

KYSHRM State Council Meeting  
 Thursday, December 12, 2019  
 9 a.m. – 11:30 a.m. EST  
 Cincinnati Marriott at RiverCenter  
 Minutes

**Members Present**

Executive Director	Katie	Adams
Secretary	Martha	Argotte
Legal Advisor	Bill	Brammell
Mid-South President 2020	Sondra	Caldwell
Foundation Director 2020	Tiffany	Cardwell
Workforce Readiness Co-Director	Beth	Davisson
BPTW Co-Director	Laura	DeFazio
State Conference Co-Director	Jon	Hall
Workforce Readiness Co-Director	Amanda	Huddleston
Immediate Past Chair	Lynn	Ingmire
Public Relations Co-Director	Rita	Johnson
Treasurer	Amy	Kirk
NKYSHRM Chapter President	Cathy	Koop
College Relations Co-Director	Summer	Lindsey
NKYSHRM Chapter President Elect	Amy	McElheney
Chair	Scott	McGarvey
Diversity and Inclusion Director	Demetria	Miles-McDonald
BGSHRM President	Leslie	Moody
College Relations Co-Director	Joshua	Mosby
Foundation and Philanthropic Co-Dir	Jeffrey	Nally
Legislative Affairs Director	Cindy	Norfleet
Four Rivers SHRM Chapter President	Sonia	Osman
Central District Director/ ESHRM President-Elect	Sherry	Powers
Central Kentucky President Elect	Joanne	Prewitt
LSHRM President-Elect	Rawleigh	Richardson
OSHRM President 2019	Casey	Richeson
Best Places to Work in KY Co- Director	Susan	Simmons
Chair Elect	Patrick	Smith
Eastern District Director	Mary	Spadaro
Central District Director	Rusty	Steele
BGSHRM President Elect 2019	Amanda	Sutton
Technology Director 2019	Shelly	Trent
Membership Director	Jennifer	Wheatley
Certification Director	Patricia	Williams
Western KY SHRM Chapter President	Lauren	Wilson
Western Area District Director	Lori	Wilson

Welcome by Scott McGarvey

a) Scott called the meeting to order at 9:08 a.m.

After members did introduction, Scott passed the gavel to Patrick Smith.

Patrick did welcome and overview of the board member Handbook. If any member needs new name badge, please know we will be ordering new ones with new logo.

Secretary report:

There were no questions or corrections

a) Motion: approve the secretary's report

i) Rita Johnson made motion to approve the secretary's report

ii) Seconded: Jon Hall

iii) Motion carried

Approval of Treasurer's Report –Amy Kirk. Net income through November 30, 2019 is \$57,475.23 and \$275,551.13 was total assets. Motion to approve Cathy Koop and Seconded by Bill Brammell.

Motion carried.

### **Budget 2020**

A separate handout included proposed 2020 budget very similar to 2019 actual expenses. New line item was under travel 5340 for council members to attend conferences. Both Amy and Patrick reviewed any changes. Patrick stated how he personally feels KYSHRM needs to have a third signature event, Bus to Business. That is included in the budget, \$20K. Beth Davisson elaborated on the inaugural initiative and what the goal and vision included. The money we included in the budget is to cover the expenses involved. It would be a partnership with the KY Chamber.

b) Motion: approve the 2020 budget

i) Lynn Ingmire made motion to approve

ii) Seconded: Amanda Huddleston

Motion carried

### **Accounting Changes to KY Chamber**

Amy discussed that we made a change to use the KY Chamber's Accounting firm, Dean, Dorton and Ford. We will no longer use QuickBooks and save the \$600-\$650. Now, there is no fee. This provides a level of security to the organization. The Treasurer will now oversee finances. The only main change for members is that the Chamber will cut reimbursement checks after approved by Treasurer. Turnaround time will be 7-10 days. They will file taxes and all forms necessary each year. This change will take place January 1<sup>st</sup>. New bank account opened and things ready to go.

