About Us

Vision

The Human Resource Management Association of Manitoba, the largest and most vibrant Human Resources community, is recognized and respected as the premiere association and centre of business excellence for HR professionals in Manitoba.

Mission

The Human Resource Management Association of Manitoba exists to deliver rich connections to information, knowledge, professional relationships, and networks to ensure our membership can lead and contribute to the sustainable success of organizations and communities.

Values & Guiding Principles

We are committed to delivering our services and programs based on the following core values and guiding principles:

- **Leadership** is the fundamental cornerstone of our association. We lead by example and demonstrate commitment to our members and the HR profession by achieving our vision and mission with a leadership style that is respectful, collaborative, innovative, empowering, engaging and results oriented.

- We are a **Credible** organization that instills public confidence and has a strong reputation for making decisions that are based on in-depth HR knowledge, as well as concrete and tangible evidence.

- We act with **Integrity** by following through on our actions in a manner that allows us to take risks and overcome barriers, and regularly reviewing outcomes using a constructive and reflective approach.

- We are **Accountable** to our membership by listening and responding to their needs, while adhering to solid fiscal responsibility.

- We foster business **Excellence** for human resources by developing, promoting and embracing leading practices, high quality standards, and a commitment to continuous improvement.

- We are an **Inclusive** organization that is unbiased, accessible, and respectful of diversity.
The Human Resource Management Association of Manitoba (HRMAM) represents over 1,500 diverse HR and business professionals across Manitoba; HRMAM’s efforts and resources are aligned to enhance and promote the value of the Human Resource profession and HR practices across Manitoba.

HRMAM is governed by a Board of Directors that sets the strategic direction and is accountable for ensuring the long-term viability of the Association.

HRMAM’s Executive Director is responsible for delivering the board’s strategic plan. The executive director also has the key leadership role of ensuring effective collaboration between the board, volunteers, staff, and the association’s extensive membership.

The fiscal year 2009-2010 has seen the board and staff commence work on the three-year strategic plan, which had been approved and presented to the members in May 2009. Focusing on a wide range of 39 strategic and operational objectives, the board is pleased to report that significant progress has been made, and much momentum gathered, in the delivery of the plan. The work of the Association is continually focused on ensuring that all objectives add value to the members and enhance their experience with the Association.

Over the course of the year the Association moved to its new permanent premises in the heart of downtown Winnipeg on Portage Avenue. The move enabled the association to invest in modern and reliable IT infrastructure and to build the architecture necessary to move forward with the next stages of the strategic plan.

Throughout the year testing and retesting of a number of options and vendors to provide a new member Customer Relationship Management (CRM) system and front-end website took place, with the eventual choice of yourmembership.com emerging as the preferred vendor solution. The new CRM system and website will be launched on September 21, 2010 at the Annual General Meeting.

As part of the new office location, the first Learning and Development Centre, featuring audio visual and state-of-the-art teaching and conference facilities, was launched. This facility not only provides excellent learning and teaching facilities for the work of the Association, but also provides a unique opportunity for members and their organizations to gain access to a truly first-class facility for their own needs and purposes.

In addition, throughout the year, member feedback has been consistently sought from members to enable the board to revisit the concept of the HRMAM brand. The efforts of this work will be unveiled on September 21, 2010 at the Annual General Meeting when a new logo and branding experience will
be unveiled as part of the new website.

The board was very pleased to note a continual growth in the size of membership, with over 150 new members joining the association throughout the year, leading to a record level of membership at 1505. The loyalty of members, and the positive recommendations they continually make to others to join the association, is a rewarding concept.

