

THE METRO REPORT

AUGUST 2022



Marcus and
Richard Knight

Photo by Rachel DeLira

INSIDE:

Lone Star Literacy
page 4

Scouting
page 8

**Cover Feature -
Keep It Moving**
page 12

**Tarleton State
University**
page 16

And Much More

FROM THE PUBLISHERS

No Wasted Opportunities

In this issue of *The Metro Report*, we share with you the story of a family-owned legacy company started with the spirit of entrepreneurialism and heart to serve the community. Knight Waste Services, currently led by siblings Marcus and Richard Knight show what they are doing to keep it moving.

We are also looking at education and how it affects the job market. There is debate in wondering if college for everyone? We are presenting information from both sides of the issue by looking at the benefits of higher education versus the necessity and growth of trade industries which usually do not require college education.

Lastly, we invite you to join us on October 25, 2022 for a DEI Roundtable "A Critical Conversation." We have invited panelists who will discuss where we are and where we can be with regards to diversity, equity and inclusion. Our panel members include Dr. Whitnee Boyd from TCU, Pamela Cannell from BoardBuilders, Andre McEwing from TCC and Rosa Navejar from The Rios Group. Moderated by Shivaun Paler, the conversation will shine a light on a topic relevant to businesses of every size and industry.

We are grateful to the partners who help make *The Metro Report* possible.

Until next time,
Anjie and Shevoyd Hamilton



Publishers Anjie and Shevoyd Hamilton

THE METRO REPORT

The Metro Report shines a light on women and minorities in the business community of the Dallas/Fort Worth metroplex!

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4
TARRANT



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Early Voting: Oct. 24 - Nov. 4

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Lone Star Literacy by Dr. M. Ray Perryman

Published in syndication August 24, 2022

Literacy is essential to many daily activities, and its importance to individual wellbeing can hardly be overstated. In an era of workforce shortages, it is rapidly becoming an economic imperative. The Program for the International Assessment of Adult Competencies (PIAAC) defines five levels of proficiency. Adults who are "Below Level 1" can, at best, read brief texts on familiar topics and locate a piece of specific information, with only basic vocabulary knowledge required. Levels 3 and above allow greater comprehension and application and are generally consistent with being able to perform some type of technical or professional labor.

Currently, 28% of Texans have very limited skills (at or below Level 1) compared to 22% for the United States. Rates are substantially higher in parts of the state, with some counties having as much as 70% of the adult population at or below Level 1. For these individuals, it can be difficult to navigate daily life, much less obtain a well-paying job.

The proportion with literacy skills at or above Level 3 is 40% in Texas, significantly below the national rate of 48%. Such skillsets are virtually nonexistent in some counties, while others have over 60% of residents with Level 3 or higher literacy. Simply stated, 60% of Texas adults lack the basic capacity to be part of the state's skilled workforce. Literacy rates in Texas are also well

below those in many of the most competitive states for quality corporate locations and expansions. With the increasing need for skilled workers, this deficit will become increasingly detrimental in the years to come.



DR. M. RAY PERRYMAN

Insufficient workers with Level 3 literacy can slow economic growth; overall earnings and related business activity are also reduced. We estimate that, when multiplier effects are considered, the total economic cost to Texas of the shortfall in adults with Level 3 literacy in 2020 includes -\$16.4 billion in annual gross product and over -186,000 jobs. Without intervention, these losses are projected to rise to -\$67.5 billion in annual gross product and about -766,000 jobs by 2050.

If Texas achieved a Level 3 concentration equivalent to that of the nation as a whole by 2040, the economic benefits would include \$15.3 billion in annual gross product and 174,000 jobs. If outcomes on par with those of the five best-performing states were attained, gains rise to \$41.1 billion in yearly output and 465,800 jobs. These enhancements escalate over time.

Improving literacy would enhance the quality of life and opportunities for those directly affected while simultaneously increasing productivity and economic activity. Many jobs require proficiency, strong demand is expected in the future, and improving skills in this area will better position Texas to meet expanding workforce needs. Let's do it! Stay safe!