### **Strategic Discussion Items:**

SHRM Update: Nicole Belyna from SHRM introduced herself for those who missed her at Orientation. She is a Field Service Director, not ours. Membership for SHRM increasing by \$10 as of January 1<sup>st</sup>. \$219 for professional members. Students also went up. Discount codes are not going to be given as in the past. Important dates: Clif due 12/1/19. SHRM Foundation donation due date is 12/31. Last day to submit Shape is 1/31/20. March 15<sup>th</sup> is the last day to submit Annual conference is in San Diego in June. Register early in order to receive discounted registration rate, \$1,195.

Scott talked about the experience at the Volunteer Leader Business Meeting in November. It was a great event. Goal was to have 100% participation from each chapter, we were close.

Patrick reviewed upcoming dates included in our packets and discussed the regional meetings. VLBM 2020 will be November 19-21.

In our packets, we reviewed KYSHRM Bylaw 7 addition. There are revisions.

Motion to add changes to Bylaws: Motion made: Rusty Steele and Second by Beth Davisson. Motion carried.

**Leadership Conference Preview:** Dr. Brad Shuck gave introduction and also overview of what we are going to do for several hours later this afternoon. We have an idea of activity and also goal.

### **Director Reports:**

Executive Director report: Katie's 3- month progress report is included in packet. Logo redesign has been exciting and will be revealed this evening. Text or email her local chapter pictures of events. She is looking forward to visiting all the chapters. She does have a 10-20-minute presentation if we want that or whatever method works best for individual chapters.

#### District Director Report-

Leslie Moody reviewed a few ideas from the VLBM for District Directors.

SHRM Foundation/Philanthropy- Jeff included 2- sided sheet, separate handout. Lyle Hanna Volunteer Spirit award start thinking of nominations. SHRM Foundation goal is \$20K in state credits, (council donation and individual donations, excludes chapter donations), 60 individual donors and 3 new leadership circle members. As of 12/4/19 the current donation was \$13,160 and 28 individual donors. There are no new Leadership Circle Members. Since there was a chapter that closed this year, their funds will go to the Foundation through KYSHRM Council.

Diversity and Inclusion Director- Demetria reviewed what she learned in her travels throughout the different chapters. It is a business imperative to have Diversity and Inclusion in your business and organizations. She will work with Joshua in the transition.

Workforce: Bus to Business- Beth went over the map that is in the packet and stats of 2019. How will we make it a bigger impact in 2020? She also went over Bridging the Talent Gap and keeping the voice of HR in the forefront at Frankfort.

College Relations- Shelly Trent went over how she set her goals early as she transitioned into this role.

Best Places to work registration closed in October. Registration was 153, down 2 businesses from last year, 110 winners are back from previous year. Date is April 23, 2020.

Certification- Patricia said goal was to increase by 3%. Numbers are only in from June and it's at 1.56%. Last year for chapters to receive incentive from SHRM for certified members.

Membership-Jennifer Wheatly reported our goal was to increase membership by 3% over 2018. Great news is that we did that! Other goal was to increase SHRM membership in chapters by 10%. Every chapter needs one new SHRM member by end of the year and we will meet that goal 😊.

Rita asked for articles for newsletter by the 1<sup>st</sup> of each month. Her report included social media statistics.

2020 KYSHRM State conference- Jon Hall reported that the partnership with the KY Chamber allows us to have a premier event. We need local chapters to have volunteers to help in the planning. All the meetings will be via teleconference. It's important to have member voice in the planning of this conference.

Amanda Huddleston spoke as she enters the Chair Elect role. She's excited to work with all of us.

Scott reminisced on his experience as a volunteer from local chapter to state council. He wants to make a difference in HR and put his all in what he does. That is his why...beneficial to him at work and in his life and make a positive difference. The commitments each of us make does not go unnoticed.

Patrick recognized individuals who are rolling off the board.

Next meeting is in March.

Motion to adjourn by Rita Johnson and Seconded by Casey Richeson. Motion carried meeting adjourned.