

# Houston EWIConnect

January / February 2023



## From Our President

I hope everyone had a blessed and happy holiday season. It's always fun putting out decorations but putting them away for the next season is also fun. Spring is just around the corner signaling a new beginning as the trees and plants begin to bloom.

The Houston Chapter was chartered in 1957 and we celebrated our 66th anniversary on January 24. This is quite a milestone and one of which we should be very proud. Just think of all the incredible

women that came before us to enrich our lives – both professionally and personally. They certainly did mine!

As we focus on the New Year, please remember that all our representatives are part of the TEAM. Our Membership Director, Cindy Baker, is working hard to rebuild our chapter and with all of you as part of this committee, I know that we will succeed. We are off to a good start with four new member firms and five representatives.

A big thanks to Ellen Ramsey, Let It Fly Events, for hosting a fun and informative firm night. I think everyone in attendance had a great time as we had the opportunity to tour all the moving parts of Let It Fly Events, Lone Star Exhibits, and the Flower Factory.

Our February meeting focused on Emerging Leaders but we also learned a little about Sanela Hasagic and Courtney Castellanos as they shared the podium and enlightened us with the very interesting 100 year history of Lockwood, Andrews & Newnam. They also brought books for each table to share so we could see photos of their many, many major architectural and engineering accomplishments.

The March meeting is always special as we honor our Sustaining Members at a luncheon. These "Women of Wisdom" are an inspiration to all of us! Hope to see you there!

Fundraising Director, Rebekah Wesley, representing Jackson & Company, and her committee is hard at work focusing on Executive Appreciation Night and Dollars for Scholars which will be held at The Ballroom at Bayou Place on Thursday, April 13. I encourage everyone to help in whatever way possible to raise money for our B/C/DP EWISP and ASIST scholarships and our Philanthropic literacy events.

Be on the lookout for a new password to access the Member's Only section of the Houston Chapter's website. Sanela Hasagic, Communications Director, and David Jones, Web Chair and Official Photographer, have been hard at work to bring our website up-to-date.

As a reminder, each representative must attend a minimum of six meetings and the firm be represented at a minimum of seven. I encourage each and every one of you to put our meetings on your calendar now as a reminder that we meet the second Thursday of each month and your RSVP is required by the deadline.

Please complete and return the Interest Survey! This is a tremendous help to the incoming President and allows you to participate in a board or committee chair position that best fits your personal interest.

Let's go T-E-A-M: Together Everyone Achieves More.

Kay



### 2022-2023 Officers & Directors

#### President

Kay Bart  
Skerl & Associates

#### President Elect

LaTonya Perez  
The Rose

#### Secretary and Director-at-Large B/C/DP

Linda Petticrew  
Shell Energy  
Resources Company

#### Treasurer and Membership Director

Cindy Baker  
Black Haw Group

#### Sergeant-at-Arms

Carole Pitts  
John Daugherty, Realtors

#### Communications Director

Sanela Hasagic  
Lockwood, Andrews & Newnam,  
Inc.

#### Fundraising Director

Rebekah Wesley  
Jackson & Company

#### Program Director

Debra Crabtree  
Westpark Communications

# Save the Date!

## ***Thursday, March 9<sup>th</sup>***

Annual EWI of Houston Sustainers Luncheon - Ouisie's Table

## ***Thursday, April 13<sup>th</sup>***

Executive Appreciation Night - The Ballroom at Bayou Place

## ***Thursday, May 11<sup>th</sup>***

Firm Night - TBD

## ***Thursday, June 8<sup>th</sup>***

Business Meeting and Past Presidents' Night - TBD

## ***Friday and Saturday, June 23<sup>rd</sup> & 24<sup>th</sup>***

TEXOMA Board Forum - Oklahoma City, OK

## ***Thursday, July 13<sup>th</sup>***

Firm Night - TBD

## ***Thursday, August 10<sup>th</sup>***

Annual Scholarship Celebration Night - Amegy Bank

## ***Thursday, September 7<sup>th</sup>***

Annual Business Meeting - TBD

## ***Thursday, September 13<sup>th</sup> - 16<sup>th</sup>***

Leadership Conference and Annual Meeting (LCAM) - Chattanooga, TN

## *Representative Birthdays*

<i>Shari Schiffman</i>	<i>March 2</i>
<i>Courtney Castellanos</i>	<i>March 5</i>
<i>Debra Crabtree</i>	<i>March 15</i>
<i>Barbara Stokes</i>	<i>March 25</i>
<i>Pat Thomas</i>	<i>March 30</i>
<i>Shannon McNair</i>	<i>April 14</i>
<i>Martha Ceballos</i>	<i>April 18</i>
<i>Ellen Ramsey</i>	<i>April 21</i>
<i>Marilyn DeSimone</i>	<i>April 23</i>
<i>Sanela Hasagic</i>	<i>April 25</i>



## *Company Anniversaries*

<i>MMCarroll &amp; Associates</i>	<i>March - 22 years</i>
<i>D. Jones Photography</i>	<i>March - 20 years</i>
<i>John Daugherty, Realtors</i>	<i>March -18 years</i>
<i>Metromarketing Services, Inc.</i>	<i>March - 14 years</i>
<i>The Ballroom at Bayou Place</i>	<i>April - 5 years</i>

## **EWI of Houston Mission 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.

## **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.

## **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 enhance professional growth and development within a diverse group of women while empowering them to make a difference as they inspire others.

