



**Board of Directors Meeting
April 19, 2019 (8:00 a.m. – 9:45 a.m.)**

Present: Tina Sharby, Linda Tuells, Jeanne DiBella, Catharine Mirabile, Robyn Chadwick, Hope Kelley, Melissa Abbott, Jennifer Kinville, Michelle Gray

Phone: Tim Dabrieo, David Twitchell, Gail Buckler, Anne Vallette, Nancy Rowell, Amy Cann, Amy Wright, Candi Dione, Armando Llorente

Absent: Andrea Chatfield, John Wilson, Brie Elliott, Susan Post

Secretary – Linda Tuells

The meeting minutes of the February, 2019 meeting were voted on and approved unanimously. Tina Sharby motioned to accept and Hope Kelley seconded the motion; all approved.

Treasurer – Jennifer Kinville

Jeanne DiBella motioned to accept the financials and Tina Sharby seconded the motion; all approved.

The following treasurer reports were sent to the board.

**HRSC
Beginning Balance – February 22, 2019**

HRSC Checking Account Balance	\$44,541.38
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Transactions since February 22, 2019

<i>Income</i>	
<i>Expenses</i>	
SHRM Legislative Conference Expenses – Andrea Chatfield	-\$359.96
Expenses – Jennifer Kinville – Gift for Tim; raffle tickets; postage	-\$135.39
Leone, McDonnell & Roberts – 2017 Tax Preparation	-\$995.00

SHRM Leadership Conference Expenses – Jeannie DiBella	-\$843.16
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Profit / Loss ~ February 22, 2019 – April 19, 2019

Income	\$0.00
Expenses	-\$2,333.51
Net Profit/Loss	-\$2,333.51

Ending Balance – April 19, 2019

HRSC Checking Account Balance	\$42,207.87
<i>Annual YTD Profit/Loss:</i>	-\$7,767.25

GSHRC

Beginning Balance – February 22, 2019

GSHRC Checking Account Balance	\$92,654.21
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Transactions since February 22, 2019

<i>Income</i>	
<i>Expenses</i>	
Speaker Fees – Peak Solutions – Richard Fagerlin	-\$8,000.00
Speaker Fees – Colene Rogers	-\$2,500.00
Speaker Expenses – Colene Rogers – Travel	-\$1,000.00
Speaker Fees – Simon T. Bailey	-\$5,000.00
Speaker Fees – Brick InSight – Rod Sigurdson	-\$225.00
Speaker Fees – Blue U Defense – Terry Choate	-\$300.00
Speaker Fees – Career Management Associates – David Ciullo	-\$500.00
Speaker Fees – Del Gilbert	-\$500.00

The HR State Council of New Hampshire is committed to actively promoting the advancement of the human resources profession by providing leadership and a voice for New Hampshire human resource professionals, facilitating the exchange of ideas, sharing of information, and connectivity of human resource professionals and the business community, supporting the New Hampshire SHRM Affiliate Chapters, actively promoting the professional development of current and future human resource professionals, serving as a resource to proactively meet the human resource challenges of today and the future, and partnering with State and Federal Legislators to advocate on human resource issues of significance impacting the workforce.

2019 Profit / Loss through April 19, 2019

Income	\$0.00
Expenses	-\$18,025.00
Net Profit/Loss	-\$17,025.00

Ending Balance – April 19, 2019

GSHRC Checking Account Balance	\$74,629.21
<i>Annual YTD Profit/Loss:</i>	-\$18,385.00

Membership – Jeanne DiBella

Jenn Horton won the drawing to the Granite State Human Resource Conference from all chapters who were entered into the drawing. The \$10.00 rebate to the GSHRC was received by the following chapters: 1 from the HR Association of Greater Concord and 14 from Manchester Area Human Resource Association. Jeanne hasn't heard from the other chapters yet.

Jeanne indicated she will concentrate on membership when the conference is completed. We have enough staff to help with the State Council booth at the GSHRC. We will need flyers, etc. to promote the chapters and membership. Jeanne asked the chapters to contact her if they wanted to put together a gift basket or a gift card worth \$50.00.

Robyn Chadwick – Workforce Readiness

The Scholarship winner was Aura Huot. Robyn asked for volunteers to mentor and stay with Aura the entire day at the Granite State Conference

The Student Experience Day at Easter Seals had 7 students sign up with 4 in attendance. Robyn indicated it was a great experience for everyone.

JAG – On May 15 Workforce Readiness will be working with 15 – 20 students at Memorial High School

Anne Vallette – GSHRC Update

Anne stated we are over \$3,000 for attendees from last year and \$9,000 in revenue over last year.

