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And Much More

Byron "Coot" Williams

Photo by J Soulent Photography

FROM THE PUBLISHERS

Curiosity is the beginning of storytelling

by Anjie & Shevoyd Hamilton

Most story ideas begin with a question that often begins, "I wonder..." Other stories are a result of a conversation with someone who makes a statement that results in a desire to know more. Curiosity may have killed the cat, but curiosity is the beginning of storytelling.

This month, we caught up with former NFL player, Byron Williams, who talked about life after professional sports. We also were happy to talk to recent Rotary Club Minority Business Award finalist, Tijerina, Galvan and Lawrence LLC and a barbecue restaurant in Crowley, Smoke to the Bone. These and other stories have been written this month to satisfy at least some of our curiosity and we hope yours as well.

Happy reading,
Anjie and Shevoyd Hamilton



Publishers Anjie and Shevoyd Hamilton

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Dear Coach RED...

by Collette Portis, M.Ed. with RED Development Group

Dear Coach RED,

I'm the owner of a dance studio that is 27 years old. We've had about 17 years of great success and profit. However, over the last five years we've really struggled with making a profit. The pandemic has further compounded the issue. We've hired two people to manage our social media, rebuilt our website and paid for boosted ads on Facebook, but we've not gotten any real results. We need to turn this thing around and connect with our customers before we are forced to close our doors.

Sincerely,
Trying to Stay Afloat



Collette Portis, M.Ed. with RED Development Group

Hello Trying to Stay Afloat,

A lot has changed over the last year and a half. Many business owners have found themselves in the same or similar situations. When you're facing this sort of situation it is an indication that you have reached a pivot point which requires that you reevaluate your business or begin the process of allowing it to deteriorate. As the CEO of your company you have to decide which path to take.

If you decide to pivot, here's the five steps you want to take to move your company forward.

1. Reevaluate what problem you're solving in the market. Determine how the work you do can be the solution for an issue someone is facing. Your dance studio could help keep at-risk youth off the street or help get the seniors in your community moving again to stay healthy.

2. Decide who you're solving the problem for. It is very important to have an avatar/ideal customer/target audience. If you haven't decided who you're working to help, you will more than likely find yourself helping no one. Identifying your target will help you understand how to communicate with them, where to communicate with them, and how to connect your solution to their problem.

3. Research your target's top three issues in your area of expertise. The best businesses solve a problem that exists in the marketplace. Identifying your target's top three issues will help them understand why your service is important to them. Remember, customers want to know what's in it for them (WIIFM).

4. Understand how your top three products/services solve their top three issues. Many think it's best to tell clients all of the services they offer. However, research shows if you give clients too many options, they won't

make a decision. So, it's important that you connect your main three services with the top three issues your customer base is facing so they understand the value you bring.

5. Create a plan that spells out the avenues you will use to connect with the audience you will serve. Understanding where your client goes to find the kind of solutions you offer is the key to a successful pivot. If your client normally uses YouTube to learn new dance moves and techniques this would be a great place to advertise and share content relevant to their issue and how you solve it.

The pivot is not easy, however, with a clear plan of action and dedication to the process and your work you will not only stay afloat, but find your ship sailing in clear waters again. You're the captain of your ship. Determine where you want to be and point your boat in that direction.

Sincerely,
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Tijerina, Galvan and Lawrence LLC – Putting client interests first *by Erin Ratigan*

Hard work paid off April 30 when the Fort Worth Rotary Club hosted its inaugural Minority Business Awards. The event saw Evolving Texas – a Fort Worth-based civil engineering and consulting firm – win first place, and attendees included local business leaders and Fort Worth Mayor Betsy Price. The event recognized businesses that “have demonstrated core elements of the rotary 4-way test through leadership, community engagement, and outstanding business practice in Fort Worth,” according to the club’s website.

