President’s Message

The Power of One Word

After reading Jon Gordon’s book, *One Word that will change your Life*, Darlene Banogon, our 2014-2015 Corporate President, thought it would be a good idea to use **ONE WORD** each year to strengthen our chapters and bring our members together. In preparation for the 2014 Leadership Caucus, she asked each incoming Chapter President and Vice President to determine one word that would be the focus of their chapter’s year. It was exciting to hear the guiding words picked by others. They included **ASPIRE, EXCEL, IGNITE, ENGAGE, INSPIRE, INTEGRITY, TEAMWORK, MAGIC, VIBRANT, REJUVENATE, GROWTH, VALUE, VISIBILITY, INVOLVEMENT, COLLABORATION, PARTICIPATION, ENERGY, YES.**

I selected the word “**Commitment**”. What does that mean to you? It can be a promise, an obligation, or a guarantee. Are you ready to **commit** to EWI of Houston?

Your firm has already made a **commitment** to invest in EWI with the payment of your membership dues. Houston’s Board of Directors and Committee Chairs have **committed** to use their time and talents to lead our chapter just as the corporate board has **committed** to lead the national organization.

Now is your opportunity to become involved and make a difference in EWI of Houston. I’m sure you have all heard the saying, “twenty percent of the members of an organization contribute eighty percent of the work”. Are you one of the twenty percent? I hope so. Not only will EWI of Houston benefit, but individually you will also. When you become involved, you have the opportunity to expand your horizons, make new connections, and increase your skill set.

Your first chance to **commit** begins with participation in committees. Some of you have already agreed to participate in more than the usual two assigned. Thank you all for your **commitment** to EWI of Houston.

Sincerely,
Carolyn

Carolyn Noack
EWI of Houston
Professional Development with Lori Giovannoni
“The Hidden Rules of Success”

Thursday, November 13, 2014
5:45 pm – Cocktails with Cash Bar
6:30 pm—Program & Seated Dinner

THE WESTIN OAKS HOUSTON at the GALLERIA
“The Roof” Room (21st Floor)
5011 Westheimer at Post Oak
Houston, Texas 77056

Dinner
Butternut Squash Soup, Hint of Ancho Pepper en Croute
Chicken Tuscany Medallions Crusted with Artichoke
Sundried Tomato and String Mozzarella, Herb Marinara Sauce
Paired with Marinated Prawns with Tasso Ham Cream

Dessert Trio
Italian Crème Triangle-
Chocolate Tower Filled with Raspberry Mousse-Pistachio Ice Cream
Starbucks’ Coffee and Decaffeinated Coffee

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One Glass of Wine with Dinner

$50 Per Person
Reserved Tables of 8
Complimentary Self-Parking (Galleria Mall parking lots)
Valet S17 (closest to Cheesecake Factory)

RESPONSE REQUIRED

I will attend ______ I will not attend ______ Vegetarian Meal

Name: ___________________________ Firm: ___________________________

Guest(s): ___________________________

Please indicate if a guest is a firm’s executive

Payment must be made on or before Thursday, November 13, 2014
Pay online at www.ewihouston.org—Buy Now

Please make check payable to EWI of Houston

No reservations or cancellations accepted after Friday, November 7, 2014

E-Mail, fax or mail RSVP:
Carola Pitt, John Daugherty Realtor, 520 Post Oak Blvd, 6th Floor, Houston, Texas 77027
E-Mail: carolap@ohnadougherty.com Fax: 713.561.6978
Our Mission
EWI brings together key individuals from diverse businesses for the purpose of promoting member firms, enhancing personal and professional development, and encouraging community involvement.

Our Vision
To be a global women’s organization of 5,000 engaged members empowering others for positive change.

Values
Integrity I Excellence I Respect I Collaboration

Our Strategic Goals
- To strengthen, expand, and broaden membership.
- To provide member firms with meaningful benefits.
- To actively promote education for all representatives.
- To achieve a high level of community visibility through service.

Corporate Office
3860 South 2300 East, Ste 211
Salt Lake City, UT 84109
Phone: 801.355.2800
Fax: 801.355.2852

Contact Information
E-mail: ewi@ewiconnect.com
Website: www.ewiconnect.com

Houston Chapter Vision Statement
EWI® of Houston aspires to be the premier business organization of choice for member firms and their key individuals. Recognized by the Houston community as an avenue to achieve personal and professional excellence, every activity of the Houston Chapter will fulfill at least one of the objectives of the EWI Mission Statement.