## **Corporate Office**

1288 Summit Avenue, Ste. 107, PMB124  
Oconomowoc, WI 53066

Direct: 262-269-5625  
ewi@ewiconnect.com  
www.ewiconnect.com

## *EWI of Houston Chapter January Meeting Recap*

*Submitted by Shari Schiffman, representing Douglas Elliman Real Estate*

Let It Fly Events, L.P., hosted our January meeting. Prior to the evening, members and guests had the wonderful opportunity to tour the various businesses owned by Ellen Ramsey. This included the Flower Factory, Lone Star Exhibits and, of course, Let It Fly Events. Each business has quite a different place and everyone truly enjoyed learning all about them.



After the tours were completed, we all enjoyed networking and complimentary wine and charcuterie boards. Chapter President, Kay Bart, representing Skerl and Associates, welcomed everyone to the meeting. Ellen Ramsey, representing Let It Fly Events, L.P., gave a brief history of her businesses. Cindy Baker, Membership Director, representing Black Haw Group, then came forward to introduce our two newest members – Holly Borham and Cristina Barron both representing Martha Turner Sotheby's International Realty. Delynn Walker, individual member, then gave a beautiful invocation prior to our meal of salad, lasagna, vegetarian penne pasta, rolls and cannoli for dessert.

This was such a wonderful night for everyone. Not only did we have 26 current members attending but we also had 17 guests. We are hoping that a lot of these guests will decide to become members of our chapter. David Jones, our photographer extraordinaire, was on hand to capture our night in pictures.



President Kay Bart thanked everyone for coming out that night. 2022 - 2023 Fundraising Director Rebekah Wesley, representing Jackson and Company, came forward to conduct the monthly door prize drawing.

Our next meeting will be on Thursday, February 9, 2023, at The Ballroom at Tanglewood. This will be our Emerging Leaders Forum where everyone will be able to learn more about the Board Positions and Committee Chairs.



The 2023-2024 Interest Surveys will also be available. Everyone is encouraged to attend so that we can start to build the 2023-2024 Leadership Team for incoming President LaTonya Perez.



*EWI of Houston January 2023 Meeting*



*Marilyn DeSimone, Landry's Inc.  
Traci Rushton, Guest*



*Carole Pitts, John Daugherty, Realtors  
Michelle Votano, Atlantic Relocation Systems  
Shari Schiffman, Douglas Elliman Real Estate*



*Cindy Baker, Black Haw Group  
Holly Borham and Cristina Barron,  
Martha Turner Sotheby's International Realty*



*Rebekah Wesley, Jackson & Company  
Larry Wesley, Guest  
Ellen Ramsey, Let It Fly Events, L.P.*



*Lisa Noack, Guest  
Carolyn Noack, Sustaining Member*



*Delynn Walker, Individual Member*

*EWI of Houston January 2023 Meeting*



*Kay Bart, Skerl & Associates  
LaTonya Perez, The Rose*



*Ellen Ramsey, Let It Fly Events, L.P.*



*Cristina Barron, Martha Turner  
Sotheby's International Realty  
Cindy Baker, Black Haw Group*



*Rebekah Wesley, Jackson & Company*



*Holly Borham, Martha Turner  
Sotheby's International Realty  
Cindy Baker, Black Haw Group*



*Kay Bart, Skerl & Associates  
Wendy Gonzales, The Plaza Group*

## *EWI of Houston Chapter February Meeting Recap*

*Submitted by Barbara Stokes, representing Amegy Bank*



Our February Emerging Leaders chapter meeting was held on February 9, 2023, at The Ballroom at Tanglewood. The Ballroom at Tanglewood generously provided an open bar and an assortment of passed hors d'oeuvres.

Our President, Kay Bart, representing Skerl & Associate, welcomed everyone and called the meeting to order. Kay recognized birthdays for the months of February and March...HAPPY BIRTHDAY!

Kay then recognized the following member firm's anniversaries:

- MMcarrroll & Associates                      March, 22 years
- D. Jones Photography                        March, 20 years
- John Daugherty, Realtors                    March, 18 years
- Metromarketing Services, Inc.              March, 14 years
- The Ballroom at Bayou Place                April, 5 years

We heard from member firm representatives, Sanela Hasagic and Courtney Castellanos, of Lockwood, Andrews & Newman, Inc. (LAN). They shared the story of how LAN, a national leader in the civil infrastructure engineering firm, was started in 1935 and later acquired by Leo A Daly Company in 1991. Sanela has been a member since 2006 and Courtney since 2013.

