

In the News...

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The LSM Class of 2016 recently participated in their third class sessions which focused on Healthcare and Social Services. Session Three was held on Tuesday, November 19th and provided the class with a comprehensive overview of the various opportunities to help support social services in San Marcos.

LSM CLASS OF 2016 SESSION THREE



MARK YOUR CALENDARS

February 10– Session Six

February 17– Regular Board Meeting

February 27— Lunch N' Learn

Mission of Leadership San Marcos

To identify, inform, educate, and motivate individuals to participate in programs and activities that will improve the San Marcos community.

LSM Holiday Party

LSM had their holiday party at the Texas Old Town—Tejas Hall on Dec 17th. They wore ugly Christmas Sweaters, great food and wonderful time.



THE 2014-2015 LSM BOARD OF DIRECTORS

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President-Elect
Secretary
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Technology
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Alumni Development
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Class Selection, 2017
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Facilitator Co-Chair
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Mitsie Benton, Ignite Nutrition Associated w/Rapid Nutri.
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Karen Wyatt, Blue Sky Mortgage
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Lisa V. Tanksley, ColorMix Graphics & Printing
Jeff Caldwell, MWM Design group
Greg Wurzbach, Grande Communications
Dannette Elliot, Texas State University
Jessica Jolly, Central Texas Medical Center
Jeremiah Pizana, Ozona National Bank
Bonnie Hughson, Sur-Powr Battery
Liz Castaneda, Texas State University
Teresa Lauderdale, Grande Communications
Rick Bell, McCoy Corporation

* Non-voting chair position

FEBRUARY LUNCH 'N LEARN

We invite you to join us for the next LSM Lunch 'n Learn which will be held on Friday, February 27th from 11:45 am – 1:00 pm at the CTMC Community Classroom. Rick Gonzales, Continuous Improvement Coordinator at Mensor, will be presenting on “Becoming an Agent of Change.” Rick was born and raised in San Benito, Texas and is a 1979 graduate of San Benito High School. After attending Texas Southmost Junior College in Brownsville, Texas, he moved to San Marcos in 1983 to complete his studies earning his Bachelor of Business Administration Degree from Southwest Texas State University.

Rick's career spans 28 years in the San Marcos manufacturing sector with much of his emphasis in the field of continuous process improvement utilizing the Kaizen/Lean methodologies. He was with BlueScope (Butler) Buildings for 13 years and now is employed by Mensor LP in their Quality Dept. as their Continuous Improvement Coordinator.

He has been involved with the San Marcos Manufacturers' Association for four years having served as President during 2013. He currently represents SMMA on the Board of Directors of the Greater San Marcos Partnership. This year Rick is the Director for the SMMA Gear-Up 10 Mile Run fundraising event with proceeds supporting scholarship awards for local students attending High School, Gary Job Corps and Texas State College of Business Administration.

Rick is a member of the Leadership San Marcos Class of 2004 and served on their Board of Directors from 2006-08 and is currently an alumnus. He and his wife Sandra reside in San Marcos and are among the founding members of Solid Rock Church now in its 22nd year. He serves as an Elder with an emphasis on the Men's Ministry and commits much of his efforts in his personal ministry which he calls the “Fishers of Men Fraternity”.

If you plan on attending this Lunch 'n Learn, please RSVP by Friday, February 20th by emailing Jessica Jolly Pizana at jessicajolly8@gmail.com. Wells Fargo is graciously sponsoring the lunch so it will be free for all paid alumni and \$10 for guests.

We look forward to seeing you there!

Thanks,
Jessica Jolly Pizana
Membership Development Chair, 2014-2015
Class of 2011

Thank you to Wells Fargo for the Sponsorship!!!!



MESSAGE FROM LSM EXECUTIVE DIRECTOR



Season's Greetings,

Lately I've been thinking about the relationship between process and outcome. In our organizations and institutions we have established processes that offer an orderly way to reach the outcomes we hope to achieve. Leaders are respected for their ability to accomplish the outcomes desired by their constituents through established processes. Or not. Since to some, outcomes matter more than processes, when leaders fail to produce results through established process, they may be expected to do so through any means necessary.

Most institutional processes are designed to assure a mix of stability and flexibility, with the emphasis on stability, and as a consequence, they make decisions and change formal and cumbersome. The formality provides opportunity for input, response, and, with luck, consensus.

The "cumbersomeness" (speaking of cumbersome) slows progress, saps enthusiasm, and makes it all too easy to bog down, burying the grand objective in small detail. Most importantly, we should never forget that despite the built-in impediments, these processes provide legitimacy to the decisions and changes that make it through. They also provide legitimacy to the status quo when decisions or changes are rejected. Resorting to "any means necessary" risks the loss of that legitimacy.

