National Women in Roofing experienced tremendous growth this past year, even during the unprecedented times of 2020. Thank you to the dedicated women in our organization backed by the support and motivation from our Sponsors and Members. It is with great pride that we celebrated our fourth anniversary of launching membership with an annual report and vision for the future.

We are an organization of volunteers whose hands-on approach gives every person involved a vested interest in its creation and celebrations. The volunteers’ support of our mission and our four pillars of Networking, Mentorship, Recruitment and Education has been instrumental in establishing our “hand-print” throughout our industry and beyond.

This report represents our progress in membership, council development, mentoring, industry event support and communications and it shares our vision for exciting new programs and services on a local, regional and national basis that will be realized in the coming year.

With great thanks and appreciation,

Renae Bales and Jennifer Stone

Renae Bales
KPost Roofing & Waterproofing, NWiR Co-chair

Jennifer Stone
Johns Manville, NWiR Co-chair
National Women in Roofing (NWiR) is a volunteer-based organization that supports and advances the careers of women roofing professionals, from those working in manufacturing to design to installation, investigation to repair to management, and every step in between. We provide networking, mentoring, education and recruitment opportunities from the rooftop to the boardroom, for the young professional at the start of her career to the seasoned manager in the executive suite. Through our commitment to connect and empower women in roofing, we contribute to the overall betterment and professionalism of the roofing industry.

NWiR is guided by a strong framework of bylaws, processes and procedures that are designed to ensure implementation of the following goals:

**MENTORING**
Mentor and empower women in the roofing industry to advocate for themselves and achieve excellence in their chosen careers.

**EDUCATION**
Create high-quality learning programs and experiences for men and women to build successful businesses and careers in the roofing industry, with a focus on personal and professional development, and self-advocacy to support their technical expertise and advance their careers.

**INDUSTRY RECRUITMENT**
Reach beyond traditional recruitment strategies to attract, hire and retain women who will bring diverse backgrounds, talents and experiences to the roofing industry, and elevate the professionalism and diversity of the community.

**NETWORKING**
Provide opportunities to interact with and learn from women in the roofing industry, creating strong, long-lasting and supportive networks through strategic alliances with other roofing organizations.
Building a Strong Foundation

FOUNDING SUPPORT

NWiR Founding Sponsors

EXECUTIVE COMMITTEE 2020

Michelle Boykin  
Rackley Roofing

Renae Bales  
Co-chair  
KPost Roofing & Waterproofing

Jennifer Keegan  
GAF

Jennifer Stone  
Co-chair  
Johns Manville

Not only do the members of the Executive Committee work tirelessly to build the Association, but the support of their employers is also key to NWiR’s early success.
Setting & Accomplishing Goals

Goals and timelines are set annually by the Board of Directors in February of each year. 2020 has provided a lot of opportunity to be flexible and adaptable!

CONTINUING TO BUILD SUPPORT

NWiR Diamond Sponsors 2020

BEACON  JM  OWENS CORNING  SRS  TAMKO  TREMCO

NWiR Platinum Sponsors 2020

3M  ABC Supply Co. Inc.  Antunato Unlimited  CARLISLE  CERTAINTYED  COTNEY CONSTRUCTION LAW

DERBIGUM  DURO-LAB  Elite Roofing Supply  FIRESTONE  GAF  IKO  ROOFERS COFFEE SHOP

RACKLEY  SOPREMA  TECTA AMERICA

NWiR Gold Sponsors 2020

Convoy Supply  EAGLE Roofing Products  FCI  INTERNATIONAL ROOFING EXPO  NRCA  OMG ROOFING PRODUCTS  POLYGLASS

INCREASING MEMBERSHIP

Members join National Women in Roofing to advance their careers, to support the empowerment of women, and to connect with other like-minded professionals. Although voting rights within the association are limited to women members only, membership is open to women and men; and there are many men who are members and support the empowerment of women in the roofing industry.

![Membership Chart]

<table>
<thead>
<tr>
<th>Membership Level</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 1, 2016 to May 31, 2017</td>
<td>524</td>
</tr>
<tr>
<td>June 1, 2017 to May 31, 2018</td>
<td>1,016</td>
</tr>
<tr>
<td>June 1, 2018 to May 31, 2019</td>
<td>1,258</td>
</tr>
<tr>
<td>June 1, 2019 to May 31, 2020</td>
<td>1,450</td>
</tr>
</tbody>
</table>
DEVELOPING COUNCILS NATIONWIDE

NWiR has national reach and works with leading roofing contractor associations, roof consultants, contractors, manufacturers and distributors to establish communications among members and the industry. Local NWiR Councils, located throughout the country and centered around a city, region, or state, are critical links to these groups and to the NWiR leadership. Councils serve as a venue for members to connect regularly to exchange ideas, attend educational events, and develop relationships to advance women within the roofing profession. Councils regularly interact in a community setting to provide activities that directly impact the future of women in roofing. Most importantly, Councils are aware of and sensitive to the unique needs of their members and the communities where they work. For these reasons, Councils are an important grass-roots link to all women roofing professionals.

