

THE



LARIAT

Volume 44, Number 12

“Five Star ★ ★ ★ ★ ★ Chapter”

December 2024



State of the Chapter

As the year ends, it's time for reflection. Each year continues to be a year of growth in many ways. I'd like to highlight our successes. However, the first thing is to thank y'all for your support and to especially thank the staff, both the chapter board and the MACEF board along with the host of volunteers. Everyone has collectively made our chapter such a success.

So, let me begin by explaining the acronym that I used in the first paragraph. MACEF stands for the Military Officers Association of America (MOAA) Alamo Chapter Educational Foundation. We created this 501c3 to support our fundraising efforts for the scholarships and other leadership activities for the ROTC. To make it official, we needed a separate board of directors. Hence, we have had some marvelous folks – under the leadership of Board chair Brad Freeman, COL, USA (Ret) - step up to help us for the governance, fiduciary and fundraising. While COVID slowed the process, these folks are going gangbusters to really get things going. We give thanks and are excited about the plans forward.

The chapter board – led by Chair Jarvis Baker, Col, USAF (Ret) - has continued to evolve. Their leader-

ship continues to provide staff with the guidance and direction needed to take us to a new level. We have welcomed new members to the board. We do have several folks retiring. A huge thanks goes to Frank Rohrbough and Bill Goforth. They have each been instrumental over the years, leading us through the ups and downs of growth. They ensured the consistency during COVID that helped us “weather the storm.”

The chapter again received the “5 Star Level of Excellence” Award from MOAA. Based upon the criteria of our activities for support for advocacy, the military, and the members, we continue to meet the expectations of such a large chapter. MOAA continues to reach out to chapter staff for support. We continue to get referrals for transitioning MOAA members. We were also asked to be a test chapter for the new membership dues portal. Our Presi-

dent-Elect Aimee Schumacher is the point of contact. You will be hearing news on this in the coming year.

A key element of a successful chapter is financial stability. We are happy to report that we are financially solvent as we continue to achieve our goal of frugality. MACEF is also on track to maintain the level of the ROTC and JROTC scholarships while developing plans for continued sustainability for future endeavors. Please note that this would not be possible without member support for both the chapter and MACEF.

(Continued on Page 5)

To All Our Members, their families and loved ones:



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Notices



Thank You

to each person listed below who have donated a little (or a lot!) to the

MOAA Alamo Chapter Educational Foundation (MACEF), and/or Chapter Operations.

We really appreciate it—and every dollar helps!

COL Dave Bruett, USA (Ret)
 LTC Edward Bryan III, USA (Ret)
 Lt Col Tom Carter, USAF (Ret)
 CAPT Don Crumbley, USN (Ret)
 Col John DiPiero, USAF (Ret)
 MAJ James Drake, USA (Ret)
 Lt Col Howard Glick (Ret)
 Col Dean Hartman, USAF (Ret)
 CAPT William Knehans, USN (Ret)
 LTC Thomas Leonard, USA (Ret)
 COL Edward Lindeke, USA (Ret)
 Col James R. McConnell, USAF (Ret)
 Lt Col Kitty Meyers, USAF (Ret)
 COL Ian Natkin, USA (Ret)
 Col David Patrick, USAF (Ret)
 COL John Pavlovsky, USA (Ret)
 Brig Gen Karen Rankin, USAF (Ret)
 Col Dan Rogers, USAF (Ret)
 LTC Aimee Schumacher, USA (Ret)
 LTC Ben Sewell, III USA (Ret)
 Lt Col Jeffrey Sprink, USAF (Ret)
 Lt Col Mark Sweeney, USAF (Ret)
 COL Carmine Taglieri, USA (Ret)
 Col Marc & Misty Van Wert, USAF (Ret)
 BG Robert Via, Jr., USA (Ret)
 LTC Machielle Wood Denmon, USA (Ret)
 Col Stephen Wright, USAF (Ret)

Alamo Chapter Educational Foundation Board

Did you receive a letter from Alamo Chapter MOAA asking you to support the scholarship program for JROTC/ROTC Cadets? This season of giving is a great time to make a donation. Any amount will help....even \$25 would go a long way!

