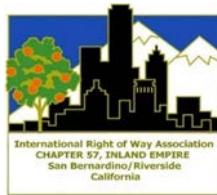


IRWA MISSION STATEMENT

The international Right of Way Association will be the worldwide leader for innovation and excellence in the acquisition and management of right of way and public use.

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President's Message



Happy New Year everyone and welcome to a new decade! 2020 kicked off with a bang and it's hard to believe January is already behind us. If you are someone who makes a resolution each year, I hope you've stuck to it.

We wrapped up 2019 with the annual Tri-Chapter at the Mission Inn. I want to

thank each and every one of you for making it a fantastic event. It was one of the most well attended to date and hopefully you were one of the lucky winners of our raffle prizes. Although there is much to do in the Southern California region prior to the Olympics, Holly Rockwell's presentation personally made me very excited for the projects and transportation improvements that are forthcoming. Thank you again to all our sponsors for helping make this event a success.

The days are starting to get longer but my term as President is getting shorter. In just a few months, we will have new leaders to move our Chapter forward. An email went out in January and we will be requesting nominations at our February 5th luncheon. As I've done all year, I encourage you to get involved. If you are interested in joining our great group of professionals, please make it known. You can contact me or Christie Santolucito, our Nominations Chair, for more information.

Continues on Page 16

Nominations & Elections

IRWA strives to be the central authority for global infrastructure real estate and is a volunteer-driven organization comprised of multi-disciplined professionals. IRWA's mission is to create a community that fosters ethics, learning and a standard of excellence within the right of way industry.

Chapter 57 is looking for innovative individuals who are seeking to challenge themselves and make a difference in the industry.

Do you know anyone who fits that description? Maybe it's you!

These are exciting times. The industry continues to change. What an incredible opportunity for networking and advancement. Being a member of the executive board is a unique way to be connected and stay informed.

Nominations will be accepted at the February luncheon. The voting will be done in April in time for the

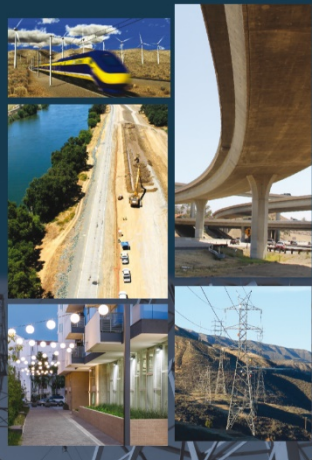
installation ceremony in June.

There is still time to inspire someone or consider being a member of the executive board yourself.





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Luncheon – February 5, 2020

Speaker:

Cheryl Donahue, Public
Affairs Manager, RCTC

Topic:

We are Listening! Draft
Traffic Relief Plan, Riverside
County



Riverside Mission Inn
3649 Mission Inn Avenue
Riverside, California 92501

Cheryl Donahue joined the Riverside County Transportation Commission in January 2018 as the Commission's Public Affairs Manager. During her 33-year career, she has managed communications programs in the transportation and public education sectors.

Cheryl holds a bachelor's of science degree in communication arts and a minor in marketing from California State Polytechnic University, Pomona. She is one of the founding members of the Inland Empire Chapter of Women's Transportation Seminar, a professional network dedicated to advancing women in the field of transportation.

An avid runner, Cheryl has completed marathons or half-marathons in 46 of the 50 states, is a long-time member of the Crossroads Rotary Club of San Bernardino/Loma Linda, and recently participated in the Tournament of Roses Parade.



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Did you know?

The world's most capacious building is the Boeing Company's main aircraft assembly plant. The plant in Everett, Washington has been expanded to a capacity of 13.4 million cubic meters, or 473 million cubic feet.





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IRWA Courses – Region 1

C801 U.S. Land Titles, 2/5/20, Alhambra, CA

C100 Principles of Land Acquisition (2-day), 2/10/20, San Diego, CA

C504 Computing Replacement Housing Payments, 3/9/20, San Diego, CA

C900 Principles of Real Estate Engineering, 3/11/20, Alhambra, CA

C900 Principles of Real Estate Engineering, 3/11/19, San Diego, CA

C902 Property Descriptions, 3/13/20, San Diego, CA

C213 Conflict Management, 3/19/20, Los Angeles, CA

C901 Engineering Plan Development & Application, 3/25/20, Phoenix, AZ

C105 The Uniform Act – Executive Summary, 3/26/20, Phoenix, AZ

C431 Problems in the Valuation of Partial Acquisitions, 3/27/20, Sacramento, CA

Are you interested in taking a free class? Contact Jenny Goodell, Kelley Kelley, or any member of the Board, to find out how you can become a coordinator.



