 



STEVENS POINT AREA

HUMAN RESOURCE ASSOCIATION

(SPAHRA)

EXECUTIVE COMMITTEE AND

COMMITTEE CHAIRS

MEETING

**DATE:** October 4, 2022 3:00 P.M.

**PLACE**: Zoom Call

Absent: Dean Dietrich, Terra Thompson, Maria McKay

**Agenda**

1. **Call to Order: 3:06 p.m.**
2. **Approval of September 6, 2022 Minutes**
	* Motion to approve Kelli Francis (Allison Walsch)
	* 6:0 approval
3. **President’s Report (Marc)**
	* October Board Elections
		+ Candidates
			- President-Elect - Open
			- Membership Chair - Open
			- Professional Development/Programming
				* Jerry Raikowski
				* jerry.raikowski@remedystaff.com
		+ Election/Ballot?
			- Kelli puts on Google Form. October ballot for Nov transition.
			- Can leave open for the membership to nominate
			- Can recruit on-going
			- If don’t find someone, position remains open until filled
			- Tentative: October 24 survey out, voting through 29
			- Announce at membership meeting in November
			- Invite to the December board meeting
	* Chapter Continuity Topics
		+ Membership Structure
			- Smaller Membership fees
			- Prior to switch, non SHRM member was $70, SHRM member was $60, used to be $20-25/meeting;
			- Annual fees limited, could permit corporate membership to sell in blocks of X. Something similar to what it was before.
		+ Member Meeting Fees
			- Fees per meeting to cover the expenses of the meal, venue & speaker
		+ Business Memberships/Sponsorships
			- 1 fee for HR Practitioners (HR Depts, HR Staff, Temp Service, recruiters/headhunters)
			- Larger fee for Vendor members (Law Firms, HRIS, background check & other vendors serving HR
				* $2-5k/year; opportunity for one presentation and market to our listserv or be included in our newsletter
			- Chapters go out to University and ask for donations/sponsorships of SPAHRA in the community, then listed as a sponsor of SPAHRA.
		+ Discussion:
			- * Members choose not to join late in the year because not a prorated amount when join
				* Feel strongly that a smaller membership fee, or offer corporate membership, based on feedback received
				* Membership meeting on the Garden, sending out a survey in regards to this that should send out the survey

Kelli volunteer to draft something up, and could send out stuff after the fact

Anna, Marc, Kelli, and Allison to draft the survey

What are other structures in Chapters? Have Marc outreach can look at the websites to confirm

Anna will set up the meeting and invite everyone

* + - Board Meetings? (to fix attendance issues)
			* Change day & time
			* Every 2 months?
			* Consideration of what programming we’re going to offer before we make a decision for 2023
		- Separate Meeting in October to address these?
1. **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)
				* *The 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 (Maria**,** Anna & Allison)
	+ Updates
	+ Karla and Marc to meet in two weeks 10/18 at 11a at Heartland Farms; transfer information and notes; go through SHAPE goals and programs
1. **Immediate Past President (Maria)**
	* Updates
	* Last Year in Position
	* No Update
2. **Communications Chair Report (Kelli)**
	* Updates
	* Giving anything away pile all the names in and give the $5 certificate or membership structure decide if free meeting or half membership
3. **Treasurer’s Report (Allison)**
* Updates
	+ Checking: $8,141
	+ Money Market $40,737
	+ Ask for budget numbers for the 11th meeting
* Money market, accumulating since the beginning of SPAHRA. “Savings”, every year, try and put a couple grand back in there, because 6 years ago up until 4 years ago, had to take out of that account
* What should we be using that money for? Suggested uses: give back to membership, amp up holiday social, SWAG, under discussion.
* Regulations on the Money Market account, given potential withdrawals
	+ Anna will follow up with Maria/Heather on this question
1. **Professional Development/Programming (Terra)**
	* Programming calendar 2023?
	* Updates
	* Jerry Onboarding?
	* No updates
2. **Membership Chair Report (Rebecca)**
* Updates
* Last Year in Position
* No updates
	+ Marc to forward request from state membership to Rebecca
1. **Secretary Report (Anna)**
	* Updates
	* No updates
2. **Legal & Legislative Chair (Dean)**
	* Virtual roundtable updates
		+ Wednesday, September 28, 2022
			- 8 attendees
			- Topic: Maintaining Non-Union Status & Employee Communication Strategies
		+ Next event Date: Wednesday, October 19, 2022, 8:30 am
		+ Topic: Childcare Issues and Leave Policies
	* Updates
		+ Dean is unavailable to host the Roundtable Discussion on Wednesday, October 26. He proposes that we do the Roundtable Discussion on **Wednesday, October 19 at 8:30 a.m.**
		+ Dean would like to have a discussion at the next Roundtable Discussion in October regarding childcare issues and leave policies, so we have some background regarding steps that are being taken by various businesses to address employee leaves in that area;
		+ The date for the November Roundtable Discussion would be Wednesday, **November 30** **OR** Wednesday, **November 23**. The Wednesday, November 23 date is the day before Thanksgiving, so Dean recommends we consider scheduling the Roundtable Discussion for Wednesday, November 30;
		+ The Roundtable Discussion for December would be scheduled for Wednesday, **December 28**. He proposes that we do not hold a Roundtable Discussion event at that time due to the holidays and have the November 30 date be the Roundtable Discussion for November and December. We also could move the Roundtable Discussion to Wednesday, December 7 (instead of November 30) as another option.
	* Kelli (Rebecca) 6:0; motion passes to accept October 18 and November 30 as roundtable dates
	* Anna will update the website
3. **Other business?**
	* None
4. **Adjourn – 3:57 p.m.**