 



STEVENS POINT AREA

HUMAN RESOURCE ASSOCIATION

(SPAHRA)

EXECUTIVE COMMITTEE AND

COMMITTEE CHAIRS

MEETING

**DATE:** July 5, 2022 3:00 P.M.

**PLACE**: Zoom Call

Absent: Kelli Francis, Rebecca Kluck, Karla McGuigan, Maria McKay and Terra Thompson, Allison Walsch

Will send out items to vote and call a vote for online.

**Agenda**

1. **Call to Order: 3:05 PM – Anna GT, Dean D, and Marc B**
2. **Approval of June 7, 2022 Minutes – No Quorum**
3. **President’s Report (Marc)**
	* SPAHRA Secretary Job Description
		+ Submission to SHRM?
		+ Anna will send the job design after the meeting
		+ Dean will send to Marc and Anna, then to SHRM
	* August Board Meeting
		+ 3rd Quarter Donor Recipient – Project Fresh Start
			- $150 Match
			- Put together an email to notify the group. Marc to work with Kelli on that announcement.
				* Anna and Kelli can create common messaging templates
			- Anna will add Project Fresh Start to the August invite
		+ Open board positions?
			- President Elect
			- Membership Chair
			- Legal & Legislative Chair – Maybe
				* Dean willing to continue
			- Next step is to notify membership with the upcoming positions and the job designs out.
	* Leadership Conference
		+ La Crosse August 4 & 5
			- Marc Attending – Heartland Farms covering the cost, anyone else?
			- I believe the chapter covers the cost of lodging. No cost to attend.
4. **President Elect (Karla)**
	* **Shape Goals**
		+ 5% Dual Membership Growth
		+ 95% Dual Membership Retention
		+ State Council Attendance (Marc/Karla)
		+ VLBM Attendance (Marc/Karla)
	* **2022 SHAPE Initiatives:**
		+ **Membership**:
			- Create Quarterly promotion with orientation packet, free meeting coupon, program calendar flyer, and topical SPAHRA brochure (Kelli, Marc, Rebecca & Anna)
				* *Promotional packet is for prospective members – Focus on lapsed membership and smaller HR Organizations and HR development*
				* *Each Quarter will emphasize the unique value that SPAHRA and SHRM offers*
				* *Acquire Chamber of Commerce mailing lists*
		+ **Community**:
			- Quarterly round table discussion with a Senior HR leader. (Ideas: Local HR Professionals, Selected SME’s from Industry, etc.) – monthly currently happening (Dean)
			- Quarterly Community Support Drives (Donations) (Karla)
				* Reformat communication materials (Marc, Kelli & Karla)
				* Provide SPAHRA donation matches

Quarterly Match Limit: $150.00

* + - * + Quarterly “Why it’s important to give to this organization” presentation (5 minutes) (Board Member/Org Representative)
				+ Remind membership of the quarterly recipient at each monthly member meeting (Marc)
			* Host 2 Social Events outside of work – Virtual Happy Hour(Maria**,** Anna & Allison)
	+ Updates
1. **Immediate Past President (Maria)**
	* Updates
2. **Communications Chair Report (Kelli)**
	* Updates
	* Gift Cards – How Much?
3. **Treasurer’s Report (Allison)**
* Updates
* Discussion and Motion to Approve using money market funds for social events.
	+ This discuss and motion is still needed. Maria and/or Heather.
1. **Professional Development/Programming (Terra)**
	* Programming calendar 2023?
	* Updates
2. **Membership Chair Report (Rebecca)**
* Updates
1. **Secretary Report (Anna)**
	* Updates
	* July Social Event Announcement & Registration?
		+ Anticipated to go out by 7/8
2. **Legal & Legislative Chair (Dean)**
	* Virtual roundtable updates – see Legal Update memo
		+ Next event Date: Wednesday July 26, 2022?
		+ Topic: Recruiting and Retaining Employees
	* Updates AKA Things to Watch For
		+ Reversal of Roe V. Wade, employers possible expanding resources to folks in need of repro healthcare
		+ If employer agrees to time off, may be subject to penalties, because complicit.
			- E.g., Tier 1 services in Heartland’s benefits. Not for single condition but could be applicable to this situation.
		+ Supreme Court ruling on school district employee praying after football game on employer property.
			- May have impact for employers moving forward.
	* Wednesday, July 27th next roundtable
3. **Other business?**
4. **Adjourn – 3:34 p.m.**