DID YOU KNOW…
Each representative has been assigned to two standing committees. Share your knowledge and expertise with your committee. Let’s make EWI of Houston an even better organization that it is right now. Remember:

This is your chapter - be involved. We can’t do it without you.

Calendar of Events

November 13
Monthly Meeting - Westin Oaks Houston Galleria Professional Development with Lori Giovannoni

November 20
Monthly Board Meeting - LINBECK

December 11
Monthly Meeting—JW Marriott Houston Downtown

April 16-18, 2015
EWI Spring Conference in Milwaukee, WI

August 7-8, 2015
Texarkoma Board Forum in Houston, TX

September 23-26, 2015
EWI LCAM in Tulsa, OK
OCTOBER MEETING RECAP

EWI of Houston’s October meeting began in a very unusual way. Just like at the airport, all members and guests had to pass through a security screening to enter the Federal Reserve Bank of Houston. During the cocktail hour sponsored by LINBECK, we were able to tour the first floor of the facility and learn what goes on at the Federal Reserve Bank. From the third floor, guests could admire the view of Allen Parkway and downtown.

We had dinner in the Brazos room on the third floor which was beautifully decorated in blue and white with unique money tree centerpieces surrounded by gold coins. It was wonderful to see so many people that night. We had 2 executives, 11 past presidents, and 7 sustaining members in attendance.

After the lovely invocation provided by Caitlin Rance, representing LINBECK, we enjoyed a delicious meal of Verde Salad, Grilled Filet Mignon, Scalloped Potatoes and Sauteed Green Beans. Tiramisu and Key Lime Pie finished out the meal.

Donald Bowers II, Assistant Vice President of the Federal Reserve Bank Houston Branch, welcomed us and gave us a brief history of the bank. As a souvenir of our visit, we were each given a cylinder of shredded money. He also noted that Sara Waguespack, representative of John Daugherty Realtors, was on their Watch List after her visit to the White House during LCAM 2014.

Kori Peters, 2013-2014 President representing Hilcorp Energy Company, installed the 2014 - 2015 Officers. She gave each of the new officers a candy bar representing their respective offices and then presented Carolyn with a dazzling red gavel with an engraved silver nameplate.

Carolyn Noack, 2014 - 2015 President, representing LINBECK introduced her executive, Leo Linbeck III. It was nice to hear him tell us about Carolyn and what a great asset she was not only to LINBECK, but to EWI of Houston as well.

Carolyn then proceeded to share her vision with us. She reminded us that Kori Peters had set the bar high during her year as president. Carolyn wants us all to continue where we left off last year. We all need to get involved. We have a unique opportunity to explore the depth of knowledge and experience what only EWI of Houston can offer its members. In turn, you can share your special gifts with other members.

As Carolyn said, “It’s a Win/Win opportunity. Let’s make this the best year yet for EWI of Houston”.
Thank you from Corporate
Submitted by Kori Peters, 2014-2015 President representing Hilcorp Energy Company

September 29, 2014

Kori Peters
EWI of Houston
Hilcorp Energy Company
1201 Louisiana Suite 1400
Houston, TX 77002

Dear Kori,

On behalf of Executive Women International, I would like to sincerely thank you for your Chapter sponsorship of our 2014 Leadership Conference & Annual Meeting (LCAM) in the amount of $250 and table favors for the EWI Awards Breakfast. Your participation allowed us to make this year’s LCAM bigger and better than ever.

LCAM 2014, held in the nation’s capital was definitely an opportunity to build our attendee’s professional capital. We started off the event on Wednesday evening with a “Represent You” celebration of our organization’s diversity and then had an awesome networking focused keynote address on Thursday morning by Thom Singer. Among other exciting programming, attendees also witnessed other members and firms being honored for the efforts within Executive Women International and attended an EWI Academy course and several breakouts sessions where they learned about:

- Maximizing their verbal assets with communications training with Beth Levine
- Learning about the social media revolution and how it impacts them with Maddie Grant
- Discovering Emotional Intelligence and how to integrate it into their leadership style with Lori Giovannoni
- Establishing themselves as a leader with training by Jo Miller

Your support is appreciated and allowed us to continue offering top notch learning opportunities for our members. Thank you again for your part in advancing EWI’s Connections, Careers, and Community focus.

