



**WISCONSIN SHRM STATE COUNCIL
MEETING MINUTES
August 8, 2008
1:00 to 3:00 p.m.
Wisconsin Dells, WI**



No.	AGENDA ITEM	RESPONSIBLE PARTY
Introductions/Welcome	Introductions/Welcome	Bob Swanson
ACTION		
Approval of June 6, 2008 Minutes	<p>Approval of June 6, 2008 Minutes</p> <p>Minutes Action Item Recap:</p> <ul style="list-style-type: none"> ▪ Summary-website rollout what's coming. ▪ Open Item-New site rollout at conference. ▪ SCAP information went out to the District Directors. ▪ Best Practice Sharing. <p>Motion to approve by Matt Stollak 2nd Anthony Dix All approved.</p>	Kellie Dunn-Poggeman
Approval of Financial Reports/Treasurer Report	<p>Approval of Financial Reports/Treasurer Report</p> <p>As of July 31, our income was \$128,533 and expenses, \$85,109 for a year to date net profit of (-\$43,423). State Conference net income is \$69,697 to date and the budget is on target so far.</p> <p>Legislative conference saw net income of just over \$200.</p> <p>We've seen \$13,500 of Job Bank income year-to-date; we saw a lot of activity in the last month. Additional income from the Leadership Conference will appear on the next set of financials.</p> <p>Council Meeting Expenses are higher than budget, primarily due to an increase in mileage rates.</p> <p>Please begin to think about proposals for the 2009 budget, considering increases in mileage and airline costs as well. Some possible increases have been discussed for travel expenses to conferences. In October we will begin the budget process for 2009, so that we have a final budget for our December meeting.</p> <p>Motion to approve by Michelle Hauer 2nd Matt Stollak</p>	Cindy Cerro

	Budget approval will be at the December Meeting. Discussion will take place on the 2009 Budget at the October Council Meeting.	
Association Manager Services (MDS) Contract Renewal	<p>Association Manager Services (MDS) Contract Renewal</p> <ul style="list-style-type: none"> • Financial commitment • Scope of Services <p>Motion to renew contract with MDS not to exceed \$17,000 a year for 2 years with an Annual Review by Teri Pederson 2nd Michelle Hauer</p>	Bob/Kristine/Cindy/Kellie
STRATEGY AND OPERATIONS		
SHRM North Central Region Update	<p>SHRM North Central Region Update</p> <ul style="list-style-type: none"> • <i>(brief due to conference presentation)</i> <p>Value of Membership-Laurie has a presentation that can be used at the Chapter Level.</p> <p>2009 Regional HR Games will be held in Minneapolis. It is the last Friday and Saturday of March.</p> <p>WI HR Games will be held the week of February 3rd at UW Madison.</p> <p>Foundation Chapter Champions program - The state of WI was over \$18,0000 which made us 2nd highest in the region.</p>	Laurie MacIntosh
Nominations Committee/Process and Timeline	<p>Nominations Committee/Process and Timeline</p> <p>A couple updates are still forthcoming for the nominations process. Nominations will be open beginning next week through the end of August. Council nominations will be online so check the website for the exact timing. If you have questions, please contact Kristine or Bob or the person in the role, they would be happy to provide you with information.</p>	Bob/Kristine
Strategic Planning: 2009-2010	<p>Strategic Planning: 2009-2010</p> <ul style="list-style-type: none"> • Date/Objectives <p>Bob Swanson discussed the objectives in Thursday's sessions.</p> <p>Kristine is looking at September for a Strategic Planning session probably in the Green Bay area. Looking to focus on the communications plan for the future and structuring.</p>	Kristine

