



HR State Council of NH Meeting Minutes January 20, 2026

Present:

Hope Kelly
Jessica LaPaglia
Heidi Hargreaves
Amy Wright
Melissa Fisk
Lisa Monsein
Caroline Fleming
Tina Sharby
Sherry Harding
Andrea Chatfield
Jennifer Kinville
Rosamond Cain
Michelle Gray
Tina Holmes, SHRA
Erin Dallas-Patch, GMSHRM
Alyssa McMurchy, MAHRA
Theresa Velykis, SHRM MCD
Sue Greene, SHRM MAC

Absent:

Peg O'Brien
Kim Brackett
Jeannie DiBella, SHRMGN
Ryan Cronan, HRAGC
Jennifer Vining, GMVHRA
Amy Mayo, MAHRA

Welcome

Hope called the meeting to order at 3:01 p.m. Roll was taken and Hope declared a quorum present. Heidi was welcomed and introduced as the new Treasurer.

Succession Planning

Several board terms will expire at the end of the year. Hope and Jessica asked board members to let them know whether they plan to continue in their current roles or if they are considering a change. Hope noted strong interest in volunteering and encouraged committee leads to identify and develop successors so key terms do not end simultaneously. She also shared that the Council is working to place individuals who have expressed interest in volunteering (Ed Coppola), and that she and Michelle plan to meet soon to discuss volunteer engagement and future board continuity.

Minutes

Amy W. called for approval of the December 11, 2025 meeting minutes. Jenn made a motion to approve the minutes. Jessica seconded the motion, which upon being put to vote, the minutes passed unanimously. Andrea, Rosamond, Alyssa and Tina S. abstained.

SHRM Update

Theresa provided the SHRM update, including reminders and resources related to affiliate standards, governance, and member support. Key points included that insurance requirements discussed previously are not mandatory (but strongly recommended) and that additional time has been provided; a new site will help chapters obtain insurance quotes, and a webinar was expected around February 18 (with a recording to be available). Theresa also emphasized use of the Volunteer Leader Resource Center and Volunteer Leader Playbook, quarterly webinars by functional area (recorded), and tools such as e-blasts and speaker-matching resources. The update included DMR and co-branding context (including that DMR will ultimately be required by 2029) and general reminders to keep profiles updated in SHRM dashboards and to consider award opportunities as initiatives are planned.

Hope asked members to provide Amy Wright with their dual membership status, SHRM membership status, and certification details so the directory can be updated and she can submit the Council's SHRM Affiliate Standards by January 31st. Hope will email a reminder to members to send this information to Amy and will also provide the State Council's google email address. Amy will add the google email address to the bottom of the directory once the address is received.

Legislative/Advocacy Update

In Peg's absence, Andrea discussed renewal of the State Council's Business and Industry Association (BIA) membership. Andrea explained that the BIA had outdated contact information for the State Council resulting in renewal notices not being received. The renewal date was moved to November 1st and the invoice amount is \$360 for the membership year November 1, 2025 through October 31, 2026. Jenn added historical context that the State Council had been members from 2014–2023 and that prior cost increases had been nominal (noting \$290 in 2023). Melissa made a motion to pay the \$360 membership invoice. Jessica seconded the motion, which upon being put to vote, the motion passed unanimously.

Finance/Treasurer's Report

Jenn and Heidi presented the Treasurer's report and year-end financial overview, noting that while the State Council showed a modest loss overall, funds were used to advance priorities such as supporting attendance at conferences and recognizing accomplishments. Jenn highlighted that the legislative and legal conference was successful and that the year's profit was approximately \$3,600, while the prior year's conference net profit was approximately \$9,800 (with some variance attributed to timing). Tina made a motion to approve the Finance/Treasurer's Report. Michelle seconded the motion, which upon being put to vote, the Finance Report passed unanimously.

Granite State HR Conference (GSHRC)

Hope encouraged chapters to promote the GSHRC at monthly meetings, on social media and send email blasts. Registration is open!

Membership Update (DMR)

Caroline reported that the most significant membership-related development is the expectation for chapters to move toward DMR or commit to DMR during 2026, becoming effective in 2027, and that this aligns with co-branding expectations. She also noted plans to collaborate with chapters to share membership ideas and maintain engagement over the coming months.

Programs (NH Leadership Conference; Legal & Legislative Event)

Programs discussion included the shared goal of getting ahead of planning adjustments and the acknowledgement that a decision had not yet been made about a legal/legislative event; the group discussed alternative program concepts rather than repeating a full legal/legislative conference format.

State Council Update

- **Marketing:** Melissa reported there would be a “full court press” to promote the Granite State HR Conference, fulfill sponsor deliverables, and continue highlighting speakers and driving registration.
- **Certification (Hope on behalf of Kim):** Hope noted that Kim was unable to attend and did not have a certification update. Hope emphasized ensuring Kim receives the final information needed to issue conference credits and that the State Council will continue providing a simple instruction sheet for attendees to obtain HRCI credits independently rather than pursuing provider status.
- **Governance:** Rosamond and Hope stated they need to schedule time together to advance governance work, including tracking potential new SHRM/bylaw-related requirements discussed earlier, and Hope noted she would share insurance-related information being reviewed as part of the affiliate standards report.
- **Workforce Readiness:** Sherry shared that she met with Sarah Horne to align workforce readiness efforts. They plan to meet monthly, host quarterly touchpoints with chapters to better understand needs, and develop a resource book to support chapters.
- **SHRM Foundation:** Lisa shared that she will pull together SHRM Foundation information for conference attendees and will ensure the SHRM Foundation is included alongside chapter QR code displays at the central conference table for engagement and conversation.
- **2026 Plans/Affiliate Standards/Directory:** Hope reiterated the State Council's intent to serve as a resource to chapters, fill gaps, and share information from SHRM and at the state level. She noted that board orientation remains on the plan, that the affiliate standards report is being completed. As mentioned earlier, she asked members to provide Amy Wright with their dual membership status, SHRM membership status, and certification details so the directory can be updated and reporting completed accurately.