Warmest Regards,

Wendy H. Cowley
Executive Director, COO

This receipt acknowledging your contribution to Executive Women International Business/Career/Development Program and is provided pursuant to section 170((t)8) of the Internal Revenue Code. The tax deductible portion of your sponsorship is $12.50. Executive Women International's Business/Career/Development Program is a 501(c)(3) charitable organization. Our federal ID number is 87-0278627.
PROFESSIONAL DEVELOPMENT
Submitted by Lily Portales, 2014-2015 Professional Development Chair, representing Austin Industrial, Inc.

What we can learn from a box of crayons
By Kerry Robertson
Faculty member for U.S. Chamber’s Institute of Organizational Management

Yes, we can learn a great deal from a box of crayons. Some are sharp, some are pretty and some are dull. Some have weird names and all are different colors. However, all of the crayons have one thing in common. They all have to live in the same box!

Our workplace is very much like a box of crayons. We’re all different. However, learning how to get along with each other is the key to a positive work environment. As Theodore Roosevelt once said, “The single most important ingredient in the formula of success is knowing how to get along with other people.”

We often underestimate the power that communication has on our life and how it impacts our “people skills” and our ability to interact effectively and move ahead. Not convinced? Consider these findings:

Research shows that about 15% of our financial and career success can be attributed to technical skills, while 85% can be attributed to interpersonal or people skills.

- Human resource professionals estimate that more than 80% of the people who fail at their jobs, do so for one reason. They don’t relate well to other people.

- Here are three communication tips that can improve how you relate and interact with others:

Remember, good communication is not a matter of chance. It’s a matter of choice.
We all know how to carry on a conversation. We talk. Someone listens. The other person makes a comment while you listen. The conversation bounces back and forth between speakers. This is what we call communicating. However, few of us do it as well as we would like. Messages get garbled. Our words are misunderstood. Good communication is complex and doesn’t just happen. It’s a lifelong process that we have to choose to practice. Like a golf swing, the more you choose to practice, the better you become.

Listen twice as much as you speak. You have two ears and one mouth. In other words, zip your lip! A good salesperson knows that more talking than listening can be detrimental to making the sale. Keen listening is one of the master skills in life, the key to building relationships and the essence of professionalism. Adopt a stance of curiosity and caring when listening to others. Listen first with the intent to understand and to see the other person’s point of view. Don’t interrupt. Good listening skills create mutual respect, cooperation and support, less stress and miscommunication, and the surfacing of real issues...what is the other person really saying?

Ask questions to clarify and decrease the chance of miscommunication.
Asking questions (verbal feedback) helps you gather better quality information. Gathering information is vital to understanding each other. In sales, information is the key to meeting a customer’s needs. Asking questions is also a great problem-solving skill. Effective starters like who, what, when, where and how are non-combative words that encourage conversation. Starting with the word why will usually put someone on the defensive. Avoid challenge words such as however, because and but. Anytime you say but you are usually perceived to be discounting what you said before the but. Try using and for better understanding. Instead of saying “I see your point, BUT I want to think about it,” try “I see your point AND I would like to give it more thought.”

Finally, remember that every time you talk to another person you have the opportunity to either build or tear down the relationship. Effective communication is indeed the key ingredient in getting along with others and learning to live happily in the same box.
Firm Spotlight

Submitted by Annette Washburn, representing Waukesha-Pearce Industries

Waukesha-Pearce Industries (WPI) Celebrates 90 Years of Service, Solutions and Success

In 1924, Louis M. Pearce, Sr. was seven years into his business career in the oil service industry as president of Houston-based Texas Iron Works (TIW), when he created the Portable Rotary Rig Company, which built drill rigs powered by steam. In 1933, he acquired the Waukesha engine distributorship for his drill rig company. Pearce and his son, Louis M. Pearce, Jr., who joined the company after service in World War II, grew the business through several name changes and company directions. Waukesha Pearce Industries (WPI) was formed in 1967 with the merger of its two operating divisions, Waukesha Sales and Service and Pearce Equipment Company.

Today, WPI focuses on construction machinery and engine solutions across multiple applications and industries. WPI’s markets include earth moving to mining on the construction machinery side and gas compression to power generation in its engine division. WPI works in partnership with many of the most recognized names in the industry, including GE, Komatsu, Kohler and Generac. The company employs 800 across the United States.

