

The Official Newsletter of HR Tampa

Leading Others Through Change

November Sponsor



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December Sponsor



Organizations in today's chaotic business environment recognize that the ability to effectively manage change is not only a strategic advantage, but also an essential to doing business successfully in the 21st century. Leaders need to be aware of their attitudes toward, and abilities for, leading others through organizational change. It takes both effort and practice to develop effective Change Leadership skills, but the payoff will be worth it.

Join us for this informative session where we will recognize the purpose for proactive leadership, develop skills and apply techniques for leading through change, as well as discuss the benefits of leading through, rather than enduring, change.

- **Location:** Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609
- **Date:** Wednesday, November 17th, 2010
- **Time:** 5:30pm



HR Tampa can now be found on Facebook and LinkedIn. Just search for HR Tampa. However, you must be a HR Tampa member to join.



SHRM Chapter #0074

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"In everyone's life, at some time, our inner fire goes out. It is then burst into flame by an encounter with another human being. We should all be thankful for those people who rekindle the inner spirit."

-Albert Schweitzer

A Time for Thanks

As we approach Thanksgiving, many of us will gather with family and friends, watch the Macy's Thanksgiving Day Parade, then some football and eat way too much. We will also sit around and reflect on days gone by and retell those funny family stories. Most likely some of those stories will include family or friends who have since passed away. These stories and experiences are important as these family members and friends all helped to shape us into the people we are today.

It is also good to every once in awhile sit back and take a look at where you are and how you got there. We may reflect on our struggles and sacrifices and sometimes it makes sense why we experienced what we did and sometimes the answers are still not evident. In the book *Be Thankful* it states, "Be thankful for each new challenge, because it will build your strength and character." I don't know about you, but sometimes I want to say "Okay, okay, I've got enough character by now!"

As you reflect on your life experiences, I am sure each of you can name individuals who have been influential in your life. Perhaps it was a parent, spouse, sibling or friend that mentored and encouraged you

to do your best and reach the goals beyond what you thought possible. Perhaps it was a supervisor or co-worker that saw a quality in you that no one else took the time to see. Have we ever stopped to express our gratitude to those individuals? Did we thank them for "rekindling our inner spirit?" We take it for granted that these special individuals will always be around and there will always be time to say thank you. Unfortunately, that is not always the case.

During this holiday season, I encourage you to take a few moments to express your gratitude and appreciation to those individuals who have influenced your life. Pick up the phone, send a note, perhaps even send an email or text to tell them how they made the difference in your life. We should never be too busy to say thank you to those special people.

***May you and your family
have a blessed Thanksgiving!***

"Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow"

-Melody Beattie

Lisa Murfield,
MBA, SPHR, GPHR
President, HR Tampa



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John Fay
Leadership Trainer
RedRock Leadership

Prior to joining RedRock Leadership, John served as the General Manager for a large local furniture retailer. His experience in leading employees and growing a business, while simultaneously managing sales, customer service, recruiting, hiring, and training, serves as valuable insight in training fellow business leaders.

John attended the University of Massachusetts, where he earned a Bachelor of Science degree in Political Science. He attributes his leadership foundation to the years he served as a manager for the United Parcel Service in Massachusetts. John left UPS to pursue a sales career in telecommunications with a start-up company. His success brought him to the top of the ranks and back into team management before relocating to Florida. John owned a recruiting company for several years. His experience affords him the ability to understand the business-to-business environment, as well as the retail world. John is also a self-published author and retired skydiver. He and his wife, Diana, live in Carrollwood and they are expecting their first child soon.

Joint Diversity Meeting With SHRMA



Joint Diversity Meeting HR Tampa / SHRMA – October 20th

Diversity Business Integration and Sustainability (B.I.S.): Diversity 3.0

William Rolack, Director, Global/Marketplace Diversity & Inclusion of Adecco Group North America presented at the recent **Joint HR Tampa / SHRMA Diversity Meeting on October 20, 2010**. William delivered an enlightening presentation that prompted many questions and a lively discussion among the over 100 attendees.

The presentation offered the audience many new perspectives on diversity – as a differentiator, an engagement tool and a competitive business advantage for those companies who have learned how to leverage diversity with key stakeholders.

