



## MINUTES

Human Resource Professionals of Central PA  
(SHRM Chapter #0644)  
Board of Directors Meeting  
February 8, 2011

The Human Resources Professionals of Central Pennsylvania Board of Directors met on Tuesday, February 8, 2011, at the Pennsylvania Medical Society, Harrisburg, Pennsylvania.

The following Board members were present: Karen Young, Gary King, JoAnn Ponessa, Rob Baker, Amber Bernot, Tom Dardick, Cathy Tama-Troutman, Tina Fincher, Kara Eppley, Kim Hunt Sara Kennedy, Ben Allatt, Brad Teahl

The following Board Members were absent: , Andrew Sholly

*Welcome: Karen Young welcomed all members of the Board.*

### Call for

#### **1. Approval of Board meeting minutes from January**

- a. Kara made a motion to accept minutes as presented, Ben seconded, everyone accepted them as proposed.

### **Treasure's Report- Gary King**

- December financials not yet available, should be available by February;
  1. Board credit card – AMEX requires a personal guarantee. Karen said while she trusts the treasurer, no one should have to give a personal guarantee. Karen recommends we stick with current reimbursement process, but she is going to check with PA State council to see what they do.

### **Strategic Plan**

Karen continued the Myles Miller discussion – last discussion was lunch n learn sponsorship (not done before); ad on HR pages; or should we just pay him? Are we setting a precedent if we pay him? Rob brought up that Myles volunteered his time – as do other speakers that we do not pay or give sponsorship to, Karen countered that other speakers have the ability to get in front of the chapter, Sara brought up that we may want to move forward with him, and request a fee schedule from him. Tom noted that he will be in front of the chapter on April 8<sup>th</sup> at the meeting. General consensus is to not recognize now, but to potentially recognize at a later point, either by paying for services or through an announcement.

### **Old Business**

None

### **Core Leadership Areas (CLAs)**

**Conference** – Everyone received call for multi-generational panelists. Conference will be Tuesday, May 24<sup>th</sup>, venue has not been determined yet. 2 attorneys from McNees and Wallace to speak. 2 new members on the conference committee. Will be able to move forward with current committee members. Looking for ideas on breakout presenters – using Social Media to recruit. If anyone has any ideas please contact Tina.

### **Membership**

- 286 members
- Renewal – no incentive to renew; potential to send email to group that did not renew letting them know that their membership lapsed, they will no longer receive the HRPgram as of Friday, and have lost access to the database. Marty called all 100 members who did not renew. (Note: Karen to send Thank you note.)



- Exit survey for non-renewing members – Amber will email to board for feedback – added category for change of career/unemployed for reason not to renew. Sara noted that other chapters have waived fees for volunteering for those who are unemployed. Those who mark unemployed will receive a follow-up call from Bill Irwin or Jerry Anastasio.
- June agenda – begin talking about dues for 2012, also talk about incentives for early renewal
- Will switch from permanent badges to adhesive badges for February chapter meeting; board members should return permanent badges
- Suggestion to also offer new member orientation online – either WebEx or Articulate; for those people who can not attend the live orientation session
- Guest fee –they pay \$25. Amber made a motion to deduct the guest fee from their annual HRP dues provided they join by the end of the calendar month. Gary seconded the motion. All agreed as presented. Conferences also count as a meeting. Amber’s team also created a guest survey to be sent to all guests. Amber to forward to board for feedback.
- Prorated membership – if someone joins in June, should they pay a prorated fee? Karen brought up that we have the technology to do an annual membership (i.e. from anniversary date). Would be a manual process as the system does not support. Decided not to pursue.
- Ben suggested tying a “special” to an event, where they must attend the event in order to get the special. Amber will take back to committee and bring back a motion at the March meeting
- Outreach program – Ben, JoAnn, Brad and Rob need to let Amber know that they have called their members
- Rob’s firm volunteered to sponsor next networking night.

**Legal/Legislative** – update is finished, Rob will forward to Karen by the end of the week; Rob has had some increased interest in joining the committee.

**Program** – Booked for February and has been approved. March has been submitted. April will be submitted soon. Program committee will reconvene in March and book the rest of the year. The RFP has dropped off the web page. Kim will look into reposting. Survey results from January meeting, there were 20 responses.

**Professional Development** – 7 attendees at last night’s session.

**Communication** – had a 30% open rate on HRP gram; 1,527 visits in January; employment still biggest hit at 12%, meetings and networking was 11%; Committee discussed putting small articles in the newsletter to generate interest;

**List serve** – where both questions and answers could be posted; concerned people would not respond if they would be identified, instead of list serve, direct people to LinkedIn. Those who have inquiries, can use the eblast page or linkedin.

**Dawn access to back office database** – how does this impact our initiative to drive down costs? This year budgeted an increase for her. Karen made a motion to provide Med Society admin person access to the back door database. Amber and Ben seconded, Ben made a recommendation to have them sign a Confidentiality agreement. Rob will draft. All agreed as noted. Rob will have by end of week.

**Foundation**

No update.

**Workforce Development** – webinar with SHRM. Push out for Middletown received a lot of good response. Also joined Experience Harrisburg committee.

Diversity – Fit Diversity into programming – will be in September; Catch up with Tina on conference.

**New Business:**

None.

Karen made a motion to adjourn, Gary seconded.