At this time, we have over 40 councils across the United States. Some of them are offering monthly content on a consistent basis and some are looking for new leadership to relaunch their virtual activities. In all cases, they serve as a way to connect women and contribute to Industry retention.

NWiR is a powerful movement that has gone viral, filling a void that the roofing industry did not know existed. Our membership numbers increase weekly and we expect this growth to continue.

OFFERING EDUCATIONAL OPPORTUNITIES

NWiR continues to develop educational webinars, as well as new content for the library, infographics, and educational opportunities at different industry conferences, expos, and trade shows. Even as we have had to transition to online programming, the education content continues to reach our members around the country. Be on the lookout for more technical information upload to the content library as well as presentations on Diversity & Inclusion!

National webinars presented in 2019 & 2020:

- Leveraging Emotional Intelligence
- Unconventional Careers for Women in Roofing
- How to Get Women on the Roof: Successful Strategies and Case Studies
- Safety 101 with Abby Ferri
- Retaining Talent Through Coaching & Mentoring
- Financial, Human Resources, and Diversity Impacts of COVID on the Roofing Industry
- Together More Than Ever Series
- Looking Ahead: The Next Ten Years of Roofing
- Equipping Leaders in a Culturally Complex World
- And several more!
The third annual National Women in Roofing Day was held on Sunday, February 2, 2020 prior to the start of the International Roofing Expo in Dallas. The day was filled with excellent presentations from outstanding women in the roofing industry. NWIR Founder Heidi J. Ellsworth kicked off the day speaking about visualization for success.
COMMUNICATIONS AND ENGAGEMENT

NWIR maintains a website that serves as a valuable industry resource, offering content from industry happenings in blog posts, member profiles, a content resource library, archived webinar recordings, and a members only area that features a question and answer format with situations that women in the roofing industry face every day. NWIR engages members through social media as well, using this important tool to get information into the hands of members quickly and efficiently. For more information communications@nationalwomeninroofing.org.

Social Media

NWIR continues to have strong social media presence across all channels!

- **Facebook**: over 1,700 followers
- **Instagram**: over 1,300 followers
- **Twitter**: 902 followers
- **LinkedIn**: over 1,900 followers

**Website**

**WEBSITE VISITS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Visits</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>18,041</td>
</tr>
<tr>
<td>2020</td>
<td>33,857</td>
</tr>
</tbody>
</table>

**UNIQUE WEBSITE VISITORS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Visitors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>11,747</td>
</tr>
<tr>
<td>2020</td>
<td>21,387</td>
</tr>
</tbody>
</table>

**Email Newsletter**

NWIR’s open rate and click-through rate for the newsletter are higher than national averages!

- Average Open Rate: 36%
- Average Click-through Rate: 11%
- Desktop Open Rate: 73%
- Mobile Open Rate: 26%

**MOST VISITED PAGES THIS YEAR**

- Home Page
- Membership Page
- Councils Page
- Events
- About Us
- Council Resources Page
- Contact Us Page
- Education
- NWIR Day 2020 Page

**82% increase in web traffic!**
In 2020, NWiR created the W.O.R.L.D. Award to honor an outstanding woman roofing professional.

Shari Carrozzi, a founder and past chair of NWiR, headed the W.O.R.L.D. Award committee. This inaugural year, 37 women were nominated and recognized at NWiR Day, and Heidi Ellsworth was recognized as the first W.O.R.L.D. Award winner.

Criteria for this award include:

- Commitment to the development of the roofing industry
- Perseverance against industry odds, breaking barriers (under-represented, age, disability, etc.)
- Identifying a new perspective of service/contribution to the industry
- Making a difference in respective roofing niche

Sharing words of thanks, Heidi acknowledged that hard work of the board members and other powerful women who have helped her achieve her accomplishments. Heidi remarked “this doesn’t happen with one person, it happens with many, many, many people.” Heidi’s daughter Megan and husband Tim were in attendance to see her win the award.