William presented the evolution to Diversity 3.0 and effective business integration strategies, tools and action steps to achieve key performance measures and outcomes. Internal case studies were reviewed to demonstrate Diversity ROI and how diversity can be positioned as a profit generator.

In conclusion, William offered the following summary steps:

- Baseline engagement of middle managers and other key stakeholders around diversity
- Establish middle manager diversity council(s) and other diversity councils
- Implement Diversity Value Leadership or similar engagement training
- Measure impact of training on baseline engagement of middle managers and other key stakeholders around diversity

Any members who would like further information or are interested in a copy of William's presentation, please contact Janet Foster of Lee Hecht Harrison at 813-998-3763 or Janet.Foster@lhh.com





Day Inside The Beltway



HR Tampa once again participated in the Day Inside The Beltway Program. The Day Inside The Beltway program provides SHRM members the unique opportunity to travel to our Nation's capital for a day of legislative and regulatory meetings and briefings.

As most of you know, we held a drawing for HR Tampa members interested in participating in the program. 35 members expressed interest in the program and the lucky attendees were Debbie Dube, Sandra Koch, Kim Boulahanis, Layla Jamil, and Maureen Stanton.

We arrived at SHRM headquarters the morning of October 20th and were met by Robert Carragher, SHRM's Manager of Government Relations, and Michael Layman, SHRM Manager of Employment and Labor Legislation. After a tour of the SHRM corporate offices, Bob and Michael briefed us on the issues we would be discussing with our legislators during our visits to Capitol Hill. During these visits, we focused on Section 127, Employer-Provided Educational Assistance, which is due to expire 12/31/10, and we discussed our views on the Paycheck Fairness Act.

Our Hill visits included meetings at the offices of Senator Bill Nelson, Senator George Lemieux, Congresswoman Kathy Castor, and Congressman Adam Putnam. At the end of the day, we felt that the visits were definitely worthwhile. Our Legislators were receptive and most interested in hearing how pending legislation could potentially impact the HR profession and the business community.

Here's what a few of the other attendees had to say about the experience:

From Sandra Koch: "What an honor it was to visit the SHRM headquarters and our government representatives. I did not realize the magnitude of SHRM's involvement at the national level. We were able to "Be the Voice" by learning how to express our first-hand experience so that we could be

educating our representatives from an HR business perspective. While I have been actively writing my senators and representatives, it motivated me to do more. I have already signed up for the Advocacy team. Everyone experience this! Thank you, HR Tampa, for the fabulous opportunity!"

Maureen Stanton added "I am really grateful for the opportunity to represent and discuss issues that would impact us and other HR professionals. The trip really opens your eyes to what an effect we could and do have on legislation. Wow!"

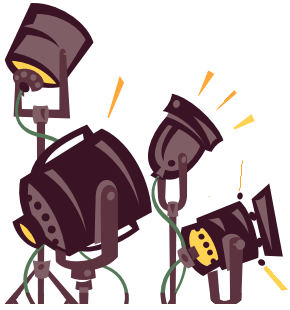
Layla Jamil commented that: "The Day Inside the Beltway was an awesome experience! I am proud to be an HR Tampa and SHRM member and have a greater appreciation of the work that has to be done to get our voices heard. Thank you to HR Tampa for allowing me the opportunity to help speak to our representatives about Section 127 and our concerns about the Paycheck Fairness Act. This will be an experience that I will never forget."

Reminder: While not all of us can attend the Day Inside the Beltway trip each year, every single one of us can make an impact through the SHRM Advocacy initiatives. For more information, please visit <http://www.shrm.org/Advocacy/Pages/default.aspx>

Debbie Dube,
MS, SPHR,
Legislation Director



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The Diversity Committee is looking for Tampa companies that are making a difference because they celebrate diversity. We will be choosing one company per month to feature in the Newsletter. In December, The HR Tampa Diversity committee will select one of the companies featured throughout the year as the recipient of the HR Tampa Diversity Award. If you would like to nominate your company, or know of a company who should be featured, please contact Interim Director Ana Swiger for details, aswiger@travelers.com



Ana Swiger,
Interim Director of Diversity

November Diversity Spotlight



Community Tampa Bay is a five year old agency carrying forward a 60 year strong mission. Formerly a regional office of the National Conference for Community and Justice, the agency became an independent 501(C)3 in 2005. There is a proud and long history and solid reputation in working toward a community free from discrimination for all members in Tampa Bay.

