

KVHRA

Board Meeting Minutes

Date: December 13, 2017

9:30 a.m. to 10:00 a.m.

Place: Augusta Civic Center

Present: Lila Hallowell, Lori Page, Jeanine Libby, Sharon Crowe, Kathleen Hale, Robin Doody, Kristy Gould, Lisa Madore, Frances Fisher, Karena Cochran

Absent: Susan Ouellette

Today's Meeting: How Professionals can Create a Culture of Raving Fans

There were 46 Pre-registered

- 0 Walk-in
- 13 No Shows
- Total of 33
 - No cash / No checks received at the door.

Meeting Minutes:

Voted to approve November Meeting Minutes

Members Update:

Bonnie Cohen was voted in as a new KVHRA member. Bonnie is currently working as a HR Consultant at Mt. Nittany Veterinary Hospital. She is also a SHRM member.

Christine Brawn was also voted in as a new KVHRA member. Christine is the Deputy Director at the Bureau of Human Resources with the State of Maine. Christine is a SHRM member and holds SHRM-CP certification.

Amy Morissette was our third KVHRA member that was voted in. Amy is the Director of Human Resources & Volunteerism at Spectrum Generations.

All three new members were voted in as KVHRA Professional Members via e-mail prior to today's meeting.

Programing:

Currently within the 2018 program schedule all speakers are confirmed except November and December. Kristy Gould will post the KVHRA programs on the Chamber of Commerce events calendar. We are still looking for some sponsors. There was talk about reaching out to KVCAP to see if sponsoring one of our events interests them.

In review of our half day seminar we agreed that non-members would pay \$75 and members would pay \$55 to attend (if they didn't pay in full for all the breakfasts during 2018 renewal). The half day seminar was included for 2018 renewals that paid in full for the breakfast meetings.

Thomas College does a real good in leadership training and offers classes through its Workforce Development and Leadership Training Program. Training "modules" are organized to fit the organization's needs, and are arranged on dates and times dictated by you, the employer. It may be something that we look into for future presentations and partnerships with Thomas College. Mike Duguay, Executive Director at Harold Alfond Institute for Business Innovation, would be the contact person.

Updates Core Leadership Area:

Volunteer leadership summary, board recognized everyone that donated to it. Our name was on the board. SHRM did a better job with recognizing scholarship and a good initiative on hiring veterans.

Core Leadership Update:

- a) SHRM Foundation – **Full Board**
- b) Diversity – **Lila Hallowell**
- c) Finance – **Lila Hallowell** - \$19,798.73 in our account and within this total \$2,412.62 in the scholarship account.
- d) College Relations – **Frances Fisher/Karena Cochran will assist.** Fran will be reaching out to Thomas College and Kaplan University with our 2018 program schedule of Breakfast meetings.
- e) Legislative/Governmental Affairs – **Kathleen Hale** announced that the State of Maine Minimum Wage is increasing to \$10 per hour on January 1, 2018.
- f) Workforce Readiness – **Robin Doody**
- g) SHRM Certification - **Susan Ouellette** and **Sharon Crowe** Recertification Credits.
- h) Scholarship update – Susan Ouellette will do this until the new board. Monica also will be on the committee. Lila Hallowell will also be on the committee.
 - The KVHRA Scholarship Committee is pleased to announce that the following members have been selected to receive a scholarship to attend the 2018 Maine HR Convention at the Samoset Resort. Laurie Hayden and Jeanine Libby, two day attendance and Erica Humphrey a one day attendance. Congratulations!
- i) Membership Retention and Recruitment –Membership Roster and Registration – Renewals we currently have 20 members that renewed their KVHRA membership per Lila Hallowell.
- j) Marketing and Communication –
- k) Web- **Karena Cochran**

New Business:

Kristy Gould was approved to spend \$500 for KVHRA Christmas gifts. Mugs were ordered, delivery did not happen. The order was cancelled.

Lori Page motion to vote; the board followed to approve to pay one day attendance at the 2018 HR Convention for Kristy Gould. In addition it was voted to approve for Kristy to stay one night at the Samoset Resort.

New board member orientation will be held on January 18, 2018, at 1:00 p.m. to 3:00 p.m. at Colby College. If there is someone on the board that you are replacing, please reach out to the one you are replacing to get a full understanding of the role. If you've been a board member for a while and would like a refresher, please join Kristy. As for the Core Leadership roles, each will be assigned at the January board meeting.

Kristy Gould will create a simple web doc for speakers to fill out. In addition, Kristy is planning to teach Kristie Jandreau on how to do the Web site as she will be administrating it in 2018. Kristie Jandreau is doing a fantastic job on administrating KVHRA Facebook page.

KVHRA e-mail account through G-Mail. Kristy Gould will review this and send out an e-mail to the board members on how to access the google documents account through the KVHRA g-mail.

On November 30, 2017, KVHRA Privacy Policy is posted on our website and an e-mail blast was sent notifying our members.

SHAPE report is due at the end of January. March is for the Excel Awards. State Council received an Excel Award. The highest we can receive is a Silver Award as we are not 100% SHRM Chapter. Currently, KVHRA has the highest SHRM members within the State of Maine.

Certification HRCI approval has been a struggle in past. Now we are automatically approved with HRCI as this is the same process we have with SHRM. Thank you Sharon Crowe for you work on this project.

Its KVHRA Membership Renewal time and Kristy Gould will send another e-mail blast to our current members. Within this e-mail, she will highlight the benefit of the renewal will include the half-day session.

SHRM has a new CEO that is reaching out to all the volunteers and thanking them for being involved with SHRM. SHRM puts together a monthly newsletter for all their volunteers – see Kristy Gould if you are not receiving this newsletter.

Kristy Gould completed the December 1, 2017, Cliff Report and submitted it to SHRM.

SHRM is doing a promotion on all memberships by offering \$20 discount. See Kristy Gould for discount information.

NEXT MEETING: January 10, 2018, at O'Brien's Restaurant in Waterville, Maine

Respectfully Submitted: *Jeanine M. Libby*

Jeanine M. Libby, PHR, SHRM-CP, Board Secretary