This has been a turbulent year for the Association with a major investment in IT, infrastructure, and architecture and the board is encouraged by the continuous commitment of the members to not only share the journey but to actively participate in the work of the Association. The HR profession in Manitoba, underpinned by the networking strength and professional development work of the Association, continues to go from strength to strength, providing a unique value-add to the province of Manitoba.
Learning and Development

The Learning and Development program has continued to expand and grow, both in support of the Required Professional Capabilities of the Human Resources profession and in meeting the wider needs of the members of the Association. The Association hosted 40 learning and development events across the year which included:

- 6 Dinner meetings
- 9 Workshops & Seminars
- 2 Employment & Labour Legislation Updates
- 7 CHRP prep courses
- 1 CHRP recertification lunch and learn sessions
- 1 Exam Study Tips Lunch & Learn
- 4 Provincial events
- 8 Webinars
- 2 HR Metrics Service Demonstrations

In addition, as part of the Learning and Development portfolio, the Association partnered with colleagues in the British Columbia HR Association to launch Manitoba’s first HR metrics service. This unique program enables organizations to develop a dashboard of meaningful metrics related to HR and benchmark themselves against other provincial organizations and against similar, or other style, organizations in Canada.

The association’s first mentorship program, designed and developed principally by volunteers of the Association, was launched as a pilot program. This new initiative attracted significant interest and is being carefully assessed to ensure that the maximum benefit is obtained from the pilot program to enable a roll out of a full mentorship program later this year.

Certified Human Resource Professionals (CHRP)

The CHRP is the recognized national standard of excellence in HR. During the course of the year 147 members successfully passed the National Knowledge Exam and became CHRP Candidates. In addition 103 CHRP Candidates successfully passed the National Professional Practices Assessment and became CHRP’s. 398 HRMAM members now hold the CHRP designation. In January 2010 the Association hosted its first CHRP graduation dinner, during which all graduating CHRP’s in 2009 were recognized. The concept of a graduation dinner is now continuing on an annual basis.

Member Services

HRMAM hosted its annual golf classic tournament on June 3, 2009. For the second year in succession the event was successfully sold out and, due to the generosity of members attending the event, sufficient funds were raised to enable the Association to fund one scholarship for a university student this year. A major thank you again goes to friends at Pinnacle Staffing who helped stage manage the
event, in addition to the many sponsors and supporters who helped make the event such a success.

The Annual General Meeting was held in September 2009 and 60 members attended.

The eighth annual Excellence in Leadership Awards Gala was held on March 11, 2010 at the Delta Hotel. The sold-out event, in a new format, recognized six Manitoba organizations for their excellence in HR leadership: Canadian Wheat Board; Manitoba Hydro; Diagnostic Services of Manitoba; Options for Success, E.H. Price; City of Winnipeg. In addition three individuals were recognized as: Heather Dezan as Rising Star; Diane Wiesenthal as Innovative Practitioner; MaryAnn Kempe as Visionary Leader. Finally, the association was honored to recognize a new Life Member, Mr. Ken Earl.

Work continued throughout the year in the development of the new Customer Relationship Management database. This new initiative will see a significant enhancement in the level of support and service offered to members, in addition to dramatically improving online communication tools to assist members in networking, researching, and exchange of best practice.

The board of directors unanimously approved the first Chapter of the Association. The Chapter is based in Brandon and represents western Manitoba members. The chapter is run by a council of members and its aims are to enhance the service provided to provincial members outside the boundaries of Winnipeg in the western area. Two further Chapters are planned for the coming year.

Volunteers

HRMAM could not function effectively without the support of its members through their extensive volunteer work contributing over 5000 hours of support to the Association. Their selfless and tireless work has continued throughout the year in the following activities and committees:

- Board of Directors
- Aboriginal Initiative Committee
- Professional Designation and Recertification Committee
- Legislative Review Committee
- Mentorship Committee
- Communication Committee
- Conference 2010 Steering Committee
- Excellence in Leadership Awards (event planning) Committee
- Excellence in Leadership Awards (awards evaluation) Committee
- Golf tournament
- Nominating Committee
- Complaints and Discipline Committee
- Member Satisfaction Committee

Administration

The board welcomed two new members, Yvonne Thompson and Jen Osseni. In addition, the board said farewell to Sharon Harrald, Susan Nemec (who retired after seven years outstanding service as treasurer to the Association), and MaryAnn Kempe (who retired after service as a director, President-elect, President, Past President and a member of the National CCHRA Board of Directors).

