



SPEER: Who We Are

The South-central Partnership for Energy Efficiency as a Resource (**SPEER**) is the Regional Energy Efficiency Organization serving Texas and Oklahoma. Incorporated in 2011, SPEER aims to accelerate the adoption of advanced building systems and energy efficient products and services in our territory.

These two states include nearly 30 million people and many of the fastest growing cities in America. There is a tremendous opportunity to increase energy efficiency in the region through innovative policies, research, building codes, workforce development, and resource development to advance grid interactive buildings and improve energy optimization.

SPEER's activities and initiatives have already had a significant impact in the region, but more importantly, SPEER's growth and strong business membership give the organization the potential to have a major and sustained impact going forward.



Todd McAlister **Chief Executive Officer**

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As CEO Todd heads the SPEER initiatives, in collaboration with the SPEER Board of Directors and Members, to achieve the organization's mission and purpose as the regional leader in education and promotion of energy-efficient systems, practices, and distributed energy resources that strengthen local economies, improve health and quality of life, and protect the environment.

These initiatives cover a broad range of areas, including increasing energy efficiency in buildings, advanced building construction, local government efforts, and energy policy issues across Texas and Oklahoma. Todd is instrumental in the development and support of new programs, new funding opportunities, and SPEER membership growth and involvement.

Todd has been with SPEER since June 2019, and previously served as the Executive Director of the Texas Air Conditioning Contractors Association.



Liz John

Chief Operating Officer

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Liz leads SPEER's initiatives in collaboration with the SPEER team to achieve the organization's mission and purpose. These initiatives cover a broad range of areas, including increasing energy efficiency in buildings, advanced building construction, local government efforts, and energy policy issues in Texas and Oklahoma.

Liz continues leadership on SPEER projects, including SPEER's Community Efficiency Leadership Coalition, the Building Operator Certification program, our continued work on Building Codes, and so much more. Liz works with the SPEER team to ensure that all SPEER programs not only meet the requirements for reporting but also achieve success and sustainability.



Randy Plumlee **Senior Manager, Building Performance**

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Randy Plumlee expands the SPEER team to meet the goal of the Energy Codes Compliance program, which is to increase the level of compliance and implementation with the state adopted energy code in Texas and Oklahoma. He is the leading SPEER expert on compliance education and outreach to local areas in the region, providing support to code jurisdictions seeking to adopt new codes, training, and building science support.

Randy has over 10 years of combined experience in building construction, building audits, and inspection. Before joining SPEER, Randy was the North Texas Field Supervisor for US EcoLogic, a building inspection and energy audit company specializing in Green Building Consultation. Randy's responsibilities included everything from plan review through inspection, including management of 8+ field personnel.



Noah Oaks **Senior Manager, Policy Engagement**

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Noah leads SPEER's local and state policy portfolio, including leading the SPEER Heat Pump Working Group. As a trusted leader in the energy efficiency policy space, Noah has been active with the Texas Public Utilities Commission and the Oklahoma Corporate Commission, working with stakeholders to improve the adoption of not only heat pumps, but other critical energy efficiency and building performance measures across the SPEER region.

This has led to the PUCT implementing a Heat Pump Advisory and Work Group to leverage Texas manufacturers and contractors in furthering the advancement of heat pump installations and performance metrics.



Fletcher Berndt

Communications Manager

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Fletcher leads SPEER's communications efforts, working with leadership to assess, prioritize, and develop the organization's messaging in accordance with SPEER's mission and vision. Communications outlets include four monthly newsletter programs as well as daily messaging pushed on SPEER's social media channels. He regularly assesses performance metrics from these outlets to optimize engagement with the organization's messaging.

With over a decade of professional experience in visual content creation, Fletcher also leads the development of photo, video, and graphic content for SPEER, ensuring that visuals consistently meet brand standards and align with program messaging. Prior to joining SPEER, Fletcher worked as a Visual Content Specialist for the largest state medical association in the country.



Shaun Auckland **Senior Manager,** **Government and Community Engagement**

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As Senior Manager of Government and Community Engagement at SPEER, Shaun supports energy efficiency initiatives for local governments, educational institutions, and community organizations, fostering collaboration and impactful change. In her role she manages SPEER's Community Efficiency Leadership Coalition (CELC) program and the Texas Energy Advocates University Program (TEA-UP).

Shaun has over 15 years of experience in sustainability, environmental management, and government engagement. Previously, she led innovative programs at Travis County, driving greenhouse gas data analysis, recycling initiatives, and conservation efforts. At the City of Austin, Shaun advanced hazardous waste management and non-toxic resource programs, while building strong community partnerships and advocating for legislative progress. With expertise in compliance coordination, stakeholder engagement, and strategic planning, Shaun is dedicated to creating sustainable solutions, enhancing community impact, and leading environmental innovation.



Cathy Lawrence **Program Associate**

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Cathy started with SPEER in 2021, and is an integral part of day-to-day operations and staff support. In addition, she provides logistical support with SPEER webinars for the Energy Codes and Community Efficiency Leadership Coalition programs, sending follow-up emails, surveys, and credit certificates to attendees.

Cathy received an Associate's degree from Katherine Gibbs, a prestigious Administrative Secretarial Academy in Rhode Island, in 1981. She has 40 years of experience in the Office Administration field, having worked in healthcare as an Office Manager and Administrative Assistant to School Administrators and support staff in elementary education.



Shaniaya Griffin

Community Engagement Associate

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As SPEER's newest team member, Shaniaya assists with the Community Efficiency Leadership Coalition, bringing fresh energy to advancing energy efficiency in rural regions across Texas. She also supports SPEER's Texas Energy Advocates - University Program (TEA-UP), a dynamic new network for higher education institutions.

Hailing from Lake Charles, Louisiana, Shaniaya is an educator, nonprofit founder, and relentless advocate for change. She has a knack for bold ideas and has dedicated her career to mentoring students, tackling food insecurity, and uplifting marginalized communities. She currently wears the crown as Miss All World Beauties Plus U.S., and is chasing her dream of becoming an attorney to push for systemic reform.