BUILDING LEADERSHIP WITH A STRONG BOARD OF DIRECTORS

Executive Committee

Jennifer Stone
Co-chair
Johns Manville

Renae Bales
Co-chair
Kpost Roofing & Waterproofing

Hilary Morgan
General Counsel
Cotney Construction Law

Ellen Thorp
Executive Director

Michelle Boykin
Executive Committee
Rackley Roofing.

Jennifer Keegan
Executive Committee
GAF

Directors & Committee Chairs

Anna Anderson
Communications Chair
Art Unlimited

Susan DeGrassi
Community Service Chair
Antis Roofing & Waterproofing

Karen Edwards
Councils Chair
Casimir Group LLC

Heather Estes
Education Chair
GAF

Liz Garza
Communications Vice Chair
MyRoofingCrew

Stephanie Baird
Community Service Vice Chair
Bliss Roofing

Christine Mockenhaupt
Councils Vice Chair
SRS Distribution Inc.

Maureen Greeves
Education Vice Chair
Tremco Roofing & Building Maintenance

Christee Holbrook
Membership Chair
Graham Roofing, Inc.

Melissa Walker
Mentorship Vice-Chair
Johns Manville

Brenna Driver
Events Chair
Owens Corning

Melissa Mulligan Chapman
Events Chair
M2C Services, LLC

Kathleen Howard
Membership Vice Chair
Tremco Roofing & Building Maintenance

Chelsea Steinbock
Mentorship Vice Chair
JFerg Pros

Paula Felix
Events Vice Chair
Aspenmark Roofing & Solar

Monica P. Vornbrock
Events Vice Chair
Marketing & Design Solutions

Jennifer Keegan
Executive Committee
GAF
Sustaining and Growing

Evolving Strategic Plan — Plan / Pilot / Pivot

The NWiR 5-year plan has been revised due to phenomenal growth in the past four years to reflect and include:

- Five-member executive committee, each volunteering 15-18 hours per month
- 22-member board, each volunteering 8-10 hours per month
- Significant volunteer contributions by members and a virtual office keeps overhead costs low
- $400,000 annual budget to expand and maintain services
- Active engagement in councils and membership to drive recruitment & leadership in the industry.
- Drive structure to define the leaders and cultivate a path. Provide leadership & volunteer development opportunities.
- Continue to raise the profile of the association through brand awareness

Association Management

NWiR is professionally managed by an association management firm and an independent Executive Director, Ellen Thorp. As a volunteer-based association, many of the staff duties are performed by the Executive Committee, Board of Directors, and committee members. Every effort is always made to fill association needs by member volunteers before looking outside the association. NWiR headquarters are housed in the Denver, Colorado metro area.

Ellen Thorp, M.A., CAE
Executive Director

Committees

Each of National Women in Roofing’s committees provides significant programmatic support to the association. Below is a snippet of what NWiR’s committees have accomplished in the past year and currently have in development.

Communications

NWiR’s Communications Committee works to create, grow, promote and maintain the organization’s brand through newsletters, the NWiR website, social media, trade shows, and other communications channels with the goal of keeping existing members informed of the organization’s activities and expanding the awareness NWiR among ever more women in the industry.

Members support committees’ work by gathering information on events around the country, capitalizing on public relations opportunities, and finding new and creative ways to promote NWiR at the national, regional, and local levels. They’re also constantly on the look-out for new sources of information regarding women in construction to bolster the content of NWiR’s digital library, newsletter, and website.

This year, the Communications Committee continued its work by:

- Publishing NWiR’s monthly newsletter.
- Creating new content and posting it across NWiR’s social media channels
- Coordinating the “Sponsor Spotlight” articles in the NWiR newsletter
- Writing “Member Profiles” and posting about the women making a difference in roofing on the NWiR blog
- Advising association management and the Board on communications issues
COMMUNITY SERVICE

The Community Service Committee works as the liaison between NWiR, councils and other agencies, charities, and service organizations to advance philanthropic efforts that support women’s empowerment and professional development. They offer education and encouragement on how to fundraise and encourage volunteerism for local women’s shelters, women crisis centers, women build programs and more. Committee members help councils choose community service activities, raise funds for charity and communicate their successes.

This year, the committee focused on empowering and supporting women and girls by:

- Helping causes that support women, girls and their families – a highlight of which was the Oregon Council roof donation to A Village for One – a non-profit that supports at risk youth
- Encouraging members to find ways to support their local communities during the pandemic
- Encouraging women to pay it forward by volunteering with nonprofit organizations that help women and girls develop their leadership and workplace skills

The committee also played an instrumental role in developing a Community Service Toolkit, which helps NWiR councils identify impactful community service activities to empower and support women and girls, foster effective partnerships with like-minded organizations set realistic service goals, and determine the most effective use of council resources.

