



**WISCONSIN SHRM STATE COUNCIL
MEETING MINUTES
February 22, 2008
3:00 to 5:00 p.m.
Whitewater, WI**

No.	AGENDA ITEM	RESPONSIBLE PARTY
Introductions/Welcome	Introductions/Welcome	Bob Swanson
ACTION		
Approval of December 14, 2007 Minutes	<p>Approval of December 14, 2007 Minutes</p> <p>No questions. Motion to approve Matt Stollak 2nd Michelle Hauer All approved.</p>	Kellie Dunn-Poggeman
Approval of Financial Reports	<p>Approval of Financial Reports</p> <p>The 2007 Conference showed income of \$336,668 and expenses of \$269,704 for a net profit of \$66,964. Congratulations to Sue Horne and Mark Glahn for the success of the conference. Payouts total \$66,963 with \$66,963 staying with the Council.</p> <p>The January financials reflect the approved 2008 budget. The Finance Committee approved the 2008 State Conference budget with an anticipated \$83,840 net profit.</p> <p>To reflect on 2007, we had net income after expenses of over \$28,000. This was nearly \$25,000 more than we budgeted. This was due to larger than anticipated income from the conference of \$39,000 over the budget. The Council returned nearly \$85,000 to State Chapters from the conference and job bank income.</p> <p>As of December 2007, we had net assets of \$262,255 with total cash \$266,046.</p> <p>As of January 2008, we had income of \$2800 and expenses of \$22,788, net loss of over \$19,000. The larger expenses were primarily from deposits for conference speakers, operating expenses and job bank disbursements to chapters.</p> <p>Motion to approve Matt Stollak 2nd Doralyn All approved.</p>	Cindy Cerro

	<p>Bob Swanson indicated the Council continues to strengthen with net assets in 2005 of \$246,000 and 2007 of \$262,000. This allows us to continue to re-invest back into the council and chapters.</p> <p>Profit & Loss between the 2006 to 2007 fiscal years shows you the detail of how income earned is distributed.</p>	
<p>Approval of 2008 Budget Amendments</p>	<p>Approval of 2008 Budget Amendments</p> <p>1. Lock Box (\$3,000)</p> <p>Where Checks are mailed for the conference and other events has varied in previous years. To provide consistency in the check address, we now have lock box through M&I bank to submit checks to.</p> <p>Motion to add amendment to the budget for \$3,000 for the Lock Box by Terry Pederson 2nd Merry Lee All approved.</p> <p>2. Enterprising HR Leadership Grant (\$5,000)</p> <p>History: Janet Parker, SHRM Chair of BOD, came up with the concept of Enterprising HR Leadership Grant. Discussion on how we as a council could support this and discussion on how we utilize grant money from SHRM. Idea formed for the Council to develop a grant that Chapters could apply for to utilize to implement an activity or initiative in the area of Enterprising HR Leadership. This would provide an opportunity to give money to a chapter that had a great idea and to launch the initiative. In the past, the Council has not earmarked the SHRM financial support for a specific item so we are looking to add this as an ongoing budget item.</p> <p>Question from the floor on is it one grant versus multiple grants of smaller denominations.</p> <p>Motion to approve developing a HR Leadership Grant not to exceed \$5,000 for one or several chapters by Michelle Hauer. 2nd Matt. All approved.</p> <p>3. Support of Regional MAC Representative (\$250)</p>	<p>Cindy/Merry Lee/Bob</p>

	<p>MAC (Membership Advisory Council) is comprised of a member of each of the 5 SHRM regions to represents all the State Councils interests. Tom Mobley, Former State Director for State of Ohio is our current MAC representative. This group meets 3 to 4 times per year and presents a slate of ideas directly to the SHRM Board of directors. There is no financial reimbursement to the MAC Representative so each state in the north central region agreed to provide \$250 annually to assist with funding.</p> <p>Question from the floor on how this to be monitored for spending. The repository is going to be the Ohio State Council Treasurer.</p> <p>Question from the floor on what support MAC gets from SHRM. Mostly registration fees for conferences no hotel or air fare reimbursement. Merry Lee pointed out that we should be voicing to National SHRM that they should support financially this group not just in concept.</p> <p>Motion to approve \$250 to Ohio State Council for MAC Representative by Merry Lee. 2nd Lori Read All approved.</p>	
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STRATEGY AND OPERATIONS

