

**KYSHRM State Council Meeting**  
 Tuesday, April 17, 2018  
 10 a.m. – 3 p.m. (EST)  
**Central Bank & Trust Building**  
**Lunch sponsored by BGSHRM**

**Minutes**

**Members Present**

Secretary	Martha	Argotte Thomas
NKYSHRM Chapter President	Jason	Ashbrook
State Conference Co-Director	Angela	Bailey
Advisor	Howard	Blackburn
Council Management Professional	Shannon	Byrne
Workforce Readiness Co-Director	Beth	Davison
Best Places to Work in KY Co-Director	Laura	DeFazio
Public Relations Co-Director	Cathy	Fyock
Advisor	Lyle	Hanna
Membership	Amanda	Huddleston
Immediate Past Chair	Lynn	Ingmire
Public Relations Co-Director	Rita	Johnson
Treasurer	Amy	Kirk
Chair	Scott	McGarvey
SHRM Field Services Director	Laurie	McIntosh
Diversity Co-Director	Demetria	Miles-McDonald
BGSHRM President Elect	Leslie	Moore
College Relations Co-Dir & W.KY Chapter President	Joshua	Mosby
Foundation and Philanthropic Co-Dir	Jeff	Nally
Eastern District Director	Sherry	Powers
Best Places to Work in KY Co-Director	Susan	Simmons
CKSHRM Chapter President	Erica	Sluder
Chair Elect	Patrick	Smith
Northern District Director	Mary	Spadaro
Southern District Director	Rusty	Steele
Technology Director	Shelly	Trent
State Conference Co-Director	Jennifer	Wheatley
Workforce Readiness Co-Director	Josh	Williams
Louisville Chapter President	Patricia	Williams

Western KY SHRM Chapter President Elect	Lauren	Wilson
Guest	Aretha	Williams

1. Welcome Scott McGarvey
  - a) Scott called the meeting to order at 10:37 a.m.
  
2. Approval of Minutes from last meeting – Martha Argotte Thomas
  - a) There were no questions or corrections
  - b) Motion: approve the secretary’s report
    - i) Cathy Fyock to approve the secretary’s report
    - ii) Seconded: Lynn Ingmire
    - iii) Motion carried
  
3. Approval of Treasurer’s Report –Amy Kirk. Current balance sheet through March 31, 2018 is \$181,349.95. More money made this past year from state conference, about 33% higher. About \$6K made from BTTG.  
Motion to approve: Howard Blackburn and Seconded by Beth Davisson.
  
4. National SHRM Update – Laurie McIntosh, Field Service Director  
Introduction of herself. Highlights: New CEO that started in December, Johnny C. Taylor, Jr.’s mantra is moving forward together, the HR Profession and our organizations that we represent.
  - VLS in 2018 at Gaylord National in Maryland November 15-17.
  - Pinnacle Award deadline is now June 1<sup>st</sup> – September 1<sup>st</sup>.
  - Phishing is a scam that is hitting hard so beware at your local chapters.
  - Volunteer exchange has wealth of information so check it out.
  - Annual conference in Chicago, IL during June 17-20.
  - Recertification and Certification- payments going out to chapters and state council for those who go through recertification. Payout is at the end of the year. Please be sure to use up to date seal on chapter websites.
  - SHRM Foundation has new grants for programs that impact veteran employment, state council are eligible for \$10K for each program or service.
  - When Work Works is nationwide initiative of SHRM that brings research on workplace effectiveness and flexibility into community and business practice. It recognizes employers for creating effective and flexible workplaces to increase business and employee success. Gateway chapter is dissolving, they have interest in continuing to attend meetings. Angela Hall will take charge to make connection with other chapters. Survey conducted with chapter members indicated they felt it was beneficial yet no one was willing to jump in to revive it and lead it.
  
5. Succession Planning-Lynn Ingmire stated that she is setting up guidelines for succession management. Reach out to people in positions that you may have interest or reach out to Lynn. Currently, all positions are filled. Rita is helping Cathy Fyock. There will be list of open positions for next year sent out to everyone for voting at the August meeting.
  
6. SHAPE- reports sent in to SHRM and we will hear by mid- May what level of award we will receive. We applied for Platinum.