<p>Enterprising Leadership/Pinnacle Submission Update</p>	<p>Enterprising Leadership/Pinnacle Submission Update</p> <ul style="list-style-type: none"> • Enterprising Leadership Grant (\$5,000 Award) <p>Committee: Jeff Read-Past President of Fond du Lac Chapter. Fond du Lac has won a Pinnacle award and has had experience in pulling together information for grants and awards.</p> <p>WISHRM entered a Pinnacle Award for the Port in the Storm project from this year.</p> <p>Enterprising Leadership Grant-\$5,000 grant to chapters for innovative activities within leadership. This is the first year that it is available. The grant application will be posted online and is due by September 1, 2008.</p>	<p>Merry Lee Lison</p>
<p>Functional Director Discussion</p>	<p>Functional Director Discussion</p> <p>Communications/Website Re-design - Moving forward the website is owned by the volunteers of WISHRM. Skyline will provide support up until the State Conference. This was not budgeted for but fortunately the project is under budget. The support then will transition support to MDS thereafter. At this point, Doralyn is not comfortable that content owners are comfortable in updating their pages. Discussed possibility of hold 2 or 3 onsite trainings that are regional. Further discussion on who owns the front page and how to submit. You need to go to the content owner to get your information listed. The need for training is a mixture of training and discussion on ownership and the vision of how to move forward. Doralyn suggested that a portion of the council meeting throughout the year would be directed to what is going on and what should be on the website. Decision to incorporate with Strategic Planning in Sept as well.</p> <p>College Relations/HR Games/Conference</p> <p>Membership/At-Large-</p> <p>Bob Swanson discussed the Badger Bash event in Chicago. Last year in Vegas there were about 90 folks in attendance. This year there was a communications struggle in getting info out. Jobing.com hosted a large event on the same night under the Metro Milwaukee & GMASHRM name. Neither the council nor GMASHRM was aware this was taking place until the Friday before the event. There were only 17 folks out of 300 WI HR</p>	<p>Doralyn Retzlaff</p> <p>Jenny Lowe</p> <p>Julie Geyer</p>

participants that came to Badger Bash. WISHRM will continue to have Badger Bash; it was just disappointing to not have it work in our own backyard. Bob has spoken with Jobing.com about being a premiere sponsor at the WISHRM Badger Bash. Discussion on having Badger Bash sponsorship opportunities available at the 2008 Conference and promoting to conference attendees as well. Suggestion to reach out to District Directors to accomplish plus Helen Englebert from Green Bay Chapter volunteered to assist.

3rd Quarter e-blast; please get the information to Julie ASAP. It will be by the end of August and focus on 2008 Conference. The 4th quarter blast will focus on new website.

Certification (Open Position)

Diversity-

Three companies submitted nominations for the 2008 Diversity Award. The committee is reviewing and will set a conference call for next week. A decision will be reached by the end of August. Amy requested that Theresa Dew reserve a hotel room for the Thursday of Conference for the winner.

Governmental Affairs

Conference Liaison-

Highlights-535 in attendee registration. All the HRCI information is now posted. There are a larger number of credits available for strategic credits.

Committee currently working on logistics. Also, seeking some volunteers for onsite to introduce speakers etc.

Exhibits are full. The teams are getting unique inquiries for some last minute sponsors. Sponsorships are in excess of \$67,000.

Theresa Dew thanked Kellie Dunn-Poggemann and Jenny Lowe for all the coordination and the amount of volunteer effort put into the 2008 conference.

Theresa is looking for volunteers for a selection committee of 3-5 people to select the 2010 conference co-chairs. This will begin in August by open nominations. The goal is to select the chairs to be announced at the 2008 Conference. Kristine Hackbarth-Horn indicated the committee is already

Amy Collett

Kris Levanetz

Theresa Dew

	<p>set for by the rules of who is eligible to be on the committee. Theresa will seek out those individuals. The 2009 committee process for the conference will start in October. Matt Stollak and Amy Utzig will begin working on the 2009 Conference in December 2008.</p> <p>Hotel rooms for the 2008 conference are going fast, please book quickly.</p> <p>Vendor Directory on website-now receiving inquiries of how to get into the vendor directory without being involved in the conference. Current plan, wrap this into the conference through exhibitor participation; this would be good for one year. For year 2, the Council and Conference committee will discuss if it should be opened up further.</p> <p>Workforce Readiness-</p> <p>Workforce Readiness ran 2 successful programs today for Leadership. Looking to polish up the data for the website in this area. In addition, they will be asking local chapters for a best practice to share on the web. 2/3 of the chapters have defined work force readiness as a board role.</p> <p>Foundation-</p> <p>By end of Monday, Matt will send out the call for donations for the 3rd Annual Silent Auction at the State Conference.</p> <p>Last year \$4250 in donations. Discussion on maintaining a minimum value around \$100. This year is the 60th Anniversary of the SHRM Foundation. The theme is Club 60 for the anniversary. The council might want to do a raffle to get folks to donate and be in the Club 60.</p> <p>Leadership (de-brief)</p> <p>Thank you to all the volunteers for a great event! Good feedback on pathing sessions. Discussion on Thursday being a little crammed with no break. Discussion that the Council meeting position be moved in the future to Friday. Most concurred that they liked the Friday placement better than the Thursday.</p> <p>District Director Reports</p>	<p>Doug Hamm</p> <p>Matt Stollak</p> <p>Kristine Hackbarth-Horn</p> <p>Teri/Anthony/Jenny/Michelle</p>
Chapter Presidents	Chapter Presidents Forum – Best Practices Sharing	Chapter Presidents