Fifth place was claimed by Tijerina Galvan Lawrence LLC, a financial consulting firm that assists cities, counties, school districts and other government entities with managing municipal bonds and other financial processes. TGL serves several municipalities across Texas, including the City of Taft, Dallas County and Comanche County.

Municipal advisor representatives Robert Tijerina and Adrian Galvan serve as TGL’s managing directors. Galvan said being recognized by the Rotary is invaluable because it brings public awareness to the company and its work.

“There’s opportunities that we never would have had that are opening up,” Galvan said. “It’s amazing.”

“It is important to recognize minority-owned firms and individuals so that they have the same economic opportunities as non-minorities to serve in their chosen profession or industry.”
– Tom Lawrence

Formerly Lawrence Financial Consulting (LFC), the firm was renamed in 2019 when municipal advisor representatives Robert Tijerina and Adrian Galvan took over for Tom Lawrence. Galvan and Tijerina had worked together prior to Lawrence’s retirement in 2020. Tijerina said his and Galvan’s experience – with Lawrence’s leadership – makes them a strong partnership.

“Our firm has the experience, capabilities, capacity and the passion to succeed as a financial advisor for any municipality in the Tarrant County area,” Tijerina said.

He added that the firm was “extremely excited and humbled” to be finalists in the business awards.



Adrian Galvan and Robert Tijerina at the FWRC Minority Business Awards

Lawrence, who still serves TGL as chief compliance officer, said TGL is a firm of professionals who provide the “highest level of financial services” for their clients while maintaining integrity and commitment.

“Their tireless efforts have resulted in a firm foundation for TGL to serve its many clients throughout the State of Texas for many years to come,” Lawrence said in a recent email.

Lawrence said the Minority Business Awards is an event that serves an important role in the business landscape, leveling the playing field for business owners who otherwise might have limited access to networking opportunities.

“It is important to recognize minority-owned firms and individuals so that they have the same economic opportunities as non-minorities to serve in their chosen profession or industry,” he said.

Lawrence said Tijerina and Galvan have a strong work ethic and truly care about their clients.

“These gentlemen truly put their clients’ interests first, which I consider to be the most important ingredient for the success of TGL,” he said. “I am proud to be associated with these two men.”

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Dr. Lawal speaks on equity in business *by Steve Rochun*

The Fort Worth Metropolitan Black Chamber of Commerce will host its 40th Annual Luncheon June 25, 2021.

“Over the years we’ve had some wonderful people to come as our guest speakers, such as Erving “Magic” Johnson, Dr. Patricia Harris, the first African American president of the American Medical Association; Mr. Ron Busby, president of the United States Black Chamber of Commerce; Joe Strus, former Speaker of the House for the State of Texas; and Gerald B. Smith, chairman of Smith Graham, one of the largest Black-owned investment companies. But possibly none as impactful as Dr. Kase L. Lawal,” says Devoyd Jennings, President and CEO of the chamber.

The main reason he is considered as such is because of his determination for equity in business.

One goal of the Fort Worth Metropolitan Chamber of Commerce is to bring awareness and equity to the banking industry as it relates to banking boards of directors, C-level positions and stronger banking relationships.

In comes Dr. Kase L. Lawal, and he brings with him a wealth of experience and knowledge in business and banking. The non-executive chairman of CAMAC International Corporation, a global corporation with interests in banking, engineering services and crude oil and refined products trading for markets in Africa, Europe, South America and North America. He is the chairman of the Unity National Bank Board of Directors, the only nationally-licensed and federally-insured African American-owned bank in Texas and Georgia. Dr. Lawal is a major shareholder in the bank as well. Additionally, he retired in 2016 as chairman and CEO of Erin Energy, a NYSE publicly listed energy company.

Under Dr. Lawal’s leadership, CAMAC has been featured on Forbes Magazine’s list of the 400 largest privately-owned corporations in the United States.

