

January 2019 MNSHRM State Board Meeting

Sunday, January 13, 2019

Meeting called to order 1:16pm - Tiffany Kuehl

Attendees: Jessica Ahlbrecht, Lori Amborn, Tammi Arenkiel, Susan Barth, Alec Beck, David Bergin, Andy Bertram, Larry Bourgerie, Ashlie Bradley, Laura Brady, Amy Buermann, Deb Cervantez, Ashley Clark, Beth Claseman, Andrea Decker, Ali Delaney, Beth Eide, Katie Farley, Scott Haime, Amy Haney, Katie Hardyman, Rebecca Hass, Melissa Hoepner, Katie Kline, Alison Koch, Cassie Kohn, Dorinda Kruggel, Tiffany Kuehl, Susie Kruse, Sandy Langer, Georgia McCann, Victoria McGuire, Lori Meader, Mikala Meyer, Michelle Miller, Angela Morteazae, Sara Netter, Jessie Novey, Theresa. Nystrom, Patrick O'Donnell, Carrie Patton, Cathy Pazzelli, J.D. Qualley, Kristin Rademacher, Karen Renshaw, Donna Richardson, Chad Robert, Chris Robson, Erin Rubi, Ciria Rush, Kim Savaria, Tyler Schafer, Julie Schulke, Theresa Severence, Susan Shold, Sherri Stensland, Patricia Stolee, Justin Terch, Jennifer Ungaro, Daniel Wagner, Stacy Weigel, Melissa Williams, Becky Wohl, Anni Yule, Nati Zurawski

December 2018 Financials review – Jewel Thurman

Motion to approve - Donna Richardson – Seconded by Karen Renshaw – motion approved

Jewel Thurman has decided to not move into the Director role for 2019/20. Tiffany will remain as the Director for 2019 and will transition to Past Director in 2020 when Christina Hogan becomes the Director.

CLA Updates

Sarah Gasparini – Certification – 113,000 people worldwide with SHRM Certification. Sarah is looking into either a study groups or online options for SHRM certification. Certification is on the rise and is very strategic.

Larry Bourgerie – Legislative Affairs – Encourage everyone to become active with your legislators and to download the SHRM Advocacy app to stay up to date with what's going on with SHRM.

Donna Richardson – Membership SHRM chapter membership has increased by 4%. We have 2 new 100% chapters (Winona Area SHRM and South Central SHRM) for a total of 3. 23% of the SHRM Members in MN are chapter members. Increase of 10% of members vs 2017. There are 5,033 SHRM members in MN. 2019 activities – Donna and Kim will be working on providing ongoing support for members throughout the year including initiatives at the State Conference.

Lori Meader – Workforce Readiness – role is to be a resource for the chapters that do not have a Workforce Readiness Director. Lori will be reaching out to all chapters by the end of Q1 to introduce herself and see how she can help. Working with the SHRM Foundation in the Inclusion Captain role

Dan Wagner – Foundation Director – SHRM has several scholarships are available, please visit the SHRM website for additional information. Veterans At Work Certification Program – hiring veterans is a big initiative for SHRM.

J.D. Qualley –Technology/Communications – MNSHRM had the highest engagement of all Whova activities in October of 2018. A lighter version of the app has been activated for the Leadership Conference and all documents will be uploaded in a few days. The 2019 State Conference event will be opened on the app in a few days as well.

Alec Beck – Legal - If you have anything that comes up, please reach out to Alec for assistance. Alec has reviewed the MNSHRM Bylaws and has recommendations that will be sent out for review.

Ali Delaney – State Conference – excited to be back to direct the State Conference in 2019.

Open Role – Diversity/inclusion Director

Induction of New State Council Positions

- Ali Delaney – State Conference Director
- Carrie Patton – Secretary/Treasurer

Meeting is adjourned at 2:11pm

Monday, January 14 Chapter Updates

- SHMARA – J.D. Qualley
 - 3 key areas that we focus on membership, development, community
 - Did ROI for all events
 - Want to wrap up involvement in other community events (Chamber of Commerce & Business entities)
- TCSHRM – Katie Farley
 - Marketing initiative (membership app) & launching our first podcast
 - Membership – a lot of membership drives in place, discounts for numerous members, refer a friend gift card and discount to new member
 - Volunteers – goal of 100 volunteers at 71
- Winona – Ashley Zweep
 - Filling board member roles
 - Looking for a new location for our monthly meetings
 - Continuing Winona State partnership
- Arrowhead – Cathy Pazzolli
 - Increasing our membership
 - More relevant topics (does an annual training as well)
 - Looking at sponsorship opportunities
 - SHRM certification study group
- Central MN – Kristin Rademacher
 - Increase overall membership by 10% in 2018 (achieved!)
 - Build community relationships
- Hiawatha – Karen Renshaw
 - Workforce Readiness – community driven. Not all kids are college bound and they are restructuring the high school. Get kids in businesses and trained properly. Program with the jail. Don't have enough daycares.
 - Certification – had a class of 6 members – will have another 12% certification
 - Communication –on our board who will be doing social media
 - Trying to get more volunteers.
- Lakes Area – Deb Cervantez

- Looking for breakfast and evening meetings for networking versus programming
 - Looking for board succession planning
 - Looking at a calendar for the year to look at when things should go out
- Northland – Patricia Stolle
 - Goal is to advance the profession – celebrated 30 years as an organization
 - Diversity focus (in April)
 - Safe and Sick Time voted for 5 or more employees
 - College Relations mentoring program started
 - Annually – golf outing (raises money for foundation and food bank)
- North Star -Lori Amborn
 - Strategic planning in March of 2019
 - Excited about the future – programming is outstanding (great attendance) #1 goal to increase membership
- Rochester HRA – Chris Robson
 - In a rebuilding phase
 - Focus on member engagement
 - Engagement in the board -lots of turnover
 - Doing this through improved communication – revamp website and find more ways to reach members
- South Central – Cassandra Kohn
 - 2 more Boss Lifts – goal to get 2 more helicopters at file up to camp Ripley
 - Operation Employment
 - Dwindling down the local community scholarship program and doing one focusing on SHRM CP and SHRM SCP.
 - Fundraising for a study group
 - Other focus is membership (partnered with 2 chamber of commerce) – has business cards for South Central SHRM and then can write their contact on it
 - Increase attendance at member meetings
 - DECCA – get into high schools and helping them prepare for their first interviews and get prepared for working. And get them excited about HR
- West Central – Sharlo Meyer
 - Doing an online payment system
 - Dissolving the MSA and want to put them in our chapter. Large chunk that isn't being served so thinking of video conferencing