Cindy Baker, representing Black Haw Group, introduced new member Jan Bonugli, representing The Palms (Downtown). Jan was referred by Marilyn DeSimone, representing Landry's, Inc. Other new members will be introduced at our next Chapter meeting.

LaTonya Perez, representing The Rose, gave the invocation followed by a delicious dinner. Our entrée for the evening was Stuffed Chicken Breast, Garlic Mashed Potatoes, Caramelized Carrots and French Green Beans followed by Cheesecake for dessert.





Shari Schiffman, representing Douglas Elliman Real Estate announced the winner of this year's recipient of the Past President Award's. CONGRATULATIONS to Carole Pitts, representing John Daugherty, Realtors! Carol was presented with a heart and diamond bracelet. Past Presidents in attendance included Linda Petticrew, representing Shell Energy Resources Company, Kay Bart, representing Skerl & Associates, Rebekah Wesley, representing Jackson and Company, Shari Schiffman, representing Douglas Elliman Real Estate, and Jessica Witek (former representative of Top Golf).

The purpose of Emerging Leaders meeting is to hear from current seated board members and what you can expect if you are interested in filling next year's board seat or filling a Committee Chair position. The Interest Survey for the 2023-2024 Leadership Team and Committees allows you to select the committee(s) that you are most interested in and if you are interested in serving on the 2023-

2024 board. Electronic surveys will be sent out next week for completion. Please return your survey to Shari Schiffman no later than April 28.

Rebekah Wesley, our Fundraising Chair representing Jackson and Company, held our raffle drawing for some AWESOME door prizes that included rodeo tickets and cookoff tickets!

Kay closed by thanking everyone for joining and a special thanks to Craig & Stephanie Howard for hosting us. Kay announced the next full board meeting (including Committee Chairs) will be held on Thursday, February 16 and our next chapter meeting will be on Thursday, March 9<sup>th</sup>. This concluded our meeting.



*EWI of Houston February 2023 Meeting*



*Shiara Cook, Guest  
Kay Bart, Skerl & Associates  
Cindy Baker, Black Haw Group*



*Courtney Castellanos, Lockwood, Andrews & Newnam, Inc.  
Barbara Stokes, Amegy Bank*



*LaTonja Perez, The Rose  
Shannon McNair, The Rose*



*Cheri Ferguson, Sustaining Member  
Linda Petticrew, Shell Energy Resources Company*



*Jan Bonugli, The Palm Restaurant  
Marilyn DeSimone, Landry's*



*Kay Bart, Skerl & Associates  
Patti Strawther, James J Postl Interests  
Cristina Barron, Martha Turner Sotheby's  
International Realty*

*EWI of Houston February 2023 Meeting*



*Barbara Stokes, Amegy Bank  
Kay Bart, Skerl & Associates*



*Linda Petticrew, Shell Energy Resources Company  
Jessica Witek, Guest  
Debra Jones, CenterPoint Energy, Inc.*



*Sanela Hasagic and Courtney Castellanos,  
Lockwood, Andrews & Newnam, Inc.*



*Rebekah Wesley, Jackson & Company*



*Carole Pitts, John Daugherty, Realtors  
Past President's Award Recipient*



*Stephanie Howard, The Ballroom at Tanglewood  
Kay Bart, Skerl & Associates  
Craig Howard, The Ballroom at Bayou Place*

## New Member Update

*Submitted by Cindy Baker, representing Black Haw Group*



I am so excited for all of us at EWI Houston and the growth that is to come. We have already added 5 new members since the beginning of this fiscal year and have several applications pending! Way to go team!!! This is just the beginning; keep an eye out for our “March to Membership” event at the end of March. It’s going to be a great year!

**Lana O’Neil** is the Director of Sales for the past 2 years at Imagen Venues under its owner Sirius Ferdows. Imagen Venues is a full-service venue and conference center. Lana is excited to be involved in EWI of Houston for its networking and charitable endeavors and is excited to get involved.

**Christina Barron** has been with Martha Turner Sotheby’s International Realty for 9 ½ years. She is a Relocation Specialist, licensed and certified to help Houston incoming and outgoing transferees with buying and selling a house, working with 3<sup>rd</sup> party relocation firms and broker to broker referrals. Christina works under Stephanie Cleary, Sr. Director of Operations and former EWI representative and board member. Christina likes EWI for its networking and charitable endeavors.

**Holly Borham** is fairly new to Martha Turner’s Sotheby’s International Realty and works with Paul Kilian, Sr. Vice President, a longtime supporter of EWI of Houston. Holly is the Creative Supervisor in the marketing department, customizing and enhancing marketing programs in print, digital media, and overseeing social media. Holly comes to EWI with many years of experience in fundraising and is very eager to be involved.



