



HR State Council of NH Meeting Minutes

May 13, 2025

Present in Person:

Hope Kelly
Jessica LaPaglia
Sherry Harding
Rosamond Cain
Melissa Fisk
Peg O'Brien

Absent:

Dave Twitchell
Kim Brackett
Jennifer Kinville
Tina Sharby
Jeannie DiBella, SHRMGN
Sue Greene, SHRM
Christi Green, SHRA
Ryan Cronan, HRAGC
Jennifer Vining, Merrimack Valley
Amy Mayo, MAHRA

Present Virtual:

Amy Wright
Nancy Rowell
Lisa Monsein
Michelle Gray
Caroline Fleming
Theresa Velykis, SHRM
Tina Holmes, SHRA
Rhoda McVeigh, HRAGC
Erin Dallas-Patch, GMSHRM
Andrea Chatfield
Karin Taylor, SHRMGN

Welcome

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

Hope announced the Diversity Chair position is vacant and the position will also serve as a liaison to the DWC. Tina Sharby has a longstanding connection with both the State Council and the DWC and, if no one else is interested, she will assume the role. No one expressed an interest and Hope appointed Tina as the Diversity Chair and liaison to the DWC. The board is now full.

Minutes

Amy called for approval of the April 1, 2025 meeting minutes. Lisa made a motion to approve the minutes. Erin seconded the motion, which upon being put to vote, the minutes passed unanimously.

Legislative/Advocacy Update

Peg reviewed the U.S. Department of Labor's independent contractor classification rules and confusion surrounding the two-hour minimum compensation rule in NH for remote workers. She stated the Momnibus parental leave bill (SB 246) appears stalled. She discussed advocacy and encouraged HR professionals to testify at hearings. She would like to host a virtual meeting with chapter Legislative Chairs in January 2026 to discuss legislative updates.

Finance Report

Nancy reviewed the attached financial reports. Motion to approve financials was deferred until members have a chance to review.

Granite State HR Conference

Michelle reviewed the conference debrief from Green Tree:

Programming

- Uploading presentations ahead of time was great for attendees, and for AV.
- Hope – practice with the confidence monitor
- Something for the 'HR Department of One' (great networking opp). Consider a workshop that could replace a breakout. Or an entirely separate half day or full day. Or an add on to the conference.
- Workshops for 'HR Department of One' attendees to learn about the things they don't know. I.e. Work Opportunity Tax Credits, Unknown Employee Benefits. Michelle Gray offered to speak
- Make sure we have a back up presentation in case a keynote or breakout drops out last minute

Venue/F&B

- Good improvements from 2024 but still work to be done with replenishing buffets, number of bartenders/bartender lines/payment system, no list of available cocktail items/bar items
- Need coffee throughout the morning (throughout the day?)
- Call tables for lunch instead of everyone hitting the buffet at once
- Ballroom stunk

Schedule/Timing

- First session – good to call it an early bird so people don't feel bad missing it. Great attendance though!
- Everyone liked the full day followed by half day

Amenities – dinner, wellness, prizes, headshots, ambassadors, photo contest

- Music trivia was super fun
- Headshots were great
- Make sure sponsor names aren't in the drawings for prizes (also committee and/or council? TBD)

Sponsors

- Keep an eye on sponsor prospects purchasing regular attendee tickets – address them earlier and get committee approval before contacting

SHRM Update

Theresa Velykis, SHRM MCD reviewed membership metrics for NH, Dual Membership

requirements (DMR) and benefits, co-branding opportunities and upcoming deadlines, use of SHRM's Volunteer Leader Resource Center (VLRC), Affiliate Standards, and Playbook. She also provided updates to bylaws and chapter support and noted the SHRM Impact Award (previously the Pinnacle Award), with applications open from June 1 to September 1.

State Council Updates

- **Governance**

No update.

- **Certification**

Kim was not able to attend the meeting and provided the following email update:
The other scholarship winner is scheduled to take her exam in July

- **Workforce Readiness**

Sherry is conducting outreach to colleges for workforce readiness initiatives and will share a related handout.

- **Membership**

Caroline requested that chapters invite her to local membership meetings. She is currently supporting MARHRA and is open to connecting with additional chapters. DMR launch dates are May 16th and December 8th.

- **SHRM Foundation**

Lisa reminded members that SHRM Foundation donations can be made in honor or memory of individuals, with credit going to the respective chapter.

- **Marketing**

Melissa and Michelle are finalizing the marketing transition. Social media engagement is steady. Michelle discussed using Loomly, a \$504/year platform, to streamline campaign scheduling. A vote to approve the subscription cost was deferred pending financials approval.

- **2025 Plans**

- Hope and Michelle will schedule a planning meeting for the 2025 NH Leadership Conference, expected in October or November.

Presidents Reports

- **HRA-CG**

Rhoda provided the following update:

- Holding our annual Social/Open House Meeting this Thursday from 5pm to 6:30pm at NH Distributors in Concord. To celebrate our Volunteers, our members, nonprofits, community at large, etc. Ask our members to bring at least one HR professional who is not a member. Opportunity to meet and greet new and potential members.
- June Program on Thursday, June 12th is "Empowering Employees to Resolve Financial Stress." When employees are educated and aware of strategies to assist their financial well-being, they are more productive and support a high performance workforce.
- We're increasing our remote program attendance fee, starting in July from \$10 to \$15.

- Membership renewal time. Early bird renew before July 1st is \$65; after is \$75.
- We're going to offer a bulk-program purchase option with the renewal. Some of the municipal members who like to pay by check have inquired about buying up front. So, if purchase all programs up front for the year. Early bird is \$130 by July 1; thereafter is \$150.
- Our theme for our 2025-2026 Program Year is: "Creating Connections – Building Bridges...Together." We've outlined our program topics for the year also.
- President as of July 1 will be Beth Deragon of Clark Deragon Law Firm.