COUNCILS

Located across the country, NWiR’s state and local councils provide a forum for the organization’s members to connect, exchange ideas, attend educational events, and assist in developing relationships that can help them advance in the profession. State and local councils are aware of and sensitive to the unique needs of their members and the communities in which they work, making them an important grass-roots link to all women roofing professionals.

NWiR’s Councils most noteworthy accomplishments in 2020 were:

- Expanding into new areas of the United States
- Supporting councils in shifting to virtual events and activities
- Working with NWiR’s Membership Committee to retain members and recruit new members on the national, regional, and local levels
- Developing a searchable index of over 100 proven meeting content ideas that align with the organization’s four pillars based on past activities from councils nationwide
EVENTS

NWiR has a presence at many national and regional roofing conferences. NWiR generally presents an education session, holds a reception with a presentation on a networking, mentoring, education, or recruitment topic, and has a booth at the trade show to offer an opportunity for women to learn about the association and connect with each other.

The Events Committee leverages industry-related gatherings to create meaningful opportunities to members and prospective members for educational, mentoring, charitable and networking events with the goal of increasing and retaining membership. Our focus is to foster the expansion of our growing community, whether virtually or in-person. Committee members help recruit event coordinators and/or leaders to execute events. The committee works with industry associations, meeting planners and other vendors to identify and negotiate options such as event space, logistics, AV and banquet needs, as well as assist with topic and presenter needs. We work with association staff in determining promotional needs for events, as well as trade show booth schedules.

EDUCATION

The Education Committee develops member-requested content for NWiR’s key initiatives and focus areas. Committee members help create and maintain NWiR’s library of webinars, directory of speakers, program abstracts, and resources to empower women in the roofing industry through continuing education. New content in 2019-2020 included infographics, take-away notes from webinars, and diverse technical presentations to the content library.

In 2019-2020, the committee supported NWiR’s goal of creating high-quality learning programs and experiences for its members by:

- Hosting a variety of well-attended webinars on such topics as emotional intelligence, unconventional jobs in the roofing industry, and empowerment
- Organizing panel discussions for the IRE 2020 and WSRCA on how to get women on the roof
- Providing educational content to the councils, sponsors, and the NWiR newsletter on workplace safety, diversity and inclusion, and industry presentations

- Submitting abstracts for the 2021 IRE, IIBEC, and WSRCA on diversity and inclusion strategies
- Creating infographics and recordings of presentations that could be utilized after webinars and conferences take place
- Expanding the Education Committee to include HR and technical experts, and communication and mentoring liaisons

2021 SCHEDULED EVENTS

- NWiR Day
- NERCA
- IIBEC
- WSRCA
- FRSA
- Best of Success

2021 SCHEDULED TRADESHOW EXHIBITS

- IRE
- WSRCA
- NERCA
- FRSA
- IIBEC
MEMBERSHIP

The Membership Committee promotes NWiR membership as a way for its members to connect with their peers and utilize the organization’s resources for professional growth. Committee members collaborate with the Communications Committee to develop materials and tools to recruit and retain members, work with local councils to identify prospective members, plan and participate in recruiting events, and work with association management to maintain the membership database.

In 2019-2020, the Membership Committee continues its efforts to recruit and retain NWiR members by:

✓ Continuing to zero-in on our renewal policy by working closely with the Councils Committee and association management on tracking
✓ Reaching out to members with lapsed memberships to encourage renewal
✓ Improving NWiR's membership services by exploring additional offerings to our members
✓ Promoting and growing our Membership Monday video campaign to include a Men’s campaign
✓ Reviewing and making updates to keep the Membership pages on the NWIR website current and relevant
✓ Making recommendations to expand the new member kit, including the very popular NWIR face masks

MENTORING

The Mentoring Committee encourages women in the industry to develop mentor-mentee relationships by finding creative ways to bring women together to share their workplace experiences and support each other's career growth. Committee members foster the mentoring process by bringing mentors and mentees together, teaching them how to build strong mentor-mentee relationships, and creating venues for partners to share their insights and successes.

