



**WISCONSIN SHRM STATE COUNCIL
MEETING AGENDA
December 12, 2008
1:00 to 4:00 p.m.
Wisconsin Dells, WI**



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	AGENDA ITEM	RESPONSIBLE PARTY
Introductions/Welcome/Thank you	Introductions/Welcome/Thank you Presentation of gift to outgoing WI State Director Bob Swanson.	Bob Swanson
ACTION		
Approval of October 17, 2008 Minutes	Approval of October 17, 2008 Minutes Highlights: <ul style="list-style-type: none"> • Renewed MDS Contract for 2 years • Introduced Council Members • Budget 2009 Introduced • Enterprising Leadership Award Announcement Corrections District Director reports: Michael Losey Motion to approve by Matt Stollak 2 nd Helen Englebert All approved.	Kellie Dunn-Poggemann
Approval: Conference locations 2013, 2014	Approval: Conference locations 2013, 2014 Theresa presented locations for the Conference: <ul style="list-style-type: none"> • 2013 La Crosse • 2014 Madison Recommendation based upon space needed for Exhibit hall and attendees. The number of properties that can accommodate the group size is dwindling. Discussed the opportunity for Milwaukee. The conference has not been to Milwaukee since 2005 due to attendee input on parking and higher costs. Motion by Anthony Dix to approve locations. 2 nd Jenny Lowe All approved. Revenue on 2008 Conference \$149,000. The distribution back to the chapters will occur in February.	Theresa Dew

<p>Approval of Financial Reports/Treasurer Report</p>	<p>Approval of Financial Reports/Treasurer Report</p> <p>Financial Report December 2009</p> <ul style="list-style-type: none"> • We have about \$55K in cash and we may need to transfer some money to handle the chapter payouts from the conference profits. • Net Assets for the year is at \$15,944.99. • Revenue: Job Bank: job postings were down in November. I assume this is based on hiring needs and not a change in the process for posting jobs. • Conference Revenue: I will let Theresa talk about that. • Expenses: <ol style="list-style-type: none"> 1. National Leadership Conference Reimbursements, chapters \$300 based on council participation. 2. All expenses for 2008 need to be in by the end of the year. Cindy has forms and can take them today. • Balance Sheet Total Assets \$206,000 YTD – Total Income continues to increase. Continue to make money as a council so we can re-invest in Chapter support. <p>Motion to approve by Anthony Dix 2nd Matt Stollak All approved.</p>	<p>Cindy Cerro</p>
	<p>Approval of Policy for Reimbursement of Core Council Members for State Conference Attendance.</p> <p>It is important for the Council to be supportive and assist with the state conference for visibility and promoting council initiatives. In order to accomplish this, State Council members will be asked to take on an additional responsibility at the Wisconsin SHRM State Conference. All Council members (with the exception of Chapter Presidents) will be asked to be in attendance for the 3-day event. Those council members in attendance meeting the criteria defined below will have their conference registration fee waived (pre-conference included, but hotels excluded with the exception of those presenting as a speaker over 2 conference days).</p> <p>For core leadership areas in which assistance is already defined (Foundation, Certification, Treasurer, Conference Liaison Director, Student Relations Director, State Director and Director Elect) these Directors will work on the events in a particular year, proposals for CLA supported events can be made through the Conference Liaison Director for approval. If an event is not an option for that specified year, council members can volunteer through the volunteer opportunities listed during conference registration, for a</p>	<p>Kellie Dunn-Poggemann</p>

