VISION
Human Resource Management Association of Manitoba's Vision is to be the provincial voice of human resources in Manitoba and Canada.

MISSION
Human Resource Management Association of Manitoba's Mission is to enhance and promote the value of the human resource profession and practices across Manitoba.


Human Resource Management Association of Manitoba (HRMAM) represents over 1,200 diverse HR Professionals and business people across Manitoba. In achieving our vision to be the provincial voice of human resources in Manitoba and Canada, our efforts and resources are aligned to enhance and promote the value of the human resource profession and practices across Manitoba.

The volunteer Board of Directors sets the strategic direction of the Association and is accountable for ensuring the long-term viability of the Association and value-added services are delivered to the members.

The Executive Director is the Board's link to the operations of the Association and works with the Board, volunteers and staff to achieve the organization’s mission and vision.

BUSINESS ACTIVITIES
In the fall, members were asked for their input on the direction and strategic priorities for this year and beyond. Based on the feedback received, the Board renewed the Association's strategic plan with the development of six business objectives and the creation of strategic actions to support the goals:

1. Learning & Professional Development: Continue to build our learning and development capacity in order to enhance our members' competence and confidence.

2. Services: Provide members with exceptional value-added services that are new or enhanced a) in response to member feedback and suggestions and b) in a proactive way to address trends.

3. Marketing: Continue to develop and implement a communication, branding and marketing strategy in order to raise the image and profile of the profession and the Association.

4. CHRP: Increase the profile of the CHRP in order to encourage members to become certified and encourage employers to value the designation.

5. Alliances & Partnerships: Continue to build alliances and partnerships with other relevant organizations in order to leverage our size, share costs and capitalize on the strengths of such organizations to optimize service to our members.

6. Voice: Continue to build our capacity to be..."the provincial voice of human resources in Manitoba and Canada".

Human Resource Management Association of Manitoba
The following summaries highlight the many value-added services and activities accomplished by the Association during the 2006/07 year.

LEARNING & PROFESSIONAL DEVELOPMENT

The Strategic Advisory Council (SAC), chaired by Betty Black, was established in 2006 to provide strategic advice, expertise, guidance and recommendations for learning and professional development opportunities at all levels of professional practice. The Council fulfilled its mandate to establish a firm foundation for the L&D portfolio and was disbanded as a standing committee of the Board. SAC members will continue to provide advice and guidance as needed.

The philosophy and focus developed for the L&D program includes:

• Programming will focus on the Required Professional Capabilities (RPCs) of practice for the human resources profession as defined by the Canadian Council of Human Resources Associations.
• Partnerships will be formed with learning organizations known for their expertise in specific HR and business areas.
• HRMAM will facilitate the sharing of best practices, lessons learned, differing viewpoints and examples from successful companies in Manitoba and across Canada.
• Flexible learning opportunities will be offered for members through practical, skill-building workshops, online resources, a bi-annual conference and networking events.
• Workshops will include opportunities for interaction, active learning and practical skill building.

Program highlights of the year include:

HR Professional Skill Development Workshops
Seven workshops were delivered focusing on the RPCs. Topics included HR metrics, HR computer investigations, negotiation skills and CHRP Exam Prep Courses.

Business Skill Development Workshops
Two workshops were held – Finance for Non-Financial Managers and Project Management for HR.

Human Resource Management Overview Course
In partnership with the University of Winnipeg's Continuing Education Division the Human Resource Management Overview course was held in the spring and fall.

Dinner Meetings
L&D coordinated three dinner meetings with the focus on motivational topics, current issues and networking opportunities. Topics included managing change, the hiring of immigrant professionals and HRIs role in corporate strategic planning.

Executive Round Table
Managed as a forum for senior human resource leaders in Manitoba, the ERT group coordinated one lunch meeting on corporate values and branding.

Branding/Hot Topics
Six hot topics sessions on emerging issues of importance to our members were delivered with topics including: HR Compensation Survey Results, HR's role in business continuity planning and pandemic preparedness, changes to the employment standards code and changes to the workplace health and safety regulations.

HR for Small- and Medium-Sized Enterprises
With funding support from Industry Training and Partnerships, HR resources were developed for small- and medium-sized enterprises. Seventeen workshops were delivered in partnership with Canada/Manitoba Business Service Centre.

