



**WISCONSIN SHRM STATE COUNCIL
MEETING MINUTES
October 16, 2009
1:30 to 3:30 p.m.
Kalahari Resort, Wisconsin Dells**



No.	AGENDA ITEM	RESPONSIBLE PARTY
Introductions	<p>Introductions/Welcome/Thank you</p> <p>A Big Thank you to the State Conference Committee members, Matt Stollak, Amy Utzig, Theresa Dew, Cindy Cerro</p> <p>Helen Englebert – Leadership Conference, Thank you!! The 2010 Leadership Conference location will be Sturgeon Bay.</p>	Kris Hackbarth-Horn
ACTION		
Minutes	<p>Approval of August 5, 2009 Minutes</p> <p>State Director Elect addition in Nominations section of the August minutes.</p> <p>Motion to approve Matt Stollak 2nd Jane Berg All approved</p>	Kellie Dunn-Poggemann
Calendar	<p>Review of 2010 Calendar</p> <p>Please send concerns about calendar conflicts directly to the State Director Kris Hackbarth-Horn</p> <p>We'll need to add April 23rd & 24th, 2010 – HR Student National Games in Indiana</p>	Kris Hackbarth-Horn
Financials	<p>Approval of Financial Reports/Treasurer Report</p> <p>Net assets for the year as of September 30th, 2009 is 221,508.43. Total Conference income to date is \$337,537.50. The estimated net income for the State Conference is going to be around \$145,000. The final attendee number for the State Conference is 831.</p> <p>Motion to approve Jane berg 2nd Helen Englebert All approved</p>	Cindy Cerro
Nominations	<p>Nominations</p> <p>Two positions need to be formally voted on by council.</p>	Bob Swanson

State Director Elect – Kellie Dunn-Poggemann
 Treasurer – Anthony Dix
 District Director South – Tasha Sledge
 Diversity Director – Pamela Lassiter
 Membership At Large – Gina Piarelli
 Workforce Readiness – Margie Harvey

The council has decided to eliminate the Communications Director position.

Membership At-Large Director cannot be attached to any local chapter, changing the bylaws will be discussed at the December 11th meeting.

Please approve the entire slate for State Council:

Name	Position	Status
Kristine Hackbarth-Horn, SPHR, CCP, CBP	State Director	Incumbent
Kellie Dunn-Poggemann, SPHR	State Director Elect/ Secretary	New to Director Elect* Incumbent to Secretary
Anthony Dix, SPHR	Treasurer	New to Treasurer* Incumbent to Council
Michelle Hauer	Certification Director	Incumbent
Ryan Derber, SPHR	College Relations Director	Incumbent
Theresa Dew, PHR	Conference Liaison Director	Incumbent
Matthew Stollak, SPHR	District Director North	Incumbent
Tasha Sledge, SPHR	District Director South	New*
Jane Berg, SPHR	District Director Central	Incumbent
Sally Field	District Director West	Incumbent
Pam Lassiter	Diversity Director	New*
Barb Stroh	Foundation Director	Incumbent
Tami Christian, PHR	Government Affairs Director	Incumbent
Helen Englebert	Leadership Director	Incumbent
Gina Piarulli, PHR	Membership/At Large Director	New*
Margie Harvey, SPHR	Workforce Readiness Director	New*
Morgan Data Solutions	Council Administration	N/A
Laurie McIntosh, PHR	NC Field Services Director	SHRM Team

	<table border="1" data-bbox="435 136 1166 205"> <tr> <td data-bbox="435 136 662 205">Kristine Hofmann</td> <td data-bbox="662 136 922 205">NC Field Services Administrator</td> <td data-bbox="922 136 1166 205">SHRM Team</td> </tr> </table> <p data-bbox="435 268 1084 300">Thank you to the following outgoing 2009 council members:</p> <ul data-bbox="483 338 1052 499" style="list-style-type: none"> • Cindy Cerro PHR, Treasurer • Amy Collett SPHR, Diversity Director • Julie Geyer PHR, Membership/At Large Director • Doug Hamm PHR, Workforce Readiness Director • Bob Swanson SPHR, Past State Director <p data-bbox="435 569 846 667">Motion to approve Michelle Hauer 2nd Doug Hamm All approved</p>	Kristine Hofmann	NC Field Services Administrator	SHRM Team	
Kristine Hofmann	NC Field Services Administrator	SHRM Team			