“Due to the pandemic’s effect on the country and small businesses and as we come out of CV-19, in order to position our businesses for growth, we know that understanding and having a good banking relationship is essential. Having Dr. Lawal as our speaker

for our 40th Luncheon and one who exemplifies business success will be a benefit to our members and guests,” says Jennings. Lawal is the fourth richest African American in the country with a banking background. There is a buzz of excitement throughout the FWM-BCC’s board and its members.”

Under Dr. Lawal’s leadership, CAMAC has been featured on Forbes Magazine’s list of the 400 largest privately-owned corporations in the United States.

CAMAC was also designated the 2006 Company of the Year by Black Enterprise and named the ninth largest privately-owned company in 2008 by the Houston Chronicle. With offices throughout Africa, CAMAC’s corporate headquarters are located in Houston, Texas.

Committed to community service, Dr. Lawal provides key leadership on several boards and commissions. He currently serves as a member of the National Urban League Board of Directors and is a member of the Cullen Engineering Research Foundation Board of Directors. He co-chairs Unite for Children, Unite Against AIDS, a \$300 million dollar UNICEF campaign.

His philanthropic work includes funding a one-million-dollar educational endowment, the largest single contribution from an alumnus of Texas Southern University, to establish the Lawal Center for Global Trade in the Jesse H. Jones School of Business. In 1992, he established a petroleum engineering endowment at the University of Houston’s Cullen College of Engineering for petroleum engineering students.

He is a proud graduate of Texas Southern University holding a Bachelor of Science degree in chemistry and Prairie View A&M University with a master’s degree in business administration, specializing in finance and marketing. He was awarded a doctorate in philosophy from Fort Valley State University and a Doctor of Humane Letters honoris causa from Texas Southern University.



Dr. Kase L. Lawal

Texas Wesleyan elects first person of color to lead Board of Trustees *by Texas Wesleyan University*

Texas Wesleyan is proud to announce the election of Glenn Lewis as chair of the Board of Trustees, effective Tuesday, June 1. Lewis, who was unanimously elected, will be the first person of color to serve as chair in Texas Wesleyan’s 131-year history. He will manage and provide leadership to the board as it transitions into the new Engage 2025 strategic plan.

“Texas Wesleyan’s mission is to facilitate success among all students from all backgrounds. Glenn has been a critical component in that mission and we are honored to have him serve as the new board chair,” said Texas Wesleyan University President Frederick G. Slabach. “The impact he has had across Fort Worth and Tarrant County is immeasurable. As we look ahead to our new strategic plan, we are confident that Glenn will help Texas Wesleyan make an even greater impact with our students and in the community.”

Lewis, a Texas Wesleyan alumnus, has been a member of the Board of Trustees since 2006 and had been serving as chairman of the governance committee. He is currently a partner in the law firm of Linebarger Goggan Blair and Sampson.

“Texas Wesleyan’s mission is to facilitate success among all students from all backgrounds. Glenn [Lewis] has been a critical component in that mission and we are honored to have him serve as the new board chair.

– Frederick G. Slabach



Glenn Lewis, chair of the Board of Trustees, Texas Wesleyan University

board of Water from the Rock, Inc., a non-profit organization that helps economically disadvantaged women make a successful transition into the workforce. He has served as co-chairman of the Public Policy Committee of The United Way of Tarrant County. He is also chairman of the Tarrant County Civil Service Commission, a commission that he served on first in 1988 and was appointed to again in 2008. He is a life member of the Fort Worth / Tarrant County branch of the NAACP and has served on its Board of Directors and as general counsel.

Lewis is a member of the Fort Worth Chamber of Commerce, the Fort Worth Hispanic Chamber of Commerce and the Fort Worth Metropolitan Black Chamber of

Commerce where he served six years as chairman of its Board of Directors. He is a member of the Board of Directors and the Corporate Leadership Council of the Arlington Chamber of Commerce where he currently serves as chairman of the Public Policy Committee. Additionally, he has been a member of the Board of Directors of United Way of Tarrant County and the board of directors of the Downtown Fort Worth Tax Increment Financing District.

Lewis has been married to his wife, Arveda Lewis, since 1977. They have two children.