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Additional courses are listed on IRWA's website at www.irwaonline.org



Aspire To Your Next Level

The role of motivation

By Carol Brooks, SR/WA

We all have a powerful tool that will push us to our highest potential. This tool—which inspires us to do better, take action and follow our dreams—is motivation. It is the strong desire to do and accomplish something that we find important. Motivation is sparked through a need, such as a desire to change the trajectory of our lives. It's easy to think we're motivated enough to plot a course of action, but without giving a name to our need, our motivation can easily miss its mark.

Defining Direction and Acknowledging Weakness

Let's say your need is to earn the year-end bonus. Once the need is identified, it becomes a goal. Here's where motivational direction plays out. Ask yourself what it will take to get that bonus. After some thoughtful analysis, decide a direction to improve your performance and be more committed to your goals. For some, digging deeper means recognizing that instead of complaining, we need to start doing some

heavy lifting to reach successful outcomes. Once direction is defined, connecting introspectively with our motivation can reveal our weaknesses. By knowing our weaknesses, we can identify what needs to be fixed, improved upon and made stronger. Being aware of weaknesses and knowing how to become patient with limitations helps us to extend kindness to ourselves. We are able to cheer ourselves forward and not make excuses, knowing that as we grow in strength and confidence, we're creating within ourselves someone who is a significant contributor to the team.

Rising to the Challenge

Consider other leaders who have unintentionally posed a challenge simply through their reputation in excellence and accomplishment. For example, when other pro golfers are matched with Tiger Woods, their game improves. Woods has set a higher bar and his competitors—simply through their competitive nature—are more motivated to do better and stretch to their higher potential.

While seeking a higher level, avoid feeling comfortable and safe where you are. What would you find in comfort and safety? You would face no challenge, no journey and no expectations. The ugly result is that you unknowingly begin to settle for less than your potential.

As English poet Geoffrey Chaucer once said, "Nothing ventured, nothing gained!" If you don't step out of your comfort zone and venture onto a new journey, who knows what invaluable experiences you'll miss. And think about this: you won't be the only one missing out. Others in your circle will miss out too. Remember what Tiger Woods has done not only for the game of golf, but its youth as well. You can have an equally powerful impact. I hope you feel yourself being nudged from the blind protection of comfort and safety. Stand tall; be brave enough to feel the winds of challenge pulling you to reach your highest potential. Here are a few more tips to jumpstart your motivation:

Growth Means Letting Go of What We're Holding Onto

Continues on Page 12

IRWA Mentor Match



This IRWA is proud to announce the launch of this exciting new member benefit that reflects our commitment to you and your professional development. This unique online networking and career development tool helps you find, connect and share your experiences with your fellow industry peers across the globe! You can simply apply to our IRWA Mentor Match program by following the four steps below:

1. START

First, complete your IRWA profile by ensuring that your contact information, professional profile picture, and bio are all up to date. You can even import your education and job history information from LinkedIn. A complete and accurate profile is crucial to the success of selecting and matching.

2. ENROLL

Next, decide whether you're looking to be a mentor, mentee, or both and sign up today by clicking on the links below:

- Enroll [here](#) as a Mentor
- Enroll [here](#) as a Mentee

Make selections for each of the program demographics to set your preferences. Demographics include: topics, venue, specialties, career stage and start/end date. Please note: Some fields are required for enrollment. The more information you provide, the easier it will be to make the best match. Keep in mind: in order to request a mentor or mentee, you must be enrolled in the program.

3. SEARCH

Then, use the Mentor Program Directory to input your search criteria. You can also take advantage of features to help you find and recruit matches:

- Track your mentoring relationships
- Participate in discussion forums on mentoring topics
- Search for helpful mentoring resources

4. CONNECT

Congratulations! You're all set. You completed steps 1-3 and are now ready for the fun to begin! Enter one or more searches. If you're unsure of the search criteria, select "Search for ALL of the selected values." The Mentor Program Directory will do the work for you and populate the results.

