

KYSHRM State Council Meeting

Friday, February 1, 2019

9 a.m. – 11:30 a.m. CST

Minutes

Members Present

Secretary	Martha	Argotte Thomas
Legal Advisor	Bill	Brammell
ESHRM Chapter President	Beth	Cox
State Conference Co-Director	Jon	Hall
Advisor	Lyle	Hanna
LSHRM President	Susan	Huffmon
Immediate Past Chair	Lynn	Ingmire
Public Relations Co-Director	Rita	Johnson
Treasurer	Amy	Kirk
NKYSHRM Chapter President Elect	Amy	McElheney
Chair	Scott	McGarvey
Diversity Director	Demetria	Miles-McDonald
BGSHRM President	Leslie	Moore
Foundation and Philanthropic Co-Dir	Jeff	Nally
Legislative Affairs Director	Cindy	Norfleet
Four Rivers SHRM Chapter President	Sonia	Osman
ESHRM Chapter President-Elect	Sherry	Powers
Owensboro SHRM President	Casey	Richeson
Best Places to Work in KY Co-Director	Susan	Simmons
Chair Elect	Patrick	Smith
SKYSHRM President	Natasha	Walker
State Conference Co-Director	Jennifer	Wheatley
Western KY SHRM Chapter President	Lauren	Wilson
Western Area District Director	Lori	Wilson

1. Welcome Scott McGarvey
 - a) Scott called the meeting to order at 9:02 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) Rita Johnson to approve the secretary's report
 - ii) Seconded: Cindy Norfleet

iii) Motion carried

3. Approval of Treasurer's Report –Amy Kirk. Current balance sheet through December 31, 2018 is \$218,075.18 and \$66,374.11 net income for the year. We received more monies at the State Conference and no leadership conference at the end of the year helped end with more monies. Motion to approve: Jeff Nally and Seconded by Susan Simmons.
4. SHAPE- Lynn Ingmire reported that the SHAPE was sent in to SHRM. End of the year report with statistics and goals are due by March. Please send all the information to Lynn by end of February. Applying for Platinum again.
5. MAC – Jeff Luttrell reviewed role of Membership Advisory Council (MAC) and resources available to all the chapters. He asked that we all please participate in surveys and encourage our chapters to do the same. There is one in April/May and another in September/October. Members may be confused about certification so encouraged to learn and help spread awareness. He encouraged VLRC visits to find tools, valuable information and resources including certification. There are two apps to keep handy on your phone, certification and the state conference app.
6. National SHRM report- Callie Zipple - November 14-16 is the Volunteer Leaders' Summit in Washington DC. June 23 -26 SHRM Annual Conference & Expo in Vegas. September 1st is deadline for the Pinnacle Award. Lots more forums and conferences, dates are included in packets. It's important to send volunteer leader updates throughout the year to our MEA. Getting Talent Back to Work is about background screening process in order to be able to have people released from prison back in the work force. You are encouraged to go through SHRM competency self-assessment for your professional development. There are three Specialty Credentials, CA Employment Law, Talent Acquisition and People Analytics. HR department of One and U.S. Immigration are coming soon. Callie reviewed Quarterly Membership Reports, the reports are sent to State Council Directors, State Council Membership Directors, Chapter Presidents and CMPs. There is \$20 discount for SHRM membership (new or renewing), use STATE20 code.
7. Director Reports:

SHRM Foundation/Philanthropy- Jeff Nally reviewed the two handouts. It's time for nominations for the Lyle Hanna Volunteer Spirit award. Deadline is May 2019. Recipient will be recognized at the State Conference and again leadership conference. In 2018, KY SHRM was #3 with \$18,732.74! Goals for 2019 were reviewed, please see handouts. There will be a book nook at the KY SHRM State Conference, August 28-30, 2019. Needing 15 volunteers, sign- up sheet will go out in the summer. Start getting your chapter members interested.

Patrick announced that at the November conference we learned SHRM and JAG partnered and KY is a pilot. JAG is Jobs for America Graduates. Lexington, Louisville and Bowling Green are the pilot cities. They had one meeting and a representative from JAG will be at the chapter meetings. They are trying to obtain more volunteers to mentor at the high schools.

Speakers are booked for the Leadership Conference. It's going to be a working conference. Dr. Brad Shuck and Colene Elridge are the speakers. There will be a workbook to use. Conference will be December 11-13 in Covington, KY.

PR- Rita shared about the monthly newsletter and magazine. Please let Rita know who the PR person is, she needs chapter meeting dates, speaker information for program and other things to share. Topics to include may be pulse points, member profile, HR tip, Best Places to Work article from members who have been recognized. Photos for social media, use #KYSHRM.

KYSHRM Growth- Scott reviewed history of our relationship with KY Chamber. We would like to increase support to all the chapters. From our Strategic Planning and discussions with KY Chamber an Executive Director position came forth. Executive committee has reviewed proposal from the KY Chamber. The job description of this role was reviewed with attendees. The split of hours from this position would be about 18 hours per week for KY SHRM State Council. We are currently paying approximately \$22K per year. We would be able to take advantage of things that the KY Chamber offers with the salary of \$35K for first year, \$37K second year and \$43K for the third year. The candidate will also have full benefits offered by the Chamber and have dual reporting structure. Motion to move forward with Executive Director was made by: John Hall Seconded by: Jeff Nally. Motion Carried.

Budget discussion: Modify budget by \$800 to accommodate current donations. Amy made request to modify the budget included in packet. Motion made by: Rita Johnson and Seconded by Lynn Ingmire.

Next meeting will be in April at the Best Places to Work.

Motion to adjourn by Susan Simmons and Seconded by Lynn Ingmire.

Motion carried meeting adjourned.