Visit AlamoMOAA.org/donate

NEVER STOP SERVING!



WE NEED YOU TO VOLUNTEER!

Current Needs:

- 1) Personal Affairs/Surviving Spouse Chair
- 2) Social Media Officer / Webmaster Assistant
- 3) Members for the following committees:
 Membership & Retention
 Marketing
 Transition
 Legislative Affairs
 Personal Affairs/Surviving Spouse

Member spouses are welcome

The position descriptions of all chapter positions can be found on the chapter website under the resources tab.

www.alamomoaa.org

If interested, or have questions, please call or text Kitty Meyers 210 355 6244



Happy 388th Birthday

to the

United States National Guard

Dec 13, 1636

Always Ready,

Always There



UNITED STATES
SPACE FORCE

Happy 5th Birthday

to the

United States Space Force

Dec 20, 2019

Semper Supra

"Always above"



MOAA NATIONAL

Annual General Meeting Recap

MOAA President Outlines People-Focused Efforts to Strengthen the Association *By: Tony Lombardo*

MOAA continues to operate actively on several fronts, but our association remains laser-focused on the people we serve.

“Our team does absolutely remarkable work, and a major part of our work this past year has been focused on people, relationships, and delivering absolute member value,” said MOAA President and CEO Lt. Gen. Brian T. Kelly, USAF (Ret), during MOAA’s Annual Meeting of the Membership, held Oct. 25 in Alexandria, Va. “We know these relationships will be particularly important as we get ready to start a new administration here and the 119th Congress.”

Kelly’s speech included details on six focus areas selected to strengthen and grow the association:

1. Maintaining Key Advocacy Positions and Mission Focus

Kelly, who spent 2024 meeting with many key lawmakers on the Hill, thanked members for harnessing their “grassroots power” and supporting MOAA’s legislative priorities all year.

2. Chapter System Viability

“Councils and chapters remain the heartbeat of our association and carry the weight of our community engagement,” Kelly said.

MOAA has 386 chapters across the country and operating virtually, with a combined membership representing 10% of MOAA’s national membership. Kelly said he has made chapter visits a “major priority”; 2024 saw 130 chapter visits from MOAA HQ.

3. Growing Membership

Membership is growing overall, particularly at the Basic member level, Kelly said, but the association is making efforts both to increase paid Premium and Life membership levels and better reach the currently serving population.

4. MOAA Foundation Stability

The MOAA Scholarship Fund, which recently marked its 75th year, disbursed nearly \$11 million in loans and grants for the 2024-25 school year.

5. Strengthening Brand and Reach

MOAA is continuing to leverage our communication channels, such as Military Officer magazine and The MOAA Newsletter, to engage with the broad service community and strengthen our membership.

6. Financial Stability

MOAA continues to use funds from its endowment to help cover expenses, Kelly said, adding this is not sustainable in the long run. MOAA is working aggressively to identify new revenue sources, Kelly said, chiefly our upcoming conference in 2025.

Board Actions

The annual meeting also meant welcoming 12 new members of MOAA’s board of directors and the swearing in of Gen. Thomas D. Waldhauser, USMC (Ret), as the board’s new chairman.

“Whether you’re serving on the board, whether you’re serving at your local chapter, whether you’re serving at the council, it’s all worth it because our target audience depends on us.”

