



**MNSHRM State Council Conference Call Meeting  
April 11, 2018**

**In Attendance:** To Be updated

**Called to Order:** 9:00 A.M.

**Review and Approval of December Meeting Minutes:** Christina Hogan

- Motion to approve minutes by Josh Rock, second by Donna, December minutes approved

**Treasurer's Report:** Christina Hogan see attached documents for details.

- Motion by Lori to approve March financials, second by Larry, March financials approved

**Directors Report:** Tiffany Kuehl –

Volunteers open to all positions do not need to be on Board or current volunteer. Will not be starting from scratch, we have locations confirmed for next several years.

Annual Conference: Regional events -North Central Region event for attendees of region for National Conference - networking event similar location as Pinstripes. Opportunity to showcase local chapters for members at large. More information will be coming, share with chapters for attendees.

Ace Bounce location in Chicago - food and beverages available along with activities.

**Director Elect:** Jewel Thurman –

State Conference Planning

Ali doing a great job in preparing for the conference and book ahead, key roles still looking to fill for next year conference director elect to work with Ali to head Rochester conference in 2019. Breakout speakers leader & committee, Programming Development, a lot of work to get in this done. Registration chair reach out to Ali or Jewel.

**SHRM Report:** Nancy Conway – not in attendance

**MAC REP:** Pat Lund

Will join council meetings - survey was sent out via email - encourage to complete and pass on to chapters and leadership to complete. 19% in region have completed so far, short survey and does not take long. Looking forward to results and report with be provided at the June conference. From South Dakota and works in MSP. Contact info available on the website. Let know how she can help and what support she can provide.

**Core Leadership Area Updates**

Larry-Feb conference call A-TEAM chapter reps, check if chapter leg reps are getting info on calls and joining. Legis conference reviewed new legislation and new CEO of SHRM and mission, focus. 3 Main issues - work flex - work place

performance/equity in the workplace - culture change on harassment, don't need more policies - focus on change (didn't lobby on this one) Download SHRM A-team app

Lori Meader- Still learning her role

Sarah - Certification has new participation I state conf planning this year. VLRC in the certification section article and how they launched at local TCHRA plan/program. Re-certify \$20 contribution to chapter for chapter members who recertify this year. If any questions on process there are direct links for assistance, certification email for MNSHRM on website.

Josh - Now an HR student. Transitional plans for next year working with students. Working on content for Oct conference for student conference. HR games as part of the Student Conference - pre on Saturday will need judges.

JD - Will have an update next meeting on capabilities on Whoova App and what we can do with the new features. Social media posts get together and bundle effort for conference. More to come.

Christine - Website is live and would like feedback, all relevant content has been moved over, excited about the bios. The transition happened earlier this week. Check out the new website.

Dan - Foundation has certification and Re-cert scholarships & student scholarships. Inclusion culture, aging workforce & engaging with veterans, grants and awards - if chapter any initiatives in those three areas check out info. Team empower foundation you can join (look up info)

Donna - Membership - getting started in role working with at large members registered for State conference to chapters. Looking into YouTube video on membership

Alec - Review legal checklist - cheat sheet for new people coming in on tax info, etc. Reviewing by-laws and working with some chapters on their status.

## **Chapter Updates:**

Input from chapters on strategic planning and succession planning, we will have a strategic planning meeting. Looking for ideas, questions, conversation what activities, tool, resources, are out there on strategic and succession planning.

Sue Kruse: Doing a lot with strategic planning, retreat for board In fall used Infinity model and different buckets on plan and work together to come up with ideas, narrow it down and write strategic plan for year. Super Mega status for Twin City SHRM. Board seat that take 3 areas focus and groups and leads that bucket of strategic plan, what's working what isn't working, keep it fresh. Focus has worked well. Over 1000 members in that chapter.

Smaller chapters with less people how can we do some of those activities:

Karen - Red Wing 65 members in chapter very strong in programming strategic planning starting lead up to it, have meeting for strategic planning. Each board meeting pull one position out and focus on what that core area can work on and get accomplished. Topic a month.

Cassandra - South Central: Summer brainstorm ideas for programming, survey members and attendees on what they want to see. Schedule in August. 2nd planning meeting strategic initiatives for chapter - recruitment for board, reenergize board every board member on one committee to help with strategic goals, report on monthly, accountability component built into it. Board perks, must meet certain criteria. \$150/conference or SHRM membership, based around SHRM.

Donna - NorthStar: Strategic Planning in QI doing it every 2 years President Elect in fall now and they will have a review the year they are not planning.

Patricia - Northland: 30th anniversary as an org - Free membership breakfast April 26 and recognizing past presidents.

**Meeting Adjourned at: 10:00 A.M. – Tiffany**

Minutes submitted by Christina Hogan