The Association moved into its new premises at 275 Portage Avenue and opened its first Learning and Development facility. The association also welcomed a new member of staff, Jamie Kyle, who joined as an administrative assistant to cover the maternity leave period for Jennifer Hirschfeld.
2010 Conference Committee
Co-Chair:
Bev Braun-Allard, CHRP
Sarah Adkins
Natalie Bell, CHRP
Angela Berry, CHRP
Candidate
Lorie-Anne Bretecher, CHRP
Melisa Chirsky, CHRP
Candidate
Isabelle Dion, CHRP
Megan Edwards-McCall, CHRP Candidate
Irene Forrest, CHRP
Lisa Gendreau, CHRP
Janice Goldsborouguz, CHRP
Gillian Kibsey, CHRP
Candidate
George Klassen, CHRP
Brent Kurz, CHRP
Nancy Page
Vanessa Tweten
Deanne Cockell, CHRP

Aboriginal
Co-Chair: Diane Carriere, CHRP
Co-Chair: David Wynne, CHRP

Awards Evaluation
Chair: Susan Flanders, CHRP
David Binda, CHRP
Neil Fassina, CHRP
Bob Kent
Eddy Lau
Lisa Parent, CHRP
Marilyn Robinson, CHRP
Bruce Syme, CHRP

Awards Gala
Chair: Kim Pfeil, CHRP
Wendy Barlishen, CHRP
Sandra Conrad, CHRP
Susan Flanders, CHRP
Greg Genik
Kim Getty, CHRP
Karen Wachal, CHRP

Board of Directors
Board Chair:
Diane Panting, CHRP
Shandra Czarnecki
Neil Fassina, CHRP
Cathy Gamby, CHRP
MaryAnn Kempe, CHRP
Tim Kist
Susan Nemec, CA
Jen Osseni, CHRP
Catherine Schinkel, CHRP
Yvonne Thompson, CHRP
Richard Ludwick, CHRP
Jan Spak, FCHRP

Governance Review
Chair: Shandra Czarnecki
Facilitator:
Diane Wiesenthal, CHRP
Jen Osseni, CHRP
Yvonne Thompson, CHRP
Michael Bereziaik, CHRP
Michelle Haddad, CHRP
Jamie Jurczak
Gisele Marks, CHRP
Lianne Mauws, CHRP
Sean Naldrett, CHRP
Allison Nixon, CHRP
Nick Pasquarelli, CHRP
Bob Pruden
Kerry Single, CHRP
Sharon Somerville, CHRP
Kiro Stojcevski, CHRP
Kathleen Sylvestre, CHRP

CHRP Audit
Margaret Hunter, CHRP

CHRP Exam Proctor
Lead Proctor:
Greg Anderson, CHRP
Donna Harrowen, CHRP
CHRP Exam Proctor:
Wendy Barlishen, CHRP
Marie-Lynn Baryluk, CHRP
Laurie Bellay, CHRP
Kelly Boucher, CHRP
Deanne Cockell, CHRP
Nikolene Day, CHRP
Beverly Dyck, CHRP
Jodi Funk Clements, CHRP
Ed Hildebrandt, CHRP
Sean Naldrett, CHRP
Lisa Parent, CHRP
Teresa Russell
Sherri Trafford-Meunis, CHRP
Debbie Trump, CHRP
Bryan Ward, CHRP
Jill Watt, CHRP
Mike Williams, CHRP
Krista Williamson, CHRP

CHRP Exam Study Group
Facilitator:
Tanya Cole, CHRP

Complaints Investigation & Discipline
Michael Bereziaik, CHRP
Shandra Czarnecki
Cathy Gamby, CHRP

Nominating
MaryAnn Kempe, CHRP
Eileen Kirton, CHRP
Bob Pruden

Mentorship Pilot Advisory
Leah Enright, CHRP
Candidate
Cindy Blair, CHRP
Leanne Douglas
Niall Edwards, CHRP
Heather Harding, CHRP
Sharon Harrald, CHRP
Candidate

Mentorship - Research
Lily Vale-Feldman
Lisa Ballentyn, CHRP
Laurel Breault
Colleen Coates, CHRP
Leah Enright, CHRP
Candidate
Courtney Kindrat, CHRP
Eddy Lau
Yvette Price, CHRP