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Vocational careers poised for a comeback

by Erin Ratigan

With many Americans quitting their jobs in search of positions in new fields, (something economists have termed “the great resignation”) and student loan debt at a historic high, vocational careers are poised for a comeback according to the Bureau of Labor Statistics (BLS). The Bureau’s industry analysis for 2020-2030 projects faster-than-average growth in several sectors, many of which feature jobs that do not require four-year college degrees. Such industries include aerospace, cybersecurity and renewable energy.

Recent employment estimates have shown hiring rates outpacing quit rates since November 2020, according to the US Chamber of Commerce, which has reportedly left certain industries with a labor shortage. Among the hardest-hit industries are health services, education and durable goods manufacturing, according to the Chamber’s website.

Candy Center is the District Director of Curriculum and Educational Planning for Tarrant County College. She said she encourages those looking into vocational careers to consider speaking to a career counselor or academic advisors at TCC, as the school offers associates’ degrees and certifications across many industries. She said some programs are at full capacity and that the cybersecurity program has become increasingly popular.

“We want to make sure that the students are working in careers that are responsive to industry needs,” Center said.

Rather than relying on extensive college experience, many vocational and technical jobs only require a high school diploma (or GED or other equivalent) combined with on-the-job training. More specialized fields may require an associates’ degree or that workers take certification exams following supervised work in the field.

Here is a list of some jobs the BLS anticipates will increase in demand by 2030:

Paralegals

Education requirements: Associates’ degree in paralegal studies

Median annual salary: \$56,230

Median hourly pay: \$27.03

Projected growth rate: 12% (faster than average for all occupations)

Paralegals and legal assistants support lawyers either as part of a law firm, government agencies or for corporations’ legal departments, according to the Bureau of Labor Statistics.

Heavy Equipment Service Technicians

Education requirements: High school diploma or equivalent. Long-term on-the-job training is provided.

Median annual salary: \$53,770

Median hourly pay: \$25.85

Projected growth rate: 11% (faster than average for all occupations)

Heavy equipment service techs inspect and repair equipment used in fields like agriculture and construction.



Physical Trainers & Instructors

Education requirements: Certification from nationally-recognized organization. Some clubs and gyms may require experience in kinesiology.

Median annual salary: \$40,700

Median hourly pay: \$19.57

Projected growth rate: 39% (much faster than average for all occupations)

There are multiple options for earning one’s personal trainer certification, according to the National Personal Training Association, including the American Council on Exercise and the American College of Sports Medicine.

Wind Turbine Technicians

Education requirements: Postsecondary nondegree award (wind turbine service technicians typically train at a technical school). On-the-job training provided.

Median annual salary: \$56,260

Median hourly pay: \$27.05

Projected growth rate: 68% (much faster than average for all occupations)

Texas produces the most wind power of all US states, according to the US Energy Information Administra-

tion. Around 33 percent of the state’s electricity came from wind power according to the Electric Reliability Council of Texas (via Dr. Joshua Rhodes).



Solar Photovoltaic Installers

Education requirements: High school diploma or equivalent. On-the-job training provided.

Median annual salary: \$47,670

Median hourly pay: \$22.92

Projected growth rate: 52% (much faster than average for all occupations)

Jobs tasks include installing and maintaining solar panels and connecting panels to the grid. PV installers may seek training from community colleges, and on-the-job training typically takes about a year.



Aircraft and Avionics Equipment Mechanics/Technicians

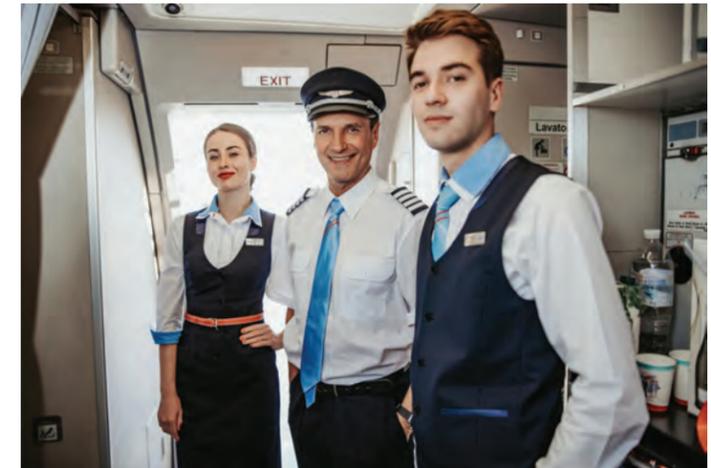
Education requirements: High school diploma or equivalent and FAA certification (either through on-the-job experience or training at a technical school)

