

THE METRO REPORT

AUG/SEPT 2019

ARCTURIS
design collaborative

Rachel Marker
Principal/Partner
at Arcturis

INSIDE:

About the Publishers

- page 3

Christie Eckler/BRIT

- page 4

Grl on Fire

- page 6

Local Spotlights

- page 19 & 20

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Helping those who help others – Christie Eckler leads with purpose

by A. White

Christie Eckler has taken many roads to get to her current position as Vice President of Advancement at BRIT. Two of the main roads that converged were her early career choice in social work which laid the groundwork for understanding the disadvantaged and the under-served in our community and her work with science academics which sparked her love of research and all things science. BRIT (Botanical Research Institute of Texas) is an international scientific research and learning center focused on conservation and knowledge sharing. Without plants, none of us can survive and learning how rapidly our planet is losing plant biodiversity inspires Christie and the staff at BRIT to work hard to ensure that plant preservation has top-of-mind awareness. Christie also loves the fact that the education efforts in early childhood, eStem community education and more are truly making a difference in this community and beyond.

Christie has a passion for working with nonprofits and it is her purpose to serve those who help others. It is also why she's worked in the nonprofit world for more than 20 years. Christie says nonprofits have unique challenges specific to their work but one thing they all struggle with is the ability to raise general operating funds. General operating funds are crucial to the success or failure of scaling organizations properly. There have been major changes in the economy that affect fundraising for nonprofits. Christie believes the major change is that donors are becoming more focused and intentional about how and why they are giving. She says donors and supporters are more savvy about reviewing key data and other information to determine if nonprofits are being good stewards of their funds. This is why we also must be diligent about communicating our mission and the work of our organizations specific to BRIT. Christie believes the biggest challenge BRIT faces is communicating the importance of it's mission so that people know the value of plants and being in nature. In an effort to be more effective at fund raising in general, Christie's strongest suggestion is to listen to donors and supporters and then, listen some more! Then follow up. Fundraising lives and dies by the follow up. The follow up builds the relationship and the affinity; without relationship and affinity to your cause you are just another message in the expansive sea of messages people are in inundated with every day.

Christie's passion and understanding of nonprofits doesn't stop with her current position. For the past seven years, Christie has taught at UTA's School of Social Work where she teaches graduate courses and prepares social work leaders to take on leadership positions in nonprofits. Her teaching has allowed her to hone her skills as a leader, fundraiser and program designer, which in turn have aided her in building the infrastructure for BRIT fund raising and communications.

Christie describes her leadership style as collaborative



Christie Eckler, Vice President of Advancement at BRIT

Photo credit: Rachel DeLira

yet decisive. She doesn't procrastinate and she refuses to be paralyzed by fear of making wrong decisions. When she makes wrong decisions she owns them and moves forward with a growth mindset to determine how she can improve. She thrives on constructive feedback because it allows improvement. She admits when she doesn't know something and she leans on strong people - her team, her peers and her mentors. Her mantra is "assume positive intent." She has no toleration for negativity within herself or those whom she works with closely. She is a people-oriented and metrics-driven person and she's quite comfortable being uncomfortable. She measures her success by the outcome. Did we move the needle? Did we achieve what we set out to do and how can my past performance be improved going forward? Just as important as these questions is the final evaluation. Am I and are we enjoying the work we're doing? That's success!

By inspiring others, Christie was asked who gives her inspiration. She replied, "several individuals inspire me, I have to say my daughters inspire me the most. they're having to view the world and live during a time when their generation has to deal with pressures and technology that complicate life and planning for the future. My daughters inspire me as they navigate today's technological complexity and moral ambiguity. They both have such strong spirits and hearts to help others in their own special way."

Christie has learned through her international travels how interconnected we all are and subsequently how BRIT's



mission to help prevent the loss of plant biodiversity is more important than ever before. With such a demanding position, Christie often struggles to balance her work and personal life. Having grown children allows her to fulfill her passion with community service. However, she and her husband are currently focused on traveling and getting out

in nature more, which helps provide her important self-care. Outgoing and friendly to all, Christie strives to look at the world through the eyes of the person she is engaging with and see the world through their eyes. These efforts have been a comfort to many and an inspiration to many more. Her motto is: "Help those who help others."



<http://northtexaslead.org/>

Girl on fire: Fort Worth business woman leads change in the community

by Betty Dillard

The word “no” is not in Rachel Marker’s vocabulary. Born in Miami, Fla., given up for adoption and reared in Iowa, Marker earned an associate’s degree in marketing from the American College of Business (a University of Iowa affiliate) only to have her college years interrupted by a sudden debilitating disease.

At 23, she was diagnosed with Guillain-Barre syndrome, a rare disorder in which the body’s immune system attacks the nerves. She spent a year as a quadriplegic and was told she might never walk again.

She knew she would.

Once back on her feet, Marker went on to receive a BBA in marketing from the American College of Business and entered the architecture, engineering and construction industry as national sales director for a ceramic tile company based in Iowa. She then spent a three-year apprenticeship in residential/commercial design in Las Vegas before coming to Texas in 1998.