HRMAM Conference 2006
HR Connected – Business, People, Partnerships was the theme of our bi-annual conference held in October. 350 delegates, 38 exhibitors, and 22 sponsors had the opportunity to learn and network at the 20 breakout sessions and workshops, two keynote speaker presentations, one executive panel, and one table-talk session. HRMAM gratefully acknowledged the sponsors and business partners who helped make the conference a great success.

SERVICES

It has been a busy year for Membership Services, with Cindy Graham moving on and Catherine Schinko entering into the role as interim chair. We added some new talent to the committee – Wade Miller stepped forward to bring back Winnipeg’s golf tournament, and Janine Oliver agreed to fill the shoes of Cec Hancz as Chair Excellence in Leadership Awards, a position Cec held for the past four years. The changes will continue into 2008 as we implement a reorganization of committee duties and recruit for some key positions including Chair, Member Satisfaction.

Key accomplishments, by subcommittee include:

Member Engagement
• Launched a New Member Orientation Program.
• Conducted 186 interviews with members who had let their membership lapse, resulting in 96 renewals.
• Researched membership programs in other Provincial Associations.

Student & Volunteer Services
• Filled volunteer opportunities: Government Relations Committee, Golf Chair, Chair Excellence in Leadership Awards and Conference Committee Co-Chairs.
• Hosted HRMAM’s first networking event in February – a Mexican night at Johnny G’s.
• Represented HRMAM at the UMHRA wine & cheese in January.
• Organized the 2007 AGM at Fort Whyte.
• Presented the scholarship award to Courtney Griffith.

Special Events
• Hosted the 8th annual Excellence in Leadership Awards event and recognized 12 Manitoba companies before a sold out audience.
• Relaunched the Golf Tournament for 2008.
MARKETING

HRMAM developed a branding theme that strongly identified who the Association is and what we do. As a result, HRMAM has been updating and creating communication pieces with the new brand identity. A Market Share Report was commissioned to assess the membership growth potential for HRMAM. The information compiled will be further explored and incorporated into our marketing strategy for future growth.

CHRP

284 members hold the CHRP designation, including five members who have been awarded the FCHRP designation. In addition, 89 members are working towards the designation having achieved the status of CHRP Candidate. This year, 127 members wrote the National Knowledge Exam (NKE), and 61 wrote the National Professional Practice Assessment (NPPA). Thirty-six recertification applications were reviewed and approved and the first annual audit of recertification applications was implemented.

Two committees were established for the enforcement of the National Code of Ethics:

- Complaints, Investigation and Discipline Committee will receive, investigate and determine the appropriate remedies for complaints alleging a CHRP member has violated the National Code of Ethics.
- Appeals Committee will respond to appeals arising from decisions rendered by the Complaints, Investigation and Discipline Committee and the Professional Designation Committee.

Working in cooperation with the BC Human Resources Management Association, exam preparation courses were offered in Winnipeg for the NKE and NPPA.

Spearheaded by the CHHR, HRMAM participated in a nationwide task force to increase the database of NPPA questions. The initiative began in September and is slated to run for two years.

HRMAM continues to be called upon to review the curriculum of new/revised educational programs as they relate to the Required Professional Capabilities (RPCs). As well, the Professional Designation Committee sits on the National Recertification Committee, ensuring we take a consistent approach with the recertification process and interpretations across the country.

HRMAM MEMBERSHIP STATISTICS

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>1226</td>
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<tr>
<td>2006</td>
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<tr>
<td>2005</td>
<td>1097</td>
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<tr>
<td>2004</td>
<td>1049</td>
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<tr>
<td>2003</td>
<td>1022</td>
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CHRPS AND CANDIDATES

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<tr>
<th>Year</th>
<th>CHRPs</th>
<th>Candidates</th>
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<td>2007</td>
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<tr>
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<tr>
<td>2005</td>
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<td>2004</td>
<td>224</td>
<td>104</td>
</tr>
<tr>
<td>2003</td>
<td>220</td>
<td>104</td>
</tr>
</tbody>
</table>
ALLIANCES & PARTNERSHIPS

Aboriginal

In March 2006, HRMAM signed a partnership agreement with the Assembly of Manitoba Chiefs (AMC). The partnership reflects a commitment from both parties to advocate for higher employment levels of First Nations people and to promote the value and practice of the Human Resource profession. AMC and HRMAM recognize that a strong, effective workforce should reflect the diversity of the population and the First Nations people in Manitoba represent a significant demographic group of Manitoba’s population, currently underrepresented in the provinces’ workforce. HRMAM offered two workshops to support this initiative, one of which was a diversity workshop presented by members from MPI.

