



**WISCONSIN SHRM STATE COUNCIL
MEETING MINUTES
October 17, 2008
1:00 to 3:00 p.m.
Green Bay, WI**



No.	AGENDA ITEM	RESPONSIBLE PARTY
Introductions/Welcome	Introductions/Welcome Thank you to Kellie Dunn-Poggemann & Jenny Lowe for outstanding job on the 2008 State Conference!	Bob Swanson
ACTION		
Approval of August 8, 2008 Minutes	Approval of August 8, 2008 Minutes Summary: <ul style="list-style-type: none"> • 2009 Budget discussion to take place today. • Motion to renew MDS contract for 2 years. The contract has been signed. • Strategic Planning did not take place in September. It will be rescheduled. • State Conference Certificates were sent back out to Chapters. Motion to approve the Minutes by Terri 1 st Terri Pedersen 2 nd Matt Stollack All approved.	Kellie Dunn-Poggemann
2009 WI SHRM State Council	2009 WI SHRM State Council <ul style="list-style-type: none"> • Confirmation of Officers: 2009 • Director Appointments/Renewals As outgoing State Director, Bob Swanson chaired the nominations committee for 2009. The online process garnered about 10 nominations for the council. This reflected nominations for some Council past members and some of which had not been involved in the council in the past. Thank you to Anthony Dix and Jenny Lowe for assisting with nominations. The new council members have been invited to attend National Leadership to prepare them for their incoming role. 2009 State Council Slate Diversity – Amy Collett Communications – Doralyn Retzlaff At Large – Julie Geyer Work Force Readiness-Doug Hamm	Bob/Kristine

	<p>Foundation – Barb Stroh Strategic Partnership/Alliance-Position is eliminated- Past Director to take on role Government Affairs-Janine Diana Leadership- Helen Englebert Certification-Michelle Hauer College Relations-Ryan Derber</p> <p>District Directors: Anthony Dix Matt Stollak Sally Field Jane Berg</p> <p>Motion to approve 2009 slate by Kris Levanetz 2nd Michelle Hauer All approved.</p>	
STRATEGY AND OPERATIONS		
<p>SHRM North Central Region Update</p>	<p>SHRM North Central Region Update</p> <p>A report of the North Central Region was emailed to the Council. Highlights include:</p> <ul style="list-style-type: none"> • CLIF are due online December 1st 2008 • Super stars for Membership: Green Bay Racine Kenosha Jefferson County • 2009 Student Conference March 27-28 in Minneapolis. • SHRM Town Hall is hosted twice per year with the SHRM CEO. Milwaukee has been suggested as a place to host for next spring. WISHRM is working with MMSHRM on the event. 	<p>Laurie MacIntosh</p>
<p>2009 WI SHRM Budget</p>	<p>2009 WI SHRM Budget</p> <ul style="list-style-type: none"> • Overarching Assumptions/Considerations • Suggested additions/deletions/changes <p>Reviewed Assumptions for 2009. This was distributed onsite.</p> <p>Revenue Highlights:</p> <ul style="list-style-type: none"> • State Leadership reduced revenue to support more Council & Chapter positions. • Sponsorships are being sought for State Leadership. • Online Vendor Directory • Increased Conference revenue from \$40K to \$50K Council allocation for 2009. <p>Expenses Highlights:</p> <ul style="list-style-type: none"> • Proposal to increase Chapter President 	<p>Cindy/Officers</p>