This year, the Mentoring Committee has enhanced interest in and support for NWiR mentoring programs by:

✓ Growing the mentoring blog library that highlights the benefits of the mentor-mentee relationship along with pieces on various challenges women face with personal story experiences
✓ Orchestrated the NWIR Scholarship program, which provided two individuals attendance at NWIR Day and the International Roofing Expo for the first time, a welcoming experience with professional and personal contacts they can reach out to for guidance
✓ Highlighted an established Wise Woman in the monthly NWIR newsletter providing a quick insight of how these women have excelled
✓ Provided networking and growth opportunities during the NWIR Speed Mentoring session where mentees had the ability to work with a mentor on topics such as Networking, Developing Allies, Advocates and Mentors, Work/Life Balance, Goal Setting, Professional Conversations, and Motivation

RECRUITMENT

The Recruitment Committee reaches beyond traditional recruitment strategies to attract and hire women who bring diverse backgrounds, talents, and experiences to the industry. Committee members work to attract talent to the industry through unconventional means like social media, networking, and creating opportunity for advanced education opportunities. They lead the ongoing development of engagement with industry and non-industry associations to enhance visibility of career opportunities within the roofing industry.

In 2020, the Recruitment Committee worked to increase the number of women in the industry by

✓ Creating a recruitment campaign providing a forum of career postings to share through social media to direct jobseekers to NWIR as a resource for their next career
   ▪ In 30 days the campaign had over 600 unique visitors and top visited webpages
   ▪ Roofers Coffee Shop, a partner linked through the campaign, has had more than 1700 clicks on the career page
   ▪ Over 500,000 total impressions on industry recruitment related content
✓ Maintaining a toolkit to teach NWIR councils how to implement recruitment activities in their communities at events ranging from high school career fairs to community celebrations
✓ Searching for partnerships in non-industry associations to create awareness around roofing as a reputable industry with plenty of opportunity
Sponsorship

In order to keep membership costs low for individual members, we depend on sponsors to help fund the operating budget of the association. It is with the support of outstanding industry leaders like you that we can continue and expand on our mission together. Below is a summary of the 2020-2021 sponsorship benefits (in effect from June 1, 2020 – May 31, 2021).

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Details</th>
<th>Founding Sponsors</th>
<th>Silver $1,000</th>
<th>Gold $5,000</th>
<th>Platinum $10,000</th>
<th>Diamond $25,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career</td>
<td>Highlighted posts on the recruitment page.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career</td>
<td>Careers page sponsor.</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consult</td>
<td>In person consultation with a NWIR board member to enhance internal programs.</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consult</td>
<td>Virtual consultation with a NWIR board member to enhance internal programs.</td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Directory</td>
<td>Access to member directory for informational purposes.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>Spotlight in the newsletter.</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Marketing</td>
<td>Post on website blog (submitted by sponsor).</td>
<td></td>
<td>2</td>
<td>4</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>Corporate logo on digital event signage.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Marketing</td>
<td>Corporate logo on brochure and event signage.</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>Corporate logo on webinars.</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>Opportunity to submit seminars, meetings, events to the website calendar and content resource library (must be product neutral and educational in nature).</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Education</td>
<td>Additional opportunity to sponsor educational content, planned in conjunction with NWIR.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td>NWIR will re-share your social media content about your company's participation as a NWIR Sponsor and support of women's initiatives.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Marketing</td>
<td>Acknowledgment every month on newsletter.</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Marketing</td>
<td>Access to NWIR logo for corporate use.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Marketing</td>
<td>Local council sponsorship.</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Access to preferred seating at keynote address.</td>
<td></td>
<td></td>
<td></td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Access to complimentary tickets.</td>
<td></td>
<td>2</td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Opportunity to make brief remarks.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Corporate display.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Opportunity to provide gifts to attendees (gifts must be co-branded with NWIR logo).</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Logo included on NWIR Day official gift.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Access to digital invitation to use throughout your company and with customers.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>NWIR Day</td>
<td>Corporate logo on invitation and webpage.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Recruitment</td>
<td>Sponsors may submit member profiles for highlighting on the blog.</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Website</td>
<td>Access to Resources for Sponsors page.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Website</td>
<td>Corporate logo on Home page.</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Website</td>
<td>Corporate logo on Sponsorship page.</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
</tbody>
</table>
## NWiR Financial Report

### National Women in Roofing

#### Balance Sheet

**As of May 31, 2020**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>May 31, 20</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Checking/Savings</td>
<td></td>
</tr>
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<td>1000-1 · US Bank Checking</td>
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<td>Accounts Receivable</td>
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<tr>
<td>Other Current Assets</td>
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<tr>
<td>1500 · Due To/From Councils</td>
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<td><strong>Total Other Current Assets</strong></td>
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<thead>
<tr>
<th>LIABILITIES &amp; EQUITY</th>
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<tr>
<td><strong>Liabilities</strong></td>
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<td>Accounts Payable</td>
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<td>20000 · Accounts Payable</td>
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