Before coming to Anytown, I had never even heard of, let alone engaged in, dialogue about concepts such as the system of advantage, nor did I understand what the term LGBTQ entailed. I was naive. I stereotyped others, placing them into categories in which they did not belong. Never could I have imagined that in the span of five days, my life, attitude toward others, and sense of self would be impacted in such a profound way. Never have I felt such a strong sense of belonging, purpose, and family as I did during my stay at Anytown. Now that I am an Anytown counselor, every summer I ambush buses full of incoming delegates, skip around singing crazy songs during songfest, and, most importantly, instill in the delegates the same value of respect for all cultures, religions, and races that was instilled in me. After all, as the Anytown theme-song goes -- "yellow, black, white, red, or brown, makes no difference when you come down to Anytown!"

Victoria Humphrey, Anytown Graduate and Counselor 2009

The mission of Community Tampa Bay is to promote dialogue and respect among all cultures, religions and races. We do this by cultivating leaders to change communities. Based in St. Petersburg, Florida, we work with individuals, groups and organizations to create an inclusive society strengthened and inspired its diversity.

As long as there is bias and bigotry fed by stereotypes and prejudice, there is work to be done. There are 51 active hate groups in Florida . This means that no matter who you are, there is a group ready to hate something about you. By influencing attitudes and behaviors through our initiatives, we lead efforts to increase communication and understanding among persons of diverse backgrounds. We openly address ignorance, fear and hatred by providing safe havens for meaningful dialogue. Yes, we try to change the world – one person at a time. We foster a community of socially responsible and caring citizens by empowering individuals to become genuine agents of change in their communities. We envision a community free from discrimination in which every individual is treated with dignity and respect. We include every individual, regardless of their race, faith, ethnicity, gender, sexual orientation, age and physical or mental ability. Whatever one's political, religious or other convictions, discrimination and intolerance are always wrong. It is understood that our purpose as an agency is best met when our core values are apparent in the way of work of our staff, board, volunteers and programs.

We value diversity, the multiple respects in which people differ. We seek to understand our differences and also our common ground through dialogue. We value inclusion, the practice of ensuring that people feel they belong. We seek to include multiple individuals and perspectives to ensure a rich tapestry of viewpoints and ideas. We value engagement, the full participation in relationships, learning and civic service. We honor the relationships that hold emerging leaders accountable to each other and their communities. We appreciate and expect civic service from our stakeholders and each other.

The mission of Community Tampa Bay is achieved primarily through the program we are best known for: Anytown. Launched in 1991, the original Tampa Bay Anytown program continues to be the only leadership and diversity education program in the Tampa Bay region. The 20th anniversary of the original Anytown program will be celebrated in the summer of 2011. As a cornerstone, this program is complemented by our other programs: Hillsborough Youth Collaborative and Unity Days reaching over 2500 individuals each year.

Recently, the agency has received several important recognitions. The Bank of America Neighborhood Builders Award, which includes two years of organizational support to strengthen our long term sustainability, will be presented in November, 2010. Earlier this year, the WK Kellogg Foundation selected Community Tampa Bay as a partner in America's Healing Initiative and we received the WEDU "Be More Award™" for the category of Outstanding Achievement in Special Events. The award was given in recognition of our Creating the Change Together Luncheon. Finally, Community Tampa Bay received the Tampa Bay Business Journal Diversity & Inclusion Award in 2009, the only non-profit to be so recognized.

To learn more, please attend one of our free one-hour Open House Tours, held twice monthly at our offices. Contact Louanne Walters, lwalters@communitytampabay.org, 727.568.9333 for more information.

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Mentor Assistance Needed!

Workforce Readiness and College Relations will be participating in the Career and College Fest event held at the Fairgrounds by Hillsborough County Public Schools. We will offer a break session that will educate high school students on resume writing, interviewing skills, proper etiquette, and networking skills.