Membership Memos

THANK YOU Renewing Members:

RDML Clare Helminiak, USPHS (Ret)
 BG Rodney Wolfe, USA (Ret)
 COL Doug Ashby, USA (Ret)
 CAPT Gene Carnicom, USPHS (Ret)
 COL Gary Francis, USA (Ret)
 Col Dean Hartman, USAF (Ret)
 CAPT William Knehans, USN (Ret)
 Col Richard Reusch, USAF (Ret)
 Col Dan Rogers, USAF (Ret)
 Col David Root, USAF (Ret)
 Col Gary Salmans, USAF (Ret)
 COL Fred Solis, USA (Ret)
 COL Wes Weiner, USA (Ret)
 COL Richard Wright, USA (Ret)
 LTC Edward Bryan III, USA (Ret)
 CDR Stephen Haussmann, USN (Ret)
 LTC Todd Speer, USA (Ret)
 Lt Col Mark Sweeney, USAF (Ret)
 Lt Col Thomas Tullo, USAF (Ret)
 LCDR Douglas Dumas, USN (Ret)
 CPT Richard Buzen, USA (Ret)
 Maj Thomas VanDerHoof, USAF (Ret)
 SGM Joseph Terry, USA (Ret)
 Deaubrey Castle
 Roxie Frecko

Membership Stats

Active Duty 138
 Former Military 19
 Friends of the Chapter 10
 Retired 554
 Surviving Spouse 122

Total 843

WELCOME New Members:

Maj Gen Clark Quinn, USAF
 BG Daniel Hershkowitz, USA (Ret)
 COL Anuli Anyachebelu, USA(Ret)
 Col Kellie Clelland, USPHS (Ret)
 COL Sue Cunningham, USA (Ret)
 Col Ramma Fields, USAF (Ret)
 COL Debra Fix, USA (Ret)
 COL Jim Gardon, USA (Ret)
 Col Sandra Nestor, USA
 COL Awilda Ramos, USA (Ret)
 Lt Col Linda Barnes, USAF (Ret)
 LTC Lynn Blanke, USA (Ret)
 LTC Daryl Cunningham, USA (Ret)
 LTC Donald Dais, USA (Ret)
 Lt Col Mark Hryhorehuk, USAF(Ret)
 LTC Mark Mudrinich, USA
 LTC David Peterson, USA (Ret)
 CDR Renee Pleasanton, USPHS
 Lt Col Kenneth Robinson, USAF (Ret)
 LTC Janie Stephen, USA (Ret)
 LTC Don Van Eynde, USA (Ret)
 LTC Benjamin Woods USA (Ret)
 MAJ Jason Frey, USA (Ret)
 MAJ Marcia Gibbs, USA

MAJ Sheme Hicks, USA
 MAJ Chad Maxey, USA (Ret)
 MAJ Steve May, USA (Ret)
 MAJ Fred Reimers, USA (Ret)
 MAJ Quinlan Thigpen, USA (Ret)
 MAJ Cecilio DeJesus, USA (Ret)
 LT Brittanie Ellison, USN
 CPT Chioma Holland, USA
 1LT Lugo Rios Norberto, USA
 1LT June Squires, USA
 1Lt Ashton Stowell, USAF
 1LT Michael Tellier, USA
 2LT Patrick Byrne, USA
 2LT Haze Legion, USA
 2LT Daniel Oswald, USA
 2LT Frank Rymer, USA
 2LT Elizabeth Shirrell, USA
 2LT Samuel Wooten, USA
 CW4 Louis Quinones, USA
 Ms Irvis Brown (FOC)
 PO2 Mikayla Ellison, USN (FOC)
 CPL Mary Jo Weismuller, USA (FOC)
 Cpl Johnny Weismuller, USAF(FOC)

MOAA Alamo Chapter - Who Are We?

The Military Officers Association of America (MOAA) is a non profit veterans' association dedicated to maintaining a strong national defense and ensuring our nation keeps its commitments to currently serving, retired, and former members of the uniformed services and their families and survivors.

The Alamo Chapter is one of the more than 390 local organizations affiliated with national MOAA.

We support the national organization through membership recruitment, veterans transition initiatives and legislative support.

We are active in our community doing transition activities for JBSA and the military/veteran community; state legislative support via TCVO (Texas Coalition of Veterans Organizations) and the TCC (Texas Council of Chapters), financial support and leadership awards to JROTC and ROTC cadets, and volunteerism supporting Soldiers' Angels.