The Business Source partnership was launched in September offering members a business book summary service offering the best ideas from the top business books.

Access Advantage was launched last June. Sponsored by the Canadian Council of Human Resources Associations (CCHRA) this program offers members access to an online bookstore and partners offering member discounts and benefits such as hotels and car rentals.

VOICE

The Government Relations Committee met monthly (approximately) throughout the year; its first complete year of existence. It addressed changes to Employment Standards and Workplace Safety & Health legislation. The Committee chair, together with the HRMAM president, presented public education on the legislative changes to HRMAM members in regular programs in Winnipeg and Brandon in January and February respectively. New members added enthusiasm and experience to the Committee. However, we were saddened by the untimely passing of Shaun Chapko, who had been a leading contributor to the Committee.

The Committee approved HRMAM’s support of LabourWatch Canada, a website supplying useful information to employees who have difficulty obtaining information and advice on workplace issues. In March in Ottawa, the Committee chair attended the inaugural meeting of the Government Relations Chairs from across Canada. As the year approached its end, the Committee returned its focus to labour relations and human rights issues, as well as employment standards.

VOLUNTEERS

On behalf of the Board of Directors, we extend a sincere thank you to our volunteers who generously gave their time, passion and energy to the Association.

Submitted by HRMAM Board of Directors:

- MaryAnn Kempe, CHRP, President
- Diane Wiesenthal, CHRP, President-Elect
- Diane Panting, CHRP, Treasurer
- Susan Nemec, CA, Treasurer
- Cathy Gamby, CHRP, Professional Designation
- Dave Leach, CHRP, Communications & Public Relations
- Greg Galler, New Business Ventures
- Catherine Schulin, CHRP, Membership Services
- Grant Mitchell, QC, Government Relations

Board of Directors

President: MaryAnn Kempe, CHRP
President-Elect: Diane Wiesenthal, CHRP
Treasurer: Susan Nemec, CA

Professional Designation: Cathy Gamby, CHRP
Communications & Public Relations: Dave Leach, CHRP
New Business Ventures: Greg Galler, CHRP
Membership Services: Catherine Schulin, CHRP
Government Relations: Grant Mitchell, QC

Aboriginal Initiative

Co-Chair: David Wyman, CHRP
Co-Chair: Diane Carriere, CHRP
Membership Services: Catherine Schulin, CHRP
Government Relations: Grant Mitchell, QC

Board and Committee Members 2006-2007

Excellence in Leadership

Chair: Sue Spaeter, CHRP
Wendy Barlow, CHRP
Bruce Syme, CHRP

Learning & Professional
Development

Chair: Lynda Anderson, CHRP
Wendy Barlow, CHRP
Wendy Barlow, CHRP

Strategic Advisory Council, L&PD
Chair: Rachel Black, CHRP
Harold Falk
Helen Holmby
Bob Proulx
Justine Rempel, CHRP
John Scott, CHRP

Conference

Co-Chair: Ben Rempel
Co-Chair: Ken Blakeney, CHRP
Gill Cawley
Janice Goldsborough
Pascalina Greco
Sharon Harnad
George Hattersley
Colleen Thompson
Alan Throdahl

Memberships Services

Chair: Cindy Graham, CHRP
Chair: Catherine Schulin, CHRP
Dorothy Chadwick
Matt Bajdric, CHRP Candidate
Shanessa Ferguson, CHRP Candidate
Leanne Kendall, CHRP
Laura Kost, CHRP
Barb Leask, CHRP
Wade Miller
Doug Pollock
Pat Borgianni
Jennifer Scott, CHRP
Horsham Shon, CHRP
Kerry Single
Marnie Tovey
Eileen Trott, CHRP
Shain Wolfson

Debra Zier-Vogel, CHRP
May 16, 2007

To: HRMAM Members

From: Susan Namec, CA
Treasurer HRMAM

Subject: Financial Statements
June 1, 2005 to May 31, 2006

We have attached extracts of the annual financial statements reviewed by Grant Thornton LLP, Chartered Accountants as follows:

Page 1: Review Engagement Report

Page 2: Statement of Operations
Indicates an excess of revenue over expenses for the year of $31,910.