Workforce Readiness will offer a HR Internship program to 11th graders in January 2011 to get them acclimated to the HR discipline. We are expecting between 15-20 students to participate in the program. **We are asking for mentors to assist in being a resource for the students.** We hope to assign a mentor per student and, outside phone calls, the mentor will be required to participate in 3-4 meetings within the 12 month period. If you are interested, please contact Cheryl Brown @ 813-414-6215 or cheryl.brown@gtefcu.org.



Cheryl Brown,
MBA, PHR
Workforce Readiness



Jill Conklin, PHR,
Membership Director

Reminder from the Membership Director:

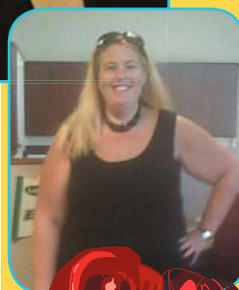
Please keep your profile current at all times, including your SHRM information. I am presently looking for Ambassadors to greet guests and new members at the monthly meetings.

If interested, please contact
Jill Conklin, PHR at
hrtampamembership@yahoo.com



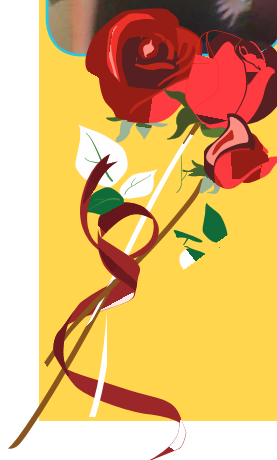
In Memory

Heather S. Blattner, MHRM, PHR, GPHR passed away on Thursday, October 21, at the age of 31. She was a member of HR Tampa and in 2006 joined Advantec as a Sr. Compliance & Strategy Focus Analyst.



In Spring of 2010, Heather led the HR Tampa GPHR Study Group. Heather was an excellent instructor and her passion for all things HR and global was evident. Each Tuesday night, her students eagerly anticipated playing the "Globalopoly" game she had created—in addition to the chocolate prizes! Heather's dedication and creativity helped all seven students to go on and pass the GPHR exam in May.

For those who knew her, we will all miss her smile, laugh and passion for life. Please keep Heather's family, friends and Advantec co-workers in your prayers and thoughts during this difficult time.



WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Joy Mitchell			
Miguel Barreto	MBA	USI Insurance Services LLC	Senior Vice President
Dennis Akers		On Azis	
Phillip Russell		Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Shareholder/Partner
Vykki Del Balle		Polu Kai Services	Human Resources Director
Elizabeth Johnson		Auro S Management	HR Director
Melissa Brannon		Shriners Hospital for Children	Director of Human Resources
Sandra Koch	PHR	Hilton Worldwide	Human Resources Manager
Kaila Aguas			
Celeste Adams		BST Global	Employee Relations Manager

New Member Orientation

The second New Member Orientation was held on Friday, October 15 at 8:00 a.m. at The Centre Club. Forty new members and board members attended the event. Dana Chatelain, District Seven Director, and Lisa Murfield, President, HR Tampa, introduced the group to SHRM, HR Florida and how HR Tampa fits into the big picture. The next New Member Orientation will be held in 2011!



Making Strides Against Breast Cancer Walk



On Saturday, October 23rd the HR Tampa Diversity Committee participated in the Making Strides Against Breast Cancer Walk of Hillsborough County, along with thousands of other walkers in a 3.2 mile walk. It was a celebration of survivorship, as well as an occasion to express hope and share goals to end a disease that threatens the lives of so many people. The support enables the American Cancer Society to save lives.

In 2009 alone, nearly 700,000 walkers across the country (90,000 in Florida) joined the American Cancer Society in a united fight against breast cancer. Together last year, they raised \$60 million through Making Strides events nationwide, nearly \$6 million in Florida alone, and they did it one donation at a time. The Funds raised through the Making Strides program help the American Cancer Society save lives in many ways. The good news is that breast cancer incidence and death rates are declining. More people are beating this disease thanks to early detection through mammograms and improved treatment methods. But there is still much more to be done.