*Jan Bonugli, The Palm Restaurant*

*Cristina Barron, Martha Turner Sotheby’s International Realty  
Holly Borham, Martha Turner Sotheby’s International Realty*



**Jan Bonugli** Sales and Event Manager for The Palm downtown for the past three years. Jan was introduced to EWI by Marilyn DeSimone. Jan stated that she wanted to join EWI because it is a group of successful professionals supporting our communities in any way possible and that is important to her.

**Juliana Wathen** – President and sole owner of Cosmo Cool Concepts, Inc., a destination management company located in Spring, Texas, that provides transportation, team building, tours, special events, staffing and brand ambassadors to the Greater Houston

Special Events Industry. Juliana joined Cool Concepts in 2008 and purchased the company in 2021. When asked why she wanted to join EWI Houston Juliana stated “EWI of Houston has always been on my radar and now that I am the owner of Cosmo Cool Concepts, I want to position myself to learn from the best businesswomen Houston has to offer so that I can grow this company and serve our community.”

Please take the time to introduce yourself and get to know these ladies as they are all phenomenal!





## ***EWI of Houston Membership Update***

*As of February 16, 2023*

32 Member Firms  
35 Representatives

13 Sustaining Members  
3 Honorary Members



### ***Did You Know?***

You make EWI what it is, and we want to be able to brag about our member firms, members and their executives! When anything is published, please send a link or copy of the article to [shasagic@lan-inc.com](mailto:shasagic@lan-inc.com), or if you just want to showcase your firm, submit a firm spotlight so it can be included in our monthly newsletter.

## *In memory of our dear friend – Barbara Camino*

### *From the Obituary...*

Barbara Camino passed away on Wednesday, December 27, 2022, at the age of 82 in Houston, Texas.

Barbara was born in San Diego, California on August 13, 1940. She grew up in southern California before moving to Texas in 1977 following her husband's job transfer. She worked for John Daugherty, Realtors, for over 29 years. She was a lifetime member of the Houston Livestock Show & Rodeo Parade Committee, Executive Women International, Young Presidents' Organization Executive Assistants, and World Presidents' Organization Executive Assistants.

She is predeceased by her parents Howard and Juanita Wright and husband Vicente Camino. She is survived by her twin daughters Carla Prachyl of Trophy Club, Texas and Kim Hill of Houston and their husbands, Joe Prachyl and Craig Hill and her grandchildren Conner, Aniston, and Jaci Prachyl, and Melissa and Max Hill. She is also survived by her sisters Gayla and Nita Wright of Vista, California and several nephews and nieces.

### *Following is a special tribute from Carolyn Toriggino - her long-time friend, co-worker, and partner in having fun:*



Barbara and I enjoyed membership in YPO, WPO, and EWI, we have been friends for over 25 years. Our retirement years found us enjoying many adventures together including attending the "Celebration of Reading" in Dallas and touring the beautiful Bush Presidential Library. We enjoyed getting together for lunch with several groups of friends and always looked forward to our luncheons with the WOW (Sustainers) group! Also, we were part of the Fundraising Committee for EWI.

I was always the driver to our special events, and she was the "Navigator" using her cell phone for directions. We never got lost!!

Our fun time together included our monthly lunch at the bar at Los Tios following our hair appointments that we scheduled at lunch time. The bartender knew us so well he called us by name, and always had our Pinot Grigio and Ceviche waiting for us after we arrived. Such service!!

I have many fond memories of our fun times together, but know she is no longer suffering. I know she is in heaven looking over us and hopefully, praying for us!!

## Professional Development

Submitted by Debra Crabtree, representing Westpark Communications, L. P.

### How to Become a Better Listener

By Robin Abrahams and Boris Groysberg, *Harvard Business Review*, December 21, 2021

It's never been more important — or more difficult — for leaders to be good listeners. Job switching is rampant, and remote work means we don't get the nonverbal cues we'd pick up from an in-person conversation. Employers who fail to listen and thoughtfully respond to their people's concerns will see greater turnover. And given that the highest rates of turnover are among top performers who can take clients and projects with them, and the frontline employees responsible for the customer experience, the risk is clear.

While listening is a skill universally lauded, it's rarely, if ever, explicitly taught as such, outside of training for therapists. A 2015 study showed that while 78% of accredited undergraduate business schools list "presenting" as a learning goal, only 11% identified "listening."

Listening well is the kind of skill that benefits from not just teaching but coaching — ongoing, specialized instruction from someone who knows your personal strengths, weaknesses, and most importantly, habits. Reading this article won't turn you into a champion listener any more than reading an article on balance will turn you into Simone Biles. Our aims are to increase your understanding of what good listening is and offer research-backed advice to improve your listening skills.