Marker later earned a graduate certificate in marketing from Southern Methodist University-Cox School of Business and presently is a 2019 Capitol One Catapult Participant (a supplier diversity initiative that encourages business growth through the use of innovation and technology). She has more than 20 years of experience working in architecture/engineering and construction firms and teaching both business and professional development.

“I have had incredible ‘not ordinary’ career opportunities with multiple mentors in the industry who saw something in me and shared openly their technical knowledge and best practices in their chosen professions,” Marker said.

Currently, she’s a partner and one of five principals at Arcturis, a certified woman owned and managed commercial architecture firm headquartered in St. Louis, MO. Founded in 1977, the company has 50-plus employees and made \$9 million in annual revenue from 2012-2018. The Fort Worth office opened in 2016. Marker leads operations in the Texas markets and is active on a national basis.

Notable projects Marker’s firm has worked on include a residential treatment facility for ACH Family & Child Services, renovations for The Women’s Center, redevelopment of General Worth Square in downtown Fort Worth, multiple car dealership remodels for Frank Kent Motor Co., community space renovation for The Samaritan House, landscape enhancements for The Parenting Center, office renovation for BKID in Dallas, and multiple projects nationwide for Wells Fargo Advisors.

Marker enjoys her ongoing hands-on education.

“I believe this makes me the trusted professional that I hope that I am perceived as now, and more importantly, why I feel such a strong desire and commitment to give back to my profession by mentoring others, giving back to the industry and to the community,” she said. “My experi-

ence is not the normal path most take in the industry. I was never afraid of jumping in and getting my hands dirty nor spending extra hours on the job to learn from those who were willing to share their intellectual capital. In some ways, I am more street/field smart than book smart, and I consider myself a fearless entrepreneur and fierce, passionate, compassionate business woman.”

Prior to joining Arcturis, Marker owned a professional services consulting firm. She also provided pro-bono strategic planning consulting services via the U.S. State Department’s Virtual Fellows Program, where she assisted small business in Latin and South American countries with best business practices.

In 2008, Marker was the founding president of the Fort Worth Chapter of the Society of Marketing Professional Services, and remains active in the organization on local, regional and national levels. She also founded Networking for No Reason, which promotes networking events around the world.

“The best places to find talented employees are usually via referrals and at networking events,” she said.

Marker takes volunteerism and community involvement to heart. She’s served with Downtown Fort Worth Inc., Fort Worth Chamber of Commerce, Fort Worth Metropolitan Black Chamber of Commerce, Fort Worth Hispanic Chamber of Commerce, Junior Achievement of the Chisholm Trail and the WARM Place. Past honors have included YMCA Volunteer of the Year for the Ryan Family YMCA in 2012, and one of 2009’s “Great Women of Texas” by the Fort Worth Business Press.

A self-professed Rotary nerd, Marker is the new president of the Downtown Fort Worth Rotary Club. She’s been a member since 2009, and has served on numerous committees and programs.

“It is such an honor to be incoming president of such a great club. I love ‘Service Above Self,’ she said. “My vision is to engage, grow and give back to the community in many ways and forms.”

She often emcees for various nonprofits and professional organizations and is an advocate for Guillain-Barre syndrome.

“I visit people who have been stricken with the virus in person, on the phone or at various hospitals or organizations,” Marker said. “I never had heard of it nor had any support during the time I had it due to its rarity. My only residual effects are that I struggle with keeping my balance and am a slow walker today, and heck, I’m just glad to be walking, or swaggering as I like to say.”

On a personal level, Marker is an Advanced Rescue Scuba Diver and Dive Master-in-training, and a Certified Water Aerobics Instructor. She believes in pushing herself mentally as well as physically, and as such has traveled with husband Steve Marker and their backpacks to all seven continents – 60 countries total – within a 500-day time period.

Marker chatted with *The Metro Report* about her adventures so far.

You’ve overcome many obstacles most of us cannot imagine, including a devastating illness at a young age. How has that experience changed your life and career?

I believe that you must be present in whatever you may be doing personally as well as professionally. You never know when you may never see that person again or you can come down with an unexpected illness or accident. I also believe in letting those that I care about know how special they are to me often.

Your courage and determination inspires us all. What inspires you?

I am inspired by others and what they have overcome. I never take for granted what someone may have experienced that we may never know about. I try to live my life with grace for everyone around me and especially myself. It can be hard at times and I believe that gratitude and grace combined are a way of life I aspire to.

What motivates you on a daily basis?

Being able to feel my feet again and waking up to explore a new day ahead of me. Seeing others around me who are doing such incredible things around the community and the world. I always feel like I could be doing more.

Describe your leadership style.

I consider myself a developer of people, places and really big conversations. My leadership style is to hire competent people who want to grow and it is my responsibility to place them in situations that they may not be exposed to until further in their career. I encourage everyone to find their passion and to follow it with a vengeance. Set a date if it is goal orientated and then watch out – the power of setting a date is priceless.

What is your personal business strategy?

Listen to what people are saying not only verbally but also with their body language and actions.

What business advice can you share?

Consider your competitors future partners, not as adversaries. Everyone can learn something from everyone. Many times we can be stronger as a team of diverse individuals creating results for clients than separately. I welcome partnering.

How do you know you’re successful?

I consider success when you lay your head on your pillow at



Rachel Marker, Principal/Partner at Arcturis

Photo Credit: Bruce Maxwell

night knowing you did your very best to treat others with respect, dignity and grace.