“What makes us a strong partner is that we’ve been at this a long time,” said Louis Pearce III, President, WPI. “We’re in our 90th year in business so we know what it takes to support a very diversified customer base as well as being a good partner to our stakeholders.”

WPI and TIW, the operating business units of Pearce Industries Inc., provide a single source for highly trained experts in the oil and gas industry who know every step of the production process and can provide solutions for a multitude of applications across customized equipment from trusted manufacturers.

“There is a great new wave of opportunity in the oil and gas patch,” said fourth generation family member Louis Pearce IV, WPI OEM Business Development Manager. “The industry is rapidly changing and being right in the center of that with WPI is exciting for us.”

“What sets us apart from our competitors and gives us that competitive advantage ties back to our culture. We’re a family, and in turn, we see our customers as family,” Pearce IV added. “Initiatives like our Pearce University management training program will keep us fresh and attract talented employees as we continue to grow in the coming years.”

Louis Pearce IV looks ahead to his future in the family industry with a clear vision. “When you do business with Pearce Industries, you’re getting a commitment from the Pearce family,” said Pearce IV. “This is what we do, and that’s our advantage. We are embracing new technologies and providing solid solutions for our customers. I can’t wait to see what the next 90 years brings.”

About Waukesha-Pearce Industries (WPI)

Since 1924, WPI has partnered with world-class manufacturers to provide equipment and service solutions across a multitude of applications. With highly skilled technicians across its United States territories, WPI effectively addresses and resolves runtime challenges, striving to surpass customer needs through maximized uptime. WPI is a wholly owned subsidiary of Pearce Industries, Inc. Texas-based WPI and Canada-based Gas Drive International are North American distributors of GE’s Waukesha gas engines, with strategically located operations that enhance the ability to offer customers timely and efficient support. To learn more about WPI and its 90th anniversary, visit http://solutions.wpi.com/anniversary.

Left to Right: Gary Pearce Jr.; Gary Pearce Sr.; Lloyd French IV; Steve Pearce; Louis Pearce III; Louis Pearce IV
EWI of HOUSTON BOARD RECAPS

Communications Report
Submitted by Elizabeth Norwood 2014-2015 Communications Director, representing PwC

The November EWIConnect was distributed on November 3, 2014. Special thanks to the following contributors:
Carolyn Noack, LINBECK
David Jones, D. Jones Photography
Lily Portales, Greater Houston Convention & Visitors Bureau
Kay Bart, Skerl & Associates
Lindsey Duhon, Hilcorp Energy Company
Shari Schiffman, John Daugherty Realtors

Special thanks to the Communications Committee members for their efforts.

The deadline for submitting articles for the December issue of EWIConnect is Friday, November 21, 2014. Please forward news articles to Elizabeth Norwood at elizabeth.norwood@us.pwc.com

Membership Report
Submitted by Lindsey Duhon 2014-2015 Membership Director, representing Hilcorp Energy, Company

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<td>Transitional Members</td>
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Firm Resignations:
La Cantera Hill Country Resorts
Representative Resignations:
Michelle Rayburn, La Cantera Hill Country Resorts

New Transitional Member:
Cameron Eubank, Haven

Fundraising Report
Submitted by Kathy Hibbard 2014-2015 Fundraising Director, representing United Way of Greater Houston

The Fundraising Committee conducted a successful door prize drawing on October 8th at the Federal Reserve Bank with 12 door prizes. Ticket sales totaled $590!

The 2014-2015 Fundraising Committee would like to thank the following representatives for supporting our chapter by graciously donating the awesome door prizes we had:

- LaTonya Barum representing TransCanada
- Lily Portales representing Austin Industrial, Inc.
- Alishia Mitchell representing St. Luke’s Episcopal Health System
- Marji Zamora representing Minuteman Press Post Oak
- Patricia Martin representing Memorial Hermann
- Tia Norman representing Professional Sports Partners
- Natalie Young representing Greater Houston Convention & Visitors Bureau
- Carolyn Noack representing LINBECK
- Karina Aguirre representing PwC
- Marifer Zambrano representing L’Auberge Casino Resort Lake Charles
- Meredith Brown representing American Cancer Society