State of the Chapter

(Continued from Page 1)

We continue our activities to support the MOAA Texas Council of Chapters, the Texas Veterans Committee and the Land Board, the San Antonio Chamber of Commerce, the JB SA Transition Alliance and the Retiree Council. Collectively, we've been actively supporting Soldier's Angels with sock and coat drives along with Food Bank distributions.

The 2024 Golf Tournament was a success. This year's event was held at Ft Sam's Golf Course. While we are still tallying the figures, the funds will support our scholarships, leadership activities and the USO. A wonderful event. For the record, we awarded 33 scholarships at the March lunch to extremely deserving cadets. In all, we support 11 ROTC detachments and 139 JROTCs from Austin to the Valley.

As a Chapter, we continue to encourage membership to participate in the MOAA Quorum for national legislative issues. The Quorum is super easy to use by signing up on www.moaa.quorum.us. The emails received are easy to follow, click on the links to the issues and emails are automatically sent to the Congress-

sional representatives. Please join in support of this effort.

Again, we exist only with you, our members. Whether through participation in events or through financial support, you make us strong and successful. Be proud of your Alamo Chapter, in all of its endeavors. We look forward to another exciting year, 2025. Best wishes for a marvelous holiday season.

Kitty

Kathryn "Kitty" Meyers, LtCol USAF (Ret), SPHR, SHRM-SCP

Chapter Challenge Coin available for \$10



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— of Texas

AT AIR FORCE VILLAGE



HAPPY BIRTHDAY to members born in DECEMBER!

If you have a birthday this month and your name is not here, then we do not have your birth month in our records. If you'd like to be included please call, text or email us the information.

Barry Abrams, 1LT USA (Fmr)
Virginia Alloway, Lt Col USAF (Ret)
Edmund Askland, Col USAF (Ret)
Jarvis Baker, Col USAF (Ret)
Brad Barnhart, Col USAF (Ret)
Harold Blackshear, Col USAF (Ret)
Marty Bock
Ward Boyce, Col USAF (Ret)
Wayne Boyd, COL USA (Ret)
David Brooks, Col USAF (Ret)
Dave Bruett, COL USA (Ret)
Keith Burczak, CPT USA
Warren Camarano, Lt Col USAF (Ret)
Robert Certain, Col USAF (Ret)
Carla Clatanoff, Lt Col USAF (Ret)
Eugene Culp, Lt Col USAF (Ret)
Cheyanne Davis, CW2 USA
Rodney Day, COL USA (Ret)
Rich DeMouy, Col USAF (Ret)
James Dienst, Brig Gen USAF (Ret)
Raul Escribano, MG USA (Ret)
Will Freds, COL USA

Loretta Henderson, Lt Col USAF (Ret)
Edward Herbold, Col USAF (Ret)
Alfred Howell LTC USA (Ret)
Eric Johnson, COL USA (Ret)
Ralph Kelly, COL USA (Ret)
Upendrakumar Kharod, Col USAF (Ret)
George King, COL USA (Ret)
Bret Kinman, LTC USA (Ret)
Michael Lakos, Col USAF (Ret)
Preston Leingang, CW3 USA (Ret)
Thomas Leonard, LTC USA (Ret)
Richard Marple, COL USA (Ret)
Emma McMillan
Dan Mishket, LTC USA (Ret)
John Miterko, CPT USAR (Fmr)
Donald Morse, Col USAF (Ret)
Gregory Morton, SFC USA (Ret)
Lee Nelson, CW5 USA
Michael Nicholson, Lt Col USAF (Ret)
Marilyn O'Hair
Matthew Otting, LTC USA (Ret)

David Padden, Col USAF (Ret)
Burrell Parmer, Maj USMC (Ret)
James Payne, Col USAF (Ret)
Mark Quenga, LTC USA (Ret)
Amelia Ramirez, WO1 USA
Angie Salinas, MajGen USMC (Ret)
Gwendolyn Sampson
Lawrence Sansone, COL USA (Ret)
Benjamin Sewell III, LTC USA (Ret)
Patricia Shecter
Dian Sherrod
David Slyman, CW4 USA (Ret)
Michael Stadnyk, LTC USA
Beckwith Steiner, Jr., Maj USAF(Ret)
Sharion Tanner, CPT USA
Robert Via, Jr, BG USA (Ret)
Voncille Vordenbaum
Marissa Wader, Maj USAF
John Ward, Lt Col USAF (Ret)
Richard Wright, COL USA (Ret)
Stephen Wright, Col USAF (Ret)
David Zeh, Col USAF (Ret)