In 2014 you and your husband Steve sold your house and everything but your business to go globetrotting. Why did you decide to do that?

When you experience a life-changing illness early in your life you feel a real sense of urgency to do the things that you have always wanted to do and one of mine was to travel and experience cultural immersion to the fullest extent.

What have you learned from your travels and how have any of those lessons crossed over into your professional life?

I love this question. The biggest thing I learned is that people are good-hearted pretty much everywhere around the world. A big smile can alleviate a lot of tense situations. In business I have learned patience and understanding in ways that are hard to explain. Listening goes farther than doing a lot of speaking.

Why is giving back important to you?

It is part of who I am. I have had an amazing life with some ups and downs and if it weren’t for others who stepped in lovingly and often nameless I would not be the person I am today and I believe strongly that I was meant to do the same while I am on this earth. I learned this very early as a child.

What is your motto or theme song?

I tend to be told that I am a “Girl On Fire” and I am a fan of the Hunger Games so that could be my theme song. I also like “You’ve Got a Friend” by Carole King. My motto is “You Can Sleep When You’re Dead” so I generally never turn down an invitation to anything as you never know what that experience may bring.

Head and Heart lead to success at CMP

by Erin Ratigan

Though she did not always want to be a businesswoman, entrepreneur Maryanne Piña-Frodsham was raised to value hard work. Born to Mexican immigrant parents in McAllen, Texas, Piña-Frodsham said she was raised to appreciate community service and education.

“My mother always demonstrated the importance of serving others,” Piña-Frodsham said via email.

“Whether it was her patients at the nursing home or our neighbors, she was always willing to help.”

One memorable example was in 1994, when her mother had the kids go through their kitchen and collect food to give to a neighbor. They did not have much food to begin with, Piña-Frodsham said, but her mother was determined. They gave half of their food away that day. This was when Piña-Frodsham decided – no matter what she did for a living, she wanted to help others.

“Knowing that I can make a difference and having the freedom to do so definitely gets me up every morning,” she said.

Today she does that while also doing what she loves. Piña-Frodsham is the CEO of Career Management Partners (CMP), a talent and acquisition firm focusing on job placement, career advising and performance development.

CMP opened its doors in 2001, with Fujitsu Network Communications signing on as their first client. Since then CMP



Maryanne Piña-Frodsham, CEO of Career Management Partners

Photo credit: JSoult Photography

In keeping with Piña-Frodsham’s love of community service, her employees are encouraged to volunteer at events for CMP’s nonprofit clients. Supporting their causes is part of what makes her company meaningful “At the core of CMP’s values is service,” she said.

The key success measures at CMP are employee retention and engagement, client experience, community involvement, and revenue. “We expect to grow 15 percent year-over-year,” she said.

However, she added that success is not just quantitative, but qualitative. She believes that ultimately, the most important measure is the impact CMP has on clients, candidates and the community. This people-centered approach is uniquely CMP, she said.

“With all the scale we have achieved, each of our leaders is still very connected with the client and with every member of the larger CMP team,” Piña-Frodsham said.

Diversity also is important to her organization, she said, and CMP actively recruits with diversity in mind.

“There are endless examples of companies that moved from the top of their industry to the bottom because they did not embrace new ideas and adapt,” she said.

Joe Frodsham is the president of CMP and Piña-Frodsham’s husband. He said her critical thinking skills and character make Piña-Frodsham a strong leader – that, and her sense of purpose.

“She’s somebody that people trust implicitly,” he said.

Her background in education also gave her a unique competitive edge, he said. Piña-Frodsham previously was an instructor at Tarrant County College for two years.

SEE CMP ON PAGE 20

“We’ve been faced with **brutal facts** that could have either made the business or [broken] it, and making decisions with our **head and heart** has helped CMP’s growth and **success**.”

has partnered with firms in numerous markets and served companies across multiple industries, including manufacturing, services, technology and education. In 2017 it was ranked one of Dallas’s 100 Fastest Growing Companies by Southern Methodist University’s Cox School of Business.



“The Women’s Center helped me realize I could be a beautiful human being again. And I want every woman, every girl, every person to feel that way.”

~Betsy

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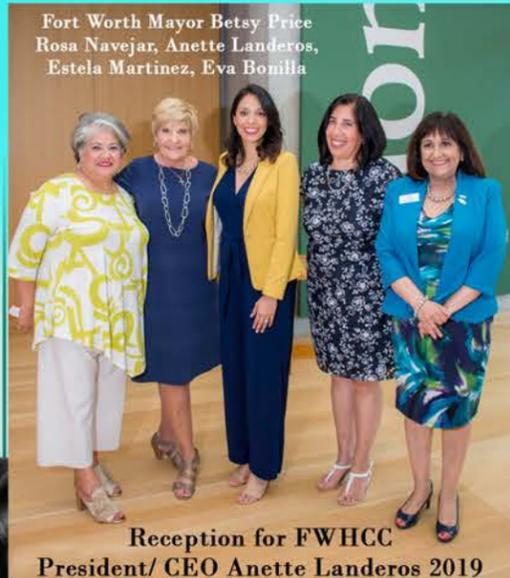
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HEALTHCARE FOCUS

