



## **HR State Council of NH Meeting Minutes October 23, 2025**

### **Present:**

Hope Kelly  
Jessica LaPaglia  
Amy Wright  
Melissa Fisk  
Jennifer Kinville  
Peg O'Brien  
Andrea Chatfield  
Lisa Monsein  
Michelle Gray  
Sherry Harding  
Caroline Fleming  
Rosamond Cain  
Tina Holmes, SHRA  
Jennifer Vining, GMVHRA  
Sue Greene, SHRM MAC  
Theresa Velykis, SHRM MCD

### **Absent:**

Tina Sharby  
Kim Brackett  
Amy Mayo, MAHRA  
Ryan Cronan, HRAGC  
Amy Sabato, GMVHRA  
Erin Dallas-Patch, GMSHRM  
Alyssa McMurchy, MAHRA  
Jeannie DiBella, SHRMGN

### **Welcome**

Hope called the meeting to order at 3:04 p.m. Roll was taken and Hope declared a quorum present.

### **Succession Planning**

Hope announced Nancy Rowell's resignation as Treasurer and noted opportunities to recruit for open board roles and committees. The liaison to the DWC remains a priority to fill. It was also noted that Dave Twitchell will no longer participate in board meetings and events, though he remains the immediate past director of record. Members were encouraged to recommend prospects and to think about successors for their own roles.

### **Minutes**

Amy called for approval of the September 16, 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. Rosamond and Andrea abstained.

### **Legislative/Advocacy Update**

Peg reported that the New Hampshire legislative session has begun and numerous employment-related bills are forthcoming. Anticipated topics include minimum wage, non-compete agreements, defining "remote work," protections against dismissal for lawful off-

duty speech using non-employer resources, and clarification to the new leave law covering postpartum care and pediatric appointments. Detailed bill texts were not yet published at the time of the meeting; Peg will provide updates as they become available.

### **Treasurer's Report and Financials**

Jenn reviewed the Treasurer's Report dated September 15, 2025 through October 16, 2025. See attached.

### **SHRM Update**

Sue reviewed takeaways from the member survey (final summary pending SHRM review) and shared VLBM travel logistics, including the short transfer from the Cancun airport and the value of sharing itineraries for a buddy system.

Theresa reviewed membership and dual-membership indicators, co-branding, and reminded chapters that SHRM-hosted websites will be limited to fully aligned (co-branded + DMR) chapters, with a key platform transition date of June 30 for those not aligned. She also noted the recertification provider affirmation deadline is November 15th and a 50% discount for new SHRM memberships is available through December 30th. Members traveling to VLBM were reminded to complete the SHRM travel form.

### **Granite State HR Conference Planning**

Hope stated conference planning is on track. Keynotes are secured, sponsorships are trending positively, and a venue scouting visit to the Grappone Center is scheduled as the team evaluates options for next year. The program committee received a large response to the call for speakers. A soft roll-out of a co-branded State Council logo at the conference is under consideration, contingent on timing.

### **Membership Update**

Caroline reported productive peer exchanges with chapter membership leaders at the Leadership Conference, plus ongoing outreach to attend and support local chapter events. She plans to join SHRA's Fall Fest to network and promote cross-chapter engagement. Chapters are encouraged to leverage the active 50% new-member SHRM discount to grow affiliation and support DMR goals.

### **Programs**

Feedback from the Legislative Conference evaluation forms highlighted that attendees strongly value interactive, scenario-based learning—especially on core employment-law topics (ADA, wage & hour, investigations). Local speakers received high marks for practical, relatable guidance. This feedback will inform future programs.

### **State Council Update**

- Marketing - Melissa reported active promotion of GSHRC keynotes and events, including social amplification for SHRA's Fall Fest; the marketing committee will be convened to support the next wave of deliverables.

- Certification – Hope said Kim completed SHRM’s recertification provider affirmation and continues to manage credit approvals for past and upcoming programs.
- Governance - Rosie is drafting a governance best-practices checklist for review before the next meeting; bylaws were confirmed to be gender-neutral.
- Workforce Readiness - Sherry is engaging chapter leaders and higher-ed partners to expand pipelines; members discussed regional constraints (e.g., transportation) and the value of short-cycle training (e.g., NH community college welding/machining programs) paired with job-readiness “soft skills” messaging.
- SHRM Foundation - Lisa is launching the year-end giving push with chapter-creditable donation links; SHRA’s Fall Fest includes a silent auction benefiting the Foundation, and a display with donation info is planned for GSHRC.
- 2025/2026 Plans - The board orientation template will be localized for NH and shared with chapters to tailor; the Council will continue driving progress on SHRM affiliate standards and co-branding/DMR alignment.