There are still 10 booths open for exhibitors. The tables will be inside the conference room this year versus outside. We still need some volunteers for the day before to stuff bags and help with setting up. Anne asked for volunteer help from anyone in transition.

Catharine Mirabile – Director

State Council discount code for SHRM membership - \$20.00 discount for SHRM membership. The code is State20. This can be found at SHRM.org/State20. The discount is good for the entire year.

Catharine talked about the Legislative Conference and having it every other year. She spoke about doing something different. Catharine would like to see the A team go to Capitol Hill. She stated that the format for the conference was changed for 2018 and there was not a lot of information. Andrea will centralize local agendas and wants to change the structure and engage people to be part of the A team.

Catharine talked about the tri-fold and asked chapters to send Catharine information about their chapters to put together the tri-fold for the State Council.

The Corporate Experience Day and the JAG initiative should be considered for a Pinnacle Award.

The NH Leadership Conference was discussed and it was felt that September 26 was the best date to hold the conference at the Holiday Inn in Concord. We will need to start planning for sponsors and speakers.

Catharine went over the updates from Susan Post from SHRM.

The primary charge of the Membership Advisory Council (MAC) is to serve as the Liaison between our SHRM volunteers and our SHRM Board of Directors. Susan asked for our help by sharing perspectives in completing the 2019 Spring MAC Survey. The 2019 SHRM Membership Advisory Council Survey link is:

<http://shrm.co1.qualtrics.com/jfe/form/SV.0vnRaSHL.TySRonr>

Amy Wright – Certification

The winners of this year's two \$600 HR State Council of NH's SHRM Certification Scholarships were Anne Meyer, of Greater Monadnock SHRM and, Paul Neve, of the Seacoast HR Association. Both Paul and Anne have demonstrated their commitment of the HR profession and their local chapter. Amy wanted to recognize Paul for recently passing the exam and earning his SHRM-CP.

Amy talked about Getting Talent Back to Work and discussed the cultures of organizations regarding this initiative. Amy recommended asking chapters to take the pledge as a chapter. Getting Talent Back to Work is a SHRM initiative – www.gettingtalentbacktowork.org. There is a toolkit on the State Council website. This initiative is focused on people that have been incarcerated and re-engaged in the workforce.

NH Alliance for Healthy Aging

Laurie Duff from the NH Alliance for Healthy Aging attended the Board meeting and talked about caregivers in the workforce.

Laurie also spoke about support from workplaces. It was suggested that a roundtable be formed to get people to start talking and highlighting businesses to find solutions for caregivers to continue working in the workplace while caring for their elderly parents.

AARP will discuss solutions to the caregivers in the workforce at a meeting to be scheduled in September. It was recommended that HR professionals in the community attend this roundtable. Caregivers in the workplace are typically between the ages of 45 and 65. Organizations should be flexible for staff to take mom and dad to the doctors, or when their staff need to leave work when caregivers do now show up to take care of their parents. A discussion should take place in organizations as to what is being done to accommodate employee needs.

Chapter News

The State Council will have its Meet and Greet sometime in June

Candi Dionne, Monadnock HR Association – May 8 – ½ day Legal Update with Jim Reidy.

Gail Buckler, Merrimack Valley HR Association – Recently had its full day Legal Update and there will be a volunteer dinner in June with a networking event in September.

Amy Cann, Seacoast HR Association – Member Appreciation Event on August 22. They are looking to schedule an Animal Shelter volunteer event.

Hope Kelley, Manchester Area Human Resource Association – 65th Anniversary Gala on May 9. Membership currently has 241 members. Their Charitable partner is Liberty House.

Melissa Abbott, HR Association of Greater Concord – ½ day conference. Their volunteer appreciation event is in May

Armanda Llorente – Diversity

The Diversity Coalition Conference was a great program with 100 in attendance. The mayor was there for the presentation. Lee Rubin was the motivational speaker.

Adjourn

Hope Kelley motioned to adjourn the meeting and Robyn Chadwick seconded the motion; all approved.

2019 HR State Council of NH Meetings

Date	Location	Time
Wednesday/Thursday evening	Evening Reception	TBD
August 23	Call in only	8 – 10 AM
September 30	Easter Seals Office	4 – 6 PM
November 8	Easter Seals Office	8 – 10 AM

State Council / GSHRC Events

Granite State Human Resources Conference – April 30 – May 1, 2019

Submitted, Linda Tuells, Secretary

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