



## HR State Council of NH Meeting Minutes

### December 11, 2025

#### Present:

Hope Kelly  
Jessica LaPaglia  
Amy Wright  
Melissa Fisk  
Peg O'Brien  
Lisa Monsein  
Caroline Fleming  
Tina Holmes, SHRA  
Amy Mayo, MAHRA  
Jeannie DiBella, SHRMGN

#### Absent:

Tina Sharby  
Andrea Chatfield  
Jennifer Kinville  
Kim Brackett  
Michelle Gray  
Sherry Harding  
Rosamond Cain  
Ryan Cronan, HRAGC  
Amy Sabato, GMVHRA  
Erin Dallas-Patch, GMSHRM  
Jennifer Vining, GMVHRA  
Sue Greene, SHRM MAC  
Theresa Velykis, SHRM MCD

#### Welcome

Hope called the meeting to order at 5:31 p.m. Roll was taken and Hope declared a quorum present.

#### Minutes

Amy W. called for approval of the October 23, 2025 meeting minutes. Lisa made a motion to approve the minutes. Jessica seconded the motion, which upon being put to vote, the minutes passed unanimously. Amy M. abstained.

#### Nomination of Treasurer

Hope reminded members that Nancy Rowell stepped down as Treasurer early this year and Jenn Kinville has been acting as interim Treasurer until a successor is found. She recognized Jenn for her efforts. Tina made a motion to nominate Heidi Hargreaves as Treasurer. Jessica seconded the motion, which upon being put to vote, the motion passed unanimously.

#### VLBM Update

Hope said there was great representation at VLBM from NH including:

- Hope
- Jessica
- Caroline
- Jeannie
- Karen
- Jenny
- Stefany
- Erin
- Beth

SHRM announced DMR is going to be a requirement of all chapters at the end of 2027 with a start date of January 1, 2028. SHRM has resources available to discuss strategies and options with your chapters.

#### Key Themes & Takeaways

- Strategic Alignment: Volunteers learned SHRM's vision and objectives, fostering collaboration to achieve shared goals.
- Future of Work: Discussions centered on AI's role, enhancing DEI, and adapting to evolving workplace challenges.
- Impact & Innovation: The meeting celebrated initiatives like HR Apprenticeships and scalable inclusion toolkits, highlighting successful chapter programs.
- Leadership & Community: A strong emphasis was placed on networking, sharing ideas, and building a stronger HR community.

VLBM is confirmed for 2026 in Cancun!

#### Granite State HR Conference

Hope encouraged chapters to offer scholarships and raffle free attendance to the conference.

#### Chapter Updates

- **MAHRA** – Annual Legal Update presented by Jim Reidy on January 15<sup>th</sup> – “Love is Blind: HR is Not!”
- **Nashua** – Jeannie highly recommends Sam O'Neill who recently presented “HR in the Crossfire: Navigating the Messy Middle of Workplace Conflict”
- **Merrimack** - Handling Sleep and Fatigue in the Workplace presented by Stewart Levy on January 8<sup>th</sup>. The chapter is also planning a HR trivia event.

Caroline 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 5:49 p.m. and members stayed for a holiday celebration.

#### 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, 10<sup>th</sup> Floor)

1/20/26 – State Council Meeting - **Virtual Only**

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)