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2 HOURS MAINTENANCE ASSISTANCE DURING FIRST MONTH OF RESIDENCY

The ARC is a nonprofit life plan continuing care retirement community (CCRC) in beautiful San Antonio, Texas. We welcome all officers, retired or honorably discharged from all branches of service, warrant officers, as well as senior level GS 14 and above federal employees who are at least 62 years old, including spouses and surviving spouses.



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Soldiers' Angels

Here is another great opportunity to help our friends at Soldier's Angels. This time they are requesting help in preparing holiday stocking for our troops. Please find the details below, as well as a link that will take you to a signup page showing all the available dates and times.

SOLDIERS' ANGELS IS RINGING IN THE HOLIDAY SEASON AND THEY NEED YOUR HELP!



When: Multiple dates and times available!

Where: Soldiers' Angels Headquarters
2895 NE Loop 410, Suite 107 San Antonio, Texas 78218

How: Sorting/packing items for holiday stockings, sorting/bagging leftover Halloween candy, and sorting, counting and packing other comfort items.

Visit SoldiersAngels.org to register and sign up.

Hurry! Holiday Volunteer opportunities fill up very fast!



WANTED! Active Duty or Retired Job Seekers

If you would like to be added to the regular email blast that lists job opportunities in **San Antonio and Texas** please contact David Patrick, the Career Transition

Coordinator - Texas

dwpatrick01@gmail.com

If you are an area **employer** who is interested in hiring career transitioning officers or their spouses or if you are a MOAA member interested in helping a career transitioning officer or spouse as a **San Antonio Networker**, or if you are a **MOAA-AC member Job Seeker**, please contact **Kitty Meyers LtCol USAF (Ret)** Chapter Transition Liaison Officer at

kamconsulthr@gmail.com

Membership Application/Renewal

Join/Renew - \$25 Annual Fee

Name _____

Branch of Service _____ Rank _____

☐ Active ☐ Retired ☐ Former ☐ Reserve
☐ National Guard ☐ Spouse of Eligible Officer
☐ Friend of the Chapter

☐ MOAA National Mbr? If yes pls provide mbr number:

Email Address _____

(Please provide a personal email **without a ".mil" domain**, if available.)

Address _____

City _____

State ____ Zip _____

Phone Number _____

Date of Birth _____

Spouse Name _____

Spouse/Alternate Email Address _____

Method of Payment

☐ Check (make payable to MOAA Alamo Chapter)
☐ Credit Card Charge my card \$ _____

Card number _____

Expiration date _____ CVV _____

Zip code where CC Statement is mailed: _____

Signature _____

☐ **YES—I would like to help the Alamo Chapter as a volunteer - email me details**

Mail to: MOAA Alamo Chapter TX16
P.O. Box 340497 Ft. Sam Houston, TX 78234

Referred By: _____

Events Calendar

DECEMBER

5 Staff Meeting 10am

5 Scholarship Cmte Meeting 1pm

7 Pearl Harbor Remembrance Day

10 MACEF Board Meeting 2pm

13 National Guard Birthday, 1636

12 Christmas Luncheon/Social 11:00am Ft Sam Golf Club with Alamo Heights Young Adult Choir

20 Space Force Birthday, 2019

21 Winter Solstice

25 Christmas Day

26 Hanukkah (first day)

26 Kwanzaa (first day)

31 New Year's Eve

Alamo Chapter Mission & Vision

Vision:

To be the primary advocate for the military community

Mission:

- *Provide information, support and social engagement to members;*
- *Offer programs and services for the common good of the military community;*
- *Support MOAA at the national, state and local levels with a powerful voice.*



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HELP WANTED...POSITION OPEN...FLEXIBLE HOURS...JOIN OUR TEAM!

