



SPWP News

This month's meeting will be held February 8th, 2018 at the Norris Conference Center, beginning at 7:30 a.m.

Please respond to the PunchBowl Invite letting us know if you will be joining us or not. Regrets and RSVPs should be sent to Kadie Rose via email or the PunchBowl Invite. If you do not RSVP, we may not have the space to accommodate you. If you RSVP yes and do not attend, you will be charged the cost of the breakfast.

Reservations can be made by credit card (MasterCard, Visa or American Express) at the breakfast meeting or via PayPal on our Web site: www.spwp.org.

Please remember to turn cell phones off or to silent during meetings.



PRESIDENT'S NOTE

Hello Ladies,

I hope everyone is managing to stay warm and safe during this unusually cold and icy winter. But as we all know, this changes quickly here in Houston!

For 2018, the SPWP board is working hard to get events scheduled for the year that will benefit members professionally and personally. A survey was sent out to members and there was some response, which we will take under advisement. Monitor our website and Facebook page regularly to know what is happening and when. Our first social outing is this month so check out our sites for details.

We also have the Scholarship Committee gearing up for reviewing, interviewing, and awarding scholarships to high school senior girls in the Houston area. Lauren Jijina and Kara Ellis are co-chairs of the Scholarship Committee.

SPWP will resume one of our fundraisers this year -- the Golf Tournament. It will be in the 4th quarter and more information will follow soon. Renee Brown is chair of the committee and Sherry Adams is co-chair.

Thank you to those who are participating on these committees. We truly appreciate your time and dedication!

Happy Valentine's Day to everyone!!

Sincerely,
Sylvia Garcia

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JANUARY MINUTES

President Sylvia Garcia called the meeting to order at 7:36 am on January 11th, 2018 at the Norris Conference Center. Sylvia welcomed all SPWP members and guests and then introduced the 2018 board members.

Sylvia asked for a motion to approve the December 2017 minutes as written in the newsletter. Rhonda Bean approved and Lellany Conaway seconded. No one opposed, so the minutes were approved as written.

2nd Vice President Renee Brown introduced this month's guest speaker, Jackie Lyles of the Jackie Lyles Group. Jackie's presentation, "Own Your Value: Innovating with Executives", highlighted her experiences of personal growth and offered insight on how to embrace and cultivate our own internal value. At the conclusion of Jackie's presentation, Jerri Babin, Sylvia Garcia, and Erin Stroud asked follow up questions and Renee presented Jackie with a speaker gift as appreciation for her time.

Treasurer Mary Petricko announced that membership dues are due by February 28th and advised that reminder invoices have been submitted. She noted that there was a discrepancy with the first version, but revisions have been distributed. Sylvia clarified that the invoices are broken out by the \$75 membership dues and the \$25 breakfast fees for members, which can be paid monthly if preferred. Non-member breakfast fees are \$30.

Social & Development Director, Kayla Honza, announced that the board has approved the coordination of social events monthly, with a few of the suggested events including Bingo, an evening at the Houston Livestock Show & Rodeo, a "field trip" to the Ocean Star Museum in Galveston and a winery trip complete with a van/ bus and driver, all of which received a positive response from the breakfast attendees. Kayla encouraged attendees to please provide feedback for additional events via the survey they will receive within the week. Sylvia thanked the membership for voting in favor of the Social & Development director role and noted that Kayla would be focusing on SPWP's digital media as well.

Sylvia provided a Scholarship Committee update, reminding attendees that the deadline for applications to be received is February 1st and noting that the scholarship requirement is for Houston area female high school seniors planning to attend a Texas college. Sylvia encouraged everyone to share the scholarship information with others. She also advised that there are volunteer opportunities available to help the committee, and those interested can plan on signing up at next month's meeting.

Sylvia announced that the board had voted in favor of hosting the golf tournament this Fall and asked Renee to update further. Renee is reviewing the industry schedule of events so as to not conflict with the events of other organizations, but at this time it is looking like the tournament will be held in November. She will begin reviewing courses such as WindRose, who have reached out to her and kept in touch. Renee highlighted being mindful of possible sponsorship, team, and prize donation opportunities early as many companies are budgeting their events for the year.

