

HCHRA BOARD MEETING MINUTES

WEDNESDAY, SEPTEMBER 19, 2018

3:30 pm – 5:00 pm

Sauce on the Creek, Eagle-Vail

In Attendance:

Ali Kelkenberg, Candie Delp, Linda Giordano, Jackie Huffman, Jessica Beauchamp, and Karyne Spadi.

1. President's Update - Ali Kelkenberg reported on the following items. Summaries of a few topics are captured in the director updates below.
 - Succession Planning program with Scott Ferrin scheduled for October 23rd
 - Candie Delp has volunteered to be HCHRA's President-Elect for 2019 and will transition to President for 2020. Candie will be working closely with Ali to learn the roles of the president.
 - With Candie's transition, the board will need a new Membership Director; Ali will reach out to a few professionals
 - 4th Quarter COSHRM volunteer meeting – Ali to attend meeting
 - Ali will attend the Leadership Summit in D.C.; Amy Packer will also attend to gain additional resources for program ideas.
2. Financial Update – Ali informed the board members of a few unpaid program invoices and the financials.
 - PayPal Account - \$150.00
 - 37 outstanding invoices
 - 30 registered for September 26th program
 - Bank Account - \$13,000.68
3. Membership Update - Candie Delp provided a current membership update to the board. Linda informed the board of available vendor discounts, i.e. Avis, UPS, Office Depot, in addition to many more, for people who are members of SHRM. Jackie to market on HCHRA's website some of the additional benefits of becoming a SHRM member.
 - 71 active members, 60% of the 71 are SHRM members
 - 8 pending members; of the 8, 50% are SHRM members
4. Programs Update – Ali reminded the board of the upcoming programs which will be offered. In addition, Ali expressed we are looking for program ideas for 2019 and if anyone has ideas for topics and speakers to contact Amy Arthur Packer.
 - September 26th – “Interviewing Skills” with Aryn Schlichting and Erin McCluskey at CMC
 - September 27th – Jessica Valand, Director of Workforce Development with the Colorado Department of Labor and Employment to present “Colorado Economic Development and What to Expect in 2019” and to provide an update on hiring international workers
 - October 29th, 3:00 p.m. – 5:00 p.m. Jessica Valand, “How to Hire Employees When There Are No Employees”, a presentation focused on hiring in Eagle County, who's applying, who's working, understanding the labor trends
 - November – no meeting
 - December – holiday mixer; Linda suggested bringing back the cork pull for the mixer
 - Additional ideas for 2019 might include 1) diversity and inclusion, 2) employee recognition, and/or 3) organizational development. Ideas will be discussed during the board retreat.
5. Marketing and Communications Update – There were no updates to offer currently. Jackie to market SHRM benefits on HCHRA's website to remind SHRM members and entice non-SHRM members.

6. Certification Updates – Cherie Chavis will be transitioning out of the Certification Director role. Cherie and Ali are scheduled to meet with a potential candidate with Eagle County, to fill the role.
7. SHRM Foundation and Diversity Updates – Linda Giordano shared with the board the focus of the recent diversity and inclusion calls have centered around building relationships with college students and how to incentivize to spark interests in the HR groups. Linda reminded the group that diversity and inclusion can include, education, geographical, working styles, in addition to gender, generations, etc.

The next SHRM Foundation call is scheduled for October 16th and the next Diversity call is scheduled for November 7th. Linda urged the board members to promote the SHRM Foundation and encourage members to donate to the cause. Jackie will provide a link on HCHRA's website with a "blurb" about the SHRM Foundation's work.

SHRM will provide two programs around diversity and inclusion and seeks members who wish to become SHRM Ambassadors, which includes a day of training in D.C. and members who wish to obtain a Veteran's Ready Certificate by participating in online webinars focused on recruitment, hiring, and retention of veterans.

8. Legislative Affairs Updates – Jessica Beauchamp shared the Day at the Capital date has not yet been decided and will provide more information to the group once the date has been confirmed. Colin Walker, Colorado SHRM Legislative Affairs Director, welcomes board members who would like to participate in the legislative calls or get involve, to attend the next call on November 13th at 3:00 pm. If you are interested in becoming involved in the Colorado Advocacy Team (A-Team) feel free to contact Jessica or reach out to Colin.

10th Circuit ruling, prior to filing a lawsuit, a person must first file a claim with the EEOC; failure to file an EEOC claim does not give clause to dismiss the claim, and the statute of limitations 300-day rule has been omitted.

9. College Relations Updates - Ali communicated that Katy is working with Colorado Mountain College to find college students who would like to become involved in HCHRA.
10. Workforce Readiness Updates – Always Mountain Time is holding a job fair in Summit County on October 10, 2018 at the Silverthorne Pavilion in Silverthorne from 7:00 a.m. to 12:00 p.m. Summit County and the Workforce Center are going to have resource tables for HR professionals to review resumes, provide interviewing tips, review LinkedIn pages, etc.
11. Other Discussions – Other discussion items include:
 - Job description – Review and edit, as necessary, the VLR job description for your volunteer position, ensuring an accurate reflection of the responsibilities and duties of the position for the next person assuming the position. Job descriptions are provided on the VLR's website.
 - No board meeting in October; next meeting is schedule in November to plan the holiday mixer (December) and board retreat (January 2019).

Respectfully submitted,
Karyne Spadi