Lewis succeeds Tim Carter who served as chair since 2017. During his term, Carter oversaw major developments at Texas Wesleyan, including the completion of the Nick and Lou Martin University Center and the expansion of the GPNA building. He also provided critical leadership as the university navigated through the COVID-19 pandemic. He will continue to serve as immediate past chair of the board and as such will be a member of the Board’s Executive Committee.

In 2005, Lewis concluded 10 years of service in the Texas House of Representatives, representing the 95th district in Tarrant County.

Lewis is active throughout Fort Worth. He is on the



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Byron Williams – From player to player advocate *by Allen White*

Byron “Coot” Williams began playing football in the fourth grade and his passion for the game has shaped his life.

Williams grew up in Texarkana, Texas, and played high school football for Liberty Eylau High School. In 1979, he received a football scholarship to the University of Texas at Arlington where he played until being drafted as a wide receiver by the Green Bay Packers in 1983. He joined the New York Giants later that year and continued his football career for a total of 12 seasons in the NFL, CFL and the World Football League. During his tenure with the NFL, Williams was listed as one of only four players in NFL history to have recorded three 100-yard efforts in his first six games.

Williams’ humble beginnings were the motivation he needed to be successful and hopefully never need to want for anything. Williams believes that football taught him the value of being a team player and disciplined, which has kept him determined and positive throughout the process – qualities he now uses to help others in the sport. “Mentoring youth through athletics is his passion,” says Gary “Boom” Bailey, ex-teammate and close friend of Williams. “He motivates our youth to see what they can’t see in themselves and wants them to see their full potential both inside and outside the athletic environment. His goal is to mold and shape well-rounded servant leaders of tomorrow.”

“Philanthropy is very important in my life. I have given to many charities and foundations, not only my money, but my time and talents as well.”
– Byron “Coot” Williams

Williams believes football taught him several life-long lessons:

- Never judge another player by the way he looks.
- Teamwork makes the dream work...everyone is important...players, coaches, trainers, equipment people, water boys...EVERYONE.
- The nature of competition helps reveal the conqueror in you.

Williams’ love and dedication to the sport was the impetus that led to his next 25- year career hosting and directing football camps, including camps for prison kids. He is the founder and owner of Football



Photo credit: J Soulent Photography

Minicamps and BW Sport, LLC, a community organization committed to helping youth perform to the best of their abilities through premier football minicamps. He is a youth sports ambassador for United Youth Football and founded the Best Wishes Foundation, a charitable organization focused on raising sports-related healthcare awareness and advocating for a safe environment for youth to play sports. Williams and his team go into local schools where they host motivational speakers to speak to underprivileged youth. The students are awarded pizza parties, gift cards and goodie bags for good behavior. It is through these organizations that Williams volunteers and finds a sense of accomplishment. “Philanthropy is very important in my life,” says Williams. “I have given to many charities and foundations, not only my money, but my time and talents as well.” These organizations are only a small part of his life as a retired NFL player.

After retiring from football, Williams became a member of the National Football League Players

Association (NFLPA) to help him transition from active play. Williams’ ties to the NFLPA were further strengthened after he was elected to and served as president of the NFLPA Dallas chapter from 2012-2017 and once again this year in March. Its mission is to be player-focused, family-driven and community serving. His work includes helping former players work through problems with healthcare and benefits as well as financial and community awareness issues. Williams communicates daily with former players as they begin and even after they complete their transition. “His optimistic personality rubs off on you and you always enjoy talking to him,” says Willie Wiggins, former classmate and close friend of Williams. These qualities certainly help in his conversations with former NFL players. Williams is currently serving a second term as a former player’s board member. In addition to working with these players and help them transition after their NFL careers end, Williams also works with rookie players. He participates in rookie forums and talks to potential draftees during the Michael Johnson draft day event. Williams’ also sits on the executive board of the NFLPA, which works on the collective bargaining agreement be-



Photo credit: J Soulent Photography

tween NFL players and owners. His NFLPA work has allowed him to be an integral part of the changes benefitting players since his retirement. “Players now have guaranteed contracts along with better insurance and healthcare,” says Williams.