Sylvia announced that after careful consideration and discussions with our previous active member delegates, the board has voted to suspend SPWP's FHPW membership for 2018.

Kadie Rose announced Ludivine Laurent Bureau as the Featured Member of the Month. Kadie also recognized Becky Lamson as the volunteer of the month for her assistance with coordinating the Christmas Party and handing over the Treasurer Board position.

Sylvia announced that the Oilfield Helping Hands Pistol Shoot would be held Friday, January 26th at Shooters Station in Conroe. She also noted the organizations efforts in providing financial aid to victims of Hurricane Harvey and encouraged attendees to direct anyone in need to OHH as they have funds available to help.

Sylvia encouraged the membership to send speaker suggestions to Renee and pass out SPWP business cards.

Sylvia announced that a photographer would be providing complimentary headshots at our February 8th breakfast meeting.

(January Minutes continued from previous page)

Sylvia recognized the birthdays for the month of January.

There was one guest in attendance, Elizabeth Cambry, who shared how she worked to implement a Journal for Hydraulic Fracturing inspired by women, and that they will be hosting an event on January 22nd. Sylvia will obtain the details and send to members via email.

Several members requested their new member or replacement member name tags from Secretary Gina McGinn including Ludivine Laurent Bureau, Becky Lamson, Erin Stroud, Rhonda Bean, and Larissa Hernandez. She will bring them to the February meeting.

Sylvia opened the floor to announcements, but there weren't any.

Sylvia reminded the membership that the next meeting will be on February 8, 2018. She also reminded everyone to "Like" and "Share" us on Facebook (Society of Professional Women in Petroleum, Houston).

The meeting was adjourned at 8:28am.

Respectfully submitted,
Gina McGinn

FEBRUARY FEATURED MEMBER

Sandra Mourton



Our new baby, "Sterling" - he is an adorable 6 month-old Shaded Blue Tabby Persian

I am currently the Executive Director of the Offshore Energy Center, which sponsors the Ocean Star Offshore Drilling Rig Museum and Education Center in Galveston, Texas. I have been blessed to hold that position since June of 2000.

Many SPWP members are familiar with the Ocean Star, and luckily we have a staff that takes care of the museum and our customers. The office staff however, work out of donated office space at Marathon Oil Company, in Houston and before that were guests of Shell in their offices on Dairy Ashford Road in West Houston. We have even toured some of the SPWP members on a Saturday to showcase the museum, and



Sandra & George

we must do this again, for we have so many new members. I would be delighted to tour a group in the near future.

Outside of the museum, we have a terrific Education Outreach program with traveling exhibits, Mobile Oilfield Learning Units (6 units, 24 activities), that go to 5th grade and higher students. One is based in Houston, (which travels west to California, Colorado, and other states), the second is based in Louisiana, and we are building a third to be based in Pennsylvania. We have traveling trunks filled with all kinds of information and activities for K – 12 students, teacher workshops, etc. This last

(Featured Member continued from previous page)

year we provided information on our programs to more than 275,000 students through our programs and our 60 teacher workshops.

When asked to put something together for the SPWP Newsletter, I could not think of anything to say, though in my business life I can usually think of lots of things to say because I just love this industry in which we are all involved – and when you are in Sales, you need to know your product and be able to talk a lot! And of course, negotiate to obtain the Sale! I began my career in (ouch!) 1975, when I joined a growing company in London. I began in Inside Sales and then moved to Outside Sales. I worked with Senior Managers of Rucker Hycalog (Drill bits), Rucker Shaffer (BOP's and Choke and Kill Manifolds), and Rucker Control Systems (Motion Compensators and Riser and Guideline Tensioners). Now I believe all are part of NOV!

The Oil and Gas Industry is a unique and wonderful industry. Yes, it has many “ups and downs”, but you certainly meet many great people and form many friendships.

In 1980 I was invited to work in Houston for 3 wonderful people whom I had worked with in London, and who formed their own company. At that time, the company was Retsco, recently sold to others. That was my first foray into Houston – Wow, what a shock. I loved it but never planned to stay in Houston. Ha-ha, well that was history and I am still here.

