



**December 2009 Meeting
Friday, December 4 2009**

8:30 a.m. – 11:30 a.m.

Location: Lakeway Inn, Bellingham, WA

Attending: Elaine Haser, Brenda Horat, Judy Upham, Marie Gallagher, Diane Shelton, Camille Gatzka, Shannon Jacoby, Stacey Snodgrass, Erica Hull, Rachelle Verbarendse, Bipan Sandhu, Kiera Berghofl, Lorna McGowan-Smith, Juan Hernandez, Kim Gray, Marian Exall, Pam Davis, Carl Roberge, Lorna Klemanski, and Patricia Dye,

Absent: Sandra Fusman, Erin Fischer, and Luke Hange

Called to order: 8:30 am by Elaine Haser

Adjourned: 11:30 am

TOPIC/WHO	DISCUSSION/RECOMMENDATIONS	ACTION/FOLLOW-UP
Meeting Called to Order: Elaine Haser	<ul style="list-style-type: none"> - Agenda confirmed - Introductions/Ice Breaker 	
Approve Minutes:	November minutes were unanimously approved without corrections. Lorna K made motion to approve and Pam seconded the motion, all approved.	
HR Day on The Hill Marian Exall	HR day on the hill is February 10 th . Marian is looking for participants to accompany her. In addition, she is encouraging individuals to write letters to the representatives.	
December Meeting: Rachelle	<p>The membership committee discussed the upcoming December appreciation lunch.</p> <ul style="list-style-type: none"> - Pam brought the raffle tickets - Stacey has drafted the agenda - The Board gifts have been ordered - Elaine will give out board certificates - The member of the year will be announced - Shannon will announce new certifications and give them a gift - The YWCA clothing drive is all set - Stacey will pick up the speaker and arrange the hotel 	

	<ul style="list-style-type: none"> - The luncheon will be free - There will be some raffle prizes 	
2009 CAP: Elaine	Elaine discussed the 2009 CAP status, which is due in January. Right now we are in pretty good shape. Elaine informed the board that the 2010 CAP has changed significantly.	Diane will follow-up and let each board member know if she is missing something from them.
Review of 2009 Goals: Elaine	<p>Elaine discussed how the Board achieved many of the 2009 goals we set.</p> <ul style="list-style-type: none"> - we met the 3% membership increase goal by retaining members at large and bringing in new members. In October we had 140 members. - Programs met its goal of having 10 certified programs 4-5 of which were for strategic credit. - The Board increased awareness by becoming an active member of the Chamber, holding a workshop, attending two business expos, holding clothing drive, and having a back to school supply drive. - The Board provided networking opportunities through the luncheon meetings, table ambassadors, new attendee announcements, the workshop, and the board social. - The Board could do a better job of inviting members to serve on committees to get them involved. 	
Planning for 2010: Elaine	<ul style="list-style-type: none"> - Board meetings will continue to be the first Thursday of each month (with the exception of July and December). The membership lunch meetings will be on the second Wednesday of each month (with the exception of July). - The new bylaws were approved by Diana Gould - The 2010 roster has been updated <p><u>2010 CAP</u></p> <ul style="list-style-type: none"> - The CAP is broken into several parts including (1) general requirements, (2) mission driven chapter initiative. There are four levels of awards that build upon the basic requirements and chapter initiatives. - Elaine discussed that membership increase could be a problem for our chapter given the set standards of the new CAP. The Board discussed several ideas on how to ensure we meet the requirement including stressing the benefits of SHRM to the members, explaining the web site resources, having a business after business event, subsidizing memberships and reevaluating who our target audience is. The Board's goal is to be at superstar status. - The Board will not likely have any problem reaching the certification goals. 	Lorna M. will contact the Skagit chapter to get some feedback on the workforce readiness program they did.

	<ul style="list-style-type: none"> - Judy would like to have a chapter presentation on workforce readiness. Judy expressed that workforce readiness impacts everyone. One option would be to have a voluntary fair. Judy heard that a program recently done in Skagit County was successful. Lorna K did not like the Skagit presentation and though it was too focused on Jr. Achievement. - The Board discussed having a 2 day workshop for bridges out of poverty. Judy also suggested having a “choices” program that works with students on how to make the right choices. Judy would like to be more active and get out in the community and sponsor something HR related. The Board generally supports Judy’s initiative, but no specific program has been decided on. Juan suggested tying it into the 2010 diversity goal. <p><u>2010 Workshops</u> The Board has decided to put on a June workshop and a November workshop. The June workshop will be joined with the Mt. Vernon chapter and done in our usual manner with vendors and prizes. The November workshop will be an employment law panel of local lawyers. At this point we are thinking about Jeff Fairchild, Kirsten Barron, and Debora Garrett. The November workshop committee is Marie, Diane, Marian, and Lorna M.</p> <p><u>Continued Activities</u> The Board would like to continue to do the following activities for 2010:</p> <ul style="list-style-type: none"> - The small business expo - The spring expo (with a better location) - The back to school supply drive in August (Shannon, Pam, Lorna K. and Rachelle) - The board social in early September (Judy, Elaine, and Marie) - The YWCA clothing drive - The SHRM Foundation Raffle (Camille) - A food drive in March. (Shannon will be the chair) 	
Miscellaneous	We will discuss the 2010 Budget at the January meeting. Everyone should be thinking about their budget.	Marie, Erica, and Juan will review the application for scholarship and present to the Board at the next meeting.
Next Meeting	Thursday, January 7, 2009	
Adjourn	11:30 am	