Once again, the Fundraising Committee sincerely thanks all the representatives and guests for supporting our monthly fundraising activities and making this year amazingly successful!
Carolyn Noack, LINBECK
Kori Peters, Hilcorp Energy Company

Annette Washburn, Waukesha-Pearce Industries, Inc
Marifer Zambrano, L’Auberge Casino Resort Lake Charles
Michelle Quevas, Guest

Stephanie Hill, Recipe for Success
Donna Jones, Martha Turner Sotheby’s International Realty
Lindsey Duhon, Hilcorp Energy Company

Barbara Calendar, Sustaining
Linda Petticrew, Shell Energy Resources Company
Donna Gurney, Pon
Vicky Tarpey, 2002 Past President
Katherine Brown, 2000 Past President

Donald N. Bowers II, Guest
Leo Linbeck III, Executive, LINBECK

Chantal Stillman, Guest
Meghan Skalak, Four Seasons Hotel - Houston
MITCH DANIELS, MEDIA DISTRIBUTORS INCORPORATED
TIA NORMAN, PROFESSIONAL SPORTS PARTNERS

MELISSA FORD, 2007 PAST PRESIDENT
DIANE ALLRED, GUEST

MALCOLM CHATHAM, GUEST
CAROLYN TORIGGINO, SUSTAINING

LILY PORTALES, AUSTIN INDUSTRIAL, INC.
STEPHANIE HILL, RECIPE FOR SUCCESS

CAROLYN NOACK, LINBECK
CLEMENCIA HERNANDEZ, GUEST
DONNA JONES, MARTHA TURNER SOTHEBY’S INTERNATIONAL REALTY
CAITLIN RANCE, LINBECK

DEBORAH JONES, CENTERPOINT ENERGY, INC.
SARA WAGUESPACK AND SHARI SCHIFFMAN, JOHN DAUGHERTY REALTORS
Nettijon Schock, 1992 Past President
Vicky Tarpey, 2002 Past President
Cindy Joutraw, CenterPoint Energy, Inc.

Mitch Daniels, Media Distributors, Incorporated
Kay Bart, Skerl & Associates
Louis Bart, Guest

Rosemary Powers, Wells Fargo Bank
Jana Giovannini, Guest

Jackie Loafman, Sustaining
John Loafman, Guest

Tray Black, Guest
Emelie Black, Anadarko Petroleum Corporation

Kori Peters, Hilcorp Energy Company
Donna Gurney, Pon
2014-15 Board
Back Row: Terri Lemons, Elizabeth Norwood, Carolyn Noack, Linda Petticrew, Kathy Hibbard
Front Row: Carole Pitts, Shari Schiffman, Lindsey Duhon, Kedrienne Day, Donna Gurney

2014-15 Committee Chairs
Back Row: Elisa Garcia, Carolyn Noack, Linda Petticrew, Lily Portales, Kori Peters, Delynn Walker
Front Row: Stephanie Hill, Stacey Spears, Susan Yates, Annette Washburn, Donna Jones,
Charlotte Daigle, Marji Zamora, Rebekah Robles
EWI of Houston Past Presidents