Next year, in 2011, the HR Tampa Diversity Committee would like to toss out an HR Diversity awareness challenge – and that is to have both participation and donations increase so that our community is aware of how HR Tampa professionals support their community in the fight against breast cancer! Let's create a team to help increase awareness among our HR community, families, and loved ones to ensure more birthdays!



RAFFLE
2 Tickets to the December 5th
Bucs Game

1 ticket - \$5
 3 tickets - \$10
 7 tickets - \$20

Raffle tickets can be purchased at the
 November 17th meeting.

All proceeds benefit the SHRM Foundation!

MAKE THE DIFFERENCE!

Would you like to become more involved with HR Tampa?

Check out the exciting volunteer opportunities below and make the difference today!

Certification Committee

Want to get more involved in HR Tampa Certification? We have volunteer opportunities for study group speakers.

If you are a current certified member of HR Tampa and would like to help facilitate one or more of the study sessions, please contact Jenni Stone at (727) 242-1966 or email to certificationhrtampa@yahoo.com. The study groups meet once per week for 12 weeks to provide an overview of the major areas of Human Resources: (1) Strategic Management, (2) Workforce Planning and Employment, (3) Human Resource Development, (4) Total Rewards (formerly Compensation and Benefits), (5) Employee and Labor Relations and (6) Risk Management (formerly Occupational Health, Safety, and Security). The Study Groups focus on learning through participation and shared learning.

By helping to present at one of the study group sessions or helping with the facilitation of the study group, the individual will be eligible to receive re-certification credits.

This is a wonderful opportunity to receive re-certification credits and help others become a professionally certified member of SHRM!

College Relations Committee

The College Relations Committee focuses on the future of the HR profession, overseeing the Tampa Bay HR Student Chapter, the mentor and internship programs and career workshop.

Volunteer Opportunities Include:

- College Relations - general volunteer assisting with monthly meetings and student chapter events
- Monthly Meeting Host
- Career Workshop - resume review, mock interview, speaker, vendor or sponsor
- Become a mentor
- Host an intern

For more information, please contact Toni Mayros at tmayros@gmail.com

Diversity Committee

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

We meet on a quarterly basis at a time that is convenient for all of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Interim Director Ana Swiger at aswiger@travelers.com

Membership Committee

Do you want to be a Membership Ambassador?

If you can give an hour before the meetings to be a greeter and resource to our guests and new members, then the HR Tampa Membership team wants you! Please contact Jill Conklin, Membership Director, to find out more at hrtampamembership@yahoo.com or 813-207-8574.

Non-Dues Committee

We are seeking individuals who are willing to make a commitment and donate their time and energy to assist in promoting HR Tampa to the Hillsborough-area Community. We need forward-thinking, creative individuals with a marketing background, excellent relationship building and communication skills and a good reputation within the media. You will also need to have the support of your company since some of the projects will require the ability to work during normal business hours.

A sound understanding of social media is essential to help promote our organization through your LinkedIn, Facebook and Twitter accounts.

You must be a member in good standing of HR Tampa and SHRM. The rewards are endless if you are willing to give of your time and energy. You'll make lifetime friends while being recognized for a job well done! Email: chris.greene@shaker.com

SHRM Foundation Committee

The SHRM Foundation was founded in 1966 as a non-profit affiliate of SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.

As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

Individuals and Chapters are encouraged to donate to this worth-while cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

Committee members will assist in continuing the Chapter's efforts for the Foundation and their cause by determining, assisting and participating with Chapter activities to raise money for the Foundation. Become a committee member – let's have fun, raise money and give back to the profession to continue its growth!

For more information, please contact Iggy Garcia at ignacio.garcia@ogletreedeakins.com

Workforce Readiness Committee

Workforce Readiness' vision is to reach out to the community to strengthen the workforce through skill and professional development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses. We also advance the Human Resources professional by partnering with local schools, technical colleges, and two and four year colleges.

We assist individuals in developing their skills to become more competitive in our local and global economy. We partner with small businesses by providing expertise, training, and support in Human Resources practices through education and hands on training. We also encourage students' interest in the field of Human Resources profession through education and on-the-job-training.

