

HCHRA ANNUAL BOARD RETREAT MINUTES

FRIDAY, JANUARY 18, 2019

9:00 am – 1:00 pm

Eagle River Water & Sanitation District, Vail

In Attendance:

Ali Kelkenberg, Candie Delp, Jessica Beauchamp, Amy Felton, Alex Fuller, Michelle Griffith, Erica Schneider, and Karyne Spadi; attending via phone, Katy Boothby and Lisa Lowe

- 1) **President's Update** - Ali Kelkenberg reported on the following items. Summaries of a few topics are captured in the director updates below.
 - a) Expectations for the day
 - b) Board positions
 - i) SHRM Foundation/Diversity Director position, member of ERWSD team, former volunteer and risk management for ERWSD is interested in assuming the role
 - ii) Volunteer support positions:
 - (1) Barb Waters is interested in helping the board support technology for distant learning
 - (2) Mellanee
 - c) Annual COSHRM Volunteer Leader Summit in Blackhawk (April 4th and 5th)
 - i) Ameristar hotel rooms and conference and paid for by COSHRM
 - ii) COSHRM Board Meeting Thursday afternoon and dinner that evening
 - iii) Conference is on Friday
 - d) COSHRM Conference in Keystone (October 2nd – 4th)
 - i) Ali has volunteered to be the social media chair
 - ii) No after dinner
 - e) SHRM Annual Conference Las Vegas (June 23rd – 26th)
 - i) Maybe some discounts for board members who would like to volunteer for the conference; discounted rate unknown
 - f) "Thank you" letters from Ali to your company for allowing you to participate today and volunteer o our board
 - g) Day at the Capital
 - i) April 8th, evening before Day at the Capital – what to expect, what they want you to speak to with your representatives
 - ii) April 9th is Day at the Capital – involves meeting with senators and representatives of our district
 - iii) SHRM now has a voice Advocacy Day; some of the topics they will be discussing this year:
 - (1) Ban the box
 - (2) Pay equity
 - (3) Retirement fund
 - iv) Board will consider moving April meeting to the 8th to participate in the call and strategies how we as a group would like to approach the topics
 - v) March 19th program – Scott Ferrin, Jess will speak about the Day at the Capital
 - h) ERWSD, in March, is having CIGNA present to Wellness Programs

2) **2019 Plans and Member Updates**

- a) Board Meetings (Ali) – are the board meeting dates working for everyone; Amy indicated Wednesdays do not work for her; table for another meeting date to discuss further the day of week for board meetings
- b) COSHRM Updates (Michelle)
 - i) No meetings yet this year with COSHRM;
 - ii) Working on agenda and planning for VLS
 - iii) Volunteers for national SHRM are working on applications for volunteers beginning with Nevada with a very limited “free” volunteer slots and some discounted
- c) Membership Plans and Updates (Candi/Amy F.)
 - i) Memberships – several members expiring this month
 - ii) Members - ?
- d) Programs Plans and Updates (Amy)
 - i) January 24th – HR Plus - Fundamentals of Unlawful and Sexual Harassment for Employers
 - ii) February – Karen Chanley - Organizational Development 101
 - iii) March – Scott Ferrin, SHRM – Effective Communications (suggestion from Ali)
 - iv) May - ?
 - v) Other potential topics for seminars:
 - (1) I-9s
 - (2) Legislative Update with Colin, in September (?)
 - (3) Melissa Mills McLoota – Performance Management, in June or July (?)
 - (4) Reach out to programs directors from other chapters
 - (5) Ali – would it be helpful if we put on our website, “if you are interested in being a speaker, pro-bono, for HCHRA, email HCHRA@gmail.com”
- e) Financial Plans and Updates (Erica)
 - i) Members are paying invoices faster than previously
 - ii) Bank Account - \$7,851.61
 - iii) PayPal Account - \$169.67
- f) Certification Plans and Updates (Lisa)
 - i) Spoke to Connie who will be sending Lisa some resources, calendars
 - ii) January 24th, 3:00 – 5:00p at CMC – Fundamentals of Unlawful and Sexual Harassment for Employers
 - iii) February – soon to be announced
 - iv) HCRI - Program credits allowed for one (1) year
 - v) Bootcamp – Look into making the Bootcamp available online; determine Lance’s availability
 - vi) Mile High SHRM – 1st Friday in February, discounts for members
- g) Legislative Updates (Jess)
 - i) Legislative update, exciting year
- h) College Relations Plans and Updates (Katy)
 - i) Goal for 2019 obtain one (1) student from CMC to have a young adult sit on our board to understand concerns of young adults

3) **Strategic Planning Activity** – How do we Connect with our Members and Add Value to our Membership; What’s Working and What Could we do Better?

4) **Action Items:**

- a) Call Aryn for Mountain Careers 2019 discount code