#### Becoming a Better Listener

A participant in any conversation has two goals: first, to understand what the other person is communicating (both the overt meaning and the emotion behind it) and second, to convey interest, engagement, and caring to the other person. This second goal is not "merely" for the sake of kindness, which would be reason enough. If people do not feel listened to, they will cease to share information.

This is "active listening." It has three aspects:

- **Cognitive:** Paying attention to all the information, both explicit and implicit, that you are receiving from the other person, comprehending, and integrating that information
- **Emotional:** Staying calm and compassionate during the conversation, including managing any emotional reactions (annoyance, boredom) you might experience
- **Behavioral:** Conveying interest and comprehension verbally and nonverbally

Getting good at active listening is a lifetime endeavor. However, even minor improvements can make a big difference in your listening effectiveness. Here's a "cheat sheet" with nine helpful tips:

#### 1. Repeat people's last few words back to them.

If you remember nothing else, remember this simple practice that does so much. It makes the other person feel listened to, keeps you on track during the conversation, and provides a pause for both of you to gather thoughts or recover from an emotional reaction.

#### 2. Don't "put it in your own words" unless you need to.

Multiple studies have shown that direct repetition works, even though it may feel unnatural. Rephrasing what your interlocutor has said, however, can increase both emotional friction and the mental load on both parties. Use this tool only when you need to check your own comprehension — and say, explicitly, "I'm going to put this in my own words to make sure I understand."

#### 3. Offer nonverbal cues that you're listening — but only if it comes naturally to you.

Eye contact, attentive posture, nodding and other nonverbal cues are important, but it's hard to pay attention to someone's words when you're busy reminding yourself to make regular eye contact. If these sorts of behaviors would require a significant habit change, you can instead, let people know at the beginning of a conversation that you're on the non-reactive side, and ask for their patience and understanding.

#### 4. Pay attention to nonverbal cues.

Remember that active listening means paying attention to both the explicit and implicit information that you're receiving in a conversation. Nonverbal cues, such as tone of voice, facial expression, and body language, are usually where the motivation and emotion behind the words is expressed.

#### 5. Ask more questions than you think you need to.

This both improves the other person's experience of feeling listened to, ensures that you fully understand their message, and can serve as a prompt to make sure important details aren't overlooked.

## **6. Minimize distractions as much as possible.**

You'll want to avoid noise, interruptions, and other external distractions, but it's important to minimize your internal distractions as well. If you are preoccupied with another topic, take time to re-center. If you know a conversation might be upsetting, calm yourself as much as possible before going in.

## **7. Acknowledge shortcomings.**

If you know going into a conversation that you may be a subpar listener — because you're exhausted from a dozen intense conversations earlier that day, unfamiliar with the topic under discussion, or any other reason — let the other person know right away. If you lose your footing during the conversation — a lapse of attention or comprehension — say you didn't quite get it and ask the person to repeat themselves.

## **8. Don't rehearse your response while the other person is talking.**

Take a brief pause after they finish speaking to compose your thoughts. This will require conscious effort! People think about four times faster than other people talk, so you've got spare brainpower when you're a listener. Use it to stay focused and take in as much information as possible.

## **9. Monitor your emotions.**

If you have an emotional reaction, slow the pace of the conversation. Do more repetition, pay attention to your breathing. You don't want to respond in a way that will cause the other person to disengage. Nor — and this is a subtler thing to avoid — do you want to fall into the easy defense mechanism of simply tuning out what you don't want to hear, or rushing to discount or argue it away.

### **The Skills Involved in Active Listening**

Listening is a complex job, with many different subtasks, and it's possible to be good at some and bad at others. Rather than thinking of yourself as a "good listener" or a "bad listener," it can be useful to evaluate yourself on the subskills of active listening. Below is a breakdown of these subskills along with recommendations for what to do if you're struggling with any one of them.

First, let's start with what we call the "picking-up skills," the skills that allow you to gather the information you need.

#### **1. Hearing**

If you have hearing loss, be honest about it. For whatever reason, people will boast about their poor vision but hide hearing loss. Help break that stigma. Ask for what you need — e.g., for people to face you when talking, or give you written materials in advance. Let others know, so that they will be alert to indications that you may have missed something.

#### **2. Auditory processing**

This refers to how well the brain makes sense of the sound cues. If you're struggling to understand someone, ask questions to clarify. If it's helpful, from time to time recap your understanding of both the subject and the other person's reason for bringing it up — and ask them to validate or refine it. (Make it clear that you are doing this for your own understanding.)

#### **3. Reading body language, tone of voice, or social cues accurately**

The advice for auditory processing applies here. Asking a trusted colleague to be your nonverbal communication translator may be helpful in situations where accurate listening is important, but confidentiality is not.

The next two skills involve staying mentally present in the conversational moment.

