



Board of Directors Meeting
December 4th, 2017 (4:00pm – 6:00am)

Easter Seals, Manchester NH

In-Attendance: Catharine Mirabile, Nancy Rowell, Jessica Bourassa, Amy Wright, Jeannie DiBella, Fran Lefavour, John Wilson, Dawn Barker, Hope Kelly, Kristine DiFiore, Tina Sharby, Candi Dionne, Jim Reidy, Lisa Lemieux

Absent: Timothy Dabrieo, Mike Klyop, Dave Twitchell, Jim Whitmore, Robyn Chadwick, Matt Becker, Mike Pacheco, Michelle Gray, Linda Tuells, Armando Llorente, Barb Hecker, Dan Griffiths, Anne Vallette, Andrea Chatfield

<u>Name</u>	<u>Action Item</u>	<u>Due Date</u>
Jeannie D	SHRM Foundation Donations	12/15
Tim D. / Catharine	2018 Meeting Dates	Now
All	CLIF Report	12/1

Director-Elect – Catharine Mirabile

Congrats: Jessica Bourassa on Treasurer for 2018

Volunteer Leadership Summit:

- Schedule a call or meeting to discuss “Information Download”
- Student competition or game to drive engagement
- Student partnership and how can the SC play a role

2018 Tri-State Leadership Conference – Likely not happening due to timing of the year
NH Leadership Conference a possibility for April/May

2018 Budget Items & 2018 Meeting Dates: To be reviewed and approved (see SC updates below)

NH State Council Minutes – December 4, 2017

Page 1 of 6

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.

Secretary – Jessica Bourassa

The October meeting minutes were voted on (Amy motioned – Tina seconded) and approved unanimously.

Treasurer – Nancy Rowell

**HR State Council of New Hampshire
Treasurer’s Report for December 1, 2017**

Beginning Balance – October 4, 2017

HRSC Checking Account Balance (opened 12/4/15) -	\$39,751.51
---	--------------------

Transactions since October 4, 2017

<i>Income:</i>	
9/28 Leadership Conference – petty cash replacement	\$100.00
9/28 Leadership Conference – Attendees	\$455.00
9/28 Leadership Conference Attendees (PayPal)	\$125.62
9/28 Leadership Conference – raffle income	\$135.00
<i>Expenses:</i>	
9/28 Leadership Conference – Crowne Trophy (Volunteer Award)	-\$280.78
9/28 Leadership Conference – raffle expenses	-\$39.92
November SHRM VLS (Wash DC) Director Expenses	-\$371.00
November SHRM VLS (Wash DC) Director Expenses	-\$656.56
NHBIA	-\$271.00

Profit / Loss through December 1, 2017

Income	\$815.62
Expenses	-\$1,619.26
Net Profit/Loss	-\$803.64

Ending Balance – December 1, 2017

HRSC Checking Account Balance -	\$38,947.87
--	--------------------

**Granite State HR Conference
Treasurer's Report for December 1, 2017**

Beginning Balance – October 4, 20167

GSHRC Checking Account Balance -	\$84,096.55.
---	---------------------

Transactions since October 4, 2017

<i>Income:</i>	\$0.00
<i>Expenses:</i>	-\$0.00
Total Transactions -	0.00

Profit / Loss through December 1, 2017

Income	\$0.00
Expenses	-\$0.00
Net Profit/Loss	-\$0.00

Ending Balance – December 1, 2017

GSHRC Checking Account Balance –	\$84,096.55
---	--------------------

Any questions, please ask Nancy. Edits were necessary before financials were approved. Will approve December financials at next meeting.

Leadership Conference: Chapter payouts will be forthcoming if the SC made any money.

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!
 - Tina mentioned that HRCI is extremely difficult to deal with and let her membership with them lapse.
- SHRM & Chapter Membership savings – strong and beneficial renewal discount (\$20)

SC Updates – Catharine Mirabile

2018 Budget Requests:

\$1200 Certification Scholarship - approved

\$350 HRCI Provider Fee (new) - approved

\$1500 Chapter Member Fee Scholarship (Tim is working on this) – TBD

GSHRC – Fran Lefavor

- The program itself seems to be all set
- Still a little behind in sponsorships and booths
 - \$20,000 in booths sold so far
- Non-profits ability to get a cheaper or discounted rate was asked again
 - Currently there is a \$500 Table Top Vendor offering
 - Fran doesn't feel they are in a position to offer any discounted items right now

Workforce Readiness – Robyn Chadwick

Currently gathering information on tri-state student competitions/games/Company Hosting Day and developing a plan for 2018.

Working with Stay, Work, Play/MAHRA on an internship template/guide that can be used on the NH internships part of their website and ours and our SHRM HR chapters across the state as a tool for HR professionals and businesses to use. Very Exciting initiative!

Legislative/Advocacy – Andrea Chatfield

Capitol Hill Day

SHRM Certification – Amy Wright

More than 101,000 HR professionals are SHRM certified and 50,000 are due to recertify in 2018. As a result, SHRM is extending the early recertification promotion into 2018. SHRM members who have already earned 60 PDCs can recertify early and it will not affect their renewal date. Chapters will receive \$20 per member designating your chapter as primary and the State Council will receive \$10 for every recertified member in the state. SHRM is conducting a telemarketing campaign in the 1st quarter to help members with the recertification process.

Diversity – Armando Llorente

NH State Council Minutes – December 4, 2017

Page 4 of 6

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.

No updates at this time.

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

No updates at this time.

Technology/Website – Linda Tuells

No updates at this time.

SHRM Foundation – Jeannie DiBella

SHRM Foundation Champions Reminder:

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

\$250 SHRM Foundation donation for 2018 was approved.

Leadership Campaign: A reminder that everyone needs to make at least a \$25.00 donation; recognizing their local chapter and the SC by 12/15.

Local Chapter Updates

None at this time.

Adjourn

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

2018 HR State Council of NH Meetings

Date	Location	Time
February 16 th	Easter Seals Office	8-10AM
April 13 th	Easter Seals Office	8-10AM
June	Evening Reception	TBD
August 17 th	Call-In Only	8-10AM
September 10 th	Easter Seals Office	4-6PM
November 2 nd	Easter Seals Office	8-10AM

State Council / GSHRC Events

Tri-State Leadership Conference ~ TBD ~ Holiday Inn Concord

Other Events

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