



**Board of Directors Meeting**  
**June 2<sup>nd</sup>, 2017 (8:00am – 10:00am)**

Phone-In Only Meeting

Phone: Karen VanWormer, Nancy Rowell, Timothy Dabrieo, Michelle Gray, Jessica Bourassa, Linda Tuells, John Wilson, Anne Vallette, Denise Vaillancourt, Dan Griffiths, Matt Becker, Armando Llorente, Dave Twitchell, Catharine Mirabile, Fran Lefavour, Mike Klyop, Amy Wright, Kristine DiFiore, Tina Sharby, Candi Dionne, Andrea Chatfield

Absent: Jeannie DiBella, Jim Reidy, Barb Hecker, Michael Pacheco

<u>Name</u>	<u>Action Item</u>	<u>Due Date</u>
Nancy Rowell	Form 990 Re-File	ASAP

**Director – Tim Dabrieo**

**Secretary – Jessica Bourassa**

The meeting minutes of the April meeting were voted on and approved unanimously. Armando motioned and Dave seconded.

**Treasurer – Nancy Rowell**

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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.

## HR State Council of New Hampshire Treasurer's Report for May 22, 2017

### Beginning Balance – March 21, 2017

<b>HRSC</b> Checking Account Balance (opened 12/4/15) -	<b>\$34,760.32</b>
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### Transactions since March 21, 2017

<i>Income:</i>	
SHRM campaign income	\$3,760.00
Chapter Payments for raffle basket @ GSHRC (GMVHRC & GNHRA)	\$100.00
Chapter Payments for raffle basket @ GSHRC (GMSHRM)	\$50.00
Cash from 50/50 raffle # GSHRC	\$210.00
<i>Expenses:</i>	
Andrea Chatfield – SHRM Legislative Conference	-\$306.01
Timothy Dabrieo – Deposit for Leadership Conference (9/28)	-\$200.00
Timothy Dabrieo – Office Supplies (SC nametags for GSHRC)	-\$45.00
TD Bank gift card for GSHRC gift/raffle basket	-\$250.00
Postalcenter – large check for Student Scholarship (Tyler Pascucci)	\$72.00
Student Scholarship (Tyler Pascucci)	\$500.00
50/50 raffle winner (Dee Frappeia)	\$105.00
50/50 raffle proceeds to SHRM	\$105.00

### Profit / Loss through May 22, 2017

Income	\$4,120.00
Expenses	-\$1,583.01
<b>Net Profit/Loss</b>	<b>\$2,536.99</b>

### Ending Balance – May 22, 2017

<b>HRSC</b> Checking Account Balance -	<b>\$37,297.31</b>
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## Granite State HR Conference

## Treasurer's Report for May 22, 2017

### Beginning Balance – March 21, 2017

GSHRC Checking Account Balance -	\$56,220.01
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### Transactions since March 21, 2017

<i>Income:</i>	\$0.00
<i>Expenses:</i>	
Paul Wilson – HR Hero Award	-\$280.00
Tracie Smith – 2017 Speaker Expenses	-\$135.98
Carr Lucas – 2017 Speaker Expenses	-\$362.00
<b>Total Transactions -</b>	<b>-\$777.98</b>

### Profit / Loss through May 22, 2017

Income	\$0.00
Expenses	-\$777.98
<b>Net Profit/Loss</b>	<b>-\$777.98</b>

### Ending Balance – May 22, 2017

GSHRC Checking Account Balance –	\$55,442.03
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990 forms were processed and filed electronically by the SC accountants however, they were rejected. The Financials of the April meeting were voted on and approved unanimously. Tina motioned and Anne seconded.

#### **SHRM Update – Dan Griffiths**

MEC Survey received a great response.

#### **Diversity – Armando Llorente**

“When Work Works” – WWW - (formerly Sloan Award) – this national initiative, now a SHRM product, provides a great opportunity to recognize/build employers’ awareness around novel workplace practices (ex. incorporating flexibility in workplace schedules and policies.) Our joint vision is to showcase this program to the State Chapters in the months ahead so they can publicize to their members. Ultimately, we want companies around the state to spotlight their break throughs and start applying for the Award.