SPWP was formed in June 1981, and I found the organization and attended my first meeting in November 1981. I became a member in February 1982 and yes, I am still here! I have met so many wonderful people over the years with SPWP, many of whom are still lifelong friends. I pulled out some of the old SPWP Newsletters (yes I am a packrat!) and found one in which we celebrated SPWP's 10th birthday. We actually had a Birthday Committee to pull off the celebration. Margaret Hare was the president that year, and reading the Newsletter noted that we had 50 people in attendance at the June Breakfast, which also included guests. I have served on every committee that SPWP has formed. We held a lot of fundraising events, to raise funds for our Scholarship program and to entice other women to join this great Oil and Gas Industry.

Some of those members have remained friends over all these years, and many of us “old timers” meet up with Margaret Hare at her retirement community for dinner and wine to catch up on what we are all doing. To name but a few: Lellany Conaway, Alicia Torben, Carla Cooper, Joan Kraus, Peggy Ables, Mary Ann Vandermark, Betty Moland, and Pamela Collins. Not only are we friends, but we have been travel buddies for many years, in small groups and larger groups with Federation of Houston Professional Women.

I served on the SPWP board for a few years before I became President in 1985 and in 1986. I have also served on the board with the Federation of Houston Professional Women, and served as President for 2 years. So if anyone needs to know some of SPWP's history and all the activities in which we have been involved, I have boxes of most of the old newsletters! I think my favorite committee was our Scholarship Committee, formed to raise money to help young females going to college, hopefully to be a part of the oil and gas industry.

So fast-forward to today. I am married to a wonderful man, whom many of you know – George Hanst – who is also in the Oil and Gas Industry. We met about 25 years ago, when I attended one of the AADE luncheon meetings. We ended up dating for 10 years, and one evening when we were having dinner with many friends (some listed above) he asked me to marry him. “What? (we have not discussed this!)” was my reply. Of course I finally said “YES” and we have been married for 12 years. Thanks to him, I now have a ready-made family with his 2 children, and now also 6 grandchildren and 1 great grandson. We are a great team!

FEBRUARY SPEAKER

Chris Ely



Chris is currently Chief Executive Officer of Wellsite.com and has more than 21 years of industry knowledge and experience. Chris began his oilfield career in 1996 with Nabors Industries and has dedicated his career to the pursuit of efficiency and business process optimization in oilfield services. Chris diversified his knowledge and experience working from offices to fields spanning 3 continents. He has assisted multinational directional drilling companies with technical process writing, operations management, risk analysis, training programs, and technology development. Chris continues to manage strategic technology development and deployment at Wellsite, which includes industry platform development in Blockchain, AI, and Machine Learning.

SPWP ANNOUNCEMENTS

SCHOLARSHIP COMMITTEE

The application deadline has passed, and essays will soon be sent out to Graders on the committee. [Important Dates:](#)

Grading Deadline	March 21st, 2018
Reference Calling Deadline	April 19th, 2018
Interviews	April 21st, 2018

SAVE THE DATE!

UPCOMING SPWP SOCIAL EVENTS

February 22nd, 2018 Bingo Night in the Heights (Q1 Social)

Bingo takes place at the SPJST Lodge at 1435 Beall St, 77008. Games begin at 7pm but plan to arrive early. BYOB and snacks!

GOLF COMMITTEE

SPWP's 2018 Golf Tournament will be held Monday, November 12th at WindRose Golf Club. Committee members are needed! Please contact Renee Brown at spwpgolf@yahoo.com if interested.

WOMEN WITH ENERGY SUMMIT 2018

The Offshore Energy Center's 2018 Women with Energy Summit will be held in Houston on March 27th, 2018 at 1811 Briar Oaks Lane. This professional development event seeks to connect women within the offshore and energy industries. Contact Joy Hall at jocelyn.hall@cop.com / 281-923-2296 for sponsorship or to attend.

TAMU CAREER CLOSET CLOTHING DRIVE

We will be collecting gently-used business casual and business professional clothing for both men and women at our March Breakfast Meeting to continue our support for Texas A&M's Career Closet organization. Appreciated items include: suits, dress shirts, blouses, dresses, ties, blazers, shoes, and accessories.

PINK PETRO HERWorld ENERGY FORUM

Pink Petro will be holding their annual HERWorld Energy Forum at Norris Conference Center on March 7th and 8th, 2018. Registration and more information on the agenda and speakers can be found at <http://herworldenergyforum.com/>.