<p>SHRM North Central Region Update</p>	<p>SHRM North Central Region Update</p> <p>Pam Green promoted to Chief Membership Officer of SHRM.</p> <p>SHRM introduced this month Membership Super Star program. Goal of 3% growth in SHRM chapters in membership. 2 Levels 6-9% Star Chapters those above 10% super star. This will be measured through the end of October and recognized at the National Leadership Conference.</p> <p>Martha reviewed 2007 results for chapters. Surprising about 50% of the North Central Regional Chapters would have met the membership goal.</p> <p>Handout: What's new at SHRM with highlights of last quarter. Introduction of the SHRM Mentor Program.</p> <p>New SHRM website has been delayed due to</p>	<p>Martha Ramirez, Kristine H.</p>
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	<p>for this year.</p> <p>Certification</p> <p>No update.</p> <p>Diversity</p> <p>Researching the Diversity award and what other state chapters do for the award. Do we as a council want to target it for an individual, organization or either one? Currently, Diversity advocate award to an individual, and then we donate \$500 to a charity of his/her choice. Last year there were 2 nominees for the award, which was a little disappointing. Finding that other groups are recognizing a company versus an individual. This might help open up the number of applicants. No objections so Amy will move forward.</p> <p>In the next month, Amy will be looking for volunteers in the selection process. If you are interested please let her know.</p> <p>Governmental Affairs</p> <p>Date for conference is May 7th at Boardman Law Firm.</p> <p>Conference Liaison</p> <p>2008 Conference coming along fantastic. Right now the committee is in the RFP process for getting speakers for conference which are due March 5th.</p> <p>Keynotes are in place and are up on the website. Connie Podesta-Working with difficult people Rebecca Ryan-Preparing for the next generation</p> <p>Exhibit packets will be available in the beginning of March.</p> <p>Activities-the event will be at the Lambeau Field Atrium</p> <p>Presentation of Checks from the 2007 Conference to Chapters:</p> <table data-bbox="516 1780 987 1942"> <tr> <td>Lacrosse Area SHRM</td> <td>\$44,642</td> </tr> <tr> <td>Green Bay Area SHRM</td> <td>\$1,395</td> </tr> <tr> <td>Blackhawk HRA</td> <td>\$2,790</td> </tr> <tr> <td>Fox Valley SHRM</td> <td>\$2,790</td> </tr> <tr> <td>Greater Madison SHRM</td> <td>\$4,185</td> </tr> </table>	Lacrosse Area SHRM	\$44,642	Green Bay Area SHRM	\$1,395	Blackhawk HRA	\$2,790	Fox Valley SHRM	\$2,790	Greater Madison SHRM	\$4,185	<p>Holly Bonnicksen-Jones</p> <p>Amy Collette</p> <p>Kris Levanetz</p> <p>Theresa Dew</p>
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	<p>Fond du Lac Area SHRM \$4,185 Chippewa Valley SHRM \$5,580 Metro Milwaukee SHRM \$1,395</p> <p>Workforce Readiness</p> <p>Foundation</p> <p>Update \$18,742.23 in donations for 2007. This is a \$6,500 increase from the previous year. WI is number 1 in the North Central Region.</p> <p>Matt is currently soliciting ideas for National SHRM silent auction.</p> <p>Merry Lee was appointed to SHRM National Foundation Board. Merry Lee is available to present to chapters on the Foundation. There was a Board meeting last weekend and an organization called JJ Keller has a foundation that donated \$100,000 to underwrite the scholarship program for the SHRM Foundation.</p> <p>There are 8 academic & 12 certification scholarships in our region. Applications are due July 2008.</p> <p>Currently, 64% of SHRM Foundation money comes from chapters and councils. There is a push for more contributions from individuals.</p> <p>Leadership (Appleton 2008)</p> <p>State Leadership is August 7 and 8 at the Radisson Paper Valley, Appleton WI.</p> <p>Communications/Website Re-design</p> <p>The Website Redesign project is moving along with Skyline Technology. The committee is currently in the discovery phase of the site. Then they will move into design phase where the physical website pages are designed. The goal is to turn over the administration of the web site to the volunteers versus a web vendor. There is a detailed functional development requirements document that will be shared for the future.</p> <p>Target date for live is August 2008 at the Leadership meeting.</p> <p>Thank you to the team for all the support.</p>	<p>Doug Hamm</p> <p>Matt Stollak</p> <p>Kristine Hackbarth-Horn</p> <p>Doralyn Retzlaff</p>
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	<p>District Director Reports</p>	<p>Teri/Anthony/Jenny/Michelle</p>
<p>Volunteer Leader Reimbursements/Leadership Development</p>	<p>Volunteer Leader Reimbursements/Leadership Development</p> <p>1. National Leadership Conference Reimbursement (HE)</p> <p>Follow up from December Council Meeting question from Helen Englebert, Green Bay Chapter on \$300 Reimbursement for expenses for National SHRM Leadership.</p> <p>A couple years ago the Council changed the reimbursement to \$400 for Council positions but the chapters were remained at \$300. Presidents have the additional support of their chapters versus Council positions. Question still out there should the 2 amounts be the same reimbursement rate. It was noted that this year the chapters did not use the reimbursements that much. The Council is going to continue to look at and see if there is a better way since the chapters are not utilizing.</p> <p>Question from the floor: Do chapters know the process to get reimbursed? There is an expense form on the website that needs to be submitted. The reimbursement goes back to the chapter not to the individual.</p> <p>Action Item: Helen of Green Bay submitted for last year-check on the submittal and if paid.</p> <p>Question from the floor: Can you pass to President Elect if the President serves on the Council? State Leadership Conference President and President Elects can get a reimbursement for going to State Leadership. This conference has grown over the years, the council members were encouraged to attend but had to pay. All Council members can now submit for reimbursement to attend the conference.</p> <p>Question from the floor: Can we do through Reg Online instead of reimbursing? Kristine will communicate what the process is later in the year.</p> <p>Question of the floor: Is this just registration or other expenses? Registration.</p>	<p>Kellie Dunn-Poggeman</p>

