



**Board of Directors Meeting  
October 6, 2017 (8:00am – 10:00am)**

Easter Seals, Manchester NH

In-Person: Timothy Dabrieo, Catharine Mirabile, Dan Griffiths, Dave Twitchell, Mike Klyop, Andrea Chatfield, Tina Sharby, Jim Whitmore, Matt Becker, Hope Kelly

Phone: Jessica Bourassa, Anne Vallette, Amy Wright, John Wilson, Lisa Lemieux, Robyn Chadwick, Michelle Gray

Absent: Mike Pacheco, Kristine DiFiore, Jim Reidy, Candi Dionne, Dawn Barker, Linda Tuells, Armando Llorente, Nancy Rowell

<u>Name</u>	<u>Action Item</u>	<u>Due Date</u>
Tim D.	2018 Budget Items	11/15
Tim D.	2018 Meeting Dates	Next Meeting
All	CLIF Report	12/1

**Director – Tim Dabrieo**

Congrats: Tina Sharby for Volunteer of the Year Award!

Open Positions: College Relations

2018 Tri-State Leadership Conference - Save the date - Friday, March 16th in Concord

\$4,000 in outstanding budgets\* - 2018 Budget requests need to be sent to Tim by 11/15

**Secretary – Jessica Bourassa**

The meeting minutes of the August meeting were voted on and approved unanimously.

**Treasurer – Nancy Rowell**

**HR State Council of New Hampshire  
Treasurer’s Report for October 4, 2017**

**Beginning Balance – August 8, 2017**

<b>HRSC</b> Checking Account Balance (opened 12/4/15) -	<b>\$37,976.76</b>
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**Transactions since August 8, 2017**

<i>Income:</i>	
9/28 Leadership Conference Sponsors	\$4,450.00
9/28 Leadership Conference Attendees	\$578.43
<i>Expenses:</i>	
9/28 Leadership Conference – speakers gift cards	-\$100.00
9/28 Leadership Conference – petty cash for raffle	-\$100.00
9/28 Leadership Conference – Holiday Inn	-\$3,053.68

**Profit / Loss through October 4, 2017**

Income	\$5,028.43
Expenses	-\$3,253.68
<b>Net Profit/Loss</b>	<b>\$1,774.75</b>

**Ending Balance – October 4, 2017**

<b>HRSC</b> Checking Account Balance -	<b>\$39,751.51</b>
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**Granite State HR Conference  
Treasurer's Report for October 4, 2017**

**Beginning Balance – August 8, 2017**

<b>GSHRC</b> Checking Account Balance -	<b>\$85,948.55</b>
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**Transactions since August 8, 2017**

<i>Income:</i>	
None	\$0.00
<i>Expenses:</i>	
Jill Christensen - 2018 Speaker	-\$1,852.00
<b>Total Transactions -</b>	<b>-\$1,852.00</b>

**Profit / Loss through October 4, 2017**

Income	\$0.00
Expenses	-\$1,852.00
<b>Net Profit/Loss</b>	<b>-\$1,852.00</b>

**Ending Balance – October 4, 2017**

<b>GSHRC</b> Checking Account Balance –	<b>\$84,096.55</b>
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2018 Budget: To be Determined at the December meeting.

Any questions, please ask Nancy

### **SHRM Update – Dan Griffiths**

- Volunteer Leadership Summit: One person from each chapter should attend and four total from the State Council
- Certification is doing great!
- SHRM & Chapter Membership savings – strong and beneficial renewal discount (\$20)

### **SC Updates – Tim Dabrieo**

~ Succession Planning - Director at Large roles and other positions

~ 2017 Leadership Conference

- Lots of new volunteers
- No negative feedback to speak of
- Survey to be distributed

~ State Council Website- Link to Chapter Resources Page-

<http://nhstatecouncil.shrm.org/chapter-volunteer-resources>

~ 2018 Tri-State Leadership Conference – Jan/Feb timeframe and where?