#### **4. Maintaining attention**

If you often find yourself distracted when trying to listen to someone, control your environment as much as possible. Before you begin, set an intention by taking a moment to deliberately focus on *this* person, in *this* moment, in a conversation that will be about *this* topic. If appropriate, use a written agenda or in-the-moment whiteboarding to keep yourself and the other person aligned. If you do have a lapse in attention, admit it, apologize, and ask the person to repeat what they said. (Yes, it's embarrassing, but it happens to everyone occasionally and to some of us frequently.) Arrive a few minutes early to acclimate yourself if you are having a meeting in a new place.

#### **5. Regulating your emotional response**

Meditation has both immediate and short-term benefits for relaxation and emotional control, regardless of the particular practice. The key is to do it twice a day for 10 to 20 minutes, focusing on a mental image or repeating a phrase and dismissing other thoughts as they come.

In the moment, focus on your breathing and do a "grounding exercise" if you feel agitated. These are simple psychological practices that work to pull people back to the present moment by directing attention to the immediate environment. Typical exercises include naming five colored objects that you can see (e.g., green couch, black dog, gold lamp, white door, red rug) or identifying four things that you are hearing, seeing, feeling, and smelling (e.g., hearing birdsong, seeing chair, feeling chenille upholstery, smelling neighbors' cooking).

Finally, the active listener has to pull the entire package — receiving the message and acknowledging its receipt — together, in the moment. It can be challenging!

#### 6. Integrating multiple sources of information.

At the very least, you are both listening to words and watching body language. You may also be listening to multiple people at once, communicating on multiple platforms simultaneously, or listening while also taking in visual information, such as building plans or sales projections. Figure out what helps you listen best. Do you need information in advance? A “processing break”? A chance to circle back and confirm everyone’s understanding? This is another situation where it can be helpful to have another person taking in the same information, who can fill you in on what you might have missed.

#### 7. “Performing” active listening (e.g., eye contact, nodding, appropriate facial expressions).

If you have a natural poker face or find it easier to pay attention to people’s words if you don’t make eye contact, share that information with your conversation partner, and thank them for accommodating you. Do extra repetition to make up for the lack of nonverbal communication. You may want to practice better performativity skills, but don’t add that mental burden to important conversations. Ask a five-year-old to tell you about their favorite superhero, then practice acting like you’re listening.

Please note: This list is not intended to be diagnostic instrument, but if any of the skills listed above seem *truly* difficult to you, you may want to consult your doctor. Scientific understanding of these processes, from the sensory organs to the brain, has expanded greatly in the past years. Many successful adults have discovered mid-career that they have undiagnosed sensory, attention, information-processing, or other disorders than can impair listening ability.

For each of these subskills, there is also a range of natural ability, and your life experience may have enhanced or muted this potential. We know, for example, that music training improves auditory processing skills, and acting or improvisation training improves your ability to “read” people and perform the role of an active listener. Having power, by contrast, decreases your ability to read others and accurately grasp their message – don’t let this happen to you!

Listening is vitally important, sadly undertaught, physically and mentally taxing, and in the aftermath of Covid-19 has never been more difficult. As we close in on a third year of unprecedented upheaval in work and life, employees and managers alike have more questions than ever – concerns that they may find it difficult to articulate for a variety of reasons, from mental fog to the sheer novelty of the situation.

When this happens, take a moment to listen closely. Consider the questioner, not simply the question. Now is the time for leaders to really listen, understand the context, resist the temptation to respond with generic answers, and recognize your own listening limitations – and improve on them. Have compassion for yourself – you can’t scream at your own brain like a drill sergeant and whip that raw grey matter into shape. What you can do is recognize your weak points and make the necessary adjustments.



***Thank You David Jones!!!***

David Jones has been working tirelessly to update the Houston Chapter website. Thank you for your contribution, David. You really went above and beyond to make sure our Chapter website looks fabulous. We are so lucky to have you!

PLEASE SUPPORT

# EWI OF HOUSTON



RaiseRight™

Formerly ShopWithScrip

<https://www.raiseright.com>

**ENROLLMENT CODE: UX7RB2FICCU8**

Simply use gift cards on everyday purchases to raise funds for EWI of Houston!

Select from 750+ popular brands of gift cards and EWI of Houston receives up to 20% of your purchase at no additional charge to you!

Please contact Rebekah Wesley for further assistance.  
[Rebekah@jacksonandcompany.com](mailto:Rebekah@jacksonandcompany.com)





## Notes from the Board of Directors

### I. Fundraising Report – Rebekah Wesley, Jackson & Company

Need help advertising Raise Right! Maybe this can be talked about at March’s Meeting?

