



**Board of Directors Meeting**  
**June 6<sup>th</sup>, 2016 (4:02pm – 5:28pm)**

Present: **Dial-In Only**

Phone: Mike Klyop, Tim Dabrieo, Nancy Rowell, Jessica Bourassa, Linda Tuells, Barbara Hecker, Denise Vaillancourt, Amy Wright, Andrea Chatfield, Tina Sharby, John Wilson, Jeannie DiBella, David Twitchell

<u>Name</u>	<u>Action Item</u>	<u>Due Date</u>

**Director – Mike Klyop**

Welcome New Member

Mike officially welcomed Andrea Chatfield as the new/interim Legislative Director. Welcome, Andrea!

Position Openings

Program Director. Let Mike or Tim know if you know someone that is interested.

**Secretary – Jessica Bourassa**

The meeting minutes of the April meeting were voted on and approved unanimously. Nancy Rowell made the motion to accept and Barbara Hecker seconded the motion.

**2016 Leadership Conference** – As a reminder: Save the date! Thursday, September 22 in Concord. 9 am until approximately 4 pm.

**Treasurer – Nancy Rowell**

We are still waiting for the SHRM membership reimbursement information and will send an e-mail when we know more. Budget recommendations were made by the NH Chapters prior to the June board meeting; who would like an estimate of the expected revenue from the GSHRC.

Based on the April 2016 Financial Audit Policy, we are also looking to close the books four (4) months after the GSHRC has concluded; which should be some time in August.

In addition, the request regarding the distribution of the financials was review and moving forward they will be sent out to everyone on the SC (including the Chapter Presidents) roughly a week prior to any upcoming SC Board meeting

**HR State Council of New Hampshire  
Treasurer's Report for June 6, 2016****Beginning Balance – April 1, 2016**

<b>HRSC Checking Account Balance (opened 12/4/15) -</b>	<b>\$35,167.46</b>
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**Transactions since April 1, 2016**

SHRM Foundation raffle expenses	-\$110.93
BIA Workplace forum (5/18) – J Reidy & C. Mirabile	-\$80.00
PO Box (changed location to Nashua Postal center)	-\$147.43
SHRM Foundation raffle income	\$330.00

**Profit / Loss through June 5, 2016**

Income	\$330.00
Expenses	-\$338.36
<b>Net Profit/Loss</b>	<b>-(8.36)</b>

**Ending Balance – June 5, 2016**

<b>HRSC Checking Account Balance -</b>	<b>\$35,159.10</b>
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**Granite State HR Conference  
Treasurer's Report for June 6, 2016**

**Beginning Balance - April 1, 2016**

<b>GSHRC Checking Account Balance -</b>	<b>\$55,677.75</b>
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**Transactions since April 1, 2016**

Mobil Application	-\$4,540.00
Website Maintenance (2014/2015)	-\$270.00
2016 HR Hero Award	-\$492.28
2015 Speaker/Expenses- George Flemming (never paid in 2015)	-\$3,677.43
<b>Total Transactions -</b>	<b>-\$8,979.71</b>

**Profit / Loss through June 5, 2016**

Income	\$0.00
Expenses	-\$8,979.71
<b>Net Loss</b>	<b>(8,979.71)</b>

**Ending Balance – June 5, 2016**

<b>GSHRC Checking Account Balance –</b>	<b>\$46,698.04</b>
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**SC Annual Survey – Mike Klyop**

The State Council was presented with a PowerPoint presentation regarding the results of the Annual Survey:

- Themes: 1) SC Effectiveness is shifting to more positive recognition; 2) SC work shifting from Basic Needs to more Strategic Needs; 3) HR Professionals shifting more to Promoters than Detractors.
- Awareness of SC Initiatives increased in 9 of 11 CLA areas from 2015 to 2016.
- Attendees decreased in all SC and SHRM Events; however, in 2016 began measuring that HR Professionals are looking at other means for Professional Events.

### **Chapter Member Reciprocal – Tina Sharby**

The topic of chapter membership reciprocal was brought up by Tina for everyone's discussion and feedback. Meaning, as an example, that if one person is associated with MAHRA but would like to attend an event at SHRA, they would pay member pricing instead of non-member pricing.

It was mentioned that each chapter has different rules regarding membership and the price of events. Including the fact that there is a lack of consistency across chapters however, it may work if everyone is on the same page. More to come.

Barbara Hecker from Greater Monadnock mentioned that their chapter would offer their \$15 guest membership fee for anyone associated with another chapter that would like to attend one of their program events. Mainly because they do not charge regular members for the meeting events.

### **SHRM Foundation – Jeannie DiBella**

Jeannie wanted to thank everyone for their efforts regarding the SHRM Foundation as she saw a \$219 profit. She also encouraged everyone to visit the SHRM Foundation website as they have their 50<sup>th</sup> anniversary this year and they have a couple different programs/challenges going on to win some free items.

Everyone should be aware that they can donate to the foundation at any time throughout the calendar year as well.

### **Membership – Mike Klyop/Catharine Mirabile**

#### Statewide membership update for all NH chapters

All of the chapters should have received the copy of the 2016 NE SHRM Quarterly Membership report for the 1st quarter. If they haven't received it, they need to make sure to ask Crystal Adair from SHRM to add them to the distribution list. In my opinion, receiving the report quarterly and not monthly provides a lag in allowing chapters to adjust their membership efforts, however, the report that is received is very thorough. From the 1st quarter report, we have 504 SHRM members in all 6 of our chapters and have over 951 SHRM At-large members, which means we have a lot of opportunity to grow.

