

I am humbled and honored to SERVE as SAHRMA's President for 2019. Without question, I have some very big shoes to fill. Our organization owes tremendous gratitude to Jeri George for her leadership in 2018, a year in which SAHRMA rebranded itself, launched a new website, and saw tremendous membership growth. I will no doubt rely heavily upon Jeri in her new role as Past President, as well as on our 2019 Board of Directors.

As we embark on a new year, we will undoubtedly reflect upon our personal and professional successes of the past year, as well as our goals for the coming year. This annual exercise of reflection is particularly productive for HR professionals, who may be evaluating what worked and what didn't in the areas of hiring, professional development, performance management, and employee retention. A yearly review of positive and negative trends will enable you to build upon successes and to focus on areas requiring improvement. And, taking time to dust off the employee handbook and identify policies requiring update is never a bad idea, either.

As a Board, we will embark on our own yearly review on January 12, at which time we will meet to not only bond as a group, but also to identify goals aimed at achieving our mission of LEARNING, CONNECTING, and SERVING. Our success as a Board depends heavily on member engagement through active committee participation. I encourage you to visit our website and review the information concerning each of our committees. Volunteering for a committee not only enhances your experience as a SAHRMA member but serves to CONNECT you with other members from whom you can LEARN and who can LEARN from you! There is no greater gift nor reward than SERVICE.

Our first monthly meeting is on January 8, 2019, at the Norris Center. Most appropriate for the new year, our topic is "Success is not an Accident." Our speaker, Missy Hernandez, will discuss why goal setting is so important and will ensure we all know how to effectively do it. The focus will be on SMART goals. Most importantly, each of you will have the opportunity to walk out with a firm plan on how to change your dreams into a reality! We hope to see you at this event! Please also make note of our monthly meeting dates for this year: March 5, April 9, May 14, June 11, July 9, September 10, October 8, November 12, and December 10.

Then, on January 10, 2019, we will have our monthly Mix 'n Mingle at Texas A&M University's San Antonio Campus at the Science & Technology Building, Mays Center, Suite 111, from 6:30 p.m. to 8:30 p.m. We invite you to CONNECT and LEARN more about their Career Services, HR Certification Study Course, Career Skills Workshop, and the BBA & MBA programs they offer. We also invite you to SERVE by donating clean and gently used or new career wear items for their Career Closet.

Finally, I would encourage you to consider attendance at this year's South Texas Human Resources Symposium, which will take place on February 7 and 8, 2019, at the Norris Center. The Symposium is truly a labor of love in that preparation begins months in advance of the event and involves hours of time volunteered by our Symposium Chair, Rhonda Michel, and her committee. They have truly outdone themselves this year by securing top-notch speakers, including Jennifer McClure, SHRM President Johnny C. Taylor, Jr., James Robbins, and Audrey E. Mross.

In closing, I am so excited about this year! Let's celebrate SAHRMA's 60th anniversary by making 2019 the best one yet!