#### February Door Prizes:

- Two Rodeo Tickets for Ashley McBryde, donated by Kay Bart, representing Skerl & Associates. Winner: Deborah Jones
- Kate Spade Heart Water Bottle & Umbrella, donated by Marji Zamora, representing Speedy Printing – Katy Freeway. Winner: LaTonya Perez
- EWI Heart Glass Dish & Mumm Rosé Champagne, donated by Friends of EWI. Winner: Shannon McNair
- Houston Pork Authority BBQ Cook Off Tent Passes, donated by Kay Bart, representing Skerl & Associates, and Martha Ceballos, representing ELP Enterprises, Inc. Winners: Shannon McNair, Shari Schiffman, Sara Waguespack, and Holly Borhman
- Jackson & Company Chocolates, Bonus Item – donated by Rebekah Wesley, representing Jackson & Company. Winner: LaTonya Perez

#### Funds:

- January Door Prizes - \$380
- \$255 Cash
- \$30 Clover
- \$95 Authorize.net

### II. BCDP Report

#### Important 2023 Dates:

<b>Tuesday, January 3</b>	Scholarship Application Websites Open
<b>Friday, March 3</b>	Chapter judge names and e-mail addresses due to Corporate Scholarship Committee
<b>Friday, March 24</b>	Application Submission Deadline
<b>Wed., April 12</b>	Chapter Judging begins
<b>Sunday, May 7</b>	Chapter Judging closes
<b>Friday, May 26</b>	Chapters Notify EWI Corporate Office of their Chapter ASIST & EWISP scholarship nominee for corporate consideration
<b>Friday, June 23</b>	EWI Corporate Judging Evaluation closes
<b>Friday, July 5</b>	EWI Corporate Office Notifies Chapter of Award Winners
<b>Friday, August 4</b>	For Corporate Winners, student verification of enrollment forms (VOE) must be submitted to the EWI Corporate Office for prompt payment of funds to schools prior to school starting.

### III. Conventions Report

LCAM 2023 will be held in Chattanooga, Tennessee, from September 13- 16, 2023.

### IV. Nominating Committee Report

The Emerging Leaders Forum was held at our February 9, 2023, monthly meeting. The various board and committee positions were discussed in detail. Thank you to the current board members who participated in explaining their positions and answering questions. The 2023-2024 EWI of Houston Interest Survey and Emerging Leaders Packet has been emailed out to all current representatives and sustaining members. The due date to return the interest survey is April 28, 2023.

# Member Spotlight



## WHO WE ARE

Our Mission: Saving lives through quality breast health services, advocacy and access to care for all. Since its launch in 1986, The Rose has served nearly 500,000 patients and is now the leading nonprofit breast health care organization in southeast Texas. Our board-certified radiologists, specialized technical staff, a fleet of Mammography Coaches, and Diagnostic Imaging Centers give access to treatment to more than 40,000 women annually. Of those, more than 7,000 were uninsured who had no other place to go for life-saving help.

## WHAT WE DO

The Rose reduces deaths from breast cancer by providing access to screening, diagnostics and treatment services to any woman regardless of her ability to pay. The Rose addresses many barriers that might keep a woman from caring for her own needs.

Many women cite costs and lack of access as reasons they delay preventive services. Yet early detection mammography screenings are the most powerful weapons in the fight against breast cancer—which is 98% curable when detected early.



## MEET CASSANDRA

BREAST CANCER SURVIVOR



Cassandra attended a Rose fundraising event and realized that she was 10 years overdue in getting her mammogram.

"I postponed my mammogram for a very long time," Cassandra shares. "I wasn't making my health a priority. I can't believe I put myself on the back burner like that!"

Soon after The Rose Mobile Coach was at her job site and she took advantage of the convenient opportunity to get her mammogram. She was diagnosed with breast cancer.

During her treatment, Cassandra visited The Rose to perform a song she had written about how grateful she was to The Rose for saving her life. "If it wasn't for The Rose and the mobile program, I don't know where I'd be."

We were there for Cassandra because the community is there for The Rose.

**The Rose | Southeast**  
12700 N. Featherwood  
Suite 260  
Houston, TX 77034

**The Rose | Galleria**  
6575 W. Loop South  
Suite 275  
Bellaire, TX 77401

**Main Number**  
(281) 484-4708

**Mobile Mammography**  
(281) 464-5136

[www.therose.org](http://www.therose.org)

## HOW YOU CAN HELP

For every three insured women who get their screening at The Rose, it can pay for one uninsured woman's screening.



The Rose is the only free-standing facility with the prestigious designation as a Breast Imaging Center of Excellence in the Houston area. Providing both insured and uninsured women with the highest quality care available including 3D and curve paddle technologies.