Next, click on the member's name who you're interested in establishing a mentor/mentee connection with. The link will bring you to their profile page. If you think it's an ideal match, look under their profile image for the Mentor Match badge, which when clicked will allow you to request a connection. If it's not a desired match, you can simply select the back button to return to your previous search results.

Let the mentoring begin!





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Please contact our
Education Chairs:

Jenny Goodell at
(909) 677-0477 or
jgoodell@res.sbcounty.gov



We would love to hear from you!

Hello fellow members of Chapter 57!

Would you like the Chapter to host a luncheon on your favorite topic? Do you know anyone who would like to speak at an upcoming luncheon? If so, please contact Ruby Arellano, President-Elect, at (951) 787-7141, or via e-mail at rarellano@rctc.org.

We value your opinion and welcome your input! If you have any comments or recommendations for the newsletter, please contact Sheryn Smay, Newsletter Chair, at (951) 826-5343 or via e-mail at ssmay@riversideca.gov.



Tri-Chapter Review in Pictures
Mission Inn - Riverside, CA
December 11, 2019





Chapter 57 was joined by Chapters 1 and 67. As a bonus, there were representatives present from Chapters 2, 11, 27 and Headquarters. A good time was had by all!



LITTLE NUGGETS OF INFORMATION

Happy new year! Since we have started a new year, we now have a new version of USPAP for appraisal standards (USPAP 2020-2021). There are only a few minor changes, but one of note is now a Restricted Appraisal Report can have additional intended users besides the client, as long as they are named in the report (not only identified by type).

This change was passed last year in California, and now the change is national.

Thanks,

Brenda Fusco, MAI
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20/20 Vision Scholarship Program

Thanks to the success of the 40 for 40 Program, the Right of Way International Education Foundation is pleased to announce a new scholarship: The 2020 Vision Scholarship Program! This scholarship is targeted to new professionals in the infrastructure real estate industry seeking to advance their careers through IRWA credentialing. Applicants must be committed to achieving the RWA and/or RWP credential, and funding can only be used towards eligible course registration fees.

For more information, visit www.irwaonline.org and click on "20/20 Vision Scholarship Program" under the Education tab. Applications must be submitted by May 1, 2020 and grantees will be notified by June 1, 2020. Awards will begin on July 1, 2020.



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Aspire to Your Next Level (continued)

The key to stretching forward to higher heights requires that we do not fall in love with where we're at. Be willing to end things. Aspiring to the next level requires ending something, leaving it behind and moving on. Growth won't happen until we are brave enough to end living as we are. If we don't let go, the unwanted result is that we'll get stuck. We won't become who we were meant to be, stagnating both our talents and abilities.

Keep Your Eye on the Prize

In our frenzy for immediate growth and reward, we may get discouraged if we don't see the desired growth within us. Remember, Rome wasn't built in a day. Keeping your eye on the prize has

to become a habit. Additionally, aspiring to your next level means weighing your values. If spending time doing a piece of work is worthwhile and moves you forward, then you should do it as well as possible. The results are immeasurable and succeeding, achieving, fulfilling and accomplishing shall become the foundation at the threshold of your next growth spurt.

Decide Your Own Path

In his book, "The 7 Habits of Highly Effective People," Stephen R. Covey pointed out that motivation is a fire from within. If someone else tries to light that fire under you, chances are it will burn very briefly. No one else knows you like you do. Therefore, don't let anyone else influence

your decisions. Remember that you set your own goals. Finally, think of success like breathing air. Your last breath was important, but it's your next breath that's vital. Goals keep you focused on what's next, and writing them down keeps you on track.

Choose Things Just Out of Reach

Don't think about what is a "realistic" goal. The problem with realistic thinking is that it is usually based on what others think is possible. They don't know you and your potential. Whenever you start a task with a mind toward the potential outcome, you will limit the actions required to accomplish that goal. Never put your success in

"Goals keep you focused on what's next and writing them down keeps you on track."

a box. You'll suffer from small thinking, small outcomes and small opportunities. Instead, fall in love with your motivation, zest, drive, energy and the fire burning inside.