### Chapter news and other updates

- **HRAGC** - Hope shared the following update on behalf of Ryan.
  1. Today (23<sup>rd</sup>), we held our October monthly program meeting, “Risk Management: Workplace Challenges” by Joseph Hileman.
  2. We have been updating our bylaws to match the SHRM guidelines and requirements
  3. We are in the middle of our Fall 2025 SHRM Certification Prep Seminar (ends Friday November 21<sup>st</sup>)
  4. SHRM Chapter audit successfully completed for September deadline
- **GMVHRA** – Please contact Lisa if your chapter is interested in the following program: Domestic Violence Is a Workplace issue! Is your company prepared?” Lisa is happy to connect you with the speaker who presented to GMVHRA.
- **SHRA** – Tina provided the following update.
  1. SHRA’s Fall Fun Fest is being held this evening from 5:30-7:00 at North Country Hard Cider in Dover, NH we are having food, drinks, and a silent auction, it is our SHRM Foundation fund raiser. All are welcome! Very successful our goal was to raise \$1,500; we raised \$1,738.00!
  2. Our Workforce Readiness is kicking off with UNH and we have a panel discussion set up for November 18<sup>th</sup>. We have done other events in the past 2 years with UNH HR Association, including a panel discussion around Halloween with HR Horror Stories, resume building and mock interviews.
  3. SHRA has hybrid meetings monthly the 2<sup>nd</sup> Tuesday of the month and we had the following:
    - September 9<sup>th</sup> Trump 2.0 presented by Debra Weiss Ford, Jacson Lewis and Brian Bouchard, Sheehan Phinney presenting
    - October 14<sup>th</sup> Staffing in the Age of AI-Navigating the Tech Enable Future of Talent Acquisition Matt Nagler
    - October 23<sup>rd</sup>, Fall Festival & SHRM Foundation Auction-North Country Hard Cider

- November 18<sup>th</sup> (3<sup>rd</sup> Tuesday due to the Veteran's Day Holiday) How to be Heard through Body and Voice Training- Aimee Blesing
- January 13<sup>th</sup>, 2026 Annual Legal Update-Jen Moekel and Andrea Chatfield
- **SHRMGN** – No update
- **GMSHRM** – November chapter meeting topic is Compensation Strategies
- **MAHRA** – No update

Caroline made a motion to adjourn the meeting at 4:24 p.m. Lisa seconded the motion, which upon being put to vote, was passed unanimously. There being no further business, Hope adjourned the Board meeting at 4:24 p.m.

### **Upcoming 2025 Meeting Dates**

11/20/25 – 11/23/25 Volunteer Leaders Business Meeting, Cancun, Mexico  
 12/9/25 (Holiday dinner at a restaurant TBD)

### **2026 Meeting Dates**

2/5/2026 – 2/7/2026 – SHRM RCBM, Portland, OR  
 3/31/2026 – 4/2/2026 Granite State HR Conference, North Conway  
 6/16/26 – 6/19/26 SHRM Annual Conference & Expo 2026 (SHRM26), Orlando, FL



**HR State Council of New Hampshire**  
**Treasurer's Report for September 15, 2025 thru October 16, 2025**

**HRSC**  
**Beginning Balance – September 15, 2025**

|                                      |                    |
|--------------------------------------|--------------------|
| <b>HRSC Checking Account Balance</b> | <b>\$12,138.32</b> |
|--------------------------------------|--------------------|

**Transactions from September 15, 2025**

|   |                     |
|---|---------------------|
| <i>Income</i>   |                     |
| Legislative and Legal Conference Registrations                    | \$8,999.00          |
| Legislative and Legal Conference Sponsors                         |                     |
| Sheehan Phinney   | \$1,000.00          |
| Charla Stevens Consulting   | \$500.00            |
| Captive Resources   | \$375.00            |
| Leadership Conference Sponsor                                     |                     |
| CGI Business Solutions  | \$500.00            |
| <b>Total Income through October 16, 2025</b>                      | <b>\$11,374.00</b>  |
| <i>Expenses</i>   |                     |
| Derryfield – Leadership Conference                                | -\$2,017.92         |
| Pembroke Pines Country Club – Legislative Conference; 2 payments  | -\$8,554.28         |
| Melissa Fisk – GSHRC save the date cards; Mailer Lite; 3 payments | -\$241.98           |
| Michelle Gray – Legislative Conference centerpieces               | -\$107.50           |
| Caroline Fleming – RCBM expenses; VLBM airfare                    | -\$1,270.86         |
| <b>Total Expenses through October 16, 2025</b>                    | <b>-\$12,192.54</b> |