~ SHRM Overtime Rule Commitment Letter

~ SHRM Recertification Chapter Champions

[http://learnhrm.shrm.org/lischampionform/?utm\\_source=SHRM%20080116%20Update%20\(1\)&utm\\_medium=email&utm\\_content=August%2001%2C%202016&MID=&spMailingID=26126494&spUserID=MTAzNDg0MjI3MTA4S0&spJobID=860148633&spReportId=ODYwMTQ4NjMzS0&utm\\_source=SHRM%20091517%20State%20Director%20Bundle%20\(1\)&utm\\_medium=email&utm\\_content=September%2015,%202017&SPMID=&SPJD=&SPED=&SPSEG=&SPCER T=&spMailingID=30617131&spUserID=MTAzNDg0MjI3MTA4S0&spJobID=1121819501&spReportId=MTEyMTgxOTUwMQS2](http://learnhrm.shrm.org/lischampionform/?utm_source=SHRM%20080116%20Update%20(1)&utm_medium=email&utm_content=August%2001%2C%202016&MID=&spMailingID=26126494&spUserID=MTAzNDg0MjI3MTA4S0&spJobID=860148633&spReportId=ODYwMTQ4NjMzS0&utm_source=SHRM%20091517%20State%20Director%20Bundle%20(1)&utm_medium=email&utm_content=September%2015,%202017&SPMID=&SPJD=&SPED=&SPSEG=&SPCER T=&spMailingID=30617131&spUserID=MTAzNDg0MjI3MTA4S0&spJobID=1121819501&spReportId=MTEyMTgxOTUwMQS2)

### **GSHRC – Fran Lefavor**

- Ready to submit for certifications
- Breakout sessions this year have a different format
- There is still \$9,500 left in sponsorships available
- 12% to go on Exhibitors
- We should think about 2019 dates now

### **Workforce Readiness – Robyn Chadwick**

On September 20th, I attended a 65x25 Stakeholder meeting. A little background on the 65x25 initiative.

**From the BIA's website:**

- Workforce Accelerator 2025 is a two-part workforce development initiative launched by the Business and Industry Association and the New Hampshire Charitable Foundation, with

additional financial support from Fidelity Investments. Created in response to the need for a sustainable solution for growing a skilled workforce in New Hampshire, the initiative includes:

- 65 x 25 Facilitation: New Hampshire needs a highly-skilled workforce. Research indicates that 65% of the adult workforce will need to possess a meaningful credential or post-secondary degree by the year 2025 in order to meet demands of our state's economy. Many "65 x 25" efforts are already underway in New Hampshire. Our workforce development team is working with educators, trainers, businesses, nonprofits, and the public sector to encourage collaboration and help facilitate their collective efforts to attain the 65% goal. We'll also highlight and lend our support to the highest impact workforce development strategies.
- School to Career Pathways: There is growing recognition that both students and employers benefit from early exposure to varied career options. The School to Career Pathways portion of Workforce Accelerator 2025 aims to encourage more school/business partnerships throughout the state. Such partnerships are vital for adequately preparing students to enter the workforce. The Business and Industry Association has many members active in workforce development with local high schools and area colleges through internships, apprenticeship programs, and in-house training solutions. BIA will highlight the efforts of these companies and encourage other employers to emulate them. Exposing more young people to job and career opportunities in New Hampshire will result in more young people launching their careers here rather than somewhere else.

**Based on the Workforce Accelerator 2025 initiatives, I've developed some goals/initiatives of how we may fit in as a State Council:**

- Experiential and work-based learning opportunities
  - Can we as an HR State Council develop a list of businesses who can offer these opportunities to students in a variety of fields
- How can employers step up (possibly be involved in designing career pathways to meet industry needs)
- Understanding DOL requirements for internships/apprenticeships and developing a How To list for our Chapters/membership
- Career services between HR Chapters, schools and businesses
  - Create Career Days that encompass career pathways
- Training partnerships with businesses
  - Conduit between local community colleges/universities and high schools of programs/business needs that complement career pathways

On October 10th, there is a group of interested stakeholders meeting to discuss these goals. I will have more information at our next meeting.