So what is a leader to do when his or her vision is not shared by the constituents being served, or by colleagues, or by peers? Perhaps a review of the organization's mission statement would be in order, as a helpful reminder of why the organization exists. If that is a complete mismatch, then perhaps the leader should find another organization more closely aligned with his own purposes. Perhaps some candid input from colleagues and peers would be helpful. Do they think the leader's objectives are grand or futile? Perhaps a little reflection on whether the leader wants to serve the organization's ends or prefers that the organization serve his or her ends. It is possible, even probable, that one or the other has changed over time. Are their interests still aligned?

I have been addressing the matters of process and outcome, and it should be fairly evident that I believe process should be respected, even when it does not produce a leader's preferred outcomes. Governing or operating processes have generally been developed slowly over much time and have served many before us. Those of us serving on boards, committees, commissions, or associations should be able to meet our current objectives by consensus through existing processes. Change, even popular change, or perhaps especially popular change, should be implemented with care, because the inevitable unintended consequences are, though unintended, very real, and generally must be dealt with as problems by one's successors. That would be doubly true of changes reflecting contemporary values, rather than purely procedural changes. Few of us can foresee the future with any clarity, but it should be obvious to us all that tastes, conventional wisdom, and mores a few years down the road will be different than they are today. It is said that the road to hell is paved with good intentions. We should do our best not to provide examples.

Merry Christmas, and Happy New Year.

Best regards to all,

RWB

Rick Bell
Executive Director
LSM Class of 2007



MESSAGE FROM THE PRESIDENT

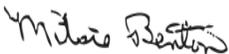
It is hard to believe that we have completed another month in 2014. It seems like in the month of November our calendars begin to get crowded with events, programs, and things to accomplish.

There are so many opportunities to serve our community in the months of November and December. A few of these opportunities include Tackling Turkeys for Hunger with our Hays County Food Bank. Different church organizations collect food and clothing for the needy. Then there is the San Marcos Police Department's Blue Santa and the Hays County Sheriff Department's Brown Santa where monies, unwrapped gifts for children are collected. And let us not forget the Sights and Sounds of Christmas put on for families in our community. There children will see Santa & Ms. Claus, eat homemade biscuits made in kettles over the fire, drink hot chocolate, listen to heart- warming music, pet live animals, and don't forget the ice skating rink, and much more.

With all this being said, I hope you each had a wonderful Thanksgiving with friends and family. However, even though it was Thanksgiving, we need to take time throughout the year to be thankful for what we have rather it be in a great job, attending a blessed church, or something as simple as having good health.

I may also say that we should remember each other and be thankful for the role we play in other people's lives. Take a few minutes to stop and reflect on what you have done or accomplished to be thankful for. Also take a few minutes to be thankful for something someone else has done for you that has assisted in making you a better person, a stronger leader, a person others want to follow.

Your President,



Mitsie Benton, President
Leadership San Marcos
Class 2011

ALUMNI MEMBERSHIP INFORMATION

Leadership San Marcos provides face-to-face contact with peers from various organizations and industries in the community. Networking advantages through Leadership San Marcos include expanding your resources, keeping abreast of new developments, learning about other businesses and industries and making new business contacts.

If you are not already an alumni member, please plan to send your dues in today! Membership only costs \$50 per year and we will gladly provide a receipt. Not only will your dues go towards promoting and enhancing the Leadership San Marcos program, your membership is a great way to stay involved in community events and be a part of great networking opportunities!

NOTE: LSM has implemented a PayPal account for renewals and donations! On the LSM homepage at www.leadershipsanmarcos.com, you will find a large yellow "Donate" button for convenient online payment of dues, project donations, or any contributions (as seen below). The PayPal interface provides a comment field so you can specify the purpose for your payment.



In addition, you can also contact any of the 2014-2015 LSM Board of Directors to pay your dues or send them to P.O. Box 1144, San Marcos, TX 78667-1144. If you mail in your dues, please include the invoice or indicate in the memo line of the check that you are submitting your "alumni dues."

FEEDBACK WELCOME!

The Board of Directors welcomes your ideas and feedback so that we can continue to provide an invaluable experience for all members of Leadership San Marcos. We take your input very seriously and will strive to meet your needs as we develop class programs, enrichment lunches, and other activities that will not only capture your interest as alumni or class members, but also continue to spark the interest of future leaders in joining our distinguished group.

You may contact our Board President, Mitsie Benton, via email at leadershipsm@grandecom.net, or any member of the Board of Directors, to offer your ideas, comments, or concerns. You are also always welcomed to send your thoughts and comments to the Board at P.O. Box 1144, San Marcos, TX 78667-1144.

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*Please submit feedback regarding the newsletter to leadershipsm@grandecom.net.