**Profit / Loss through October 16, 2025**

|                        |                  |
|------------------------|------------------|
| Income                 | \$11,374.00      |
| Expenses               | -\$12,192.54     |
| <b>Net Profit/Loss</b> | <b>-\$818.54</b> |

**Ending Balance – October 16, 2025**

|                                      |                    |
|--------------------------------------|--------------------|
| <b>HRSC Checking Account Balance</b> | <b>\$11,319.78</b> |
| <b>Annual YTD Profit</b>             | <b>\$171.42</b>    |



**HR State Council of New Hampshire**  
**Treasurer's Report for September 15, 2025 thru October 16, 2025**

**Pending Income/Expenses**

|  |                    |
|--|--------------------|
| <i>Accounts Receivable</i>                                     |                    |
| Leadership Conference Sponsors                                 |                    |
| Venteur  | \$900.00           |
| Northeast Delta Dental   | \$750.00           |
| Legislative and Legal Conference Sponsors                      |                    |
| McLane   | \$1,500.00         |
| Gallagher  | \$800.00           |
| ProLiant   | \$250.00           |
| <b>Total Pending Accounts Receivable</b>                       | <b>\$4,200.00</b>  |
| <i>Accounts Payable</i>  |                    |
| Meet and Greet   | -\$1,098.04        |
| Volunteer Award/Flowers  | -\$355.00          |
| Name Badges/Note Cards   | -\$109.12          |
| VLBM flights – Jessica LaPaglia                                | -\$1,046.69        |
| NH chapters foam board   | -\$99.88           |
| VLBM flights, SHRM National, other expenses – Hope Kelly (est) | -\$2,000.00        |
| <b>Total Pending Accounts Payable</b>                          | <b>-\$4,708.73</b> |
| <b>Net Pending</b>   | <b>-\$508.73</b>   |

**Leadership Conference**

|                        |                   |
|------------------------|-------------------|
| Income - Sponsors      | \$2,525.00        |
| Income - Registrations | \$0.00            |
| <b>Total Income</b>    | <b>\$2,525.00</b> |
| Expenses               | \$2,672.92        |
| <b>Net Income</b>      | <b>(\$147.92)</b> |

**Legislative and Legal Conference**

|                        |                    |
|------------------------|--------------------|
| Income - Sponsors      | \$4,050.00         |
| Income - Registrations | \$12,995.00        |
| <b>Total Income</b>    | <b>\$17,045.00</b> |
| Expenses               | \$10,252.75        |
| <b>Net Income</b>      | <b>\$6,792.26</b>  |



**HR State Council of New Hampshire**  
**Treasurer's Report for September 15, 2025 thru October 16, 2025**

**GSHRC**  
**Beginning Balance – September 15, 2025**

|                                       |                    |
|---------------------------------------|--------------------|
| <b>GSHRC</b> Checking Account Balance | <b>\$45,506.93</b> |
|---------------------------------------|--------------------|

**Transactions from September 15, 2025**

|  |                    |
|--|--------------------|
| <i>Income</i>  |                    |
|  |                    |
| <b>Total Income through October 16, 2025</b>             | <b>\$0.00</b>      |
| <i>Expenses</i>  |                    |
| Monica Sheri Scott; 2026 Keynote; travel expenses        | -\$300.00          |
| Roger Grannis; 2026 Keynote; 50% speaker fees and travel | -\$1,375.00        |
| <b>Total Expenses through October 16, 2025</b>           | <b>-\$1,675.00</b> |

**Profit / Loss through October 16, 2025**

|                   |                    |
|-------------------|--------------------|
| Income            | \$0.00             |
| Expenses          | -\$1,675.00        |
| <b>Net Profit</b> | <b>-\$1,675.00</b> |

**Ending Balance – October 16, 2025**

|                                       |                    |
|---------------------------------------|--------------------|
| <b>GSHRC</b> Checking Account Balance | <b>\$43,831.93</b> |
| <b>Annual YTD Profit</b>              | <b>\$4,905.98</b>  |

|                           |            |
|---------------------------|------------|
| <b>2025 GSHRC – Final</b> |            |
| Net Profit                | \$9,833.72 |