members are based on the NAWIC's Office record of paid and processed members as of May 1st.
- If a voting member does not receive their ballot on May 15th, she must contact the NAWIC Executive Director, via email, informing her that she has not received a ballot and verifying the correct email to which a ballot can be sent.
- All on-line ballots must be submitted by May 31st to be counted.
- All mail ballots must be received by the voting company by May 24th to be counted.
- Each ballot returned will count as one vote. All instructions on the ballot must be followed in order for a vote to count. There will be no exceptions to the rules.
- Write-in candidates will be allowed. In order for those write-in candidates to qualify for participation in the election, they must have their credentials to the NAWIC Office at least two working days prior to ballots being sent. The NAWIC Office must certify write-in candidates before their votes will be counted. Write-in candidates will receive no amenities offered by NAWIC to the candidates certified by the February 1 deadline.
- A majority number of the votes received will be the deciding factor in determining the outcome.
- In case there is no majority, or in case of a tie, a second ballot will be sent **only** to those members whose ballots were received by the first vote return deadline.
- The second ballot (and third, if necessary) will only list the top two candidates or those holding the tie.
- If a second vote is required, ballots will be sent as soon as possible after May 31st.
- The voting period for the second vote (and third vote, if necessary) will be seven calendar days from the date ballots are distributed.
- The counting of all Ballots will be processed by an outside source as determined by the NAWIC Office.
- There will be no published results of the number (#) of votes each candidate receives. The current NAWIC National President or the NAWIC Executive Director will notify the candidates of the results within four working days following May 31st via candidate's choice (phone, email and/or text) as indicated on their NAWIC Candidate profile form, if a second ballot is not required.
- Results will be posted on the NAWIC webpage, and Social Media accounts 24 hours following notification to all candidates.
- Each candidate may submit a request in writing to the NAWIC Executive Director asking for the number of votes that they received with breakdown by region. The outside source will send the determined outcome of the election to the NAWIC Executive Director via phone, email and/or text.