For more information, please contact Cheryl Brown at ccbrown-1@msn.com or 813-830-5520

Dress for Success

The mission of Dress for Success Tampa Bay is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

Dress for Success Tampa Bay is a not-for-profit organization that offers services to help women enter the workforce, stay employed, advance in their careers and improve their lives.

If you are interested in getting involved, please contact Katie McGill, Executive Director for Dress for Success, at tampabay@dressforsuccess.org or www.dressforsuccess.org/tampabay

Deadline Extended! Dec. 3

It's time to see what companies make the grade!

Is your company tops in Tampa Bay? Do you work in a creative, supportive, energetic and inclusive environment? If so, we want to hear from you.

The St. Petersburg Times is undertaking its second Top Workplaces survey. Anyone can nominate an organization and the best companies in the region will be featured in a **special report publishing April 17, 2011** inside the St. Petersburg Times.

It is free for your organization to participate, and every organization that participates will receive feedback on its workplace. To make a nomination, visit www.tampabay.com/topworkplaces or call **(727) 498-5578**.

To participate, your organization – public, private, government or nonprofit – must have at least 50 employees in the Tampa Bay area. The registration deadline is Dec. 3. So send in your nominations ASAP.

St. Petersburg Times

**TOP
WORK
PLACES
2011**



DONATIONS: Boxes of Joy

Every year, we seek to make a difference in our community and last year we gave to Metropolitan Ministries through donations and volunteer efforts onsite. Because we were successful in making a positive impact, we are asking for our HR Tampa members to get involved once again. Metropolitan Ministries has a “Boxes of Hope” and “Boxes of Joy” programs and they are asking for us to touch a minimum of 25 families this year. Please see the flyers for more information. Monetary donations are welcome. The amount will be given to Metropolitan Ministries to purchase items needed for the families. We will collect donations at the monthly meetings for the rest of the year.

In addition, HR Tampa plans to participate in the “Holiday Tent” event with your support. We are hoping for a huge group of our members to volunteer a day of their time to help with the Holiday Tent event. More information coming soon.

FYI-Metropolitan Ministries has an “Inside the Box Constructive Catering” Program where they offer Executive Box Lunches for businesses and all proceeds go to assisting all of the programs at Metropolitan Ministries. See the link attached.

<http://www.metromin.org/whatwedo/inside-the-box-catering.aspx>

Be Someone's Angel.



OUR HUNGRY
of + RUSH

(DONORXU LQJVRU)

(DONORXU LQJVRU)

Our neighbors are hurting and in search of hope. They need your donated food, financial support and prayers. A Box of Hope provides a nutritious holiday meal for a family of four who may otherwise be without food. Thank you for your compassion to help change lives.

+ RWDIRRGGRQDMRQ GULYH

1. Contact 813.209.1034 to host a Drive or log on to metromin.org to donate.
2. Collect all the items below for a full Box of Hope.
(Bold items are needed most)

- | | |
|--|--|
| ☐ turkey or gift certificates | ☐ 1 bag or box of stuffing mix |
| ☐ 1 box of cereal (hot or cold) | ☐ 1 can or box of potatoes |
| ☐ 1 can of fruit | ☐ 3 cans of black beans |
| ☐ 1 loaf of fresh bread | ☐ 2 cans of cranberry sauce |
| ☐ 4 cans of vegetables | ☐ 1 can or packet of gravy |
| ☐ 2 cans of yams | ☐ 1 box of dessert mix |
| ☐ 1 bag or box of dry beans | ☐ 1 package of cookies or pastries |
| ☐ 1 bag of rice | ☐ 1 family box of Jell-O or pudding |

+ RQGD GRQDMRQ DQG GLVMLEXMRQ GDMV

(Accepting Holiday Donations November 2-December 24 8:30am-1:30pm on Sat, 10am-1:30pm Sun)

- Thanksgiving Distribution Nov 18-24
- Christmas Distribution Dec 14-24

Additional drop off and holiday centers available in Hillsborough, Eastern Hillsborough, Pinellas, and Pasco counties. For specific hours of operation and locations, call 813.209.1000 or visit metroin.org

21000 Florida Ave. Tampa, FL 33602

& RP SDMLRQ \$ FMRQ

+ RQGD 3DUQHUV

(Accepting donations and serving clients)