STRATEGY AND OPERATIONS

<p data-bbox="126 743 280 810">Enterprising Leadership</p>	<p data-bbox="435 743 716 774">Enterprising Leadership</p> <p data-bbox="435 810 1159 1010">We are pleased to announce that this year, the grant is being awarded to two WI SHRM Chapters: Central Wisconsin SHRM (CWSHRM), and Greater Madison Area SHRM (GMASHRM). The \$5,000 grant will be divided between the two chapters, each receiving \$2,500 each to fund their worthy endeavors.</p> <p data-bbox="435 1045 1195 1276">Central WI SHRM has chosen to partner with The North Central Wisconsin Workforce Development Board, a public/private partnership between government and business that plans, administers and coordinates Workforce Investment Act (WIA) employment and training programs for adults and youth in nine North Central Wisconsin counties: Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas, and Wood.</p> <p data-bbox="435 1312 1187 1612">Greater Madison Area SHRM has chosen to partner with The Wisconsin Women’s Business Initiative Corporation (WWBIC), whose mission it is to promote economic development through microenterprise. It’s mission is to provide access to capital including direct lending, one-on-one individualized business assistance, business education, and asset-building financial awareness and education programming with an emphasis on women, people of color, and people of lower wealth and incomes.</p> <p data-bbox="435 1648 1192 1814">All applications we received were worthy of support, so the decision was a difficult one. Each amply demonstrates the council’s objective of advancing the impact of HR across the WI business community and serving WI HR professionals. Please join us in congratulating these two chapters!</p>	<p data-bbox="1219 743 1386 774">Bob Swanson</p>
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KRM Program Announcements	<p>KRM Program Announcements</p> <p>Skipped KRM program in October because of State Conference. November & December will each have one. Look for the October e-blast coming out next week.</p>	Kellie Dunn-Poggemann
North Central Update	<p>SHRM North Central Region Update</p> <ul style="list-style-type: none"> • <i>(on behalf of NC Regional Team)</i> <p>New Chapter & Council Achievement Plan! The name of the brand new plan is SHAPE an acronym for the SHRM Affiliate Program of Excellence. It outlines the minimum requirements for chapters & state councils to remain in good standing with SHRM on an annual basis. It also outlines additional goals and measurements that must be met in order for chapters and state councils to receive recognition and rewards from SHRM.</p> <p>Congrats on the Newly Affiliated SHRM Oshkosh Chapter Oshkosh Area SHRM, Chapter #741 Congratulations to Laura Biehn, PHR (President), and Janine Diana, PHR (President-Elect)</p>	Laurie McIntosh
Government Affairs	<p>Government Affairs Regional Legislative Conferences in 2010 Update</p> <p>Recommend two conferences:</p> <ul style="list-style-type: none"> ▪ Manitowoc/Fond du Lac/Sheboygan – April 29 or 30 ▪ Madison – May 20 <p>Location considerations:</p> <ul style="list-style-type: none"> ▪ Geographic location of Chapters ▪ Location of 2010 State Conference - Appleton ▪ Leadership Conference - Sturgeon Bay ▪ Provide a variety of locations for State functions <p>Date considerations:</p> <ul style="list-style-type: none"> ▪ April 29 or 30 – The week between the 1st General Business Floorperiod and the Limited Business Floorperiod ▪ May 20 – The week between when Bills are sent to the Governor and the Veto Review Floorperiod <p>Theresa Dew will begin calling sites for availability and pricing. Based on her findings, we will determine final location/dates.</p> <p>Anticipated Attendance: 75-100 per conference (looking at space to accommodate up to 125)</p> <p>Recommend a full-day conference as follows (draft form):</p> <ul style="list-style-type: none"> ▪ 9:00 – 9:15 a.m. Welcome and Announcements ▪ 9:15 – 10:15 a.m. John Metcalf Update ▪ 10:15 – 10:30 a.m. Break 	Tami Christian