Page 3: Changes in Net Assets
Reflects unrestricted net assets of $170,598 plus restricted net assets of $120,000.

Page 4: Statement of Financial Position
Indicates the assets, liabilities and net assets at May 31, 2006.

If you would like a complete copy of the annual financial statements, please contact Lori Fenn, Executive Director at (204) 943-2836.

The financial statements for June 1, 2006 to May 31, 2007 will be available in the fall of 2007.

Grant Thornton
Chartered Accountants

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, 2006 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, Canada
July 19, 2006

Chartered Accountants

Human Resource Management Association of Manitoba Inc.
336 St. Mary Avenue
Winnipeg, Manitoba R3C 0N1
Phone: (204) 943-2836 Fax: (204) 943-1109
Email: hrmam@hrmam.org Website: www.hrmam.org
Human Resource Management Association of Manitoba Inc.
Statement of Changes in Net Assets
Year Ended May 31
(Unaudited)  

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
</tr>
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<tbody>
<tr>
<td>Unrestricted</td>
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<tr>
<td>Restricted</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance, beginning of year</td>
<td>$258,688</td>
<td>$174,306</td>
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<tr>
<td>Excess of revenue over expenditures</td>
<td>$31,910</td>
<td>84,362</td>
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<tr>
<td>Transfer to restricted net assets (Note 6)</td>
<td>$(120,000)</td>
<td>$(120,000)</td>
</tr>
<tr>
<td>Balance, end of year</td>
<td>$170,598</td>
<td>$258,688</td>
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</table>

Human Resource Management Association of Manitoba Inc.
Statement of Financial Position
May 31
(Unaudited)  

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2005</th>
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<tbody>
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<td></td>
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<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$195,825</td>
<td>$129,907</td>
</tr>
<tr>
<td>Temporary Investments</td>
<td>$215,114</td>
<td>$214,743</td>
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<tr>
<td>Receivables (Note 4)</td>
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<td>$51,417</td>
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<tr>
<td>Prepaid expenses</td>
<td>$17,311</td>
<td>10,785</td>
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<tr>
<td>Total</td>
<td>$517,219</td>
<td>$406,762</td>
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</table>

<table>
<thead>
<tr>
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<th>2006</th>
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<td>Liabilities</td>
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<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accruals</td>
<td>$1,591</td>
<td>$34,365</td>
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<tr>
<td>Deferred revenue (Note 5)</td>
<td>$229,117</td>
<td>$113,819</td>
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<tr>
<td>Total</td>
<td>$230,708</td>
<td>$148,064</td>
</tr>
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</table>

Net Assets
Restricted (Note 6) | $155,060 |
Unrestricted        | $70,598  |
Total               | $225,658 |

Commitment (Note 7) | $617,219 | $406,762 |

On behalf of the Association

[Signatures]

See accompanying notes to the financial statements.
HRMAM CANDIDATES FOR BOARD OF DIRECTORS - MAY 2007

CATHY GAMBY, CHRP

Nomination for Professional Designations Committee, HRMAM

Cathy has been a member of HRMAM for 17 years and a member of the Professional Designation Committee since 2001. She was appointed to the position of Director Professional Designation (CHRP) in 2004.

Cathy is Director Human Resources for TruServ Canada Cooperative where she has been employed since 1996. Cathy holds a Bachelor of Commerce, Honours, and a certificate in Human Resources from the University of Manitoba.

CATHERINE SCHINKEL, CHRP

Nomination for Membership Services, HRMAM

Catherine has been a member of HRMAM for 12 years and was appointed as Interim Director Membership Services in 2007. Catherine's volunteer experience with HRMAM includes member on the Website Development Committee and Chair of the Conference Marketing Committee.

Catherine is Director Human Resources for SYSCO Food Services of Winnipeg. Catherine has been active in the community. Catherine holds a Bachelor of Commerce, Honours, from the University of Manitoba, majoring in human resources and marketing.