Median annual salary: \$65,550

Median hourly pay: \$31.52

Projected growth rate: 11% (faster than average for all occupations)

Aircraft mechanics and service technicians typically train at an FAA-approved technical school or through on-the-job training after obtaining their high school diplomas/GEDs. These mechanics and techs must either be certified by the FAA or must work under supervision until they obtain their certification. TCC offers an FAA-approved aviation program from its northwest campus.



Flight Attendants

Education requirements: High school diploma or equivalent, with on-the-job training provided.

Median annual salary: \$61,640

Median hourly pay: \$39

Projected growth rate: 30% (much faster than average for all occupations)

The BLS estimates around 17,600 flight attendant positions will be available each year by 2030.

Airfield Operations Specialists

Education requirements: High school diploma or equivalent with on-the-job training provided.

Median annual salary: \$47,880

Median hourly pay: \$26.13

Projected growth rate: 13% (faster than average for all occupations)

Some responsibilities of an airport operations specialist include coordinating air-traffic and maintenance personnel, ensuring safe aircraft takeoffs and landings, maintaining airfield safety and monitoring flight records.



Wendy Shaw

Scouting - a Family Program *by Scouts Staff*

Since its founding in the early 1900s, Scouting, or the Scout movement, has brought families together through programs that are centered around leadership, character, citizenship and physical fitness. Scouting has built confidence in youth for decades, and one of the preeminent, largest councils of the organization is located in North Texas. From its offices in Hurst, the Longhorn Council of the Boy Scouts of America serves families in Tarrant and 22 surrounding counties.

By providing access to a wide variety of programs within a highly supportive setting, Scouting sparks a journey of self-discovery with life-long benefits. The Longhorn Council connects activities to values, with the ultimate goal of inspiring youth to realize their greatest potential. This takes place through outdoor programs, community service, health and safety activities, STEM programs, sports, personal development, and arts and hobbies.

Right now, these educational experiences take place through a variety of membership experiences, including:

- Weekly and monthly den/pack and patrol/troop meetings where Scouts form strong friendships, learn new skills and work with mentors
- Special activities, like the Pinewood Derby and National Jamboree
- Community service projects
- Camping and other outdoor adventures

With more than 135 merit badges and 48 themed program modules, the Longhorn Council encourages youth to get outside of their comfort zones and face their fears, whatever they are. A few of these activities include archery, rock climb-

ing, digital technology, horsemanship, robotics, scuba diving and theater.

In November 2020, the Longhorn Council hired Wendy Shaw to serve as its first female chief executive officer. Under Shaw's leadership, the volunteer board of directors and staff are launching a fresh vision for the organization, including activities and opportunities for individuals and families not involved in beloved Scouting programs, such as Scouts or Cub Scouts.

Shaw notes, "Scouting is a family program and has offerings for all youth ages 5-20, with decades of experience behind us. We know that modern-day families are looking for a trusted partner to lead character-building activities and outdoor experiences, something we can assist with whether you're a member of our organization or not."

In 2023, the Longhorn Council will launch a new program called Family Adventure Camp, built for nonmembers and members. Construction is underway at one of its properties, Camp Tahuaya in Belton, for a camping experience with a hospitality approach. The plan is to help families explore camp, make memories and experience the life-changing adventures that have made Scouting a premier youth program for more than 100 years.

For details about Family Adventure Camp visit its website at LonghornCouncil.org/fac.

LONGHORN COUNCIL FAST FACTS, 2021

- Number of youth served: 9,624
- Community service hours completed: 129,830
- Number of local Eagle Scouts: 423





IN THE METROPLEX STYLE



Highlights from the
Children's Charities of
Fort Worth's
Bowling Night Out
Margarita Ball Mixer 2022



Keep it moving

by Steve Rochun



What began with 14 trucks has grown to a fleet of 31. Knight Waste Services is a collection partner that provides residential garbage and recycling services to the city of Fort Worth.