<p>Strategic Partnerships/Projects</p>	<p>Strategic Partnerships/Projects</p> <ul style="list-style-type: none"> • Enterprising Leadership 2008 • Chapter Best Practice/Brainstorming • Council Initiatives Update – 2008/09 <p>Intent behind Strategic Partnership Alliance & Pinnacle Council Position is to look for other organizations that the Council should partner with. The Council needed a way to look at who else is out there that we have not explored as a potential relationship.</p> <p>Current Partnerships:</p> <ol style="list-style-type: none"> 1) HR Leadership in the State ie local chambers. People doing HR functions where it is not their primary job. Education to those folks. 2) WI Forward-several years of partnerships with the Council. They do the quality initiatives such as the Conference-Excellence at Work – Feb 2008. 3) Center for Patient Partnership-Port in the Storm. Determining next steps. 4) Financial Literacy among HR Professionals-we promoted surveys to employers within the state. Lori Rhead worked on this initiative. One of the key persons involved moved out of state so this project may be installing. 5) New group with interest on workers comp or workers disability. Let Merry Lee know if you have an interest in this. The organization is not to the point yet of determining partnerships. 6) The New North-initiative in the Oshkosh/Appleton/Green Bay Fox Cities area. Merry Lee is reaching out to those folks to see if there is an interest in partnerships. 7) IAPP -WI contingent that would be more targeted than Chambers to those with multiple hats. 8) WMC-Lobbying initiatives that need HR input. We have not done anything lately with them. 9) WI Council of Safety may be an option as well. 	<p>Merry Lee Lison</p>
<p>Chapter Presidents Forum – Best Practices Sharing</p>	<p>Chapter Presidents Forum – Best Practices Sharing</p> <p>Newsletters-Chippewa Valley sends out there newsletter to the other Chapter Presidents and</p>	<p>Chapter Presidents</p> <p>Anthony Dix</p>

	<p>now GMASHRM as well. Request to explore adding to the WISHRM web site links to all the chapter newsletters.</p> <p>World at Work Course being offered in Madison in March sponsored by GMASHRM.</p> <p>Lacrosse-Symposium in April on Disaster relief.</p> <p>Jefferson Chapter thank you to SHRM on the volunteer web casts. They were very helpful in their office transition.</p> <p>Black Hawk spring seminar opportunities to share amongst chapters.</p>	<p>Mark Glahn</p> <p>Lynn Lapp</p> <p>Lori Read</p>
Scope of Services:	<p>Scope of Services: WISHRM/MDS</p> <p>This document is an ongoing item to define the structure and how the relationship is defined. Route questions to Kellie.</p>	Kellie Dunn-Poggeman
Association Management Team Update	<p>Association Management Team Update</p> <p>Council Roster Updates- thank you for all the assistance and emails to update the roster.</p>	Heather Dyer
WISHRM Council Meeting Structure	<p>WISHRM Council Meeting Structure</p> <ol style="list-style-type: none"> 1. Best Practice Sharing- Looking for a more structured format for future council meetings for this. 2. Strategic Partnerships/Initiatives Focus 3. Credit for Attendance (Teleconference) – Discussion on concern of lack of attendance in person. We recognize there is much travel involved but it is so important to attend in person. The Council can not predict the teleconference options. Discussion took place on not providing credit to the Chapter if attendance not in person. The Council did not take action on this but requested that members make plans to attend in person for future meetings. 	Bob Swanson
Adjournment	<p>Adjournment</p> <p>Motion to adjourn by Matt Stollack 2nd Jenny Lowe All approved.</p>	Bob Swanson