 



STEVENS POINT AREA

HUMAN RESOURCE ASSOCIATION

(SPAHRA)

EXECUTIVE COMMITTEE AND

COMMITTEE CHAIRS

MEETING

**DATE:** February 1, 2022

**PLACE**: Zoom Call

**Agenda**

1. Call to Order: 3:33pm
2. Approval of January 2022 Minutes
	* Approval of minutes Maria (Dean)
3. President’s Report (Marc)
	* Two gift cards for Ruby’s, do we have survey participants who earned this?
		+ 13 respondents, 7 and 11
		+ Marc will be sent back
	* SPAHRA Job Descriptions
		+ Remain as they are
		+ Marc will reach out to contact each one of us if there is something that you need help with over the next month.
	* Microsoft Teams Invitations?
		+ Spent some time on the files issue – reach out through Teams website for chats or calls.
	* Updates
		+ 2022 SHAPE Year End Report has been filed
			- Filed last week with numbers in Karla’s section included Goals.
			- Everyone should review and
		+ Membership Fees (Nora Boomer)
			- We spent only 36.4% of chapter revenue in 2021
			- (Allison) Fee was established so that assured revenue even if online. Recoup some money for years that lost money
			- (Allison) Uptick in attendance at holiday social, maybe we could do a summer social event e.g., member appreciation
			- (Marc) does this cover the cost of meetings in a normal year? (Allison) would be a low cost especially including roundtable. Would be losing money that way.
			- (Marc) two events in Feb and March no cost because no meal. In lieu of refund or adjusted rate, would absorb some of the cost of the for-charge meeting.
			- (Maria) could match some funds for quarterly drives.
			- (Allison) volunteer to look into this programming. Partner with Terra and Marc on that as well.
			- (Marc) Karla, Allison, and Marc to discuss quarterly match campaign.
			- Dean(Maria) move to hold July event.
			- Vote 7:0:0 for July social event
4. President Elect (Karla)
	* Shape Goals
		+ 5% Dual Membership Growth (3)
		+ 95% Dual Membership Retention (57)
		+ Membership Director Dual Member
		+ Certification Director is a Dual Member & Certified
			- This falls under the Professional Development Chair (Terra); Marc reach out to confirm
			- This requirement is likely new
		+ State Council Attendance (Marc/Karla)
		+ VLBM Attendance (Marc/Karla)
		+ Foundation Donor drive & donation
		+ Volunteer Leadership Campaign
		+ SHRM Certification Promotion
			- Push in the next month or two but need an instructor. If interested, reach out to Marc.
	* Proposed SHAPE Initiatives (See Attached)
		+ Comments?
			- (Dean) more discussion regarding roundtable activity. Report in Dean’s section. Monthly v. quarterly roundtable is a lot of programming. Need to determine how to get more people to attend. Willing to elevate to guest speaker.
			- (Marc) willing to be speaker
			- (Allison) add to new brainstorming meeting in March
	* Updates
5. Immediate Past President (Maria)
	* Updates
	* No updates
6. Communications Chair Report (Kelli)
	* Updates
	* Sharing HR job posting – request from non-member.
	* Discussion:
		+ What provides our membership the most value? Because specific to the field, is helpful.
		+ The verbiage to the non-member asking for internally is ask for membership after that – maybe a request for membership from the member director role.
	* The two people that drawn for the gift card are both lapsed members – Nora Boomer and Justin Rueb.
		+ Justin likely to renew
		+ Nora likely to renew
		+ Okay, given likelihood of renewal.
7. Treasurer’s Report (Allison)
* Updates
* Checking account is $12,187
* Money market is $40,732
1. Professional Development/Programming (Terra)
	* Programming calendar 2022 – updates
	* Updates
	* Not present
2. Membership Chair Report (Rebecca)
* Membership drive update
* Use of chamber lists, LinkedIn, and other platforms to drive membership
* Updates
1. Secretary Report (Anna)
	* Updates
		+ All events that have details are in Wild Apricot
		+ Have many questions
			- Who should be the SPAHRA contact for events?
			- Should we send the roundtables through Wild Apricot?
			- Should Zoom information go out in confirmation email or in even notice? Determined in confirmation
		+ (Marc) Let’s meet to discuss your questions.
2. Legal & Legislative Chair (Dean)
	* Virtual roundtable updates – see Legal Update memo
		+ See document sent 1/31/22
		+ Willing to update format and work together on this. Maybe a volunteer for interview.
		+ If any board members have any opinions on this topic: what needs to be discussed next how do, we retain employees? What are best practices to retain employees? (a) is this a good topic? (b) will people share?
		+ Discussion: generally, like the topic. Focus on implementation.
		+ (Dean) will put together invite for the last Wednesday in February.
	* Updates
		+ NLRB changing direction – seeing a tightening of independent contractor rules. Is this something we want to pursue further in a roundtable?
		+ Discussion: valuable if can be distilled and relevant for members
3. Other business
	* None
4. Adjourn
	* Allison (Dean). 4:24pm