	<p>Reimbursement for National Leadership Conference.</p> <ul style="list-style-type: none"> • Student Scholarship Additional \$500 • Website Expenses-Budget from Doralyn • Insurance for Event Cancellation • MAC-Membership Advisory Council Support • Government Affairs to National Employment Conference • State Leadership Conference added District Director & CLA's hotel room reimbursement • Mileage increased to 52 cents per mile for 2009. <p>Budget for 2009 includes a net loss of \$28,865. This is consistent with prior year budgets:</p> <ul style="list-style-type: none"> • For 2007, budgeted for slight gain and ended up with \$3K net profit. • For 2006, budgeted for \$32k loss and ended up with \$30K net profit. <p>Budget Goal is to make a margin so we can re-invest in the Chapters. The Council encouraged Presidents to review and share with your board of directors.</p> <p>The budget will be approved at the December 2008 Council Meeting.</p> <p>Thank you to Cindy Cerro for her efforts in improving the budget process.</p>	
<p>Strategic Planning: 2009-2010</p>	<p>Strategic Planning: 2009-2010</p> <ul style="list-style-type: none"> • National Leadership Conference (Washington D.C.) • Structure/Attendance/Expectations <p>Request for Core Council Members to attend a Strategic Planning meeting on Saturday at National Leadership. Chapter Presidents are not required to attend but are welcome. It will take place in the same hotel as Leadership.</p> <p>Focus for future:</p> <ol style="list-style-type: none"> 1) Enhancing Communications-utilizing the website and developing a plan. 2) Collaboration-how we bring and participate in greater collaboration. 3) Conference and Council structure with growth some division has occurred looking to weave processes back together. 4) Structure of State Council Meetings. 	<p>Kristine</p>
<p>Enterprising Leadership Debrief</p>	<p>Enterprising Leadership De-brief</p> <ul style="list-style-type: none"> • Suggestions for 2009 process 	<p>Merry Lee Lison</p>

	<p>For 2009 Grant, there were 6 entries that represented 8 chapters across the state. Great for the first year!</p> <p>Central WI SHRM was selected for the 2009 Award. CWSHRM submission to partner with the Wausau Chamber of Commerce with goals in Diversity, Business Continuity, and Employee Retention. Focus is on small businesses that do not have a Professional HR Resources. The \$5,000 grant was presented to the Chapter on Thursday at the State Conference.</p> <p>Request to have CWSHRM give updates throughout the year that can be posted to the website on the progress of the initiative.</p>	
<p>Functional Director Discussion</p>	<p>Functional Director Discussion</p> <p>College Relations/HR Games/Conference</p> <p>State HR Games-February 20-21 Weekend at UW Madison.</p> <p>Membership/At-Large</p> <p>Certification</p> <p>Diversity</p> <p>Presented Diversity Award to Helwig Carbon Products. A \$500 check presented to the foundation of their choice: The Next Door Foundation in Milwaukee. Three applications were submitted for consideration.</p> <p>Governmental Affairs</p> <p>SHRM has some get out the vote resources online. There are also position statements and webinars.</p> <p>Milwaukee area attempting to pass a mandatory sick leave in that area. MMSHRM takes a position to oppose the legislation. There are many other communities watching the Milwaukee legislation closely.</p> <p>Conferences</p> <p>Matt Stollak, Anthony Dix & Cindy Cerro - Thank you for your conference efforts!</p> <p>895 registered attendees which is close to the highest ever attendance of 899. There were about 20 onsite registrations.</p>	<p>Jenny Lowe</p> <p>Julie Geyer</p> <p>Michelle Hauer</p> <p>Amy Collett</p> <p>Kris Levantetz</p> <p>Theresa Dew</p>

	<p>Looking for volunteers to serve on the committee for 2009. The nominations are due by October 31, 2009.</p> <p>Co chairs announced for 2010 Cindy Cerro & Janine Diana</p> <p>Leadership Conferences planning for locations for the next 3 years. 2009 dates are August 6 & 7. Theresa visited Heidel House & Blue Harbor. Looking at one other potential location in Door County.</p> <p>Workforce Readiness</p> <p>Reaching out to regions on work force readiness. LTC hosting Ed Gorden author of 2010 meltdown on December 12th.</p> <p>Foundation</p> <p>Silent Auction: 14 Chapter participated with 22 items. Raised \$3820 in donations.</p> <p>Individual donations in 2008 \$880. 8 Chapters donating totaling \$5,095.</p> <p>New DVD is 3M on succession planning. This will come out following leadership.</p> <p>Leadership</p> <p>Communications/Website Re-design</p> <p>District Director Reports Recognition reception on Herb Henneman on November 14th 4 to 6 pm who received The Michael Osse Research Award for \$50,000. Cindy Cerro represented the State Council. Anthony Dix will send the announcement to the Council.</p> <p>October 30, 2008: Anthony Dix & Bob Swanson are presenting to the Racine/Kenosha Chapter on SHRM Resources. The back bone of the presentation will be on WISHRM Orientation.</p>	<p>Doug Hamm</p> <p>Matt Stollak</p> <p>Kristine Hackbarth-Horn</p> <p>Doralyn Retzlaff (<i>absent</i>)</p> <p>Teri/Anthony/Jenny/Michelle</p>
<p>Chapter Presidents Forum</p>	<p>Chapter Presidents Forum – Best Practices Sharing</p> <p>Terri-Fox Valley Comp & Benefit Surveys. Terri was talking with Enetrix on a Benefit Survey. Found out that GMASHRM had already contracted to do one and CWSHRM was also having conversations as well.</p> <p>Discussion on revenue sharing and council seeding</p>	<p>Chapter Presidents</p>