Executive Assistant (Paid Contractor)

Importance of Position: Maintain all administrative functions in an efficient and volunteer-friendly manner

Qualifications:

- Computer literate with knowledge of Word, Excel, Publisher, Quicken, Constant Contact
- Master in organization and efficiency
- Multi-tasking and priority setting abilities
- Self-starter requiring little to no supervision

Responsible to: Chapter President

Major Responsibilities:

- Process new and renewal memberships
- Maintain database, producing reports as needed
- Format monthly newsletter
- Respond to emails, voicemails and correspondence
- Attend staff & Chapter Board, MACEF Board & Golf Tournament meetings
- Participate in Golf Tournament planning and execution
- Assist and inform Executive staff
- Coordinate with webmaster on website updates
- Produce event reminders and dues renewal notices
- Maintain financials and fulfill accts payable function
- Maintain administrative requirements of a Private Organization on JBSA
- Update and maintain all files & forms used within the organization
- Produce advertising and Corporate Partnership renewals
- Take minutes at Staff, Board & Golf meetings and provide all materials
- Process event RSVPs, listings, name tags, place cards and all required registration form & items
- Create & distribute event marketing flyers and RSVP slips
- Track volunteer hours for Ft Sam Volunteer Services
- Prepare monthly financials for Treasurer's review
- Maintain office building regarding trash disposal, pest control, cleaning and refreshments
- Prepare and execute daily/weekly bank deposits
- Collect mail from P.O. Box and process

Training/Preparation:

- Experience in office management
- Computer literacy with extensive knowledge of Word, Excel, Publisher, Quicken & Constant Contact

Average Time Commitment: 20 hours per week

Length of Commitment: Serves at the discretion of the Chapter President

Measures of Success:

Be the Go-To-Person in the office
Chapter receives 5 Star Level of Excellence award each year
Complete all action steps, as assigned, in the chapter Strategic Plan

MEET OUR CORPORATE PARTNERS

Abby Consulting <i>Website Design</i> http://www.abbyconsulting.com/ 210-490-6513	Adante Senior Living <i>Retirement Community</i> www.adantelife.com Independent Living: 210-493-0101 Assisted Living/Memory Care: 210-493-0103	Army Residence Community <i>Retirement Living</i> https://armyresidence.com/ 210-646-5300
Beldon Roofing Company <i>Trusted Since 1946</i> https://www.beldon.com/ 833-5-BELDON	Blue Skies of Texas <i>Retirement Community</i> <i>In the tradition of Air Force Village</i> https://www.blueskiesoftexas.org/ 866-553-5389	CTWP Digital Solutions <i>Printers, Copiers, Fax Machines & Office Equipment</i> https://www.ctwp.com/ 210-590-2897
Dignity Memorial <i>Advanced Planning</i> Maritza Cano www.DignityMemorial.com 210-833-6223	First Command <i>Financial Services</i> Sid Frith www.advisor.firstcommand.com/us/tx/universal-city/ssfrith 210-750-4800	Global Aid Consultants <i>Transforming Lives Through Education and Health</i> Todd Speer www.GlobalAid.us 830-309-0077
Humana <i>Medicare Insurance</i> Justin Cuadra jcuadra1@humana.com 210 790 1785	Kelly Guerrero, Realtor <i>Coldwell Banker D'Ann Harper</i> <i>Guiding You Home</i> https://www.coldwellbanker.com 210-260-4889	Leborne Health & Life Insurance Jovi Leborne www.lebornehealthandlife.com 619-778-5073
Leonard Contracting Inc <i>New & remodeling construction</i> info@leonardcontracting.com www.leonardcontracting.com 210-493-8303	MOAA Career Transition <i>Texas Coordinator</i> David Patrick, Col, USAF (Ret) dwpattick01@gmail.com 210-259-9867	Our Lady of the Lake University <i>Nonprofit Management Graduate Online Degree</i> https://tinyurl.com/45je334w Chuck Rodriguez (MG Ret USA) Ph D 210-504-7502
Raven Studios <i>Full Service Photography</i> www.rvnstudios.com Marty Waddy 210-658-3034	Security Service Federal Credit Union <i>Full-service Financial Cooperative</i> https://www.ssfcu.org/ 888-415-7878	Soarion Federal Credit Union <i>(formerly Air Force Federal Credit Union)</i> <i>Reach New Heights!</i> www.soarion.org 210-673-5610
USAA <i>Financial Services Company</i> https://www.usaa.com/ 800-531-8722	Weisinger Law Firm PLLC Estate Planning https://weisingerlawfirm.com Charlie Weisinger 210-308-0800	Xpert Media Management LLC <i>Graphics & Promotional Advertising</i> Glenn Medeiros www.xmmlc.com gmediros@xmmlc.com 210- 653- 7871
<p><i>Your ad could be here! Contact Col Lisa Skopal, USAF (Ret)</i> <i>210-394-3885 Lskopal@ymail.com</i></p> <p><i>If you use any of the folks listed here do tell them the Alamo Chapter referred you - it'll show them their partnership with us is working!!</i></p>		