7. Strategic Planning Process- Scott recapped where we are and what we've done over the past five months. BTTG funds are allowing state council to budget chapter presidents who may need funds at the VLS in November. \$250 per chapter will be available to the chapter president elects to help for travel costs. Suggestion of creating video of member's testimonials who have attended to send out to every chapter.
8. Scott: Recap of where we are: Going back to the December Leadership Meeting, feedback gathered, continued at Executive Meeting and then at the February state council meeting. From there we came up with Mission Statement, Vision Statement and 2018 Initiatives. Goals: Improving recruitment and onboarding of new council members, Improving the outreach to our local chapters (Internal Communication) and Improving KY SHRM Branding by Improving Technology (External Communication). Getting word out of what we are and what and who we represent. Initiatives are our focus yet not all inclusive. What is our next step, what will we do next? A smaller group will be formed to really define our direction. Anyone that is passionate about the big picture and are willing to work on this please reach out to Scott. Howard, Patricia, Jason, Beth, Lyle are a few who voiced interest.
9. District Director Update: Scott reviewed the proposed alignment of district directors. Revisions to the map, need to update spelling of BG Chapter's president's name and correct Franklin's chapter president. Discussions with district directors and Executive Committee have transpired prior to proposal. Request to add the district name to the map. Motion made by Jeff Nally, Seconded by Cathy Fyock. Motion passed.
10. Regional Meetings format presented by Scott included that with the change of district mapping allows a regional spot for meetings. Goal is to have a district meeting before the end of the year. It would be opportunity for sharing best practices and network with other members within your district. Scott/Patrick and Shannon will attend as well as invite Laurie. These meetings will replace the Leadership Conference in December. This will be a trial period to determine if it works best or if we continue with Leadership Conference. In January or February the state council would meet for possibly a one night of social time, orientation of role and meeting.
11. Southeast Regional Initiative for 2018 is: "Me Too": HR Where are you? State councils are asked to do something around this theme. We will have a small group to work on this. Shannon will lead this committee, those interested please send her a message.
12. MAC Survey is due April 23<sup>rd</sup>. Shannon had sent an email to all regarding the survey.
13. Director Reports:
  - PR Report- Cathy Fyock welcomed Rita! March newsletter was not sent due to negotiations. One magazine a year and monthly newsletter is current subscription. Newsletter deadline is the first of the month for publication on the third Wednesday of the month. Please share content information and photos with Cathy. If you are not receiving newsletter or magazine, go to KY SHRM Website and sign up under magazine.
  - SHRM Foundation/Philanthropy- Jeff Nally reviewed the two handouts. It's time for nominations for the Lyle Hanna Volunteer Spirit award. Deadline is June 15<sup>th</sup>. District Directors review nominations and recommendation on winner.

Acknowledgment at state conference and regional meetings. Information and application available on the website.

SHRM Foundation listing of top state council, KY is 2<sup>nd</sup> highest giving state, top 25 fundraising SHRM Chapters include Louisville SHRM and Bluegrass Chapter. Statewide goal is \$16K set in December. [www.SHRM.org/Foundation](http://www.SHRM.org/Foundation) is site to make donation TODAY! Our goal is 60 individual donors and 1 new Leadership Circle Member (\$1K a year with a three-year commitment). Please submit chapter contributions throughout the year.

Diversity-Demetria shared that April is Sexual Assault Awareness Month. It's something that can be prevented and it's up to each one of us. There's a lot of free resources on website. She shared data related to Sexual Assault for this year. May is Mental Health Awareness Month. This is something we don't like to talk about at work. There's a free tool-kit that can be utilized in workplace.

Best Places to Work in Kentucky- Peter Burke gave a few remarks and shared information on the history of the program. This year, 136 companies participated, 100 will be recognized in three different size categories. Higher repeat participation rate over National rate.

Friendly reminder that chapter mailing list was due two weeks ago. Shannon will send another friendly reminder.

KY SHRM Conference is at the Omni Hotel this year, August 28 - 31. There are 185 people already registered for conference, 100 more than last year at this time. Book room now! Rate is \$149 and discount will not be extended past deadline.

Workforce Readiness update- Beth recapped all we did last year with BTTG and stressed that now the Bill for Essential Skills (HB 3) has passed. We will be teaching essential skills in the school system K-12. Medicaid waiver is going into effect in KY, first state to do so. Each recipient will have to either work or volunteer for 20 hours a week. Beth needs five individual to help on a committee, thank you to those who signed up.

Next meeting will be a conference call on July 26<sup>th</sup> at 11 a.m.

KY Chamber Business Summit will be July 19 & 20, free registration (\$500 value). You are responsible for hotel and travel, it will be at the Omni in Louisville.

Motion to adjourn by Cathy Fyock and Seconded by Angie Bailey

Motion carried meeting adjourned.