	<ul style="list-style-type: none"> ▪ 10:30-11:45 a.m. Legislator Update ▪ 11:45a.m.-12:30 p.m. Lunch ▪ 12:30-1:30 p.m. Legal Partner Update ▪ 1:30- 1:45 p.m. Break ▪ 1:45-2:45 p.m. Legislator Update ▪ 2:45–3:00 p.m. Final Announcements/Wrap-Up <p>Future Considerations: Three conferences would be appropriate and should be considered for future years, based on geographical locations of our chapters. Adding a conference to the northwest side of the state would be recommended for following years.</p> <p>Webinar/Live Meeting or other technical access to the session is recommended for consideration in future years. Pricing, registration and access will need to be taken into consideration, as well as what impact this option will have on attendance at the conferences.</p> <p>The State Council recommends inquiring if a Legislative Aid can be in attendance instead if we're unable to get an actual Legislator to confirm.</p> <p>The following date conflicts have been presented by the below Chapter Presidents:</p> <ul style="list-style-type: none"> • GMASHRM one day conference is affecting the May date • MMSHRM one day conference is affecting the April date • LaCrosse SHRM area chapter president is requesting to consider their area. 	
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Strategic Planning	Strategic Planning: 2009-2010 <ul style="list-style-type: none"> • Survey Results • Handout – More Clarity to come! 	Kris Hackbarth-Horn
National Leadership Conference	<p>Update on National Leadership Conference November 19 -21, 2009 Washington, D.C.</p> <p>How do you determine your reimbursement eligibility as a Chapter President?</p> <p>State Chapters that participate in 80% of State Council meetings each year (December 2008 – October 2009), will be eligible for reimbursement to their chapter up to \$300 for attendance at the National Leadership Conference for that year. This is counted on a rolling calendar basis, counting back 1 year from last the Wisconsin State SHRM Council meeting prior to the National Leadership conference. This will be paid for the Chapter President or their designate to attend. Submit a reimbursement request form (available on the website) along with receipts up to \$300, to the Council for approval before December 31st. Reimbursement is paid</p>	Kellie Dunn-Poggemann

	<p>from the Wisconsin Council SHRM to the chapter and not an individual.</p> <p>For this rolling calendar period, there are only 4 state council meetings for the chapter presidents. As an exception for this year, they will only need to attend 3 out of 4 meetings to qualify for reimbursement. The meetings counted for national leadership reimbursement would be December 2008, February 2009, August 2009 and October 2009. Attendance rosters can be found the website.</p> <ul style="list-style-type: none"> • <u>WI SHRM Dinner</u> <p>If you are planning to attend the SHRM National Leadership Conference please RSVP to Morgan Data at wishrm@morgandata.com with your name, chapter name, cell phone number, flight information and if you will be attending the WI Council Dinner described below. For the dinner, core council members and 1 representative from each chapter will be covered as described below. Any additional chapter members are welcome to attend, but will need to cover their own meal costs for the Thursday dinner. If you are looking for a roommate to share hotel costs, please let Morgan Data know and they can connect those interested.</p> <ul style="list-style-type: none"> • <u>Travel Tips</u> <p>The format this year is different at the National Leadership Conference. The Capitol Hill Visit has changed to – Thursday, morning 7 am breakfast at SHRM. Workbook & Tracks provided at Conference based on size of Chapter. Audit list will be sent out by SHRM to clarify chapter roles.</p> <p>Crystal Marriott is almost full for National. If the primary hotel, the Crystal Gateway Marriott is booked, use the secondary hotel, Crystal City Marriott as there is an underground walkway connecting the 2 hotels. Then you do not need to walk outside to get to the primary hotel. Also the Sheraton Crystal City is a very close walk outside to get to the primary hotel.</p> <p>Just a reminder Crystal City Gateway Marriott has shuttle services to & from the airport.</p>	
Association Management	<p>Association Management Team Update</p> <p>Please get your National Leadership RSVPs into us as soon as possible so we can give the restaurant an estimate of how many people will be attending the State Council dinner.</p>	Heather Dyer
Adjournment	Adjournment/Next Council Meeting, December 11, 2009 at the Radisson Paper Valley Hotel, Appleton	Kris Hackbarth-Horn