Ways to Enhance Diversity Awareness and the DWC - The launch of the WWW initiative provides a great mechanism for the DWC to showcase its value-add services to the State Chapters. Our expectation/hope is the State Chapters will consider/treat the DWC as the “Go To” resource on all Diversity matters. (This reinforces the question that Tina Sharby mentioned at last month’s State Council BOD meeting:

- How do we position the DWC so all NH State Chapters make it the first point-of-contact/resource when addressing diversity matters?)

We believe this is a great discussion starter and look forward to receiving feedback from members across the state.

#### Fall Event:

- September (TBD) – in conjunction with NH Businesses for Social Responsibility, offer webinar: “Developing an Immigrant Friendly Economy and Diversified Workforce.”

#### **Director – Tim Dabrieo**

##### Kudos:

- Anne Vallette ~ 2017 HR Hero
- Dave Twitchell ~ SHRM Magazine profile
- 2016 SHAPE ~ 3 Platinum Chapters! Nashua, Monadnock and Seacoast
  - Congratulations. Two years in a row for Monadnock!
- 2016 SHAPE Award - NH State Council: Gold! “Thank you!”
  - 2016 SHRM Foundation Champions: Thank you Jeannie and everyone for your generosity

##### Business:

- Open Positions: Workforce Readiness/College Relations - a few interested!
- NERC (Northeast Regional Council) Call Update
- 2017 SHRM Conference - NH Dine Out!
- State Council Website- Link to Chapter Resources Page-  
<http://nhstatecouncil.shrm.org/chapter-volunteer-resources>
- 2018 Tri State Leadership Conference - Save the date - Friday, March 30<sup>th</sup> in Concord
- Workforce Readiness Conversation - Tuesday, June 6th

#### **GSHRC – Fran Lefavor**

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\* Will place update in next meeting minutes. \*

**Legislative Action – Andrea Chatfield**

Paid Family Leave Bill – There is a lot of interest on this topic from employers. Looking to plan a meet and greet session with Congresswoman regarding the topic, more to come.

**SHRM Certification – Amy Wright**

Wanted to remind everyone of the raffle. \* Will place further update in next meeting minutes. \*

**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**

See above.

**Technology/Website – Linda Tuells**

No updates at this time.

**Workforce Readiness – (OPEN)**

No updates at this time.

**SHRM Foundation – Jeannie DiBella**

No update at this time.

**NHBSR partnership (reminder):**

New Hampshire businesses are operating in an extremely competitive labor market. Therefore, hiring the right person is imperative. The most untapped, diversified and highly marketable employee in our state is the qualified individual with disabilities. The goal of this webinar is to share knowledge and build awareness for the opportunities for businesses to work with NH Vocational Rehabilitation to find loyal

and productive employees. NHVR has built a team of consultants to work with businesses and NHVR clients to establish mutually-beneficial working relationships. Learn how this program might add to your great workplace culture at this one hour lunchtime webinar! Join Jim Hinson at the New Hampshire Department of Education, Vocational Rehabilitation.

Jim Hinson is employed by the New Hampshire Department of Education, Vocational Rehabilitation and is responsible for establishing community partnerships with NH Business owners and other community leaders to assist in efforts to recruit, hire, retain, and promote the hiring of people with disabilities. Under Jim Hinson’s leadership, he has established strong community partnerships with state and local government agencies, non-fore profits, and the business community to successfully establish community employment programs for people with disabilities.

Follow the link to the NH Businesses for Social Responsibility website to sign up for this, and other webinars of interest to the HR community: [www.nhbsr.org/events](http://www.nhbsr.org/events)

Jim Hinson can be reached at [Jim.Hinson@doe.nh.gov](mailto:Jim.Hinson@doe.nh.gov) or 603-271-7093.

**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**

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SC Meet & Greet ~ Thursday, June 18th ~ Holy Grail ~ 5-7pm  
Leadership Conference ~ Thursday, September 28<sup>th</sup> ~ Holiday Inn Concord

**Other Events**

DWC Members Night ~ Tuesday, June 20<sup>th</sup> ~ Fisher Cats Baseball Game  
DWC and Maine Hiring Coalition ~ Tuesday, June 27<sup>th</sup> ~ Highliner Foods, Portsmouth

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

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