Pasco County Holiday
Joining Hands Community Mission
3214 Highway 19 N. Holiday, FL 34691
813.931.3218
joininghandsmission.org

Pinellas County Pinellas Park
(St. Petersburg)
Taking it to the Streets Ministries
3204 4th St. N. Pinellas Park, FL 33781
813.444.4444
takingittothestreets.org

Eastern Hillsborough Brandon
First Baptist Church of Brandon
2100 North Carson's Ave. Brandon, FL 33510
813.89.1204
fbcbrandon.org

Compassion + ACTION
METROPOLITAN MINISTRIES COMMUNITY OUTREACH

METROPOLITAN MINISTRIES
HOPE LIVES HERE



Please help us Help Those Who Serve

As part of our on-going commitment to the wounded warriors and their families, **9Line** and its employees, families, and friends are again collecting various items to help stock **The Fisher House's** pantry through "**9Line Operation Sustaining Comfort**," a quarterly collection program. The next collection event is **December 1st through December 31, 2010** and listed below are various items that are currently needed.

Monetary donations - These provide the flexibility to use your donation as a particular need arises and are extremely welcome. Checks can be made out to "**James A. Haley VA**" with a note in the memo section "**Fisher House**" or "**GPF 9154**" to ensure your donation reaches the Fisher House account

Gift cards - To stores such as Publix, Sweet Bay, Bed, Bath & Beyond, Target or Wal-Mart

Linens & Kitchen Items - Absorbent kitchen dish cloths and towels, pot holders and oven mitts

Houseware Products - Smaller plastic storage/freezer containers; plastic baggies (pint, quart, gallon & 2-gallon size); "Mr. Coffee" coffee filters (8 - 12 cups), paper napkins; plastic & Styrofoam cups; paper plates; plastic forks & spoons; aluminum foil; saran wrap, etc.

Kitchen Staples - Sugar, flour, salt, pepper, other common seasonings, non-dairy coffee creamers, non-sugar sweeteners, rice, pasta, cooking oil, shortening; cereal, cans of soup, canned vegetables, canned meats

Cleaning Supplies - Kitchen sponges, dish liquid, dishwasher detergent (Electrosol Powerball tablets), Fabreeze fabric freshener

Emergency/First Aid Supplies - Rechargeable lanterns, boxes of soft Kleenex tissues, etc.

Reading Materials - New magazine subscriptions, etc.

Office Supplies - Pens, pencils, stick-on labels, guest book, black "sharpie" markers, freezer tape, "grease" pencils, brown wrapping paper

Miscellaneous - Light bulbs (energy smart spirals, 60 watt equivalent)

To coordinate a collection pick-up time, please contact **LoAn Nguyen** at 813.341.4800, extension 308 or loan.nguyen@9linellc.com. (We are in Suite 405 of the Sun Trust Bank building.)

The Fisher House is a "home away from home" for families of acutely hospitalized service members being treated at **James A. Haley Veterans' Hospital** in Tampa. There are 21 suites available plus a self-service kitchen and laundry facilities. For more information: <http://www.tampa.va.gov/services/fisher-house.asp>

Committed to the Wounded Warrior



Thank you for your Support!

PHR/SPHR Crash Course Saturday, December 4, 2010

Time: 9AM - 1PM

**Location: DeVry University -
5540 West Executive Drive, Suite 100
Tampa, FL 33609**

**Registration Deadline:
Friday, November 26, 2010**

This Crash Course is perfect for the professional who has been preparing over the last few months and wants to reinforce their knowledge prior to sitting for the exam. It is also a learning opportunity for the professional who is a last minute 'cram study' kind of person. This course will provide a great jump to your learning.

LIMITED SEATING – last time we were booked early!!

In this 4-hour mini-session, we will focus on HR topics that comprise 60/64% of PHR/SPHR exam respectively. Register now; space is limited! Pre-Registration is required. Visit www.HRTampa.org and go to the calendar events page, choose December and find the registration form for the Crash Course.

Cost:

- Members \$50.00
- Non-Members \$75.00

Considering PHR/SPHR/GPHR Certification?

