



MEETING MINUTES

Name of Meeting: October Board of Directors Meeting

Facilitator: Marie Graziosi, President

Secretary: Donna Peregoff

Date: 10/3/2017

Time: 5:30 – 6pm Dinner and Open Discussion
6:04 – 7:36pm Business Meeting

Location: Gulfcoast Girl Scouts
4780 Cattlemen Rd
Sarasota, FL 34233

Contact: Marie Graziosi , 941-400-9481

ATTENDEES

Board Members Present (9): Marie Graziosi, Donna Peregoff, Anthony Gagliano, Angela Sain, Dawn Laidlaw (via phone), Pamella Horton, Stephanie Deiter, Renee Hood (via phone), Liz Cotner

Board Members Absent (1): Steve Hall

Guests: Nick Feather

MEETING NOTES

Discussion Item	Notes
Call to order and welcome	<ul style="list-style-type: none"> Marie called the meeting to order at 6:04pm. Nine board members present and quorum declared.
Consent Agenda	<ul style="list-style-type: none"> Motion to approve Consent Agenda for September Meeting Minutes was set aside until November meeting due to technology glitch – minutes not available to distribute.
Renee Hood, Treasurer	<ul style="list-style-type: none"> An update on good standing financials and bank balance was provided. Method to refund paid registrations for cancelled September SHRA monthly meeting being researched to process either by credit card or check. Per accountant, tax return will be filed in October by deadline
Liz Cotner, Program	<ul style="list-style-type: none"> October conference speakers: Suzi Lemen/Keynote, Jennifer Currence, Dick Finnegan Six (not seven) conference sponsors finalized: Ad-vance Talent Solutions, Alltrust, Fleet Feet/New Balance, MBI, Paycor, Williams Parker. Pamella reported that sponsors were somewhat confused that they were actually sponsoring although this commitment was confirmed back in the spring. Six sponsors stepped up to make payments and participate. Sponsor will be added to attendee list and venue number. Conference volunteers set; plan to arrive by 6:30-45am to help 75 paid conference attendees pre-registered as of Board meeting 50/50 and Jennifer and Dick books to raffle to benefit SHRM Foundation Approved moving forward with WP for January 2018 legal update During 2018, new Programs Director will identify a cadre of legal professionals to facilitate programs Anthony will send a last chance email on Wednesday to register at \$99 Anthony will send Thursday email that online registration is closed and walk-ins are welcome at \$125 Thursday evening Meet and Greet Social with Suzi Lemen, 5:30-7:00pm at Polo is scheduled with a best guestimate for attendance as there was not a separate RSVP method. Anthony will message that attendees should email Communications for RSVP. Note next year if a Social is planned, ensure an RSVP method is implemented. New Palm-Aire event manager has been extremely helpful to Program Conference Team.