- **MAHRA**
Jessica provided an update in Amy's absence. She announced several June events including a mental health panel, LGBTQ+ lunch & learn, and a session on recruitment strategies. The chapter also received a Platinum Excel Award.
- **Nashua**
Karin provided the following update:
 - Our program topic on June 12, 2025 Deliver Compelling Presentations with Ease
 - DMR has significantly increased our membership
 - We will host an in-person networking/appreciation event in the fall.
- **Greater Monadnock SHRM – Erin Dallas Patch**
Erin provided the following update:
 - Greater Monadnock SHRM Chapter hosted a successful half-day event last week! As we look ahead, we continue to focus on board succession planning and increasing member engagement. While our membership has grown to 96, attendance at most events remains under 30. Starting next year, we will be relocating our regular meetings to Cheshire Medical Center. This move will not only reduce costs for the chapter but also enhance our access to upgraded technology. We're also in the process of planning another summer social networking event!
- **Greater Merrimack Valley**
Lisa provided the following update:
 - June 5th last event for chapter year. Cultural Wellness Check: What are the Vital Signs of a Healthy Workplace Culture? <https://gmvhra.org/Events>
 - Working on a networking event as well for June to close out the year. Date and place still in planning stages.
 - Chapter received Platinum Excel for 2024.
- **SHRA**
Tina Holmes provided the following update:
 - Reminder that Christi Green will be stepping down on June 30, 2025 as President, I will be stepping up as President at that time and Steffany Gallant

will be stepping up as President-Elect at that time. Steffany Gallant will attend the June Council meeting with me so that everyone can meet her.

- SHRM Foundation Chair Election:
The Board voted to elect Georgianna Sawyer as the new Chair of the SHRM Foundation and to lead the Foundation Committee. Georgianna brings with her many years of experience in HR and was recently certified by SHRM, making her an excellent fit to lead the committee moving forward. Tina introduced Georgianna to Lisa Monsein at the GSHRC.
- She reported that the June meeting for SHRA was a Beach Clean UP and Membership Appreciation Bash on June 17th.
- She stated that SHRA had been awarded the SHRM Excel Platinum Chapter.

Peg made a motion to adjourn the meeting. Nancy seconded the motion, which upon being put to vote, the motion to adjourn passed unanimously. The meeting adjourned at 4:42 p.m.

Remaining 2025 Important Meeting Dates

6/24/25 HRSC BOD Meeting
6/29/25-7/2/25 SHRM Conference, San Diego, CA
8/5/25 (meet and greet possibly at a restaurant and later in the day)
9/16/25 HRSC BOD Meeting
10/21/25 HRSC BOD Meeting
11/20/25 – 11/23/25 Volunteer Leaders Business Meeting, Cancun, Mexico
12/9/25 (Holiday dinner at a restaurant TBD)

2026 Important Meeting Dates

2/5-2/7/26 – SHRM RCBM, Portland, OR

Helpful Links:

[SHRM Volunteer Leader Playbook](#)

[Volunteer-Leader-Core-Leadership-Area-CLA-Webcast-Webinars-2025](#)

HR State Council of New Hampshire
Treasurer's Report for February 19 thru May 12, 2025

HRSC
Beginning Balance – February 19, 2025

HRSC Checking Account Balance	\$9,436.32
--------------------------------------	-------------------

Transactions from February 19, 2025

<i>Income</i>	
Strategic HR participation	\$1,875.00
Transfer of funds from GSHRC (for checks written at GSHRC)	<u>\$3,600.00</u>
<i>Total Income through May 12, 2025:</i> \$5,475.00	
<i>Expenses</i>	
Speakers at 2025 GSHRC paid from HRSC account as GSHRC has no physical checks):	
Charla Stevens	-\$1,000.00
Samantha O'Neil	-\$1,000.00
Valerie McClendon	-\$100.00
Randy Pierce	-\$500.00
Jennifer Landon	-\$350.00
Jon Bradley	-\$350.00
Melinda Gehris	-\$100.00
Robin Melone	-\$100.00
Thomas Wright	<u>-\$100.00</u>
<i>Total Expenses through April 30, 2025:</i> -\$3,600.00	

Profit / Loss through April 30, 2025

Income	\$5,475.00
Expenses	-\$3,600.00
Net Profit	\$1,875.00

Ending Balance – April 30, 2025

HRSC Checking Account Balance	\$11,311.32
<i>Annual YTD Profit:</i> \$162.96	

GSHRC
Beginning Balance – February 19, 2025

GSHRC Checking Account Balance	\$34,325.95
---------------------------------------	--------------------

Transactions from February 19, 2025

<i>Income</i>	
None	\$0.00
	<i>Total Income</i>
	<i>Expenses</i>
Samantha O'Neil (attendee/speaker registration CR)	-\$50.00
Sarah Scalla – Speaker 2025 GSHRC	-\$425.00
Jobtalk LLC (Krystal Hicks) – Speaker 2025 GSHRC	-\$3,600.00
Future in Sight – Randy Price	-\$1,100.00
Jennifer Kinville – HR Hero Award	-\$602.74
Jennifer Kinville – GSHRC Speaker Gifts	-\$324.75
Payment to HRSC – See list above (in HRSC Treasurer's Report)	\$3,600.00
Heidi Hargreaves – Speaker Gifts	<u>\$117.55</u>
	<i>Total Expenses:</i>
	-\$9,820.04

Profit / Loss through April 30, 2025

Income	\$0.00
Expenses	-\$9,820.04
Net Profit	-\$9,820.04

Ending Balance – April 30, 2025

GSHRC Checking Account Balance	\$24,505.91
	<i>Annual YTD Profit:</i>