Making Childhood Depression a Priority – Perimeter Healthcare Opens Youth Mental Health Facility



by A. White

According to 2015 survey by Mental Health in America, 12.63 percent of youth aged 12 to 17 reported suffering from at least one major depressive episode 2014. More than 2 million or 8.7 percent of youth cope with severe major depression. Depression in youth often co-occurs with other disorders like substance abuse, anxiety and disorderly behavior. Childhood depression is more likely to persist into adulthood if gone untreated. Nearly 62 percent of youth with major depression do not receive any mental health treatment. Among the top ranked states almost 50 percent of youth are not receiving the mental health services they need. The state prevalence of untreated youth with depression ranges from 45.8 percent in Connecticut to 71.3 percent in Texas. Nationally only 25.1 percent of youth with severe depression received some consistent treatment. Late recognition in the home and limited availability of mental health services often prevent youth from receiving timely and effective treatment.

Perimeter Healthcare CEO Rod Laughlin has initiated plans to combat this ever-increasing problem. After years of serving the market in another facility he realized the need for mental health services in youth and the drastic under-bedding available in the market. Perimeter Healthcare felt they could make a difference in the lives of young people within the Metroplex and integrate quality behavioral health care into the market.

By implementing many different tools to measure outcome and success within their patient population, Perimeter Healthcare hopes to provide quality health care to children and reduce recidivism through individualized treatment programs for trauma mental health and chemical dependency challenges. Perimeter has formed partnerships within the community to provide continuity of care that is important to facilitate any healthy treatment plan they are working with several agencies and continuing to build other partnerships to best help future patients. Perimeter has been diligently working with Cook Children's and TCU to educate their

staffs on Trust Based Relational Intervention (TBRI) for the trauma program and the Seven Challenges Partnership for its chemical dependency program. Through such collaboration and community partnerships, Perimeter believes they can all change mental health for our community.

Perimeter Healthcare has chosen to work with youth after meeting with Cook Children's in Fort Worth and Children's in Dallas to assess the needs for children within each community. The market is drastically under bedded based on the DFW population for children and adolescent inpatient treatment. Perimeter aims to fill the needs for children in the area and provide quality treatment that meets their specific needs. They opened their facility with 30 beds and the second phase of renovation is scheduled to open in late September. Located at 7000 US Hwy 287, Perimeter Behavioral Hospital of Arlington will be a freestanding inpatient hospital for children. At full capacity it will offer trauma, mental health and chemical dependency tracks for ages five to twenty-five as well as intensive outpatient programs and partial hospitalization programs for continuing care. Perimeter is proud to be the first hospital in the state that will be an all children, freestanding behavioral health hospital. Working with the community, they will receive seek from concerned parents, school counselors and other health care facilities. These referrals will come out of concern for the safety and well-being of a child.

Perimeter's goal is to help each patient and their family so that these children will not need to be readmitted. "We want to provide care that specifically treats the challenges that the child is going through, stepping them down to the appropriate level of care to continue their treatment and help them live a life with the ability to cope with any mental health challenges they may encounter. Bringing much-needed awareness to mental health and its impact on the lives of children, Perimeter Healthcare wants to change the current conversation by helping children become healthy adults.



Andrew Hardin, Market CEO of Perimeter

HEALTHCARE FOCUS

First Black Female President Delivers Powerful Message

by Bob Ray Sanders

Just days after being elected the first African American woman to head the American Medical Association (AMA), Dr. Patrice A. Harris made Fort Worth her first stop when she spoke at the 39th Annual Luncheon of the Fort Worth Metropolitan Black Chamber of Commerce.

Speaking to a cross-section of Fort Worth political, business and civic leaders, including Mayor Betsy Price and School Supt. Kent Scribner, Dr. Harris spoke eloquently about the healthcare challenges facing the nation and the Fort Worth/Tarrant County community in particular.

Also in the audience were: Barclay Berdan, CEO of Texas Health Resources; Dr. Stuart Flynn, founding Dean of the new TCU/UNT School of Medicine, and at least eight young medical students.

Dr. Harris, a psychiatrist from Atlanta, was installed as the new president of the AMA on June 11, and she came to Fort Worth on June 15 to speak on the topic, "Physicians and the Business Community: Partners in Solving Health Care Challenges."

Well acquainted with health disparities between the majority and minority communities, she expressed concerns about the issues identified in the Fort Worth Task Force on Race and Culture report, those recently identified health concerns that have plagued the city's 76104 Zip Code (which has the shortest life expectancy in Texas), and she commended the goals of the new medical school that opened in Fort Worth this year.



DR. PATRICE A. HARRIS

patient advocate and medical society lobbyist. She has served on the board of the American Psychiatric Association (APA) and as a member of the governing council of the AMA Women Physicians Congress.

In her home state, she has held many leadership positions, including serving on the board and as president of the Georgia Psychiatric Physicians Association and on the Medical Association of Georgia's Council on Legislation. Dr. Harris was named "Psychiatrist of the Year" by the Georgia Psychiatric Physicians Association.

"Governing themes in Dr. Harris' professional life are a passion to improve the lives of children and service to others," according to her official biography. "Starting with medical school at West Virginia University, followed by a psychiatry residency and child psychiatry and forensics fellowship at Emory, and then as the Barton senior policy fellow at the Emory University School of Law, she has worked for children both clinically and in the advocacy arena."