	some of the funds to develop a joint survey. This will be added as a topic to strategic planning. Chapters Presidents are asked to share with their boards and get input on the idea.	
Association Management Team Update	Association Management Team Update	Heather Dyer
Adjournment	Adjournment Motion to Adjourn by Helen Englebert 2 nd Kris Levanetz All approved.	Bob Swanson

2008 Wisconsin State Council Members
Meeting Attendance

10/17/2008

Position	State Council Member	Attending	Conference Call- Requested	Substitute	In Attendance
Past State Director					
State Director	Bob Swanson	Yes			Yes
State Director Elect	Kristine Hackbarth-Horn	Yes			Yes
Secretary	Kellie Dunn-Poggemann	Yes			Yes
Treasurer	Cindy Cerro	Yes			Yes
North Central Region Director	Martha Ramirez				
North Central Region Manager	Kristine Hofmann	No			
At-Large Director	Julie Geyer	No			
Certification Director					
College Relations Director	Jenny Lowe	Yes			Yes
Communications Director	Doralyn Retzlaff	No			
Conference Liaison Director	Theresa Dew	Yes			Yes
Diversity Director	Amy Collett				Yes
Foundation Director	Matthew Stollak	Yes			Yes
Leadership Director	Kristine Hackbarth-Horn	Yes			Yes
Governmental Affairs Director	Kris Levanetz	Yes			Yes
Workforce Readiness Director	Doug Hamm	Yes			Yes
District Director	Teri Pedersen	Yes			Yes
District Director	Anthony Dix	Yes			Yes
District Director	Jenny Revels				Yes
District Director	Michelle Hauer	Yes			Yes
Strategic Partnership/Alliance	Merry Lee Lison	Yes			Yes
Blackhawk HRA President	Melissa Benson	Yes		Cindy Harrington	Yes
Central Wisconsin SHRM President	Jayne Luce	Yes			Yes
Chippewa Valley SHRM President	Kim Plautz				
Fond du Lac AHRA President	Amy Collett	Yes			Yes
Fox Valley Chapter SHRM President	Jodi Wellhoefer	Yes			
GMASHRM President	Cassy Van Dyke		Yes	Anthony Dix to Sub	Yes
Green Bay Area Chapter SHRM President	Helen Englebert	Yes			Yes
Metro Milwaukee SHRM President	Joanne Krueger	Yes			Yes

Jefferson County HRMA President	Lynn Lapp	Yes		Jennifer Jirsa	Yes
La Crosse Area SHRM President	Mark Glahn	Yes		Kim McCann	Yes
Lakeshore Area HRA President	Sheila Schetter	Yes			Yes
Sauk County Personnel Association President	Theresa Schuster	Yes			
Sheboygan Area Chapter President	Connie Bitter	Yes			Yes
SHRM Dodge County President	Kendra Archbold				
SHRM-Racine & Kenosha Area Chapter President	Brad Foley				
St. Croix Valley Employer Association	Kelli Cadwell	No			
Stevens Point Area HRA President	Allison Kisting	No			
Morgan Data Solutions	Heather or Christopher Dyer	Yes			Yes
	<i>If not Listed Above – enter your name below</i>				
Jennifer Smith	Attending				
Martha Miller	Attending	Sheboygan Chapter			