Transition Tips

Knowing the Job Market Future

As those of you who have been following my articles, you know that I'm constantly checking www.shrm.org (Society of Human Resource Management or SHRM) for the latest issues and concerns from the HR perspective. Every administration change, whether national or in the state house, there will be changes that impact HR practices. Market conditions are one of the other internal factors that influence business decisions. Thus, I'm constantly checking the SHRM site as well as local and other sites for current trends.

I found an interesting article titled "SHRM Research Delves Into State of the Workplace" by Kathy Gurchiek (June 21, 2024, www.shrm.org). This article highlighted findings presented at the SHRM Annual Conference and Expo (SHRM 2024) in June. So, here are some points that were perspectives from the HR side. You can understand how HR is approaching the challenges that they are facing as they navigate the business.

- Employee morale and engagement continues to be a significant challenge. The goal is to create "civil and respectful" workplaces. This impacts employee performance in so many ways.
- Recruitment and retention on also competing for the top spots on the priority list. Current employees continue to look outside the organization for opportunities.
- On the flipside, the HR costs of doing business are rising in a time when pressure continues to reduce costs. Finding options through technology, etc. to allow for staff reduction in HR continues.

The solutions to be considered during this discussion along with my thoughts.

- Compensation continues to be a critical conversation point for both recruiting new employees and for retaining the current staff. When you are interviewing for a position, remember the "R" word – research. Know the market and know the company. You will then be in a better position to negotiate.
- The labor market continues to be a challenge. There is lots of discussion over the value (or not) of diversity and inclusion. The market is answering this as HR is still looking at other "labor pools" for talent. Use that to your advantage. Your experiences and knowledge coupled with the resourcefulness and flexibility make you a viable option to their traditional hiring pools.
- They are also focusing on how to make their workplace more engaging for the employee. This can be with schedule flexibility, improving workplace policies, training opportunities, just to mention a few.

Your job in the recruiting process is to understand the prospective employer and show them what you are bringing to the workplace that will meet their goals. You are selling yourself to the folks you meet. Understand where they are coming from. Research the company. Understand their goals and needs. Explain how you can be an asset to their success.

Best wishes.

Kitty

Kathryn "Kitty" Meyers Lt Col USAF (Ret)

Retired HR Professional
Past SPHR, SHRM-SCP
Chapter Transition Liaison Officer



VOLUNTEER STAFF:

PRESIDENT	Lt Col Kitty Meyers kamconsulthr@gmail.com
PRESIDENT ELECT	LTC Aimee Schumacher aimeeschu@gmail.com
PROGRAMS	Col David Patrick dwpatt01@gmail.com
ASST PROGRAMS	Col Brian Afflerbaugh baffler74@hotmail.com
MEMBERSHIP	Lt Col Kathie Estrada kathleenestrada27@gmail.com
LEGISLATIVE AFFAIRS	MAJ Jim Cunningham jimbo48@sbcglobal.net
SECRETARY	Col David Patrick dwpatt01@gmail.com
TREASURER	Col Brad Barnhart bradbarnhart4737@gmail.com
SCHOLARSHIPS	Col Peter Hunt moaa.ac.awards@gmail.com
MARKETING	Col Lisa Skopal lskopal@ymail.com
PERSONAL AFFAIRS (Open)	
PR-SOCIAL MEDIA	Lt Col Kathie Estrada
EDITOR	LTC Aimee Schumacher
CHAPLAIN	LTC James Taylor
PX/VAC Rep	MAJ Jim Cunningham
SA TRANSITION	Lt Col Kitty Meyers
TX TRANSITION	Col David Patrick
WEBMASTER	Col Bill Hudson
VOLUNTEER COORD	Col Pete Schaub
BLUE SKIES Liaison	Col Dan Van Syoc
ARC Liaison	COL John DiPiero
ACTIVE DUTY LIAISON (Open)	
CONTRACTOR:	Trish Meserve

Chapter Board:

Chair: Col Jarvis Baker
Vice Chair: COL Eric Kreitz
Lt Col Ed Marvin Col Frank Rohrbough
LTC Bill Goforth MAJ Josh Welch
COL Kim Biever MAJ Mike Pollog
Advisor: CAPT Bill Knehans

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Editorial Policy

The Lariat is the newsletter of the Military Officers Association of America - Alamo Chapter. It is published once each month to inform the membership of issues and activities of interest to all. MOAA-AC Operations is a non-profit organization 501c 4. The MOAA Alamo Chapter Educational Foundation is a 501c 3.

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MILITARY OFFICERS ASSOCIATION OF AMERICA
ALAMO CHAPTER

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STATUS

FOR INFORMATION REGARDING
OUR BY-LAWS, STRATEGIC PLAN,
EVENTS CALENDAR, MEETING
MINUTES AND PAST ISSUES OF
THE LARIAT PLEASE VISIT OUR
WEBSITE:

WWW.ALAMOMOAA.ORG

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THE LARIAT

National Award Winning Newsletter

If undeliverable please re-
turn to:
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Thursday, Dec 12 Holiday Luncheon

Featuring

Alamo Heights Young Adult Choir

Ft Sam Golf Club

1050 Harry Wurzbach, San Antonio TX 78209
Meet & Greet begins 11am - Lunch 11:30am

Menu

Roast Turkey - with Red Mashed Potatoes, Prince William Veggie Mix,
Cranberry Sauce, Turkey Gravy; Chicken & Wild Rice Cream soup,
Lettuce Mix with Feta Cheese, Mandarin Orange, Toasted Walnuts,
Balsamic or Italian Vinaigrette Dressing ; Pumpkin Pie dessert; Dinner
Rolls with Butter, Coffee, Water & Iced Tea.

Cost per person: Pay In Advance \$28; Pay At the Door \$32
Enclosed: \$ _____

RSVP by 4pm Wednesday 4 Dec
Reservations not cancelled by then will be forfeited/billed
Non member Officers & guests are welcome with paid reservations

Name _____

Guest(s): _____

Call (210) 228-9955 to make/pay your reservation or send check made
payable to MOAA-AC to P.O. Box 340497, Ft Sam Houston, TX 78234
Or contact us by email moaa-ac@sbcglobal.net to hold a reservation or
reserve and pay on-line at **www.alamomoaa.org**

SAVE THE DATE

Wednesday, Jan 22

Chapter Luncheon

Speaker: Joe Bray

Civilian Aide to the Secretary of the Army

NOTE NEW LOCATION!!

Alamo Heights
United Methodist Church
Christian Life Center
825 E. Basse Rd, San Antonio TX
78209

Meet & Greet begins 11am - Lunch 11:30am

Menu

Soup Salad Sandwich & Dessert
(Comparably priced)