She has addressed public policy for abused and neglected children before the Georgia Legislature and in public education programs, and she has given invited lectures and presentations on children's mental health, childhood trauma, integration of health services, health equity and the intersection of athletics and health.

Dr. Harris, who is an adjunct assistant professor in the Emory Department of Psychiatry and Behavioral Sciences, made it a point to mention during her Fort Worth visit that her alma mater (West Virginia) was a chief rival of the TCU Horned Frogs. Because of that, there are those who want her to return to Cowtown when the West Virginia football team plays TCU at its last home game in November.

"She would be welcomed back to Fort Worth to show our appreciation for her, to continue the rivalry with her university and TCU, but also to continue the discussion she started about healthcare disparities in our community," said Devoyd Jennings, president and CEO of the Fort Worth Metropolitan Black Chamber of Commerce.

Dr. Harris' credentials, track record of community service and dedication to her profession show just what a historic figure she is for women, the African American community and the medical profession.

“Dr. Harris’ credentials, track record of community service and dedication to her profession show just what a historic figure she is for women, the African American community and the medical profession.”

In addition to being a private practicing physicians, Dr. Harris' resume includes being a public health administrator,

Kemp & Sons “Out Work’em”

by S. Rochun

For several years Kemp & Sons has received numerous awards based on their success in leadership and business. From the Fort Worth Business Press Great Women of Texas award and CFO of the Year, all the way to the Fortune Inner City 100 and Inc. 500, they have been recognized as a company and as individuals that have made contributions to business and industry by maintaining their focus with their motto of “Out Work’em.”

It is because of this gritty attitude toward their business and their personal lives that Larry and Reggi have become successful and inspirational to others in the business community.

Whether it is being a keynote speaker or headlining a women’s leadership forum; or speaking at the UTA College of Business or business seminars, the Kemps use every platform available to motivate others as well as themselves.

After spending several years with IBM and part of it’s Financial Management Team, Larry used his experience and in 1998 took over his family’s small commercial cleaning business founded by his father in 1972. Larry quickly put on his marketing hat to expand and grow the business.

Reggi, after owning and operating A Claim Design and Development, a design and construction consulting business, joined forces with her husband to manage, and operate the once small janitorial business. With her guidance Kemp & Sons General Services focused on making critical investments in technology, employee training and developing back office operations. Kemp’s Janitorial was revamped and Kemp & Sons General Services Inc. emerged. Her goal was to position the company to aggressively enter new market segments such as the federal government, health care and transportation.

Their strategy was simple. It was to work harder than anyone in their industry regarding marketing, providing quality service, getting continued education, developing the right relationships, hiring dedicated employees and being honest in their business practices.

This dedicated work effort has resulted in securing business opportunities with federal agencies and local businesses of all sizes in the DFW area, expanding into other states and growing the business eighteen-fold since 1998.

When asked how proud they are of their success, Reggi simply said, “Though we are proud and excited about what we have accomplished the past 21 years, we have more work to do. We can’t rest on the success that we’ve achieved. To do so would not represent the heart of who we are at Kemp & Sons. There’s more work to be done. We are currently working on new concepts to grow our business. One of which is to assist in transforming the medical industry with regards to sanitation.”

Larry shares Reggi’s philosophy and adds, “Our purpose for hard work is not about competition. It’s about achieving and setting new industry standards. We want to include other companies and come together for a common goal; not for competition.”



Larry Kemp, CEO of Kemp and Sons

There have been some lean times through the past 21 years of Kemp & Sons, but they sustained those times by reorganizing, retooling and realigning to not only maintain but also increase capacity. They had to operate in a consistent and prudent financial manner with regards to business operations and taxes.

Working together as a team has allowed the Kemps to continue to develop individually. Larry, the extrovert, is the talker, author and public speaker. He is always willing to share his experiences to help others. Reggi, the introvert is happy to let him be the talker. This doesn’t mean that she has nothing to say. Reggi has been sought out for her expertise and wisdom on business, the importance of education, marriage and fashion. Their respect for each other’s personality and business acumen create a balance and dynamic that breeds success and allows them to stay on the same page for their business and personal life.

Larry says that he didn’t always balance life well in previous years, but today, in spite of the pull in operating a successful business, their faith and family are foremost in their lives.

The one piece of advice that Larry and Reggi would offer to entrepreneurs and new business owners is “Believe in your dreams; but be realistic about your goals.” Larry adds, “my father gave me a gift that no college degree, no business seminar or self- help book could ever give. He impressed upon me the power of belief in one’s self and his dreams and goals in life.”

The Kemps still have goals set for their business. Until those goals have been achieved, they’ll continue to Out Work’em.

