



## HR State Council of NH Meeting Minutes

### June 24, 2025

#### Present Virtual:

Hope Kelly  
Jessica LaPaglia  
Amy Wright  
Tina Sharby  
Melissa Fisk  
Andrea Chatfield  
Peg O'Brien  
Sherry Harding  
Kim Brackett  
Lisa Monsein  
Michelle Gray  
Caroline Fleming  
Erin Dallas-Patch, GMSHRM  
Tina Holmes, SHRA  
Steffany Gallant, SHRA President  
Elect  
Rhoda McVeigh, HRAGC  
Sue Greene, SHRM MAC  
Theresa Velykis, SHRM MCD

#### Absent:

Dave Twitchell  
Rosamond Cain  
Nancy Rowell  
Karin Taylor, SHRMGN  
Amy Mayo, MAHRA  
Jennifer Kinville  
Jennifer Vining, Merrimack Valley  
Jeannie DiBella, SHRMGN

#### Welcome

Hope called the meeting to order at 3:03 p.m. Roll was taken and Hope declared a quorum present.

#### Succession Planning - Committees

Hope stated all board positions are filled. The focus is building committees for the 2026 GSHRC including Marketing, Programs, and Sponsorship. If anyone is interested or if you know of someone who may be interested from your chapter, please contact Hope, Michelle or Jessica.

#### Minutes

Amy called for approval of the May 13, 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. Tina S. and Steffany abstained.

Past Secretary, Linda Tuells, emailed Michelle historical meeting minutes. Michelle is going

to add the historical meeting minutes to the website so there is a central repository. Amy will be responsible for posting meeting minutes to the website going forward.

### **Legislative/Advocacy Update**

Peg stated if passed, HB 148 amends the existing law against discrimination in NH to allow for the classification of individuals based on biological sex in specific contexts. This is on the Governor's desk pending approval.

Peg provided an in-depth overview of Senate Bill 246, commonly referred to as the "Milestone 2.0." This bill, which is expected to pass, would grant employees working for businesses with 20 or more staff members the right to take up to 25 hours of unpaid leave annually for medical appointments related to childbirth, postpartum recovery, and subsequent medical visits for up to one year after the child's birth. Peg clarified the practical implications of the bill, highlighting that employers could request documentation from employees and are entitled to reasonable notice before leave is taken. The policy would need to be addressed in employer handbooks, potentially as a separate leave policy to ensure clear communication and compliance. This provision would be enforced by the Department of Labor, reinforcing its significance as a protected employment right.

### **Finance Report**

While Nancy on medical leave, Hope said Jenn Kinville is going to manage interim financial matters. Jenn provided the attached financial reports following the meeting.

### **SHRM Update**

Theresa shared updates about the upcoming SHRM 25 Annual Conference in San Diego, CA. SHRM recently launched "Skills-First at Work" which offers resources, tools, credentialing options, and practical guidance for HR professionals. Sue discussed the upcoming Volunteer Leaders Business Meeting (VLBM) in Cancun, noting it as an important leadership event, and advised attendees to ensure their passports and documentation were current. Sue also encouraged members to utilize SHRM's volunteer leader webcasts, stressing their value in providing ongoing educational resources to both new and experienced chapter leaders.

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

Hope stated the original GSHRC budget was planned to net \$519 but through everyone's hard work, the conference netted \$9,833.72. The next planning meeting is July 16, 2025 and the conference is scheduled being held on March 31 – April 2, 2025 in North Conway.

### **Membership**

Caroline requested that chapters invite her to local membership meetings. Membership activities reduce during the summer months and she planning for fall initiatives. The next DMR commitment date is September 19<sup>th</sup> and the launch date is December 8<sup>th</sup>.

### **Programs**

Michelle stated the State Council is planning the NH Leadership Conference and NH Legislative Conference in the fall. Finalizing dates and venues and looking for sponsors.

She asked chapters to submit meeting dates to avoid scheduling conflicts.

## **State Council Updates**

- **Marketing**

Melissa now has full access to the website and will work on updating and enhancing website content. She plans to increase visibility and engagement through regular updates on LinkedIn and Facebook, specifically highlighting volunteer opportunities and chapter activities. Melissa and Michelle will work collaboratively to streamline social media management, and transitions to ensure clear communication.

- **Governance**

No update.

- **Certification**

Kim stated one of the certification scholarship winners was reimbursed and the other winner is scheduled to take the exam in July. Certification status updates and further promotional activities are planned to support increased engagement and certification awareness among HR professionals.

- **Workforce Readiness**

Sherry outlined efforts to strengthen student engagement with SHRM chapters, mentioning ongoing challenges post-COVID-19. Plans include identifying specific contacts at colleges with HR programs to enhance communication and participation. Theresa is going to connect Sherry with Faith Stipanovich from SHRM for additional support and resources.

- **Diversity**

Tina clarified her dual role as Diversity Chair for the State Council and representative of the Diversity Workforce Coalition (DWC). She said this is a temporary arrangement and is actively seeking interested members to assume these roles. Tina plans to connect individually with chapter presidents to discuss current DEI initiatives, share resources, and explore collaboration opportunities amid current societal and legislative challenges.

- **SHRM Foundation**

• Lisa said the SHRM Foundation launched the Center for a Skills First Future, an initiative that equips employers with the tools, resources, and insights to implement and scale skills-first hiring and talent development strategies. She will distribute detailed information to all chapters and encourages everyone to attend an upcoming CLA webinar on July 17<sup>th</sup>.