Knight Waste Services (KWS) is a privately held minority, family-owned company that has been servicing the garbage collection needs of the Fort Worth community since 2003. KWS was founded by Richard Knight Jr. whose long history of achievements gave him motivation and confidence on his road to becoming an entrepreneur.

He founded several other businesses including of KnightCo Oil Company. Throughout his professional career he took on leadership roles. As a dedicated public servant, he held managerial positions in several cities, including Durham, North Carolina, and Gainesville, Florida. As City Manager for the City of Dallas, he administered an operating budget of more than \$869 million, a capital budget of more than \$247 million and a payroll of more than 13K city employees. All of this prepared him for and gave him insight for KWS.

There is no doubt that Knight Jr. had a strong work ethic and there is no doubt that same work ethic and focus on community has been instilled in his family.

Knight Jr. passed away in November of 2021. His sons Marcus Knight and Richard L. Knight continue running the business with the same passion and drive as their father. They've gladly accepted responsibility to keep the company moving forward.

"Our mission remains the same, which is to not only provide communities with residential waste collection services that are environmentally responsible and cost-effective, but also to value both the communities we work in and our employees," said Marcus. He serves as president of Knight Waste Services, Ltd., where he has overall responsibility for business activities including but not limited to human resources, finance and contract oversight. His previous business management roles include president of KnightCo Oil and president/owner of ARK Waste Haulers. Marcus also served three terms as Mayor for the City of Lancaster, Texas (2008-2018). During his tenure as mayor he served on a number of regional and state boards including the North Central Texas Council of Governments Executive Board,

participation has been my way of giving back to the city that has been generous to me, my family and my employees."

Texas Municipal League Board and the Metroplex Mayors Association.

Marcus says that scenarios of serving as a mayor and as a business leader have helped to develop skills to be successful in both fields. With planning and strategy, building consensus, organization and ultimately executing.

Asked if there have there been any directional changes for the company in the past year, Richard says, "Our direction and vision continue to be guided by our founding principal of 'provide exceptional service in residential garbage and recycling collection'." Richard is vice-president, and chief operating officer. He is responsible for overseeing the drivers, maintenance functions and managing compliance issues and complaint resolution. Mr. Knight's transportation management career spans more than 20 years, including positions with J.B. Hunt Transport in Dallas, Texas, Trans-States Lines in Fort Smith, Arkansas and USA Truck in Van Buren, Arkansas.

As with any business, especially during the time of crisis, there are challenges. KWS has not been exempt. According to Richard, "We were short-handed at times during Covid which made things a bit difficult." He continued, "Staffing continues to be the greatest challenge facing our company and industry. The demand for qualified CDL drivers is outpacing the commercial driver pool." There has yet to be a scenario where overcoming this challenge has been consistent; however, as an organization, KWS is exploring non-traditional recruitment avenues to ensure labor stability but having qualified drivers for today is not enough. Richard says, "We will continue looking for ways to evolve in this industry. Over the next 10 years I imagine some form of automation may come into play. We already have cameras and routing technology in the trucks for service verifications and incident investigation: I'm not sure what form automation will take, but I'm sure it's coming."

A few years ago, the KWS became part of Rotary Fort Worth. According to Richard, this was a good decision. "Being invited to be a part of Rotary has exposed me to another level of quality associations that I had not been previously privileged to. I have made some fascinating 'quality' friendships that I hope will last for years to come. As for the benefit to our business - positive exposure can never be bad, right?"

Richard is actively involved with Rotary. He currently chairs two committees in Rotary: Community Outreach and now I Chair the newly formed Minority Business Awards committee, charged with seeking out and recognizing other minority led businesses that have been doing outstanding work in the city. "Rotary has been important for me, as an act of service. My active

participation has been my way of giving back to the city that has been generous to me, my family and my employees."

The Knight family takes service to the community very seriously. Other than Marcus being a former mayor, their combined Community service has included serving on the boards of North Central Texas Council of Governments, Texas Municipal League, North Texas Toll Authority, Methodist Health System, Cotton Bowl Athletic Association, Fort Worth Black Metropolitan Chamber of Commerce, Rotary Fort Worth, Blue Zones Projects just to name a few. They are also proud community supporters of FWISD's Adopt-A-School Program, Fort Worth Promotional and Development Fund and Tarrant County Fraternal Order of Police.