Discover Fort Worth

by Robert Sturns

Just over 18 months ago, the City of Fort Worth Economic Development Department presented the findings of our first strategic plan. This ambitious document outlined our strengths and potential challenges as we look to grow this great place we call home. Our vision, as outlined in the plan, is to compete successfully on the national and international stage for creative, high-growth businesses and the talented individuals who fuel them. While some feared we were in danger of becoming just another suburb of Dallas, the opposite has occurred. The City has continued to soar in population growth, achieving the status of the 13th largest city in the nation. In FY19 alone, the City announced six new recruitment/expansion projects with an estimated private investment of almost \$300.0 M and the creation of 2,300 jobs paying wages of at least \$44,000. We implemented new policies to continue growth in our job centers such as Downtown & the Alliance area, but also worked to focus new investment in areas that have long been neglected. Working with organizations such as Southeast Fort Worth Inc., and the East Side Business Association, we have begun to look at growth opportunities on the eastside and in neighborhoods like Stop Six.

We are working on the establishment of a Medical Innovation District in the Near Southside which will facilitate partnerships among medical providers, educational institutions, and life sciences firms, in order to foster major investment, entrepreneurship, accelerate the growth of innovative companies, and fuel citywide growth. After several years of investment by the City in establishing public facilities, we are engaging a master developer for a mixed-use



ROBERT STURNS

“ I have been, and remain, optimistic about the **future** of Fort Worth. Whether you call us Cowtown, Panther City, Funky Town, a City of Cowboys & Culture or Where the West Begins, the outlook for our community is only **pointing up**. ”

concept in the Historic Terrell Heights/ Evans & Rosedale District. These efforts could potentially lead to the rebirth of what was once a stronghold of African-American business and commerce in Fort Worth. In order to accomplish

these goals, strengthening our partnerships with all of our Chambers of Commerce has been a key area of focus for the past year.

All in all, some very exciting things are underway in Fort Worth. However, we still have work to do in order to capitalize on all the benefits our community has to offer. While we have a strong pipeline of potential economic development prospects, our name recognition as a community remains a challenge even as growth continues at a record pace. Many people outside of the region still think of Fort Worth as the sleepy town that earned the long ago nick-

name of “Panther City” because there was so little activity a panther could be found sleeping on the courthouse steps. But this is the home of a Fortune 500 airline company, world class museums, cultural institutions like Bass Hall, and thriving music and film industries. The community has begun to tell its story by making a splash at the annual South by Southwest Showcase, but this is only the start. A robust messaging effort is underway with the Fort Worth Chamber, Visit Fort Worth, the Real Estate Council of Fort Worth and our Minority Chambers to help the business community pitch the virtues of operating in the City.

But with all this activity, small businesses still struggle to access the services and benefits to help them grow and minority owned companies are still finding challenges with public sector contracting. So

how do we plan to address these issues going forward? A small business and entrepreneurial ecosystem analysis is underway to help us understand where the gaps in service may exist. A partnership with the University of North Texas Health Science Center (UNTHSC) and Texas Christian University (TCU) will result in the relaunch and expansion of the Sourcelink software system to connect small businesses with resources. A disparity study is being conducted to determine the areas where minority contractors are struggling and capacity building efforts are underway with our minority chambers. A new partnership with Beck Construction will soon graduate seventeen contractors from our school of construction which should enable them to bid more successfully on public and private work.

I have been, and remain, optimistic about the future of Fort Worth. Whether you call us Cowtown, Panther City, Funky Town, a City of Cowboys & Culture or Where the West Begins, the outlook for our community is only pointing up. We have challenges as many large cities do, but our secret sauce is in the people and the relationships that have built this city. No matter how large we get, that will always be the strength of our community and what ultimately will draw people to Discover Fort Worth.

The Women's Center

by F. McQueen

In 1979, The Women's Center was established to address significant problems experienced by women and families in Tarrant County—problems born out of violence, crisis and poverty. Forty years later, The Center is still a place where people come to find jobs, resolve crises that threaten their mental health, and heal from the trauma of sexual violence.

Major programs include:

Rape Crisis & Victim Services offers a continuum of care to survivors of sexual assault, child sexual abuse and other violence. Clients receive support free of charge, starting in the hospital and continuing through counseling and assistance during the criminal justice process. The program also offers violence prevention and education, training children, professionals and caregivers

how to recognize, respond to and report sexual and physical abuse. Last year, the program served over 147,000 children and adults in Tarrant County.

Employment Solutions provides an integrated approach to employment, which includes career exploration, career and financial coaching, industry-specific skills training and case management.

The program offers holistic support to women and men to help them achieve their career goals and create a financially sustainable future.

Finally, teaches people coping strategies and problem-solving abilities to manage life transitions. The program offers individual, group and family counseling, a free bi-monthly legal clinic, case management for homeless children and parents living in shelters and the innovative PEARLS Program—an evidence-based, in-home counseling program provided to older adults.

"We know that individuals aged 65 or older are actually

one of the fastest growing segments of the population who suffer from depression and social isolation. So for us to be able to offer these services to this vulnerable segment of our community is gratifying. The stories from PEARLS are truly an illustration of the transformation that can happen for clients," said Laura.

Tom is one such client. "When I lost my wife of 57 years, I lost my ability to do anything other than cry. I didn't care if I lived or died. PEARLS started me down the road to regain hope, energy and purpose. Sometimes judging the value of program like this can be difficult. But how do you place a value on a regained smile, a gleam back in your eye, a skip in your step and a lilt in your voice?" he said.

The work of The Center is only possible with community support. "The only way that we are able to provide quality services to women, men and children is through the generous financial support of our donors. So, donations are always appreciated. We also always need volunteers, especially ones that directly serve our clients such as Victim Advocates."

