



**Board of Directors Meeting
August 12th, 2016 (8:04am – 9:35am)**

Present: **Dial-In Only**

Phone: Mike Klyop, Tim Dabrieo, Nancy Rowell, Jessica Bourassa, Barbara Hecker, Denise Vaillancourt, Amy Wright, Andrea Chatfield, John Wilson, Kevin Keleher, Kristine DiFiore, Dan Griffiths

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

Director – Mike Klyop

Welcome New Member

Mike officially welcomed Kristine DiFiore as the new Program Director and Fran LeFavour as the new Conference Director. Welcome, Kristine and Fran!

SC Director Elect - 2017

Mike asked that everyone begin to think about this role come October. If anyone is interested they should be reaching out to Mike and/or Tim.

Secretary – Jessica Bourassa

The meeting minutes for the June meeting were not voted on as there was no quorum of attendees. The June and August meeting minutes will be voted on and approved next meeting.

Treasurer – Nancy Rowell

We received the SHRM membership reimbursement information and that was \$770.00. In addition, the request regarding the distribution of the financials was reviewed 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. Greentree was discussed but still under review and will be finalized in a few weeks. Lastly, there was a request to adjust the September budget.

HR State Council of New Hampshire Treasurer’s Report for August 6, 2016

Beginning Balance – June 6, 2016

HRSC Checking Account Balance (opened 12/4/15) -	\$35,159.10
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Transactions since June 6, 2016

SHRM Income – Certification Income	\$770.00
St. Mary’s Bank account closing	\$5.00
Mike Klyop Expenses:	
Sept 22, 2016 Leadership Conference deposit (Holiday Inn)	-\$350.00
BIA Dues	-\$271.00
State Council Officers recognition gift cards	-\$200.00
Mount Vernon Fire Insur Co. (Directors/Officers Insur)	-\$689.00

Profit / Loss through August 6, 2016

Income	\$775.00
Expenses	-\$1510.00
Net Profit/Loss	-(735.00)

Ending Balance – August 6, 2016

HRSC Checking Account Balance -	\$34,424.10
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**Granite State HR Conference
Treasurer's Report for August 6, 2016**

Beginning Balance – June 5, 2016

GSHRC Checking Account Balance -	\$46,698.04
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Transactions since June 5, 2016

Green Tree Consultants - <i>Deposit</i>	\$75,029.14
Regina Clark - <i>Speaker</i>	-\$1,750.00
Rock Solid Results - <i>Website</i>	-\$135.00
Radisson Hotel – <i>Direct Bill</i>	-\$42,860.70
Total Transactions -	\$30,283.44

Profit / Loss through August 6, 2016

Income	\$75,029.14
Expenses	-\$44,745.70
Net Profit/Loss	\$30,283.44

Ending Balance – August 6, 2016

GSHRC Checking Account Balance –	\$76,981.48
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SHRM Affiliate Chapter Amendment – Mike Klyop

NH SHRM chapters: Three webinars are being offered this week.

SHRM is updating the affiliate chapters: The NH HR State Council agreement is roughly 10 years old and has been updated; no noticeable differences. There was a discussion on zip code areas and crossing over lines. There is a difference between inviting someone to a program vs. going after membership. Two chapters are able to have the same zip code but it would be up to the individual which chapter they would join. For example, one could live in Nashua but work in Manchester.

ESGR – Suicide Prevention Awareness Training Program – David Wheel/Mike Klyop

Mike mentioned that the ESGR is taking off.

Diversity – Armando Llorente/Mike Klyop

Armando has attended several chapter meetings but has several more to attend. There is a bullying seminar scheduled for 10/11/2016 at Nashua Crown Plaza and another one at the seacoast area later that same week. There are some additional great initiatives coming in the future.

There was a request for funding for the DWC. It's a topic for a board discussion, not enough present today but will be an action item for the October meeting. There was a request to bring ideas to that meeting for funding initiatives.

Armando and Tina are working through the SHRM Pinnacle process. They are also working on a pilot program: Manchester Immigrant Integration Initiative. It would include ESOL training. It would be put on by resident teachers and provide work-readiness

SHRM Certification – Kathy Nelson

Kathy was unable to attend.

Membership – Catherine Mirabile

Membership initiatives have been successful; the online process has been streamlined. The certification process is improving, there is now a mobile app. New members have signed up. Everyone should promote the benefits of joining SHRM and of joining a chapter.

Members who belong to both SHRM and a chapter have a 90% retention rate. Those who belong to only one of the two have a retention rate of 30% - 40%

SHRM Update – Dan Griffiths

2016 SHRM Foundation Innovation Awards

2016 Volunteer Leadership Summit - Eligibility

SHAPE – Everyone should plan on starting the process now

SHRM will be sending the 2017 Conference dates to Dan for further distribution

- Future Dates - Conferences - Complete Form / Added to Volunteer Leaders Resource Center

2016 Leadership Conference – Jessica Bourassa

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

GSHRC – Fran Lefavour

April 18th and April 18th of 2017 have been confirmed.

Chair-members are already in place. Couple breakouts have already been confirmed as well. The objective will be “Surviving to Thriving”. Fran mentioned that she would like to beef up her committee. Her goal is to increase revenue and slash the budget from prior years. She mentioned she would like to conduct more electronic correspondences.

Programming – Kristine DiFiore

No updates at this time

SHRM Foundation – Jeannie DiBella

Jeannie was unable to attend

Marketing – Michelle Gray

Michelle was unable to attend

Chapter Liaison – Anne Vallette

Anne was unable to attend

Website – Linda Tuells

Linda was unable to attend

Legislative Action – Andrea Chatfield

Andrea mentioned that there will be a Legislative/Legal breakout within the GSHRC again this year, which will be dynamic. She is hoping to have a labor committee, including elected officials, to conduct a round table discussion.

Workforce Readiness – David Twitchell

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

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

State Council / GSHRC Events

Granite State Human Resources Conference ~ Tuesday, April 18th and Wednesday, April 19th ~ Radisson Hotel, Manchester, NH

Other Events

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

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.