An alumnus of UTA, Williams studied business management and now sits on the board of UTA alumni where he participates in fundraising, development and special events. His more than 10-year involvement includes spending time reaching out to other former alumni of the school and encouraging their participation and involvement in school activities. Williams also serves on the UTA Advisory Board.

Williams’ finds his community work and philanthropy rewarding and has been recognized for his tireless work. He was the first athlete inducted into Liberty Eylau High School Hall of Honor in 2011, received the NFL Unsung Athlete award in 2012 for community outreach and youth development, inducted into the Texarkana, Texas, Fox Sports Hall of Fame in 2016, into the Texas Black Sports Hall of Fame in 2017 and received the African American Alumni Outstanding Achievement Award from the University of Texas at Arlington in 2017. “He has shared so much wisdom and advice with so many people, past and present, both on and off the football field,” says Wiggins.

Now a successful businessman, Williams recalls an incident that shaped his journey towards responsibility. “I got caught drinking beer in the 11th grade with five other teammates,” says Williams. With the requirement of running 50 miles as a condition to remain in athletics, he was the only one to complete the task; his friends did not even make the attempt. Thirty years after this ordeal, Williams brokered the sale on a running track for his old high school and collected a commission from the sale, smiling all the way to the bank.

Williams is an active member of Cornerstone Baptist Church in Arlington where he serves as an elder and works on several ministries in the church. “Byron is a Christian man of good character with an achievement mindset. He is a dedicated husband and father, which are number one in his life,” says Bailey. Williams is also the inspiration for a comic book available on Amazon, #87 (Number Eighty-Seven) (©#87 (Number Eighty-Seven) Book 1).

Williams is married to his high school sweetheart, Beverly, and their 37-year marriage is strong. They are proud parents of two daughters, Brandy K and Blair K, and two grandsons, Landon and Lincoln. In his spare time Williams enjoys golf, fishing, motivational speaking, traveling with his wife and spending time with his grandchildren.



Ask the Banker

What questions should a small business owner be prepared to answer?



What tools can you provide to make my business thrive?

Before you meet with a prospective bank, prepare by making a list of your needs/questions and asking yourself what you want to know about them. Remember, you are in the driver's seat.

Where did you gain your experience and how much experience do you have that allows you to run your business?

Be prepared to ask questions about fee structures and what will be the benefit of banking with them.

What is your current customer volume? How will this affect how I am serviced?

How can doing business with them help foster the success and growth of your business?

What is/are your biggest challenges with the business, specifically. Would you consider yourself someone who prefers to serve or be served?

Does the bank have experience working with companies in my industry?

What is your average loan/clientele size?

Is your business/industry a good fit for them?

What is your most important role or job/task in ensuring the success of your business?

Ask questions around the financial stability of the bank and capabilities of the bank.

Since my business may not be the biggest portion of your portfolio, will you still service/treat me the same way as if it was?

What sets them apart from every other bank in town?

What's unique about their products and services?

**Grant James -
CapTex Bank, Executive Vice-President, Fort Worth Market President**

**TC Alexander -
BOK Financial, Senior Vice-President, Branch Business Banking and Sales Manager**

Don't be afraid to ask tough questions. If you don't have a clear understanding of something, press in by asking, "Why?" or "How?"

**Jeanine Werberig -
Happy State Bank, Senior Vice President Commercial Lending**

**Amy Stoermer -
Simmons Bank, Commercial Portfolio Manager II**

How does a small business choose a bank?



Beyond personal relationships, a small business owner should consider the bank's product offering for deposit accounts, treasury management, and loan products, including SBA financing, equipment finance, working capital and real estate financing. I also believe that a good banker will work to address the business owner's personal financial needs. The business and personal needs are very intertwined and should be collectively considered as the Banker strives to be a trusted advisor to the business owner.