Chapter Updates

- **MAHRA** – Caroline reported MAHRA recently held its legal update program with 128 registrants. She noted an upcoming in-person meeting in February and that lunch-

and-learns are continuing, and she reminded the group that MAHRA's trivia night is scheduled for Tuesday, March 3, with a venue change forthcoming and details to be shared via social channels.

- **GMSHRM** - Erin shared that GMSHRM is considering occasional one-off virtual sessions with non-local speakers and is focusing on planning a half-day conference in May.
- **SHRA** – Tina provided the following update:
 - SHRA is in the process of becoming a DMR chapter our first meeting for this starts next week, January 29, 2026. We are also in the process of Co-Branding and will be taking advantage of the website upgrade.
 - SHRA's had its Employment Update presented by Andrea Chatfield and Jennifer Moeckel Looking Backward and Forward: Annual Employment Update on January 13th, we had about 60 in attendance.
 - Next meeting is February 10th Lead Yourself First: How to Navigate Disruption and Become the architect of What's Next, presenter Julie M. Jungalwala, Ed.M.
 - We have 3 new board members, Brian Bouchard is now our Legislative Director, Adam Keyser is our Communications Director and Chris O'Connell is our Board Member at Large.

Lisa made a motion to adjourn the meeting. Tina seconded the motion, which upon being put to vote, was passed unanimously. There being no further business, Hope adjourned the Board meeting at 4:14 p.m.

2026 Meeting Dates

Regular State Council meeting time is 3:00pm – 4:30pm

Virtual or in-person location: McLane Middleton in Manchester (900 Elm Street, 10th Floor)

2/5/2026 – 2/7/2026 – SHRM RCBM, Portland, OR

2/24/26 State Council Meeting

3/31/26 State Council Meeting (evening on site at GSHRC)

3/31/2026 – 4/2/2026 Granite State HR Conference, North Conway

5/19/26 State Council Meeting

6/16/26 – 6/19/26 SHRM Annual Conference & Expo 2026 (SHRM26), Orlando, FL

6/23/26 State Council Meeting

8/4/26 Meet and Greet (time and location TBD)

9/15/26 State Council Meeting

10/27/26 State Council Meeting

12/8/26 Holiday dinner (time and location TBD)

Regional Council Business Meeting 2026



HR State Council of New Hampshire
Treasurer's Report for October 16, 2025 thru December 31, 2025

HRSC
Beginning Balance – October 16, 2025

HRSC Checking Account Balance	\$11,319.78
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Transactions from October 16, 2025

<i>Income</i>	
Legislative and Legal Conference Sponsors	
McLane	\$1,500.00
Gallagher	\$800.00
ProLiant	\$250.00
Leadership Conference Sponsors	
Northeast Delta Dental	\$750.00
Venteur	\$900.00
Total Income through December 31, 2025	\$4,200.00
<i>Expenses</i>	
Postal Center – Mailbox annual renewal (through 9/30/2026)	-\$147.13
Jessica LaPaglia – Airfare VLBM	-\$1,046.69
Hope Kelly – Meet & Greet (Red Blazer); NH Chapters board	-\$980.92
Jenn Kinville – Meet & Greet deposit; Legislative Conference name badges and note cards; Volunteer of the Year award and flowers	-\$681.12
Hope Kelly – Airfare and hotel RCBM; Airfare VLBM	-\$2,649.51
Jessica LaPaglia – Strategic HR lodging	-\$918.06
Jessica LaPaglia – gifts for HRSC Board members	-\$456.60
Hope Kelly – Holiday celebration dinner HRSC Board	-\$583.64
Total Expenses through December 31, 2025	-\$7,463.67

Profit / Loss through December 31, 2025

Income	\$4,200.00
Expenses	-\$7,463.67
Net Profit/Loss	-\$3,263.67



HR State Council of New Hampshire
Treasurer's Report for October 16, 2025 thru December 31, 2025

Total Profit / Loss 2025

Income	\$25,045.00
Expenses	-\$28,137.25
Net Profit/Loss	-\$3,092.25

Ending Balance – December 31, 2025

HRSC Checking Account Balance	\$8,056.11
	<i>Annual YTD Loss</i> -\$3,092.25



**HR State Council of New Hampshire
Treasurer's Report for October 16, 2025 thru December 31, 2025**

**GSHRC
Beginning Balance – October 16, 2025**

GSHRC Checking Account Balance	\$45,831.93
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Transactions from October 16, 2025

<i>Income</i>	
Total Income through December 31, 2025	\$0.00
<i>Expenses</i>	
Total Expenses through December 31, 2025	\$0.00

Profit / Loss through December 31, 2025

Income	\$0.00
Expenses	\$0.00
Net Profit	\$0.00

Total Profit / Loss 2025

Income	\$21,001.02
Expenses	\$17,345.04
Net Profit	\$3,655.98

Ending Balance – December 31, 2025

GSHRC Checking Account Balance	\$43,831.93
Annual YTD Profit	\$3,655.98

2025 GSHRC – Final

2025 GSHRC – Final	
Net Profit	\$9,833.72