\$2700 was raised at the State Conference for the SHRM Foundation!

Please remember to give a new member roster from your chapter between the dates of Oct 1st – Nov 15th to Julie Geyer – Membership – AtLarge Director. We will use these rosters to determine who wins the free State Conference registration. For every 15 new members one free registration will be provided.

Motion to approve Bob Swanson
2nd Tami Christian
All approved

2009 Wisconsin State Council Members
Meeting Attendance

10/16/2009

Position	State Council Member	Attending	Substitute	In Attendance
Past State Director	Bob Swanson	Yes		Yes
State Director	Kristine Hackbarth-Horn	Yes		Yes
Secretary	Kellie Dunn-Poggemann	Yes		Yes
Treasurer	Cindy Cerro	Yes		Yes
North Central Field Service Director	Laurie McIntosh	Yes		Yes
North Central Regional Administrator	Kristine Hofmann	Yes		Yes
Membership At-Large Director	Julie Geyer	Yes		Yes
Certification Director	Michelle Hauer	Yes		Yes
College Relations Director	Ryan Derber	Yes		Yes
Communications Director	Doralyn Retzlaff	No		No
Conference Liaison Director	Theresa Dew	Yes		Yes
Diversity Director	Amy Collett	Yes		Yes
Foundation Director	Barbara Stroh	Yes		Yes
Leadership Director	Helen Englebert	Yes		Yes
Governmental Affairs Director	Tami Christian	Yes		Yes
Workforce Readiness Director	Doug Hamm	Yes		Yes
District Director	Matthew Stollak	Yes		Yes
District Director	Anthony Dix	Yes		Yes
District Director	Jane Berg	Yes		Yes
District Director	Sally Field	Yes		Yes
Blackhawk HRA President	Elaine Schultz	Yes	Marsha Bingham	Yes
Central Wisconsin SHRM President	Kim Hall	Yes		Yes
Chippewa Valley SHRM President	Kathi Lee	Yes		Yes
Fond du Lac AHRA President	Paula Stettbacher	Yes		Yes
Fox Valley Chapter SHRM President	Lisa Van Straten	Yes		Yes
GMASHRM President	Kari Lauritsen	Yes		Yes
Green Bay Area Chapter SHRM President	Jennifer Smith	Yes		Yes
Metro Milwaukee SHRM President	Joanne Krueger	Yes		Yes
Jefferson County HRMA President	Jen Jirsa	Yes		Yes
La Crosse Area	Kim Schultz	Yes		Yes

SHRM President				
Lakeshore Area HRA President	Jane Birkholz	Yes		Yes
Sauk County Personnel Association President	Theresa Schuster	Yes		Yes
Sheboygan Area Chapter President	Martha Miller	Yes		Yes
SHRM Dodge County President	Holly Nobles	No		No
SHRM-Racine & Kenosha Area Chapter President	Brad Foley	Yes	Rebecca Eichner	Yes
St. Croix Valley Employer Association	Joanne Jackson	Yes		Yes
Stevens Point Area HRA President	Brian Formella	No		No
Morgan Data Solutions	Heather Dyer Leah Wiemann	Yes Yes		Yes Yes
	<i>If not Listed Above – enter your name below</i>			

Council Meeting = 35