Now is the time, literally! The next testing window for the PHR/SPHR exam is December 1-January 30, and the GPHR exam is December 1-31, 2010. Registration is now through November 12 for this testing window. Mark your calendar and become a certified Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), or Global Professional in Human Resources (GPHR®).

This is also the perfect time to consider this professional designation because the eligibility requirements which are needed to sit for the exams are changing. To find out more about registration, testing sites, current eligibility requirements, the changing eligibility requirements, and costs, go to www.hrci.org. NOW is the time!!

Why Is Certification Desirable?

Certification sets those with the credential apart from—or above—those without it. There are many advantages to seeking certification, including:

- Hiring managers consider an applicant's certification when making hiring decisions.
- Organizations believe hiring HR-certified professionals gives them a competitive advantage.
- Business leaders find HR-certified professionals to be more motivated, more knowledgeable of the HR field, and stronger performers.
- HR professionals report that certified HR professionals create a positive impact on their organizations' financial performance.
- Certification becomes a public recognition of professional achievement, both within and outside of the profession.
- Achieving certification is a way to demonstrate HR knowledge.
- It can be an aid to career advancement.



Patricia Sullivan,
MSBA, SPHR, CEC,
Certification Co-Director



Jenni Stone, PHR,
Certification Co-Director

IT'S A GREAT TIME TO JOIN HR TAMPA

Beginning November 1st, all new memberships will be for 14 months taking you through 2011

Choose your level of membership

PREMIUM Membership \$225

Dues plus all regular monthly meeting costs inclusive - a value of over \$505 (\$100 is applied towards annual operating costs). This premium membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company and ALL Monthly Meetings and most Special Events included per year.

BASIC Membership \$100

Dues Only - Meeting Fees and Events Paid Separately. This standard membership status allows access to HR Tampa Website, Directory, Newsletter, Free Job Postings for your company, and ALL Monthly Meetings and Special Events on a pay-per-use basis.

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Please designate HRTampa as your local chapter (#074) when joining SHRM.

HRTampa is committed to bringing you the most meaningful programs to supplement and enhance your HR knowledge and have fun at the same time. We hope you choose to be a part of one of Florida's largest and most active chapters.

The success of the National Society for Human Resource Management (SHRM) depends on local chapters. Our HR Tampa chapter depends upon your membership. Joining HR Tampa is an excellent way to be involved. Our chapter services/programs will benefit you in several ways:

- Regular monthly breakfast and dinner meetings featuring expert speakers on current pertinent human resource topics (many meetings qualify for HRCI credits) generally held the 3rd Wednesday of the month.
- Keep current with HR developments, trends, position openings, and events etc. on our website
- Networking with over 400 local HR Tampa members
- Free study group (for active Basic & Premium paid members) for PHR/SPHR certification
- Monthly electronic newsletter featuring legislative updates, local HR news and events
- Joint diversity meeting with the Pinellas chapter providing further professional development and networking opportunities
- Association with professional HR industry focused vendors
- Assistance in HR internship programs and finding candidates
- Professional Mentor programs for college students
- Access for your company to advertise open HR positions on our Job Board for Free or discounted rate (\$100 cost per posting for non-members).
- Volunteer opportunities in the community in your profession
- Special Events, Conferences, and Expos to earn continuing education credits
- Reduced rates at the annual FL State Conference

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number. Please designate HRTampa as your local chapter when joining SHRM.

2010 Sponsorship Opportunities

2010 MONTHLY MEETING SPONSORSHIP

**All 2010 meetings have been sold.
Now taking reservations for 2011.
January – May 2011 Meetings SOLD!**

NEWSLETTER ADVERTISING

Quarter Page Ad – 3.625 x 4.5 - \$ 150.00

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Volume discounts can be negotiated for multiple ads.

RESOURCE DIRECTORY ADVERTISING

\$125.00 per business specialty listing – calendar year.

**Contact Chris Greene – chris.greene@shaker.com
for more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – contact Toni Mayros - tmayros@gmail.com
- Membership – contact Jill Conklin - hrtampamembership@yahoo.com
- Workforce Readiness – contact Cheryl Brown - ccbrown-1@msn.com



Chris Greene
Non-Dues Revenue Director

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