The founders of The Women's Center created a place of hope and transformation that has served hundreds of thousands of women, men and children over the past 40 years. "We are proud of our accomplishments, but we still have work to do! We will continue to help families confront crisis, triumph in the face of overwhelming obstacles and discover hope for a better future," said Laura. "We will continue to live the words of our founder and my friend, the late Karen Perkins, and "save a woman, save a family, save the world...over and over, of course!"

To learn more about donating to or volunteering at The Center, visit the website at www.womenscenteretc.org.

“ We are **proud** of our accomplishments, but we still have work to do! We will continue to help families confront crisis, **triumph** in the face of overwhelming obstacles and **discover** hope for a **better future**. ”

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Mentor vs. Coach: Who needs one and what's the difference anyway?

by Dawn Shannon

People are leaving Corporate America everyday to start their own business. These risk-takers are ready to go out there and make it happen. But, what happens when they leave Corporate America? Many things happen but the one thing I've seen happen over and over again is their lack of structure and no one holding them accountable once they are on their own. Without structure or accountability, these new business owners tend to wave like a flag in the wind, not knowing which direction they will go next.

Being an entrepreneur sounds glamorous at first. You get to set your own hours and be your own boss. That works for a little while... until it's time to do the work and pay the bills. I've seen it and dealt with it myself. It's hard starting a business. And, without a mentor or coach, you are literally on your own to figure it out.

But, what does having a mentor or coach mean and what's the difference anyway?

A mentor is someone who has been where you are trying to go and willing to share their knowledge with you. This is typically an informal relationship where you meet on occasion to learn about their experiences and get guidance on how to achieve the same, or better results.

A coach is a trained professional who pushes you outside your comfort zone to stretch you to become the person

you are called to be. A coach takes you from your current situation and works with you to take action toward accomplishing your goals.

When you decide to jump ship and leave the corporate world, being prepared is critical to your success. One way

to be prepared is to invest in a coach to work with you on your exit strategy. Without this, you could be setting yourself up for failure.

Maybe you've already taken that big leap of faith and have been your own boss for a while but are struggling to stay focused and motivated. Hiring a coach can help get you focused on the exact right thing and next steps for you and your business.

As an accountability coach, I work with my clients to achieve the success they are seeking. We brainstorm ideas and goals then organize and prioritize them. We then create bite-sized action items to support each overarching goal.

I have a saying, **"A plan without action is a dream deferred!"** Isn't it time you stop deferring your dreams?

Every business owner, regardless of the size of their business, should have a coach and a mentor. Both will encourage and motivate you but working with a coach gives you structure and purpose which, in turn, leads to an increase in productivity and profit!



DAWN SHANNON

Style IN THE METROPLEX
Charming Moments in our Cities

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SPOTLIGHT ON:

Yolanda Harper

Company & Title: Alpha Discovery Group LLC dba Yolanda's Nuggets. Speaker, Coach and Author

Personal Business Strategy: Branding is everything and should be handled strategically and with care. Always operate with integrity and highest level of excellence.

Challenges Your Company (or industry) Will Face in the Next 12 Months: The speaker/coach market is full, so it's important to find your audience and niche. Those that are now aware of this will get lost quickly.

Leadership Style: A cross between transactional (work, reward, processes that drive consistent results) and transformative (visionary, inspiring, charismatic).

Worst Business Decision: I should have established my business sooner than I did.

First Job: Taco Bell

Dream Job: International Speaker and Coach

Hobbies: Working out, watching documentaries and traveling. I like sleeping too!

Role Models: Dr. Johnsen Pack

Best Places to Find Talented Employees: Word of mouth, asking others for referrals/recommendations

Favorite Books: Bible, books on leadership, personal or professional development

Favorite Movie: Enough (feat. Jennifer Lopez). It's filled with spiritual connotations

Favorite Restaurant: Cantina Laredo ...that queso is amazing!

Person (Living or Dead) You'd Like to Meet: Oprah, Michelle Obama, Ellen, Iyanla VanZandt

Pet Peeve: I cannot stand my bare feet touching the floor or carpet.

Favorite Places to Get Away: Anywhere near some water. I love waterfalls!

I Want My Tombstone to Say: She Died Empty Because She Shared Her God-Given Gifts

Motto or Theme Song: Katy Perry's "Roar". The lyrics are empowering.

Children: Ashanti R. Harper and granddude Bentley Williams

What Trait Do You Value Most in Friends: Honesty and loyalty

The Talent You'd Most Like to Have: Lord, if I could sing...whew!

What is Your Greatest Fear: Needles without a doubt. I would rather fight a baboon with a Q-tip.

Most Treasured Possessions: My books and I also still have a coffee cup that I earned for 3rd place when I ran my first indoor collegiate track meet against Jackie Joyner-Kersey.

Your Idea of Perfect Happiness: Love, peace and laughter

If You Could Change One Thing About Yourself, What Would It Be: I can be impulsive sometimes with thoughts and words...even socially awkward at times.

What is the Greatest Love of Your Life: My relationship with Jesus, my Lord and Savior, then of course, my family...starting with my grand dude, my daughter and on back up the line.