A small business should pick a bank that is not too big for them and understands their business. My experience has been that smaller banks tend to give a higher level of service to smaller businesses. More importantly, the bank needs to have the lending expertise needed to service your company's lending and depository needs. For example, if you are a small used car dealer, you will need a bank that understands "floorplan" financing required by dealers to purchase their car inventory.

Does the bank have the resources, solutions, and innovation to help you meet your growth goals, such as treasury management services to manage cash flow and optimize working capital?

Are lending decisions made locally and what does the process look like? How will the creditworthiness of a company be determine?

Would the bank respond quickly to acquisitions, equipment and property additions, and needed loan term modifications?

Does the bank have experience in the markets and industries that are vital to your success?

**Lori Baldock -
Simmons Bank, Fort Worth Market President**

**Martin Noto -
Inwood National Bank, Executive Vice-President & Chief Lending Officer**

**Ann Morris -
American National Bank & Trust, Vice-President**

How will your bank help me with my business need(s)?

How does your company differentiate itself from other banks?

Who are the key decision makers in your area?

How big is the market or the footprint you serve?

Is my business model a target business for your bank?

**Tony Pruitt -
Simmons Bank, Market Executive**

SMALL BUSINESS SPOTLIGHT

OWNER: Gregory Johns
BUSINESS: Smoke to the Bone
WHAT THEY OFFER: Traditional barbecue, soul food and signature three meat baked potato
ADDRESS: 117 S. Texas St., Crowley, TX 76036
WEBSITE: smoketothetbonebbq.com

Gregory Johns did not grow up cooking. As one of six kids growing up in Dallas, his mother was old school and did all of the cooking for the family. But, many years ago, after surviving a gunshot wound and facing his mortality, Gregory knew he wanted to find a way to give back and serve others. "I started cooking to feed a small group of homeless women and men in Dallas. The crowd grew into the hundreds, and cooking became a hobby and something I loved. The more I did it, the better I got, and I decided to try to make a living cooking. Once I started, I didn't have to work hard anymore because it's something I loved doing," says Johns.

His restaurant, Smoke to the Bone, started as a food truck. "I'd drive around Texas serving at gospel concerts and other events. I opened my first restaurant in Dallas in the early 2000's. But, I wanted to open a restaurant in Crowley after I moved here almost 2 years ago. When you have a vision and you believe and trust in God, He will provide all of your needs, wants and everything you ask for."

Now open in Crowley for about 2 months, the restaurant serves up traditional barbeque as well as soul food. But, it has become best known for its signature three meat baked potato. "I kind of looks like a smiley face, doesn't it?" said Johns. "No one else was doing three meats when I created this, so it's become what I'm most known for."



His vision for the newest location is simple – to serve great food and give back to the community. "I believe if God gives it to you, you've got to give back. My dreams is to feed the seniors and help others. I want this to feel like home, not like you're just at the regular barbeque joint," said Gregory. And he's accomplishing that by providing great food and family friendly entertainment such as karaoke nights and special events. His dream is to eventually host senior citizen game days with dominoes and cards, community fun days for kids and teens with bounce houses and music, and jazz nights – filling an entertainment void in Crowley and serving as a community gathering space. "I've met a lot of nice people in Crowley, and am grateful for the warm welcome. I'm excited to see where God takes this."

Gregory is committed to seeing his dream come to fruition. Like most small business owners, the majority of his time is spent working. "My day usually starts at 6 am with cooking and prep. We open at 10:30 am and the restaurant doesn't close until between 9:00 and 10:00 pm most days. So, I don't have much free time. But when I do, honestly, I'm happy just staying at home. Or, I like to be by the water – at the lake resting." He can also be found serving as a deacon at his church of more than 30 years, where his father is the pastor.

When asked how he would like to be remembered, his answer is an illustration of his faith. "I'd like to be known as loving, kind and giving. It makes me happy to make the customers and other people happy."