**Legislative/Advocacy – Andrea Chatfield**

In-District Meeting with Congresswoman Kuster went well

- 2-Hour Rule
- Paid-leave is coming

- Discussion with the board around the state of NH not require a notarized release form for driving records checks.
  - Individuals to send letters rather than Andrea herself

**SHRM Certification – Amy Wright**

No updates at this time.

**Diversity – Armando Llorente**

Chapter to become members of the DWC.

Woman in Technology had a wonderful turnout with around 60 individuals.

Diversity and Inclusion events for 2018.

~ 11/7 Veteran Services.

**Programming – Kristine DiFiore**

No updates at this time.

**Social Media/Marketing – Michelle Gray**

No updates at this time.

**Chapter Liaison – Anne Vallette**

No updates at this time.

**Membership – Dave Twitchell**

Would like to challenge the chapters by using different connections. Promoting how it can help the individual by having it. The first one is to be shown in January. More to come.

**Technology/Website – Linda Tuells**

No updates at this time.

**SHRM Foundation – Jeannie DiBella**

Upcoming Deadlines:

- Susan R. Meisinger Fellowship for Graduate Study in HR – 8/15/17
- Innovation Awards – 10/1/2017 (Chapters/State Council):
- Undergraduate and Graduate Scholarships – 10/10/2017

SHRM Foundation Champions

SHRM Foundation Champions are SHRM Chapters and State Councils that support the SHRM Foundation by:

- Making an annual donation to the SHRM Foundation directly from chapter/council funds by December 31
- Encourage members to join Team Empower\*, a special club for individuals who donate \$30 or more and pledge to support the SHRM Foundation's annual inclusion initiative.
- Host a fundraising event to benefit the SHRM Foundation

SHRM Foundation Initiatives:

- 2016 - 2017: The Aging Workforce
- 2017 - 2018: Integrating & Engaging Veterans in the Workforce
- 2018 – 2019: Building an Inclusive Culture – Workplace Gender Equality Issues
- 2019 – 2020: Identifying New Ways to Integrate and Engage Individuals with Disabilities in the Workforce
- 2020 – 2021: Ending Employment Discrimination
- 2021 – 2022: Helping Employ Victims of Harassment, Bullying or Abuse

Resources are available online to support the initiatives (for example – for the Veterans initiative, there is information on how to find military candidates; how to get tax credits for hiring veterans and how veterans can benefit your organization)

Fundraising Ideas shared by chapters throughout the US:

- Silent Auctions
- 50/50 Raffle
- Gift Basket/Gift Cards
- Matching-Donation
- Wine and Cheese Event

**Local Chapter Updates**

None at this time.

**Adjourn**

Fran made the motion to adjourn, seconded by Tim, and approved unanimously.

**2017 HR State Council of NH Meetings**

<b>Date</b>	<b>Location</b>	<b>Time</b>
February 17 <sup>th</sup>	Easter Seals Office	8-10AM
April 3 <sup>rd</sup>	Easter Seals Office	4-6PM
June 2 <sup>nd</sup>	Call-In Only	8-10AM
August 11 <sup>th</sup>	Call-In Only	8-10AM

October 6 <sup>th</sup>	Easter Seals Office	8-10AM
December 4 <sup>th</sup>	Easter Seals Office	4-6PM

**State Council / GSHRC Events**  
 Tri-State Leadership Conference ~ Friday, March 16<sup>th</sup> ~ Holiday Inn Concord

**Other Events**

**Submitted,** Jessica Bourassa, PHR, SHRM-CP, Secretary/Treasurer-Elect

The HR State Council of New Hampshire is committed to actively promoting the advancement of the human resources profession by providing leadership and a voice for New Hampshire human resource professionals, facilitating the exchange of ideas, sharing of information, and connectivity of human resource professionals and the business community, supporting the New Hampshire SHRM Affiliate Chapters, actively promoting the professional development of current and future human resource professionals, serving as a resource to proactively meet the human resource challenges of today and the future, and partnering with State and Federal Legislators to advocate on human resource issues of significance impacting the workforce.