SPWP SCOOP

So what is going on with you?



The Susan G. Komen Race for the Cure was held on January 27th, and Kadie Rose represented her company, National Oilwell Varco, as Team Captain for the race.



Kara Ellis was recently promoted! She is now the Global Commercial Operations Director for Drilling at BHGE. Congratulations on your achievement, Kara!

Evalyn Shea and her husband were invited to be guests of United Airlines on their inaugural flight from Houston to Sydney on January 18. United treated them to two days of sight-seeing in Sydney as well as a day of networking and business meetings before returning them to Houston on the 23rd. "It was a whirlwind but a wonderful trip! Sydney is a beautiful city with lots of history, beautiful sights, great food, and an exciting atmosphere. And now it is so much closer with a direct flight from Houston every day!"



Priscilla Gagliano has officially moved back to Houston from Jakarta! She is looking forward to rejoining SPWP's monthly meetings in the next few months once settled back into a normal routine after starting new jobs and repatriation. Looking forward to having you back!

Sylvia Garcia attended the Texas Women Fly Fishers outing on the Guadalupe River in January. Her traveling companions were her two dogs, Hatch and Smokey. Fun was had by all!



Sylvia Garcia and Renee Brown recently represented SPWP at the Women in Hydraulic Fracturing reception.



CHRISTMAS CHARITY UPDATE

Bluebonnet Youth Ranch

P.O. BOX 90
YOAKUM, TEXAS 77995

361-293-3546

Thank you for my personalized Bible!



Love Joel
Tristan

Society of Professional Women
in Petroleum

January 10, 2018

Society of Professional Women in Petroleum
c/o Sylvia Garcia

Dear SPWP:

Thank you for donating money and gift cards to make Christmas for our children extra special. We appreciate you choosing Bluebonnet Youth Ranch this year.

We had a wonderful Christmas, and the kids enjoyed all the parties and festivities. They got to see Santa twice!!

One child at a time, we are making a difference and breaking the cycle of abuse and neglect. We appreciate your generosity and support.

Thank you again,

Kim Reeves
Executive Director

Dear SPWP,

Thank you for my new bible. It's beautiful! I will use it to learn more and be closer to God. Thank you so much for my bible.
love, Solene



Dear SPWP:

Thanks to wonderful friends and supporters like you, our kiddos had a super fun and exciting Christmas!!!

Thank you so much.

BLUEBONNET
YOUTH
RANCH



CAREER CORNER

Emailing While You're on Vacation Is a Quick Way to Ruin Company Culture

Companies expend countless energy creating organizational culture - defining their values, revamping their office space, organizing holiday parties, and coordinating volunteer outings. What many don't seem to realize though is that while culture can be very hard to build, it is extremely easy to destroy and you could unwittingly crush it in just two steps:

Step 1: Go on vacation

Step 2: Continue working like you never left

This is common practice for American managers: The latest research from "Project: Time Off" found that just 14% of managers unplug while on vacation. At senior levels of leadership, only 7% do. The majority check in with work in some form at least once daily.

If this is you, it is likely you are doing this to maintain your own peace of mind while you're away (in case something urgent happens) and for when you get back (to lessen the mountain of emails to attend to upon your return). But before you send that email, stop and think. When you're working while on vacation, you're sending more messages than can be contained in the contents of your email.

Every email sent by an employee while on vacation is a tiny cultural erosion: a signal to other employees that time off isn't really time off. These tiny erosions matter as they build up, because they send signals such as "I don't trust you to do the job without me," or "I'm not organized enough to wrap up my loose ends before I go on vacation." The result is an erosion of perceptions of your competence and likeability.

While all employees can contribute to this problem, when you're the manager, those signals are amplified significantly. And unfortunately, the consequences are far-reaching. Organizational cultures that don't support unplugging during vacation or personal time have employees that are less engaged and less committed. Compared to employees working for supportive companies, they are less likely to say they feel valued by their company (69% to 50%) and cared about as a person (64% to 43%). However, they are more likely to be job hunting. Four in ten employees who work for companies that don't support unplugging are actively looking or planning to look for a new job in the next year, nearly double the 21% of employees working in supportive cultures.