When it Comes to Your Team, Never Settle for a Quota

Working to your potential will keep you highly motivated. That level of motivation and commitment can be contagious. Your leadership will motivate other members of your team. Understand that you will not reach your full potential without other members of your team. Understand that you will not reach your full potential without increasing your knowledge. You must train

and invest in yourself to make yourself better. Anything you want to flourish in will require you to put in time and energy. You also can't reach your full potential holding on to where you are. Keep progressing and never give up on yourself.

In Summary

It is important to not only give your goals a name, but try giving your next level a name. Could it be collaborator? Creative and can-do thinker? Whatever your level's name is, understand the gift of your motivation and how it brings your enthusiasm, eagerness, passion and interest. Recognize how contagious your spark can be to unite your team in a cohesive relationship. Create a team whose very strength and energy is contagious and

leaves no team member behind.

(Reprinted from IRWA's Right of Way Magazine: The Voice of the Right of Way Professional, Aspire to Your Next Level: The role of motivation, January/February 2020)

"Keeping your eye on the prize has to become a habit."

Carol Brooks, SR/WA, is owner of Cornerstone Management Skills and a well-known author and lecturer. With 20 years experience in right of way, she is an IRWA CLIMB Certified Lead Instructor and the recipient of the prestigious Lum Award by the R/W International Education Foundation. ©2020 Carol Brooks. Visit www.CornerstoneManagementSkills.com



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Industry Buzz: Acrow Provides Safe Detours for Structures Damaged in Midwest Flooding



Acrow Bridge, a leading international bridge engineering and supply company, is pleased to announce the opening of two of its modular steel bridges in Nebraska, restoring important routes that were closed after the record flooding across the Midwest earlier this year.

When damage assessment began, Acrow was contacted by Nebraska's

Department of Transportation (NDOT), as it was expected modular bridges would be needed to provide emergency transportation solutions in the northeast portion of the state. By early April, NDOT had identified two severely damaged bridges requiring detour bridging during the rebuilding of the permanent structures. A decision was made to use Acrow bridges at both locations to reestablish connections and

provide relief to local residents and first responders who were experiencing lengthy detours.

The first Acrow structure opened on Highway 281 in the Spencer Dam/Niobrara River area consists of six spans of 100 feet each with an 18 feet roadway width. The second detour bridge is on Highway 12 west of the Village of Niobrara and also consists of six 100 feet

Acrow Bridge opens two new bridges in Nebraska

spans but has a 24 feet width.

Components for the projects began shipping in early July with the anticipation that both structures would be completed by early August. The Spencer Dam Highway 281 bridge reopened on July 29 and the Niobrara Highway 12 bridge on August 13. It is anticipated the bridges will be in use for 12 to 16 months until the permanent structures are completed.



Reprinted from IRWA's Right of Way Magazine: The Voice of the Right of Way Professional, January/February 2020

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President's Message (continued)

months, we will have new leaders to move our Chapter forward. An email went out in January and we will be requesting nominations at our February 5th luncheon. As I've done all year, I encourage you to get involved. If you are interested in joining our great group of professionals, please make it known. You can contact me or Christie Santolucito, our Nominations Chair, for more information.

Chapter 57 will be hosting Region 1's Fall Forum in October. On the Friday prior to that event, we will be holding our Fall Education Seminar. We are in the preliminary planning phases, so if you have a specific education request, please let the Board know.

Success doesn't come from what you do occasionally. It comes from what you do consistently. Make 2020 great by consistently being the best YOU you can be! Welcome the new

challenges as well as the new opportunities.

Cheers!

KBibolet

Kim Bibolet, SR/WA, R/W-NAC, Chapter 57 President

Welcome New Members!

Please join us in welcoming our new members:

Melissa Mann
Ariel McClain, both
with Epic Land
Solutions

We invite you to immerse yourselves in the networking, educational opportunity that is IRWA. We hope your journey is fulfilling and successful.



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Newsletter Chair

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We're on the Web!
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About RWIEF



The Right of Way International Education Foundation was established for the purpose of funding right of way education initiatives. The Foundation focuses on generating financial contributions

and determines how best to allocate those funds for the betterment of right of way education. Over the last few years, funds have been allocated for educational summits, creation of new courses, upgrades of existing courses, conversion to on-line

delivery methods, and leadership programs. Cutting-edge education and professional development are essential to the growth and advancement of our profession and to each of us as professionals in this fast-paced, ever-changing industry.



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