Smoke to the Bone is located at 117 S. Texas Street in Crowley, Texas. Restaurant hours are 10:30 am-9 pm, Monday-Thursday; 10:30 am-10:00 pm, Friday-Saturday; 10:30 am-6:00 pm on Sunday. BYOB



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SPOTLIGHT ON:

Emma Canchola

Name, title, company: Emma Canchola, insurance agent, Main Street Independent Insurance Agencies, Emma Canchola Agency

City of residence: Fort Worth

City of birth: Fort Worth, Diamond Hill Jarvis

Spouse: Noe Canchola Jr.

Children: 2 daughters, Malaya and Eva

Company description: Our insurance agency strives to serve the community with superior client services and low rates. Our ability to understand our clients' coverage needs drives the success of our agency. We represent more than 30 insurance companies with outstanding reputations in auto, home, commercial and life insurance coverage.

Years with company: 3

Business advice to share: "If people like you, they will listen to you, but if they trust you, they will do business with you."

Worst business decision: My worst business decision was making an impulsive decision.

My greatest achievement: My greatest achievement was starting my own business with zero clients to exceed expectations in the first two years. I was running my business remotely while taking care of my husband who had suffered two strokes, and attending to my daughter who had surgery on both feet. The pandemic started during this time. Through all this, I was able to grow my business.



Photo credit: Steve Rochun

First job: Peter Piper Pizza

Dream job: News reporter

Hobbies: Gardening

How I know I'm successful: I know at the end of the day my hard work and commitment has paid off when I receive referrals.

Best places to find talented employees: Referrals and networking

Favorite book: Power of a Praying Woman

Favorite movie: Mi Familia

Favorite restaurant: Nuevo Leon, Tres Coronas and Benihana

People I'd most want to share a meal with: The Obamas

Pet peeve: People smacking their food.

Favorite place to get away: The country

I collect: Vinyl records

Motto or theme song: Survivor by Destiny's Child and Every Praise by Hezekiah Walker

The talent you'd most like to have: Baking

SPOTLIGHT ON:

Cindy Hames

Name, title, company: Cindy Hames, president, Junior Achievement of the Chisholm Trail

City of residence: Fort Worth

City of birth: Dallas

Spouse: JR Hames

Children: Ryan and Grayden Hames

Company description: Junior Achievement inspires and prepares young people to succeed in a global economy. Our volunteer-delivered, K-12 programs foster work readiness, entrepreneurship and financial literacy skills, and use experiential learning to inspire kids to dream big and reach their full potential.

Years with company: Two years and six months

Personal business strategy: Surrounding myself with people who are smart, ambitious and passionate about our mission will ensure the success of us all.

Challenges your company (or industry) will face the next 12 months: Relaunching in-person volunteering onsite at schools, while working toward our district-wide approach within FWISD so that EVERY student will participate in JA.

Business advice to share: "You will get all you want in life if you help enough other people get what they want." - Zig Ziglar

Your greatest achievement: Raising our two sons to be kind, respectful and fun young men.

First job: Working summers for my dad's small family business.

Dream job: I have it!

Hobbies: Cooking with my husband for friends and traveling.

Role models: My first boss, Sara Lee, for teaching me how to lead others with care and compassion, and my second boss Zem Neill for encouraging me to have the confidence to manage a local nonprofit (as she did her entire career).

How I know I'm successful: I'm successful if our team is working effectively together, making forward progress toward the goals we've set together.

Best places to find talented employees: Word of mouth from people you trust.

Favorite book(s): Sounds cliché, but it's true: The Bible.

Favorite movie(s): Shadowlands

Favorite restaurant: Pacific Table (or any of Felipe Armenta's places)

People I'd most want to share a meal with: Condoleezza Rice

Colleges attended: Howard Payne University

Favorite place to get away: Cabo

Motto or theme song: Treat others the way I would like to be treated.

The talent you'd most like to have: Ability to play the piano well.



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