<p>Forum</p>	<p>Blackhawk-Melissa on Membership: For events, opened up member rate to anyone in the company of a local member. It has been great success for the chapter!</p> <p>Chapter free State conference certificates were asked about it. – Council will check and send a follow-up.</p>	
<p>Association Management Team Update</p>	<p>Association Management Team Update</p> <p>If you came in late-please make sure to sign the attendance.</p>	<p>Heather Dyer</p>
<p>Adjournment</p>	<p>Adjournment</p> <p>Motion to adjourn by Anthony Dix 2nd Matt Stollak All approved.</p>	<p>Bob Swanson</p>

2008 Wisconsin State Council Members
Meeting Attendance

8/08/2008

Position	State Council Member	Registered	Meeting only	Substitute	Regrets
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			
North Central Region Director	Laurie McIntosh	Yes			
North Central Region Manager	Martha Ramierz				
North Central Region Coordinator	Kristine Hofmann				
At-Large Director	Julie Geyer	Yes	Yes		
Certification Director					
College Relations Director	Jenny Lowe				
Conference Liaison Director	Theresa Dew	Yes			
Workforce Readiness Director	Doug Hamm	Yes			
Governmental Affairs Director	Kris Levanetz				
Diversity Director	Amy Collett	Yes			
Foundation Director	Matthew Stollak, PhD	Yes	Yes		
Leadership Director	Kristine Hackbarth-Horn	Yes			
Strategic Partnership/Alliance & Pinnacle	Merry Lee Lison	Yes			
Communications Director	Doralyn Retzlaff	Yes	Yes		
District Director	Anthony Dix	Yes	Yes		
District Director	Michelle Hauer	Yes			
District Director	Teri Pederson		Yes		
District Director	Jenny Revels	Yes	Yes		
Blackhawk HRA President	Melissa Benson	Yes		Melissa Benson	
Central Wisconsin SHRM President	Jayne Luce	Yes			
Chippewa Valley SHRM President	Kim Plautz	Yes		Kathi Lee	
Fond du Lac AHRA President	Amy Collett	Yes		Paula (guest)	
Fox Valley Chapter SHRM President	Jodi Wellhoefer	Yes	Yes		
GMASHRM President	Cassy Van Dyke	Yes			

Green Bay Area Chapter SHRM President	Helen Englebert	Yes	Yes		
Metro Milwaukee SHRM	Joanne Krueger	Yes			
Jefferson County HRMA President	Lynn Lapp	Yes		Dawn Hannula	
La Crosse Area SHRM President	Mark Glahn	Yes		Jim Lambert	
Lakeshore Area HRA President	Sheila Schetter	Yes			
Sauk County Personnel Association President	Shaun Tofson	Yes		Theresa Schuster	
Sheboygan Area Chapter President	Connie Bitter	Yes			
SHRM Dodge County President	Kendra Archbold	Yes		Holly Nobles	
SHRM-Racine & Kenosha Area Chapter President	Brad Foley				
St. Croix Valley Employer Association	Kelli Cadwell	Yes	Yes		
Stevens Point Area HRA President	Allison Kisting	\			
Morgan Data Solutions	Heather or Christopher Dyer	Yes			
		<i>If not Listed Above – enter your name below</i>			
LAHRA	Tracy Benter				
Green Bay Area SHRM	Jennifer Smith				