	<p>minimum of 5 hours. It is strongly recommended to select at least 1 speaker introduction for Council visibility. Council members assisting with this initiative must register for the conference using the special code provided by conference registration.</p> <p>Discussion on Chapter uses of the Database program. This program would not be impacted based on this policy. The balance of the Council is already involved in the conference in an official capacity.</p> <p>Motion to approve policy which would cost about 10 complimentary registrations up to about \$3,000 in conference revenue.</p> <p>Motion to approve by Mark Glahn 2nd Joanne Krueger All approved</p>	
<p>2009 WI SHRM Operating Budget</p>	<p>2009 WI SHRM Budget</p> <p>Items added to the budget:</p> <ul style="list-style-type: none"> • \$3,000 for the Reimbursement of Core Council Members at the Conference. • Reduced Legislative • Added SHRM Town Hall \$750 • Government Affairs \$1,000 for travel throughout the State. • District Director Travel additions. • Requesting a \$29,000 dollar loss with a Conference margin of \$100,000. <p>Motion to approve by Anthony Dix 2nd Joanne Krueger All approved</p>	<p>Cindy/Officers</p>
<p>STRATEGY AND OPERATIONS</p>		
<p>SHRM North Central Region Update</p>	<p>SHRM North Central Region Update <i>(on behalf of NC Regional Team)</i></p> <ul style="list-style-type: none"> • CAP due January 31, 2009 to SHRM. • SHRM announcement that SHRM dues will remain at \$160. • \$15 discount for new SHRM members will continue. • CLIF-Chapter Leadership Information Form was due December 1, 2008. • News Feeds are available at SHRM. <p>WI 6% increase in membership. 9 Superstar Chapters.</p> <ul style="list-style-type: none"> • Greater Madison Area SHRM – 12% • Fox Valley SHRM – 13% • La Crosse Area SHRM – 12% 	<p>Bob/Laurie/Kris</p>

	<ul style="list-style-type: none"> • Fond du Lac Area HRA – 27% • Green Bay Area Chapter SHRM – 10% • Jefferson County HRMA – 23% • Sauk County Personnel Assn. – 23% • SHRM – Racine & Kenosha Area Chapter – 67% • St. Croix Valley Employer’s Assn. – 16% <p>SHRM Town Hall – Milwaukee April 14, 2009. The SHRM CEO will speak to the group. All SHRM members will get an invite. There is one held in each region.</p> <p>There will be an invitation only CEO meeting. Lon, the SHRM CEO, will be joining the State Council for lunch prior to the Council Meeting.</p> <p>March 27 & 28 of 2009 HR North Central Regional HR Games in St. Cloud, MN.</p>	
MAC Report	MAC is working on the reinstatement of the professional exemption that will be coming back in 2011. This was approved by the SHRM Board. Students will have to follow the same years of service requirements.	
	<p>Thank you to the 2008 Council Outgoing members.</p> <p>Government Affairs Director - Kris Levanetz, PHR College Relations Director - Jenny Lowe, SPHR, CCP, CBP District Director 1 - Michelle Hauer, SPHR District Director 2 - Jenny Revels, SPHR District Director 4 - Teri Pedersen, SPHR Foundation Director - Matthew Stollak, PhD, SPHR Strategic Partnership/Alliance Pinnacle - Merry Lee Lison, SPHR, GPHR Council Director – Robert Swanson, SPHR</p>	Bob Swanson
Strategic Planning: 2009-2010	<p>Strategic Planning: 2009-2010</p> <ul style="list-style-type: none"> • Re-cap of 2007-08 Achievements (15 minutes) • Setting the Stage/Focus (15 minutes) • SWOT Exercise (30 minutes) • 2009-10 Functional Focus Development/Report Out (60 minutes) • Summary/Wrap Up (15 minutes) 	Kris/Council Bob Kris All All Kris
Functional Director Updates	<p>Functional Director Updates <i>(Will not be made during this meeting, but instead please provide Council with electronic/hard copy updates in lieu of presenting)</i></p> <p>College Relations/HR Games/Conference Membership/At-Large Certification Diversity Governmental Affairs Conferences</p>	Jenny Lowe Julie Geyer Michelle Hauer Amy Collett Kris Levanetz Theresa Dew

	<p>Workforce Readiness Foundation Leadership Communications/Website District Director Reports</p>	<p>Doug Hamm Matt Stollak Kris Hackbarth-Horn Doralyn Retzlaff Teri/Anthony/Jenny/ Michelle</p>
Association Management Team Update	Association Management Team Update	Heather Dyer
	<p>HR Games Announcements will be coming out shortly. Encouraged to volunteer and judge at the event.</p> <p>Leadership Conference for 2009 - August 6th and 7th at Hotel Mead in Wisconsin Rapids. Leadership Conference 2010 - will be in Stone Harbor in Sturgeon Bay.</p>	
Adjournment	<p>Adjournment</p> <p>Motion to approve by Martha Miller 2nd Theresa Dew All approved.</p> <p>The meeting moved to Strategic Planning Meeting.</p>	Bob Swanson

2008 Wisconsin State Council Members
Meeting Attendance

12/12/2008

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

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