The motivations of those in the market for a job have shifted significantly from the last time they were looking. When queried about why they left their previous position, the top reasons driving their decision were predictable: increased compensation, an advancement opportunity, or a better commute. Now, those reasons decline in prominence. Rather than searching for something positive, they are fleeing because of the negatives: they do not feel valued by their employer, have a negative relationship with their manager, and are overwhelmed and stressed out by a demanding workload.

One's manager is the largest influencer over an employee's time – even more so than the employee's family. The power of that influence may not be evident to managers, just as the flow down consequences of them staying connected to work while on vacation may not be on purpose. But their connectedness on vacation is a predictor of their support for their employees' vacation time: More than 35% of managers who frequently check in while on vacation say that pressure from the company prevents them from approving employee vacation requests, compared to just 20% of managers who check in occasionally, or 17% who unplug completely.

The effects of a prohibitive vacation culture within an organization are bleak, but there is also a significant opportunity for businesses that see the value of a true holiday from work. Vacation time matters to employees - it is the second-most important benefit after health care, ahead of retirement plans, bonuses, and flexibility - and it should be seen as a valuable opportunity to improve culture and employee morale.

Deloitte Consulting CEO Jim Moffatt had an epiphany shortly after sending an email to his employees ahead of his vacation with the halfhearted closing, "Unplug a little before Labor Day, if you can." By saying, "if you can," he now acknowledges that he might as well have said, "don't try." This realization was reached after a colleague replied to his email with a note advising him to trust the people that he had hired and the training he had provided. If there were deficiencies in either, a few emails while on vacation would not fix what was wrong.

(Career Corner continued from previous page)

Instead of the two-step plan for destroying company culture outlined above, let's revise it:

Step 1: Go on vacation

Step 2: Trust your employees to handle the business while you're away

Taking this approach can lead to empowered employees who have the opportunity to realize new capacities, solve problems, and develop their skills, which will ultimately result in the growth of your business.

While work and technology are inseparable today, understanding the value of vacation time and creating an environment where employees feel supported in taking time off will ultimately create an engaged workforce that feels motivated, valued, and committed—all of which have a lasting positive impact.

This information has been adapted from an article by Kate Dennis, which can be found at <https://hbr.org/2017/12/emailing-while-youre-on-vacation-is-a-quick-way-to-ruin-company-culture>



Amethyst

H A P P Y
Birthday



February 12

Ludivine Laurent Bureau

February 15

Katherine Culbert

February 21

Margaret Hare



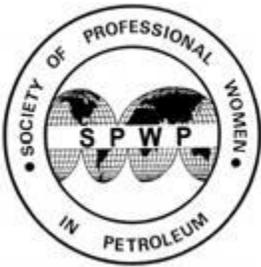
Violet

SPWP's Mission statement: Supporting career women in the petroleum industry through technology and information.



February Breakfast Meeting 02/08

March Breakfast Meeting 03/08



The **Society of Professional Women in Petroleum** was formed in early 1981 to support professional career women in the Petroleum Industry, through networking, education, and the distribution of technology and information. SPWP is incorporated as a non-profit organization.

All aspects of drilling and production operations are covered through topical monthly breakfast meetings and industry speakers, and we constantly seek to further expand the knowledge of our members. We also feature professional development speakers and hold roundtable discussions on a rotating basis.

SPWP's membership consists of women who have active careers in the Oil & Gas Industry in fields including Engineering, Geology, Sales, Research, Finance, Law, Quality Assurance, Purchasing, Advertising, and Marketing.

SPWP is dedicated to furthering the careers of women in the Oil & Gas Industry and as part of our mission, we have a merit-based scholarship program that provides financial assistance to female Houston-area high school seniors entering a Texas college. Our annual fundraisers on behalf of this program are made possible through the tremendous support of companies within the industry, as well as through the tireless dedication of our members.



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Golf Committee

Co-Chair – Renee Brown Renee.Brown@summit.com
Co-Chair – Sherry Adams sadams@wabtec.com

By-Laws Committee

Chair – Open
Co-Chair – Jerri Babin Jerri.Babin@nov.com

**Please forward newsletter updates,
comments, or questions to Erin Stroud at
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