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November 2020



From the President



Robin Turner
O'Leary Group Waste Systems

Everyone has inside them a piece of good news. The good news is you don't know how great you can be! How much you can love! What you can accomplish and what your potential is.
~Anne Frank

Being a middle-schooler is not the easiest. I'm not sure why

but I am often reminded of the impact of those years on my self-esteem. If I'd been stronger, I would have seen the larger picture of how middle-schoolers sometimes interact with one another as a cry for help. It is only in retrospect that I see this truth clearly.

Everyone has at least one physical attribute that causes shame or embarrassment. Pause. Think of yours. Mine was the enormous ears God gifted me on a tiny little pea head. In the seventh grade, a girl I will refer to as Queen Bee set me on a stool in front of a mirror and combed my hair back away from my face. Then she and her

Events

CREW and other local events



November 19, 2020 4:30 p.m. - 6:00 p.m.

[Thirsty Thursday Virtual After Hours](#)
[Register Now](#)

December 8, 2020 11:30 a.m. - 1:00 p.m.

[CREW Charlotte December Luncheon: The Queen City's Evolution: The CREW Years 1990-2020 with Tom Hanchett](#)
[Register Now](#)

December 8, 2020 4:30 p.m. - 6:00 p.m.

[Southeast CREW Chapters Virtual Happy Hour \(CREW Members Only\)](#)
[Register Now](#)

December 15, 2020 5:00 p.m. - 6:30 p.m.

[CREW Charlotte 2020 Impact Awards](#)
[Register Now](#)

Welcome

Say hello to our newest members



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anomaly of nature. I was so aware. I am only aware.

Fast forward to the beginning of eighth grade year. A new girl had moved to town. Queen Bee had adopted her into our herd. She was a dark-haired beauty with a warm, engaging smile. But there was something different about her. And as we all sat around in someone's bedroom talking middle-school girl talk, experimenting with makeup, and getting to know New Girl, something remarkable happened. New Girl looked from me to Queen Bee and pointing my way, made the statement, *Aren't her lips beautiful!*

I have searched the recesses of my mind for the name of that new friend. It's gone. She was only in our school for that year. Her impact on my self-esteem is what is memorable. I'll never forget her or those simple words. My lips were beautiful!

Words are powerful. They can cut to your soul. They can elevate or illicit feelings of worth. Words can also cause deep hurt. Here are a few suggestions I read recently about how to harness the power of your words:

- Practice compliments.
- Practice positive self-talk.
- Practice responding rather than reacting.
- Learn to say *I'm sorry*.
- Learn to say *I forgive you*.
- Learn to affirm others' gifts.
- Say *You are loved, adored, appreciated, valued* or other positive statements to others.
- Inspire others by making your actions match your words.

This list could go on. The point is, given the choice, be *that* girl. New Girl. She saw through my imperfection. She found something lovely and she affirmed it. Out loud. That day and her words made me see myself differently. In the mirror, I began to gaze intently upon my lips, ignoring other awkward features that had previously been the source of my focus.

I learned a different way that day. A way that I have practiced over the course of my lifetime, however imperfectly.

There is nothing noble in being superior to your fellow man; true nobility is being superior to your former self. ~Ernest Hemingway

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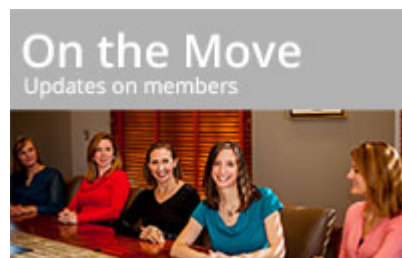
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Peyton Maynard

Jennison Construction

Clarissa Tarandy

Sands Investment Group


Erin Delph

Aprio

Please contact [Patty Drummond](#) with your career updates.

Member Spotlights


Sherri Commander

Lincoln Harris

Highlights

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Look for an email from CREW Charlotte President-elect, Nichole Kelley, with our [Membership Survey](#).



It should arrive to your inbox the week after Thanksgiving. Complete the survey in full and receive a [\\$5 Starbucks gift card](#).

CREW
CHARLOTTE



Now is the time to **renew your membership and update your CREWbiz profile!** Your membership

expires on December 31 so please take a moment to [renew your membership](#) and avoid a lapse in member benefits.

East Mecklenburg High School, a CREW Charlotte Outreach



Community, is compiling a [Career Spotlight Database](#) and they need your help creating content! If you would be interested in doing a video that talks about how you got to your career, training and education that it took to get there, day to day activities, your industry outlook and any other advice for young scholars you may think of, please send an email to [Rob Phillips](#) or [Dianne Jones](#) to get started!

Do you have any [news](#) to share with us about you or your company? Have you won an [award](#)? Would you like us to [nominate](#) you for one? If so, please contact [Patty Drummond](#) with your information.



Tanna Thomas
Terracon

[Click here to read the member spotlights.](#)

Members Making Deals

[Nancy Olah](#)

I'd like to thank Julia Taylor (Dentons), a Past President of CREW Kansas City, for asking me to serve as local North Carolina counsel for her client who is acquiring two apartment complexes in Wake County.

[Click here for more deals.](#)

Job Opportunities

[Civil Designer - Stimmel](#)

[Click here for more job opportunities.](#)

Announcements

[KIMLEY-HORN NAMED ONE OF FORTUNE's BEST WORKPLACES FOR WOMEN 2020](#)

[Click here for more announcements.](#)

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It was a pleasure for CREW Charlotte to have **Laura Ullrich, PhD**, speak at our November 10th virtual luncheon. Laura, who

serves as regional economist at the Charlotte branch of the Federal Reserve Bank of Richmond, provided an overview of past, current, and potential future economic conditions on both the national and regional levels.

[Click here to read a summary of the luncheon.](#)

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O'Leary Group
Waste Systems is a
locally owned and

operated waste hauler with a rich heritage in the solid waste industry that began in 1970 here in Charlotte. Invested in the Charlotte community, and with a devotion to integrity and customer service, O'Leary Group Waste Systems provides an excellent alternative to the national public waste companies.

We have invested our resources in assembly of a vertically-integrated waste company. With the addition of our own recycling facility comes a wider array of offerings to commercial buildings with regard to how waste is collected and handled. We customize your program to fit your organization's specific needs. Your goals become ours as we work together in partnership to reach your maximum potential for waste diversion.

O'Leary Group Waste is committed to bringing recycling programs that are easy to implement to businesses who desire to conform to NC state law and county recycling ordinances, as well as, present a more environmentally-responsible image to their tenants, clients and communities. Please consider O'Leary Group as a local resource when planning a waste management program for your business.

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collaborative culture. The firm currently leases and/or manages over 22 million square feet of office, industrial, mixed-use, and retail space across the region through their four offices in Charlotte and Raleigh, North Carolina, and Columbia and Greenville, South Carolina.



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