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Angela Sain, Technology	<ul style="list-style-type: none"> Website updates – front and event pages completed to support SHRA activities and required revisions Will set up equipment and breakdown equipment at Conference but unable to attend
Donna Peregoff, Secretary	<ul style="list-style-type: none"> September meeting and October Conference submitted to Herald Tribune and Manatee Chamber
Anthony Gagliano, Communications	<ul style="list-style-type: none"> 5 tweets during September (2,534 impressions), 81 profile views, and increased (+1) followers to 282 total 2 LinkedIn posts in September – 2,319 impressions and 24 clicks Sent 6 bulk emails to database in September – 46 clickbacks for first email for October Conference (920 views sent to 508 people), 2nd email dropped to 273 views and 11 clickbacks State of Jobs on October 10 update: increased connections this year have resulted in over 800 students expected from Sarasota and Manatee schools to attend. Will offer 6 career tracks. Parents night event is scheduled as well. No job postings to review in September
Dawn Laidlaw, Membership	<ul style="list-style-type: none"> Dawn moved to approve 4 new members for period 9/2-10/2, seconded by Stephanie, and motion carried. As of 9/23, 308 active members, 185 (65%) with SHRM, 27 honorary (13 with SHRM), 6 students, 90 no SHRM, 10 claim SHRM but currently not actively registered Since 1/1/2017 registered 70 new members Just less than a 1% decrease in membership since August 2017 report Retention rate: 91% for 2017 to date; 80% for the past 12 months, up from 70% in 2016. New Member Orientations held via GoToMeeting on 9/22/17 with 1 member. October event will take place on 10/27 at noon. Board always welcome to attend. Schedule for remaining 2017 and log in information is on the website. Did not have Membership Committee meeting in September due to Hurricane Irma. October meeting cancelled as it conflicts with SHRA Conference Meet and Greet event.
Pamella Horton, Sponsorship	<ul style="list-style-type: none"> Ongoing effort to secure 1 paid sponsor and 1 nonprofit community spotlight per meeting. Support provided to Pamella after the meeting by Angela to demonstrate how to initiate sponsorship payments.
Nick Feather, Legislative Chair	<ul style="list-style-type: none"> Registered to attend the January 2018 HR FL Legislative Session with Steve in Tallahassee. Will receive communications from HR FL Legislative Chair to share accordingly with SHRA members. Steve and Stephanie will attend Day on the Hill during the SHRM November Leadership Summit and connect with Nick to educate and move SHRA members forward accordingly Nick requested input and direction from Board as to what was desired to create purpose and committee plan Will work to schedule elected officials to present up to a 20 minute legislative update at the May meeting: non-partisan, educational, report on session Connect with SHRM Advocacy: know our A-Team representatives and how we can connect, attend and report at monthly meeting, share written communications, loop in Inform SHRA members on the HR FL Legislative Session: pre-work on issues, receive input, report experience and results Utilize and maintain the SHRA legislative-advocacy page and member e-blasts

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Marie Graziosi, President	<ul style="list-style-type: none"> • Cancelled September 15 monthly meeting due to hurricane Irma • Prepared for Annual October 6 Conference with details reported under Program • Submitted the SHRM Chapter Champion 2017 information for recognition as criteria accomplished by SHRA. We will be listed at the SHRM November Leadership Summit and receive an updated logo for our website and collateral. • Prepared to attend the October 19 and 20 HR FL State Council dinner and meetings • Purchased 25 bulk registrations for the 2018 HR FL August Annual Conference. Encouraged all to complete hotel registration at the Gaylord – link is active. • NAMI Out of the Blue on October 26 sponsorship was paid and SHRA logo provided for all event promotion and collateral • November 17 monthly meeting planned to include recognition of recently certified • SHRM Recertification Got 60 hyperlink icon has been created on our website • SHRM membership will increase by \$10 to \$209 effective January 1, 2018 • Annual HR FL Leadership Conference in January registration and hotel links are active • State of Jobs Conference October 10 sponsorship was paid. There are over 800 attendees expected from all Sarasota and Manatee high schools and home school program. There are 150 parents expected for the parents dinner session. Anthony will attend. Pamella is scheduled to serve on one of the career panels. Report to Board by Anthony expected at the November Board meeting. • Nominations for 2018 Board slate has been finalized. Will announce at the October Conference and initiate the electronic election process. Requested position transition and training be initiated by Board members. • Open discussion regarding the HR Professional and Volunteer of the Year nominations process. HR Professional form revisions for website and date for nominations to be submitted electronically by end of November 2017 established. Will have a short board meeting on December 5 to review nominations and ratify the newly elected board. Board prefers to provide plaque or similar item for recognition; will contact Jenni for plaque vendor recommendation to research. Board members should be prepared to present nominations for Volunteer of the Year for consideration. • Open discussion regarding SHAPE planning document requirements and chapter recognition as a SHRM Foundation Chapter Champion which requires that Board members and chapter members be invited to join Team Empower and make an individual donation of \$30 or more. It was agreed to move forward and seek to earn the recognition. Board members will complete their individual donations ASAP. • Open discussion regarding referral fee proposal to SHRA for promoting the International Cultural Engagement Training proposed by Pamella. The consensus of the Board is that this should be a paid sponsorship and SHRA should not take a perceived position of endorsement for any particular training program with a referral fee relationship. Although Pamella reports that a similar referral fee was implemented at a Connecticut chapter in the past and is currently being considered by a Chicago chapter, the Board decision was not changed. If a decision by the Chicago chapter is ratified, Pamella can present the finalized relationship outline and agreement as an example for the SHRA Board to consider in the future.