Their civic and community involvement shows commitment to the communities that they work and live in and it gives a picture of who they are.

“We will continue to work hard and strive to serve our community well, and care for and support our employees, who in all reality, are our 'extended family.' As long as we help them succeed, WE succeed. We have to keep it moving.”
- Richard Knight

As a LEGACY minority family-owned business, Marcus and Richard are proud of who they are and what they have accomplished as a business and as servants in the community. They had not intentions to slow down. "We will continue to work hard and strive to serve our community well, and care for and support our employees, who in all reality, are our 'extended family.' As long as we help them succeed, WE succeed. We have to keep it moving."

A short Q&A with Richard and Marcus Knight

Richard L. Knight -

What do you do in your spare time?

I enjoy socializing with friends and family in my spare time, and I 'still' enjoy doing my own yardwork!

Favorite movie?

I enjoy nearly all Sci-fi; but am a fan of movies in general.

Favorite Book?

I have started reading more leadership and investment strategy books.

Favorite music genre?

My first music love is JAZZ, but like nearly all music.

What is the one thing that you would want people to know about you?

If there is one thing people should know about me; my circle of 'true' friends is rather small, but once you make it in- you're in for life! Very few obstacles (hell or high water) will keep me from helping a friend in their time of need!

Marcus E. Knight -

What do you do in your spare time?

I enjoy spending time with my family, beach vacations, and fellowship with friends. I'm working on developing a sustainable hobby.

Favorite movie? Favorite Book? Favorite music genre?

I don't proclaim favorites,

What is the one thing that you would want people to know about you?

I want people to know that I enjoy serving others!




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UNITEDWAYTARRANT.ORG/DOLLYPARTON

A university degree is worth the investment

by Reginald Lewis, EdD, Tarleton State University

Between the rising cost of higher education and the heavy burden of student loan debt, some people question the value of a university degree. Most, however, think it worth the price. And they're right, it is.

College requires a significant investment of time and money, so choosing the right school for the greatest personal, financial and professional achievement is critical. Every individual must determine which factors take priority. Distance from home? Campus look and feel? Faculty reputation? Modest-sized school in a metropolis versus a university that dominates a small town? Short list in hand, let the culling begin.

Texas has more than 170 colleges and universities — large public systems, historically Black colleges and universities (HBCUs), prestigious private institutions, industrious community colleges — and some are among the nation's best. In 2021 more than 1.6 million college students studied in the Lone Star State, making it one of the most-preferred higher education destinations the country.

Average tuition and fees for U.S. public four-year institutions is \$9,349 for in-state students and \$27,023 for out-of-state students, Education Data Initiative reports. In Texas, in-state averages \$8,598. That's a check mark in the plus column for Texas, and it's important because a staggering 98% of university-bound students and their families said financial aid would be needed to pay for college (82% said "extremely" or "very" necessary) according to The Princeton Review. In response, Tarleton State University, a founding member of The Texas A&M University System, awards more than \$106 million annually in student financial aid, putting a high-quality education squarely within reach.

while those with a bachelor's degree are expected to earn \$2.8 million. Looking at the future of work, approximately 1.9 million U.S. jobs are projected to be added between 2018 and 2028, with nearly 41 percent requiring some form of postsecondary education and training.

Through its rigorous degree programs, Tarleton is equipping a stronger Texas workforce for those jobs. The university offers more than 100 undergraduate and graduate degrees at campuses in Stephenville, Fort Worth, Midlothian, Waco, at A&M-RELLIS in Bryan and online. On-campus and work-study opportunities abound.

A key benefit to living in an educated society is that college graduates lower the unemployment rate. Nationwide, the unemployment rate among individuals with no college experience (4.3 percent) is nearly twice that of bachelor's degree holders (2.2 percent). There's also a causal relationship between the head of household's education level and poverty. Roughly 11 percent of the Texas population lives below the poverty level, with 90 percent of the heads of household lacking a university degree.