## YOUR GIFT COULD SAVE A LIFE

- Sponsor a 3D Screening: **\$250**
- Sponsor a Diagnostic Mammogram: **\$500**
- Sponsor a Biopsy: **\$1,500**
- Sponsor a Mobile Day: **\$6,000**



## KNOW WHERE YOUR MONEY GOES



## 2022 – 2023 Board of Directors



**PRESIDENT**  
**Kay Bart**  
Skerl & Associates  
713.858.6200  
[kbart@bartcohou.com](mailto:kbart@bartcohou.com)



**COMMUNICATIONS**  
**Sanela Hasagic**  
Lockwood, Andrews &  
Newnam, Inc.  
713.821.0301 (w)  
[shasagic@lan-inc.com](mailto:shasagic@lan-inc.com)



**TREASURER AND  
MEMBERSHIP**  
**Cindy Baker**  
Black Haw Group  
713.965.2909 (w)  
[cindyb@BlackHawGroup.com](mailto:cindyb@BlackHawGroup.com)



**PRESIDENT ELECT**  
**LaTonya Perez**  
The Rose  
281.464.5158 (w)  
[lperez@therose.org](mailto:lperez@therose.org)



**SECRETARY AND  
DIRECTOR-AT-LARGE**  
**Linda Petticrew**  
Shell Energy Resources  
Company  
832.337.3121 (w)  
[linda.petticrew@shell.com](mailto:linda.petticrew@shell.com)



**PROGRAM**  
**Debra Crabtree**  
Westpark  
Communications  
281.851.2212 (w)  
[dcrabtree@westparkcom.net](mailto:dcrabtree@westparkcom.net)



**FUNDRAISING**  
**Rebekah Wesley**  
Jackson & Company  
713.523.5780 (w)  
[rebekah@jacksonandcompany.com](mailto:rebekah@jacksonandcompany.com)



**SERGEANT-AT-ARMS**  
**Carole Pitts**  
John Daugherty,  
Realtors  
713-626-3930 (w)  
[carolep@johndaugherty.com](mailto:carolep@johndaugherty.com)

## Advisors



**Marji Zamora**  
Speedy Printing - Katy Freeway  
713.942.1511 (w)  
[marji@speedyprintingtx.com](mailto:marji@speedyprintingtx.com)  
Past President 2018



**Shari Schiffman**  
Douglas Elliman Real Estate  
832.320.2057 (w)  
[Shari.Schiffman@elliman.com](mailto:Shari.Schiffman@elliman.com)  
Past President 2022

## 2022 – 2023 Leadership Team



ASIST  
**Mary Margaret Carroll**  
MM Carroll &  
Associates  
713.263.7005 (w)  
[mmcarroll1@msn.com](mailto:mmcarroll1@msn.com)



MENTOR/RETENTION  
**Barbara Stokes**  
Amegy Bank  
713.232.2114 (w)  
[barbara.stokes@amegybank.com](mailto:barbara.stokes@amegybank.com)

SOCIAL MEDIA/PUBLIC RELATIONS  
**Martha Ceballos**  
ELP Enterprises, Inc. dba MC Business  
Products  
832-969-9947 (w)  
[martha@elpenterprisesinc.com](mailto:martha@elpenterprisesinc.com)



BYLAWS  
**Cindy Joutraw**  
CenterPoint Energy, Inc.  
713.207.5706 (w)  
[cindy.joutraw@centerpointenergy.com](mailto:cindy.joutraw@centerpointenergy.com)



NOMINATING  
**Shari Schiffman**  
Douglas Elliman Real  
Estate  
832.320.2057 (w)  
[Shari.Schiffman@elliman.com](mailto:Shari.Schiffman@elliman.com)



STRATEGIC  
PLANNING  
**Rebekah Wesley**  
Jackson & Company  
713.523.5780 (w)  
[rebekah@jacksonandcompany.com](mailto:rebekah@jacksonandcompany.com)



COURTESY  
**LaTonya Perez**  
The Rose  
281.464.5158 (w)  
[lperez@therose.org](mailto:lperez@therose.org)



PARLIAMENTARIAN  
**Marji Zamora**  
Speedy Printing - Katy  
Freeway  
713.942.1511 (w)  
[marji@speedyprintingtx.com](mailto:marji@speedyprintingtx.com)



WEB COMMITTEE  
CHAIR/OFFICIAL  
PHOTOGRAPHER  
**David Jones**  
D. Jones Photography  
713.202.3633  
[studio@djonesphoto.com](http://studio@djonesphoto.com)



DIRECTORY  
**Cindy Baker**  
Black Haw Group  
713.965.2909 (w)  
[cindyb@BlackHawGroup.com](mailto:cindyb@BlackHawGroup.com)



PHILANTHROPY  
**Patti Strawther**  
James J. Postl Interests  
713.222.7333 (w)  
[patti.strawther@shell.com](mailto:patti.strawther@shell.com)



EWISP  
**Elisa Garcia**  
Houston First  
Corporation  
713.853.8918 (w)  
[elisa.garcia@houstonfirst.com](mailto:elisa.garcia@houstonfirst.com)



PROFESSIONAL  
DEVELOPMENT  
**Debra Crabtree**  
Westpark  
Communications  
281.851.2212 (w)  
[dcrabtree@westparkcom.net](mailto:dcrabtree@westparkcom.net)

Please contact Sanela Hasagic at [shasagic@lan-inc.com](mailto:shasagic@lan-inc.com) for corrections, edits, and feedback about the newsletter. Thank you,