



October 18th - Board Meeting Minutes

Present: Rachel McManus, Melissa Davies, Starlene Regaldo, Kevin Monaghan, Courtney Pino, Johnny Skowronek, Teresa Finn, Karyn Jensen, Kellie George, Mark Tulman, Jeromy Manke, Katia Albright, Cathy Norris.

Absent- Sherry Griffin, Debbie Harris, Cindy Saunders, Josh Grace, Dawn Morgan, Nicole Williams, Stallar Lufitano, Leah Goldman, Brad Stewart.

Motions: Mark Tulman made a motion to approve September meeting minutes, Melissa Davies seconded the motion, motion carried 10-0. Melissa Davies made a motion to approve the September Profit and Loss report, Mark Tulman seconded the motion, motion carried 10-0. Jeromy made a motion to approve \$1,000 dollars for the Grove downpayment for the February events. Seconded by Kellie George, motion carried 10-0.

Reports:

****Strategic Plan Update****

#1 - Create Quarterly Programs Above and Beyond Monthly Chapter Meetings. Target sub group topics – eg HR 1s, YPNs Recruiters. Survey the Membership Yearly to find out topics for the subgroups and specific challenges. Create budget and strategy to attract high caliber speakers --- defined by monthly, quarterly, and social programs (includes air fare, speaker fees, hotel)

#2 - Create a pool of skilled volunteers. Create recognition and incentive strategy Increase and automate communication systematically with potential current volunteers a central newsfeed. Create infrastructure for Volunteers

#3 - Increase Membership by 30%. Recruit non-members by promoting NNHRA at other association meetings. Retain existing members through membership renewal letter. Reactivate past/expired members

#4 – Increase Attendance at Monthly Meetings by 100%. Make monthly meetings interactive that include small group work as part of presentation. Create a one year plan for the monthly meetings. Create a welcoming environment for meeting attendees. Create strong advertising campaign. Make sure that meeting information is sent out in advance and future topics are publicized

President report: November meeting we will be going over the budget and approving our 2017 budget. Teresa, Karyn and Brad had an interview with Julie Parks, we all felt that she was a great candidate for Chapter Administrator. Had another option with an admin staffing company, but it would be too expensive if we ever had to increase hours. Which we want to do because this person is going to be attending our chapter and board meetings.

President Elect report: Has a tentative date for a “board transition” meeting of sorts. December 1st is the potential date, we’d like to discuss strategic plan. What about board meetings? Currently we are at 7:30, would we like to do 8 or 8:30? Board agreed 8AM would be the best. Also changing the board meetings to be held before the breakfast meeting instead of the week after. Two board positions were open, Lisa Duke is going to take over Secretary. Melissa Davies is going to step up as President Elect for 2017. Kevin is looking for someone to take over SHRM Foundation for him. Handed out a proposal to the board that Brad and Karyn came up with, proposing 3-4 categories of sponsorship levels- Platinum, Gold, Silver and single breakfast meeting sponsors. Melissa and Karyn are going to DC in December on behalf of NNHRA. At Best Places to work Committee meeting that Karyn attended, they talked about pushing BPTW in a big way this year. It’s the 10 year anniversary of BPTW and the 50th anniversary of NNHRA. Want to have some time during each breakfast meeting to push nominations. Nominations open November 1st, event is April 27th. In order to put a job board on the website, it’s pretty expensive. Around \$2,500.00. Cindy is still working on alternatives.

Secretary report: No report.

Treasurer report: Loss of \$2,448.58 for the month of September. Waiting on some monies from the RTYP for Jack Brown. Should end up about even for the year.

Membership report: Rachel McManus will be taking over membership from Melissa in 2017. 7 new members in September.

College Relations report:

Publicity report:

Diversity report: Great speakers, great feedback on the content. The event was over budget, but not by much. Some people want to purchase 4 lens books from Kit’s presentation. Needed to market the event sooner, this will be the plan.

HRCI Certification report: Spring study group is up and running, 8 people signed up so far, 5 administrators. Going to go well!

Programs report: Need some raffle tickets for November meeting for the food drive. Setting up barrels to be delivered to Atlantis for the food drive.

Workforce Readiness report:

SHRM Foundation report: Looking for sponsors for breakfast meetings.

Legislative Affairs: March 8th 2017 is the advocacy day. Will be having a luncheon at Toyable golf resort. NV restaurant association is the sponsor for the reception. In Leg Affairs budget, do we want to have buffet or sit down? \$32/person regardless. What should the price point be for this event? It will start at 11:30 AM goes till 1PM. From 1:30-3:30 will be the day at the legislature. Reception is 3:30-5:30. We are talking about how bills get passed and talk about the current issues we are dealing with.

Past President report:

Young Professionals Group: Need \$1,000 dollar deposit for The Grove YP event, how to build a “Best Places to Work” culture.

Community Relations report:

Professional Development report:

Carson Chair report: With regard to budget, do we keep Carson group financials and Carson “programs” separate? Do we roll programs into one budget, Reno and Carson? Karyn suggested again the possibility of breaking out Carson completely and making it it’s own group again. Kellie wants to have separate budgets so we can see how Carson does on it’s own without borrowing resources from Reno. Kellie would like to see our budget presented just like the NNHRA YP group is broken out. Carson “programs” and Carson City NNHRA budget is basically one in the same. Had a meeting last week, Dawn is Chair, Christina Rodriguez is Vice Chair and Leah Wagner is treasurer, Nicole Williams is membership, Cathy Norris is programs. Working on 2017 calendar and budget. Carson meeting attendance has blown up! 400% increase in Carson based attendees in 2017. May need to leave Joanies because we are outgrowing it!

Meeting adjourned at: 9:13 AM

Next Board meeting: 7:30am November 22nd, 2016 @ Bosma Business Center.

Meeting Minutes prepared by Johnny Skowronek of Square 1 Solutions.