Add it all up: more than 75,000 alumni living around the world know the treasure trove of possibilities that Tarleton provides. Graduates establish life-changing business relationships and discover lucrative career opportunities. Earning a college degree will change your life. Tarleton is committed to making that happen, and at an affordable cost.

To learn more about becoming a Tarleton Texan, visit www.tarleton.edu.

“ Graduates establish life-changing business relationships and discover lucrative career opportunities. Earning a college degree will change your life. ”
— Reginald Lewis



Tuesday, October 25th | 7:30 am to 9:00 am

City Club of Fort Worth

301 Commerce St. Fort Worth, TX 76102

Join panelists Dr. Whitnee Boyd from TCU, Pamela Cannell from BoardBuilders, Andre McEwing from TCC and Rosa Navejar from The Rios Group for an informative discussion about the need for and the importance of Diversity, Equity and Inclusion in the business, civic and nonprofit organizations. This discussion will be moderated by Shivaun Palmer from DEI Consultants.

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SPOTLIGHT ON:

Sharon Craddock

Company: Child Care Associates

City of residence: Fort Worth

City of birth: Fort Worth

Spouse: Sedrick Craddock

Children: None

What was your favorite TV show as a kid? Martin

What is your favorite Netflix or Prime binge? The Chi

What's your favorite vacation spot? Cabo San Lucasi

Whom do you admire most? My sister McClinton Thomas

If you could have any car in the world, what would it be? Mercedes-Benz G Wagon

What's worth paying for? Whatever makes you happy

Wine or drink of choice? Red Wine or Whiskey

What is your most treasures possession? My time

What's your favorite children's book? *I Am Smart, I Am Blessed, I Can Do Anything* by Alissa Holder

What are you afraid of? The unexpected

What causes are important to you? Life causes

What is your music of choice? Hip Hop and R&B

What are your must-haves on a road trip? Snacks, music, and laughs

What have you recently done for the first time? Take care of a 7-year-old full-time.

What do you collect? Shoes

What does success look like? How far you've come from where you started -growth.

If you could learn a new skill, what would it be? Cyber Security

Where do you get your inspirations? Motivating others to be their best self.

What advice would you give your younger self? Be confident, God got you!

What book would you recommend to everyone? Create your own book and share it with the world.

In 10 years, I hope to be: financially stable / debt free.



Photo credit: Octavia Ross

SPOTLIGHT ON:

Francine McQueen

Company & Title: Marketing & Communications Manager, The Women's Center of Tarrant County

City of residence: Fort Worth

Place of birth: Panama Canal Zone

Spouse: Still waiting on this...

Children: Two boys - 21 and 19

What was your favorite TV show as a kid? Solid Gold

What is your favorite Netflix or Prime binge? How about Hulu? And that would be Grown'ish.

What's your favorite vacation spot? Anywhere with water, sand and an adult beverage.

Whom do you admire most? Anyone who has overcome extraordinary challenges to live a better life.

If you could have any car in the world, what would it be? Convertible BMW

What's worth paying for?

Purses, shoes and linens

Wine or drink of choice? Margarita or French 75

What's your most treasured possession? Turquoise glassware that my mom brought over from Panama.

What's your favorite children's book? *I Love You Forever* or *Oh the Places You'll Go*

What are you afraid of? Flying and heights, like normal people.

What causes are important to you? Single parenting - My goal is to eventually help single mothers.

What is your music of choice? ALL of it! I love everything except metal and hard rock.

What excites you most about the future? Watching my young men realize their calling.

What are your must-haves on a road trip? A book, a blanket, sunflower seeds, some kind of candy, and something to play music on.

What have you recently done for the first time? Went to happy hour by myself.

What do you collect? Nail polish

What does success look like? Joy within, peace in the midst of challenges, healthy family and enough money to take care of myself and help others.

If you could learn a new skill, what would it be? Play piano

Where do you get your inspirations? My parents and the values they instilled, others around me that are more successful, and God.

What advice would you give your younger self? Do you! Stop focusing on finding the 'right' person and learn to be the right person for yourself.

What book would you recommend to everyone? *The Year of Yes* by Shonda Rhimes

In 10 years, I hope to be: alive, healthy, married, writing and traveling.



Photo credit: Rachel DeLira

Bras is Back!

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