#### Membership Initiative – GSHRC update

Overall, I believe that we had a good start to the State Council's membership initiative of JOIN2016 (specifically for the GSHRC) and feel we can build on it for future conferences and add this to our SHAPE document as a success (so far). To date, I've received 7 requests from At-Large members that attended the GSHRC to join a local chapter (1 for SHRA, 2 for MAHRA, 2 for GNHRA, 1 for HRA-GC and 1 for GMVHRA). I forwarded all of these applications as well as instructions on how to receive the \$10 special offer from the SC to the respective chapter membership chairs and Presidents to consider these individuals for approval for chapter membership. At this point, we haven't received any requests (that I'm aware of) from the chapters to obtain the \$10 rebate for each approved member, so I would request at Monday's meeting to have all of the chapters I've mentioned (except for GNHRA, since I'm the membership chair) to please connect with their Membership Chairs to see if anyone of the

applications for membership were approved and if the At-Large member has officially joined. If so, if they can please send the name of the member that was approved directly to me, so that I can record the names and submit for payment to Nancy on their behalf.

#### Request to continue initiative and recommendation

Now that we have a better idea of how the JOIN2016 initiative worked for the GSHRC, I recommend that we open the initiative up for the remainder of the year to ANY At-Large member that would like to join the chapter before December 2016. Mike put this request out to the board who all showed interest in expanding JOIN2016.

It was also requested that a recap be given to each of the Chapters and follow-up for JOIN2016 payments from the GSHRC.

#### **Social Media/Marketing – Michelle Gray**

Michelle was unable to attend.

#### **SHRM Update – Mike Klyop/Dan Griffiths**

Better Together – See PDF

Member Generated Content

Workflex Guides – [www.whenworkwork.org](http://www.whenworkwork.org)

2016 SHAPE Webinar – VLRC

MAC Update ~ Spring 2016 MAC Survey – 1,150 Responses; Themes:

- Chapter & Member Engagement
- Alignment and Support of Chapter and State Councils
- Education & Competencies

#### **Technology – Linda Tuells**

Linda has added events from the Chapters to the website and the information is linked to the websites.

Linda would also like to highlight any changes and indicate to her if there are any attachments, including which format (PDF, Word, etc.).

Would like everyone to go onto the website and review all bio changes she's made recently. Let her know if anything needs to be edited.

#### **GSHRC – Mike Klyop/Laurie Glaude**

Looking at April 18<sup>th</sup> and 18<sup>th</sup> of 2017 for possible dates but has not been confirmed. There is question around keeping the day and half session or not.

Dave Twitchell may conduct a workforce readiness track so that there is credit for the conference. NH is small where it wouldn't make sense to do an entire conference but a specific track at the GSHRC would be nice. This would get bonus points for SHAPE and maybe have a panel discussion too.

- By 2025: There will be a 60% work exposure and only 25% will be working with their earned degree

#### **SHRM Certification – Kathy Nelson**

Kathy was unable to attend.

#### **Chapter Liaison – Anne Vallette**

Anne was unable to attend

#### **Programming – Open Position**

At the time of the June board meeting, this position was currently open.

#### **Legislative Action – Andrea Chatfield**

Jim Reidy and Andrea are currently working on their transition.

#### **Workforce Readiness – David Twitchell**

David met with Charlotte Williams (liaison for Work Ready NH) before April's board meeting. As a reminder: she wanted to convey to all of the Chapters that she is willing to speak across the state in regards to the program.

Greater Nashua Human Resource Association kicks-off suicide prevention training for HR Professionals. On May 10<sup>th</sup>, the United States Department of Veterans Affairs provided training to HR professionals in understanding more about the signs of someone considering suicide, truths and myths, how to address it as an employer and what resources are available. Although this presentation is geared toward our veterans, it really is useful for HR professionals for our entire employee population!

#### **Diversity – Armando Llorente**

Armando was unable to attend.

#### **Diversity Workforce Coalition (DWC) – Jim Whitmore**

Jim was unable to attend.

#### **ESGR Program – Dave Wheel**

David was unable to attend

#### **Local Chapter Updates**

None at this time.

### **Adjourn**

Mike Klyop made the motion to adjourn the meeting, seconded by Jessica Bourassa, and approved unanimously.

### **2016 HR State Council of NH Meetings**

<b>Date</b>	<b>Location</b>	<b>Time</b>
February 16 <sup>th</sup>	McLane – Manchester Office	4-6PM
April 8 <sup>th</sup>	McLane – Manchester Office	8-10AM
June 6 <sup>th</sup>	Call-In Only	4-6PM
August 12 <sup>th</sup>	Call-In Only	8-10AM
October 3 <sup>rd</sup>	McLane – Manchester Office	4-6PM
December 2 <sup>nd</sup>	McLane – Manchester Office	8-10AM

### **State Council / GSHRC Events**

State Council Leadership Conference ~ Thursday, September 22nd ~ Concord, NH

### **Other Events**

Strategic HR Conference ~ October 23-25, 2016 ~ Bretton Woods, NH

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