Member Services - Golf
Heather Allan, CHRP
Candidate
Megan Cyr
Terry Cyr
Tiffany Dueck
Carmen George
Devan Graham
Jane Helbrecht
Dean Hinther
Czarina Macalalad
Chair: Wade Miller
Nancy Robinson
Dave Vankoughnett
Sue Young

Ombudsman
MaryAnn Kempe, CHRP
Eileen Kirton, CHRP
Bob Pruden

Professional Designation
Dianne Baldwin, CHRP
Neil Fassina, CHRP
Karen Froese, CHRP
Cathy Gamby, CHRP
Colleen Johnston, FCHRP
Barbara Smith, CHRP
Bruce Syme, CHRP

Western Chapter:
Chair:
Nikolene Day, CHRP
Vice-Chair:
Jill Watt, CHRP
Harley Groutte, CHRP
Karen MacDonald, CHRP
Cheryl McClelland, CHRP
Tyler Porter, CHRP

Volunteers: 2009-2010
Review Engagement Report

To the Members of
Human Resource Management Association of Manitoba Inc.

We have reviewed the statement of financial position of Human Resource Management Association of Manitoba Inc. as at May 31, 2010 and the statements of operations, changes in net assets and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the Association.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting principles.

Winnipeg, Manitoba

August 20, 2010

Chartered Accountants

Grant Thornton LLP
84 Commerce Drive
Winnipeg, MB
R3P 0Z3
T (204) 944-0100
F (204) 957-5442
www.GrantThornton.ca
**Human Resource Management Association of Manitoba Inc.**  
**Statement of Operations**  
Year Ended May 31  
2010  
2009  
(Nota 11)  

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biannual conference</td>
<td>$ 241,377</td>
<td>$ 228,265</td>
</tr>
<tr>
<td>Membership dues</td>
<td>$ 127,110</td>
<td>$ 131,929</td>
</tr>
<tr>
<td>Professional designation fees</td>
<td>$ 66,670</td>
<td>$ 56,718</td>
</tr>
<tr>
<td>Advertising</td>
<td>$ 46,821</td>
<td>$ 55,480</td>
</tr>
<tr>
<td>Member events</td>
<td>$ 6,670</td>
<td>$ 15,209</td>
</tr>
<tr>
<td>Webinar revenue</td>
<td>$ 6,198</td>
<td>-</td>
</tr>
<tr>
<td>Rental revenue</td>
<td>$ 3,175</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$ 686,539</td>
<td>$ 870,125</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising</td>
<td>$ 12,663</td>
<td>$ 2,072</td>
</tr>
<tr>
<td>Bad debt</td>
<td>$ 824</td>
<td>-</td>
</tr>
<tr>
<td>Bank and visa charges</td>
<td>$ 17,417</td>
<td>$ 14,080</td>
</tr>
<tr>
<td>Biannual conference</td>
<td>-</td>
<td>$ 181,044</td>
</tr>
<tr>
<td>Business development</td>
<td>$ 10,449</td>
<td>$ 4,422</td>
</tr>
<tr>
<td>CCHRA</td>
<td>$ 87,221</td>
<td>$ 86,450</td>
</tr>
<tr>
<td>Committees</td>
<td>$ 3,736</td>
<td>$ 7,378</td>
</tr>
<tr>
<td>Consulting fees</td>
<td>$ 10,475</td>
<td>$ 56,679</td>
</tr>
<tr>
<td>CSAE membership</td>
<td>-</td>
<td>$ 395</td>
</tr>
<tr>
<td>Depreciation</td>
<td>$ 26,839</td>
<td>$ 2,957</td>
</tr>
<tr>
<td>Insurance</td>
<td>$ 2,229</td>
<td>$ 2,304</td>
</tr>
<tr>
<td>Interest on capital leases</td>
<td>$ 9,230</td>
<td>-</td>
</tr>
<tr>
<td>Member services</td>
<td>$ 66,017</td>
<td>$ 63,660</td>
</tr>
<tr>
<td>Office and courier</td>
<td>$ 15,051</td>
<td>$ 7,408</td>
</tr>
<tr>
<td>Printing, postage and stationery</td>
<td>$ 8,916</td>
<td>$ 9,074</td>
</tr>
<tr>
<td>Professional development events</td>
<td>$ 63,034</td>
<td>$ 65,993</td>
</tr>
<tr>
<td>Professional fees</td>
<td>$ 15,986</td>
<td>$ 2,679</td>
</tr>
<tr>
<td>Recovery of CCRHA loan</td>
<td>-</td>
<td>(7,522)</td>
</tr>
<tr>
<td>Rent and occupancy costs</td>
<td>$ 82,877</td>
<td>$ 8,288</td>
</tr>
<tr>
<td>Repairs and maintenance</td>
<td>$ 4,583</td>
<td>-</td>
</tr>
<tr>
<td>Security</td>
<td>$ 282</td>
<td>-</td>
</tr>
<tr>
<td>Sponsorships</td>
<td>$ 3,000</td>
<td>-</td>
</tr>
<tr>
<td>Technology and training</td>
<td>$ 465</td>
<td>$ 6,992</td>
</tr>
<tr>
<td>Telephone</td>
<td>$ 13,174</td>
<td>$ 6,764</td>
</tr>
<tr>
<td>Travel</td>
<td>$ 10,318</td>
<td>$ 13,165</td>
</tr>
<tr>
<td>Wages and employee benefits</td>
<td>$ 308,713</td>
<td>$ 265,869</td>
</tr>
<tr>
<td>Website</td>
<td>$ 9,643</td>
<td>$ 3,879</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$ 783,142</td>
<td>$ 804,030</td>
</tr>
</tbody>
</table>

