**Meeting Location**: East West Resorts HR Conference Room

**Meeting Purpose:** Monthly Board Meeting

**Date:** July 26, 2017

**Present:** Michelle Lovins, Linda Giordano, Ali Kelkenberg, Candie Delp, Barb Waters, Amy Packer, Jessica Beauchamp

**President’s Update (Michelle)**

* Michelle updated the board on the US Bank fraud case from last year. The man who sent the email was caught and Michelle received a letter from the Eagle County victim’s advocate office for asking for a statement for prosecution. Michelle mailed them a response.
* Angelo sent a draft of bylaws to Michelle. Michelle will review, edit and send out to the group for review.
* Michelle, Linda, Mellanee and Candie met with Angelo about the proposed Community Leadership Academy and Executive Roundtable. Angelo is customizing this for HR around the model he used before and will offer it through his company Freeform. He will offer up to 4 scholarships to HCHRA board members if we can get 20 participants. More information will be presented at the program on August 11th.
* SHRM Volunteer Leader Summit in DC – Ali will attend. Ali will attend and take another board member with her. Wine donations are needed for August 11th wine cork pull fundraiser for the SHRM Foundation. Michelle requested donations from COSHRM. Each board member please donate a bottle or two if you can and bring your donated wine to Michelle’s office at the Christie Lodge. Our goal is 20-25 bottles or more for the fundraiser.
* It was decided that appetizers from City Market will be purchased by Michelle for the networking event.

**Financial Update (Michelle):**

* Fund Balance with US Bank is $1,265.15 and PayPal is $293.29 for a total of $1,558.44.
* Unpaid Invoices equal $5,275 ($4,550 of that is boot camp registrations)
* Once invoices are paid - $6,833.44
* Unpaid invoices more than 30 days were discussed. Jessica mentioned that one of the invoices for Four Seasons should be cancelled because programs were included in the membership. Michelle will adjust it.
* Jeniffer will vacate this position at the end of this year. Seeking a new treasurer.

**Membership Update (Karyne):**

* + Membership quarterly report from SHRM - emailed to everyone on Monday
  + At least 2 new HCHRA members joined through boot camp registrations.
  + Annual SHRM Membership Audit is complete

**Programs Update (Linda):**

* August 11th – COSHRM Quarterly Meeting - Friday, August 11th from 9:30a - 2:30p and Social Neuroscience of Influence and Conflict, Angelo – followed by networking/wine cork pull SHRM Foundation fundraiser at The Christie Lodge
  + Will display a sign-up sheet to ask for volunteers for COCHRM State Conference
  + Need to solidify plan for COSHRM State Conference during this event
* September 27th – 29th – COSHRM State Conference in Keystone
  + Ali will be bringing colorful zinc with the HCHRA logo for swag
  + Ali spoke with Connie Schulthies (WCHRA), they are doing neon bandanas.
  + Michelle will update Ali following the COSHRM meeting on August 11th with the plans for other chapters.
  + We are looking for additional volunteers, members from Summit may be interested
  + Possibly have a drawing for new member sign-ups
* October 26th – Amy Packer – title TBA
* November – we may skip having a program this month due to the programming Angelo is working on
* December – set date and location at the August board meeting
* Linda would be interested in switching roles with another board member for 2018. Amy expressed interest in the programs position.
* Barb Waters proposed that Linda take the Secretary role for 2018 and Barb would be interested in starting up the Community Relations role again that Kim Blackford used to hold.
* It was discussed that Ali will look at possible board roles for 2018 and then by the end of November we will have a proposed slate of names and positions.

**Marketing and Communications Update (Ali):**

* Will start a Facebook page soon.
* VVP feedback shows needs in housing and training
* Would like to network with Vail Valley Business Women (VVBW) and Vail Valley Young Professionals Association (Travis Coggins)
* New Vail Daily portal
* Instagram - 73 followers
* Would like to use Canva to promote each program
* Looked into Wild Apricot to grow the membership base
* Possible candidates for the board – Kenneth Howell (marketing and communications) and Erica Schneider may be interested in the Treasurer role
* Seeking a replacement Ali’s Communications Director position.

**Certification Update (Michelle):**

* Bootcamp starts August 10th (9 registered and books have been ordered)
* Michelle gave books to Linda. Participants may pick them up at Linda’s office.

**SHRM Foundation and Diversity Update (Candie):**

Diversity:

* Diversity Mission Statement discussion ensued.
* Diversity is not just gender, age, ethnicity, etc. It should also include positions and career backgrounds.
* We may want to gather information about our members to learn about their titles and industries. That is not a mandatory field during registration, but we can update to make it mandatory.
* Candie suggested a mission statement, and will send it to the group for feedback and edits.

SHRM Foundation:

* Fundraiser on August 11th following our program
* Not much was mentioned about this in the last SHRM phone call

**Legislative Affairs Update (Jessica):**

* Title VII is going to the Supreme Court with regard to LGBT
* Department of Labor overtime rule, they looking at a lower salary rule that what was proposed
* Affordable care act is in limbo, not sure how this will develop
* Ban the Box didn’t pass, but it may come back and possibly pass
* Department of Labor is taking more of an educational approach rather than a punitive approach with wage & hour claims
* Workers Comp – if employer doesn’t have insurance there is now a fund. The State of CO that will cover these claims from the pool of collected fines.
* The FMLI bill that didn’t pass may go back on the ballot

**College Relations and Workforce Readiness Updates (Mellanee via email update)**

**Tentative dates for upcoming Job Fairs:**

* Work in Gypsum - Sept 7th from 3-7pm - only Gypsum businesses
* Work in Vail - Oct 13 from 11-2pm -  only Vail businesses
* Winter Job Fair - Nov 2nd possibly 3-7pm - Any business
* All the job fairs this year will be free of charge.  I wanted to get feedback on having the Winter Job Fair from 3-7.  I've heard from a few employers they seem to get better turn outs when they are held after 5pm.  Would the job fair time of 3p-7p deter your HR from attending?
* The Collaboration Stations were a big hit at the Professional Job Fair and we will be having a form of those stations at the upcoming job fairs.  We would welcome HR professionals that would like to help with resume review, interviewing skills, etc. during any of these job fairs.  If you help out, you would be able to advertise and talk about your job openings to the job seekers, even if you didn't have an opening in Gypsum or Vail.  Mellanee will follow up with dates.

**Other Discussion:**

Planning for COSHRM Conference in Keystone

* Ali, will coordinate a meeting location for everyone from HCHRA so the group can go to dinner or drinks together. This will not be funded by HCHRA…everyone would pay their own way.
* Board meeting on September 20th – Michelle will be out of town, Ali will use this meeting for planning final details for the COSHRM conference
* Linda proposed that we should coordinate a volunteer effort for the board – River Clean-up is in September
* Next board meeting is August 16th

**Meeting was adjourned at 5pm**