**Back Row:** Katherine Brown, Sherri Reinartz, Debbie Casey, Jeanette Stoller Woods, Nettijon Schock, Delynn Walker

**Front Row:** Vicky Tarpey, Kay Bart, Melissa Ford, Barbara Callender, Sandy Hatcher, Kori Peters

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2014-2015 Advisors

**Back Row:** Carolyn Noack, Linda Petticrew

**Front Row:** Kay Bart, Barbara Callender, Kori Peters, Delynn Walker
Member Firm Anniversaries

Omni Hotels

6 years
Officers and Directors

**PRESIDENT**
Carolyn Noack
LINBECK
cnoack@linbeck.com
713.966.5811

**TREASURER**
Sheri Schiffman
John Daugherty Realtors
shar@joohnaugherty.com
713.561.6664

**COMMUNICATIONS DIRECTOR**
Elizabeth Norwood
PwC
elizabeth.norwood@us.pwc.com
713.356.6681

**VICE PRESIDENT/PRESIDENT ELECT**
Linda Petticrew
Shell Energy Resources Company
linda.petticrew@shell.com
832.337.3121

**SERGEANT-AT-ARMS**
Carole Pitts
John Daugherty Realtors
carolep@johndaugherty.com
713.561.6878

**PROGRAM DIRECTOR**
Kedrienne Day
Teach For America
Kedrienne.day@teachforamerica.org
713.523.4100

**SECRETARY**
Terri Lemons
Martha Turner Sotheby's International Realty
tlemons@marthaturner.com
713.558.1996

**MEMBERSHIP DIRECTOR**
Lindsey Duhon
Hilcorp Energy Company
lduhon@hilcorp.com
713.289.2626

**FUNDRAISING DIRECTOR**
Kathy Hibbard
United Way of Greater Houston
khibbard@unitedwayhouston.org
713.685.2758

**DIRECTOR-AT-LARGE**
Donna Gurney
Pon
Donna.gurney@pon.com
713.365-2534

**VICE PRESIDENT/PRESIDENT ELECT**
Linda Petticrew
Shell Energy Resources Company
linda.petticrew@shell.com
832.337.3121

**SECRETARY**
Terri Lemons
Martha Turner Sotheby's International Realty
tlemons@marthaturner.com
713.558.1996

**MEMBERSHIP DIRECTOR**
Lindsey Duhon
Hilcorp Energy Company
lduhon@hilcorp.com
713.289.2626

**FUNDRAISING DIRECTOR**
Kathy Hibbard
United Way of Greater Houston
khibbard@unitedwayhouston.org
713.685.2758

**DIRECTOR-AT-LARGE**
Donna Gurney
Pon
Donna.gurney@pon.com
713.365-2534

Advisors

**Kay Bart**
Skerl & Associates
Past President 2003
kbart@bartcohou.com
281.940.0290

**Kori Peters**
Hilcorp Energy Company
Past President 2014
kpeters@hilcorp.com
713.209.2496

**Delynn Walker**
Texas Southern University
Past President 2012
walker.dx_tsu.edu
713.313.6874

Honorary Advisor

**Barbara Callender**
Sustaining/EWI of Houston
Past President 2004
bcallen437@aol.com
281.395.2226
Committee Chairs

ASIST
Marji Zamora
Minuteman Press Post Oak
Marji.ewi@printhouston.com
713.623.0703

MENTOR RETENTION
Donna Jones
Martha Turner Sotheby’s International Realty
djones@marthaturner.com
713.558.3268

PUBLIC RELATIONS, SOCIAL MEDIA, WEB
Rebekah Robles
Let It Fly Events, L.P.
Rebekah@letitfly.com
713.863.9990

BYLAWS
Mary Speltz
CIMA ENERGY, LTD.
maryspeltz@cimaenergy.com
713.739.6629

NOMINATING
Kori Peters
Hilcorp Energy Corp
kpeters@hilcorp.com
713.209-2496

STRATEGIC PLANNING
DeLynn Walker
Texas Southern University
Walker_DX@tsu.edu
713.313.6874

COURTESY
Charlotte Daigle
American Cancer Society
charlotte.daigle@cancer.org
713.621.7525

PARLIAMENTARIAN
Kay Bart
Skerl & Associates
kbart@bartcohou.com
713.207.5706

EWISP
Stacey Spears
Houston Symphony Society
stacey.spears@houstonsymphony.org
713.238.1412

PHILANTHROPY Co-Chair
Elisa Garcia
Greater Houston Convention & Visitors Bureau
egarcia@visithouston.com
713.437.5207

HOSPITALITY
Roni Noble
NRG Energy, Inc.
Roni.noble@nrgenergy.com
713-537-3102

PHILANTHROPY Co-Chair
Annette Washburn
Waukesha-Pearce Industries, Inc.
713.551.0309

PROFESSIONAL DEVELOPMENT
Lily Portales
Austin Industrial, Inc.
lportales@austinindl.com
713.641.3400

Historian
Susan Yates
Finger Interests
homes@susanjgregory.com
713.621.7525

PHILANTHROPY Co-Chair
Annette Washburn
Waukesha-Pearce Industries, Inc.
713.551.0309

PARLIAMENTARIAN
Kay Bart
Skerl & Associates
kbart@bartcohou.com
713.207.5706

HOSPITALITY
Roni Noble
NRG Energy, Inc.
Roni.noble@nrgenergy.com
713-537-3102

PROFESSIONAL DEVELOPMENT
Lily Portales
Austin Industrial, Inc.
lportales@austinindl.com
713.641.3400