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SPOTLIGHT ON:

Devoyd Jennings

Company & Title: President/CEO of the Fort Worth Metropolitan Black Chamber of Commerce

Company Description: Economic Development, Economic Empowerment

Personal Business Strategy: Be on offense

Business Advice to Share: "If you are standing still, you are dying, keep it moving!"

Worst Business Decision: Elevating an un-ready immature talent

First Job: Janitor

Dream Job:
The one I have

Hobbies: Music appreciation, movie going

What Motivates You on a Daily Basis: Life; and the pursuit of happiness

Role Models:
Robert Hughes,
Reby Cary

How I Know I'm Successful: When I'm creating positive change.

Best Places to Find Talented Employees:
Your competition, and small businesses.

Favorite Books:
Mega Trends

Favorite Movies:
Birth of a Nation,
Hidden Figures,
Tuskegee Airmen!

Favorite Restaurant:
Buttons

Person I'd Most Like to Share a Meal With: Fredrick Douglas

Person Living or Historical I'd Like to Meet:
Barack Obama

Motto or Theme Song: "Ain't No Stopping Us Now!"



CMP FROM PAGE 8

While at TCC she developed skills necessary for running a business, Piña-Frodsham said, such as leadership, goal setting and resourcefulness.

"When it comes to success, everyone needs to be on the same page, no matter what the relationship is," she said.



Senior Vice President of Client Relations Susan Glen said Piña-Frodsham is the perfect example of a people-person. On top of attending fundraisers, donating school supplies and volunteering in soup kitchens, she said CMP's CEO makes a point of showing kindness to clients.

"She's doing things that we haven't thought of before," Glen said, such as sending personal notes or fruit baskets. "She's all about that personal touch."

As a female CEO, Piña-Frodsham said there were several personal and professional obstacles to overcome when establishing her company. Not only was she faced with the usual business-level concerns (like making difficult decisions every day), but also challenges stemming from sex-based stereotypes.

"People have preconceived notions that as female business owners — actually, as females period — we will make emotional decisions," she said.

And while statistically women are often classified as "feelerers and nurturers," Piña-Frodsham said that is a good thing, noting that studies show good leaders rely on both facts and emotions.

"We've been faced with brutal facts that could have either made the business or [broken] it," she said, "and making decisions with our head and heart has helped CMP's growth and success."

Going forward, Piña-Frodsham envisions developing tools to help CMP maintain its competitive advantage. She plans to complete her doctoral degree in 2020.

CONTRIBUTED CONTENT

State Land Commissioner Bush collaborates with Black Chamber in bringing new Veterans home to Fort Worth

When Tarrant County Commissioners voted unanimously this month to donate about 12 acres of land to the state for creation of a new veterans' home in Fort Worth, it was the culmination of months of collaboration between Texas Land Commissioner George P. Bush and the Fort Worth Metropolitan Black Chamber of Commerce.

Bush, who also is president of the Texas Veterans Land Board (VLB), first dropped by the Chamber office last October after attending the organization's biannual breakfast, and spoke confidentially of plans to build a new veterans' home in the North Texas area. Immediately Black Chamber officials thought Fort Worth would be the ideal location.

Chamber President and CEO Devoyd Jennings solicited the aid of two Chamber-member companies, the Stoglin Group consulting firm and Trojan Commercial Real Estate (a Fort Worth minority owned company) in helping to develop a proposal for a Fort Worth location. Trojan CRE President Tim Williams identified three potential properties in Fort Worth, including the now-donated acreage at 1100 Circle Drive which is next to the Fort Worth Veterans Administration Clinic and the Tarrant County Resource Connection. Bush and his staff toured the sites during their visit to Fort Worth in February.

The new Texas State Veterans Home will be a 120-bed skilled nursing facility opened to Texas Veterans over 65, their spouses and Gold Star parents. Chaplain Richmond Stoglin of the Stoglin Group, a veteran himself, said the new home will be a national model for veterans' care centers.

"This will be a tremendous economic boost to the southeast sector of our city, an area that has been neglected far

too long," said Jennings, noting that in addition to construction jobs and business opportunities the more than \$25-million facility would employ about 100 full-time employees when it becomes operational.

Jennings added that the cooperation between the Chamber, private businesses, the VLB and the county proved that "good things can happen when we're willing to work together for the good of our area and our entire state."

He also said, "We are extremely grateful to Tarrant County Commissioners Court, especially Commissioner Roy Brooks, in whose precinct the project is located, and Judge Glen Whitley for his foresight in helping this venture come to fruition."

"Trojan CRE played an integral role in initiating meetings with Tarrant County and VLB that culminated in the unanimous VLB and Tarrant County Commissioners land donation approval," said Williams.

In a statement released this week, Bush said: "Texans working together to ensure that our nation's heroes receive the utmost care is what makes Texas great. We are extremely grateful to Tarrant County for their generous donation of 12 acres of property to aid the VLB in expanding services for Veterans in the community. Tarrant County's thoughtful contribution will impact Veterans in the DFW area for years to come.

"I would like to specially thank Fort Worth Metropolitan Black Chamber of Commerce for their efforts in securing the donation of property. The support provided by the Chamber illustrates their dedication to ensuring Texas Veterans are taken care of in Tarrant County."

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