(Deficiency) excess of revenue over expenditures  
$ (96,603)  
$ 66,095  

Human Resource Management Association of Manitoba Inc.
Statement of Changes in Net Assets
Year Ended May 31
(Unaudited)

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unrestricted</td>
<td>Capital Asset Fund</td>
</tr>
<tr>
<td>Balance, beginning of year</td>
<td>$ 395,928</td>
<td>$ 13,093</td>
</tr>
<tr>
<td>(Deficiency) excess of revenue over expenditures</td>
<td>(69,764)</td>
<td>(26,839)</td>
</tr>
<tr>
<td>Interfund transfer for capital asset purchases</td>
<td>(349,721)</td>
<td>349,721</td>
</tr>
<tr>
<td>Transfer to restricted net assets (Note 9)</td>
<td>(83,000)</td>
<td>-</td>
</tr>
<tr>
<td>Balance, end of year</td>
<td>$ (106,557)</td>
<td>$ 335,975</td>
</tr>
</tbody>
</table>
Human Resource Management Association of Manitoba Inc.  
Statement of Financial Position
May 31 2010 2009
(Unaudited)

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 133,896</td>
<td>$ 70,089</td>
</tr>
<tr>
<td>Temporary investments</td>
<td>105,252</td>
<td>441,569</td>
</tr>
<tr>
<td>Receivables (Note 4)</td>
<td>124,787</td>
<td>109,389</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>54,430</td>
<td>17,417</td>
</tr>
<tr>
<td><strong>Total Current</strong></td>
<td>418,365</td>
<td>638,464</td>
</tr>
<tr>
<td>Term deposits (Note 5)</td>
<td>144,361</td>
<td>138,489</td>
</tr>
<tr>
<td>Capital assets (Note 6)</td>
<td>335,976</td>
<td>13,093</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$ 898,702</td>
<td>$ 790,046</td>
</tr>
</tbody>
</table>

| **Liabilities**        |         |         |
| **Current**            |         |         |
| Accounts payable and accruals | $ 84,499 | $ 5,582 |
| Current portion of obligation under capital lease (Note 7) | 25,024 | - |
| Deferred revenue (Note 8) | 217,372 | 218,443 |
| **Total Current**      | 326,895 | 224,025 |
| Obligation under capital lease (Note 7) | 102,389 | - |
| **Total Liabilities**  | 429,284 | 224,025 |

| **Net Assets**         |         |         |
| Restricted (Note 9)    | 240,000 | 157,000 |
| Invested in capital assets | 335,975 | 13,093 |
| Unrestricted           | (106,557) | 395,928 |
| **Total Net Assets**   | 469,418 | 566,021 |
| **Total**              | $ 898,702 | $ 790,046 |

Commitment (Note 10)

On behalf of the Association

Director