- **2025 Plans – Board Orientation**

Hope stated the State Council is looking to provide resources to chapters including board orientation support.

## **Presidents Reports**

- **HRA-CG**

Rhoda provided the following update:

- New Board of Directors was approved: Beth Deragon of Clark Deragon is President, and Kelly Moore of Riverbend Community Mental Health is Vice President.

- This Spring we have been highlighting our members through a "Member Spotlight" campaign on LinkedIn. The comments seem to be favorable and that will continue through the rest of 2025.
- With the start of our next fiscal and program year on July 1st, we have our program schedule lined up for the third Thursday of each month, September through June. Our theme is: Creating Connections – Building Bridges...Together." May is our member networking/social and in 2026 we are going to hold that in the AM for a change to see if we can increase attendance. All programs are hybrid EXCEPT December, January, February, which are strictly remote. And there is no program in March, usually the month in which there is a Diversity Council Conference.
- Ryan Cronan, as Past President, will attend the State Council meetings starting next month. Please copy Ryan (rcronan@therichardsgrp.com) AND Beth Deragon (beth@clarkderagonlaw.com) on all State Council communications from this point on.
- **MAHRA**  
In Amy and Alyssa's absence, Jessica provided the following update:
  - Strategic planning in August for the upcoming year
  - Sept 24<sup>th</sup> Networking event
  - Oct, Nov, Jan, Feb in person events
  - Virtual Sept, Dec, March, April, June
- **Nashua**  
Jeannie was not able to attend the meeting and emailed the following update:
  - Nashua continues to offer a combination of in-person and Zoom meeting program meetings for the 2025-2026 program year. The in-person meetings are held at the Hampton Inn in Nashua September through December and May-June. We will hold our membership appreciation event in April on a date after the Granite State HR Conference.
  - We have a new legislative chair, Attorney Jennifer Moeckel from Sheehan Phinney.
  - For our Community Connections program, we are supporting the Handicapped Pets Foundation. We have been thrilled by the financial support our members have provided.
  - 2025-2026 Board Members
    - Jeannie DiBella, President
    - Karin Taylor, Immediate Past President and Programming Chair
    - Nancy Rowell, Treasurer
    - Kathy Card, Secretary
    - Chrissie Herrera, Membership
    - Amie Martin, Communications
    - Jennifer Moeckel, Legislative
- **Greater Monadnock SHRM**  
Erin provided the following update:  
The Greater Monadnock SHRM Chapter is actively planning for the upcoming year,

with our annual board retreat scheduled for July. During the retreat, we will review and refine our chapter goals, ensuring alignment with both member needs and SHRM's strategic direction. Our focus remains on delivering high-quality, relevant programming that supports HR professionals in our region.

We're also excited to share that our chapter meetings will officially be held at Cheshire Medical Center, providing a consistent and accessible location for our members. Additionally, we are welcoming two new members to our board, bringing fresh perspectives and energy to our leadership team. We look forward to a productive and engaging year ahead.

- **Greater Merrimack Valley**

Lisa announced GMVHR is hosting a networking event June and is planning for next fiscal year.

- **SHRA**

Tina Holmes provided the following update:

- Reminder that Christi Green is stepping down on June 30, 2025 as President, Tina will be stepping up as President at that time and Steffany Gallant will be stepping up as President-Elect at that time. Steffany Gallant is present today to meet everyone.
- SHRA's June meeting on June 17<sup>th</sup> was a Beach Clean Up with Blue Ocean and there were about 35 attendees. We picked up 55lbs of trash and it was so successful we are planning to do some type of volunteer activity every year in June.
- SHRA meets on the 2<sup>nd</sup> Tuesday of every month for the monthly meetings and the following is scheduled thus far:
  - 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> Recruiting Matt Nagler
  - October 23<sup>rd</sup>, Fall Festival & SHRM Foundation Auction-North Country Hard Cider
  - Tentative November 18<sup>th</sup>, HR Professionals how to address groups/staff Aimee Blesing

Hope adjourned the meeting at 4:08 p.m.



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

**HRSC**  
**Beginning Balance – February 19, 2025**

<b>HRSC Checking Account Balance</b>	<b>\$9,436.32</b>
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**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>
<b><i>Total Income through May 12, 2025:</i></b> <b>\$5,475.00</b>	
<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>
<b><i>Total Expenses through May 12, 2025:</i></b> <b>-\$3,600.00</b>	

**Profit / Loss through May 12, 2025**

<b>Income</b>	<b>\$5,475.00</b>
<b>Expenses</b>	<b>-\$3,600.00</b>
<b>Net Profit</b>	<b>\$1,875.00</b>

**Ending Balance – May 12, 2025**

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



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

**GSHRC**  
**Beginning Balance – February 19, 2025**

<b>GSHRC Checking Account Balance</b>	<b>\$34,325.95</b>
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**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 May 12, 2025**

<b>Income</b>	<b>\$0.00</b>
<b>Expenses</b>	<b>-\$9,820.04</b>
<b>Net Profit</b>	<b>-\$9,820.04</b>

**Ending Balance – May 12, 2025**

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

### **Upcoming 2025 Meeting Dates**

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 Meeting Dates**

2/5/2026 – 2/7/2026 – SHRM RCBM, Portland, OR  
3/31/2026 – 4/2/2026 Granite State HR Conference, North Conway