

SPS SHRM BOARD MEETING

January 9, 2025

4:30 p.m.

In Person at One Digital

4041 Ruston Way, Suite 101, Tacoma, WA.



MEETING MINUTES

SPS SHRM Mission Statement

We develop and connect South Sound Human Resource professionals by providing strategic and practical tools and resources. We actively engage our members to ensure our services are timely, innovative, and relevant.

ATTENDEES

X = Present A = Absent

X	Holly Eckert, President	X	Amye Reynolds, Hospitality
X	Elisa Braley, President-Elect/SHRM Foundation	X	Amber Sferrazzo, Social Media
X	Alex Ekstrom, Treasurer	X	Breanne Johnson, College Relations
X	Sarah Butler, Membership	X	Terryl Ross, Diversity, Equity, & Inclusion (DEI)
X	Denise Altheimer, Secretary	X	Margaret Henning, Legislative
X	Michael Holloway, Programs	X	Ana Armas-Rullan, Workforce Readiness
X	Amy MacDonald, Certification		

MEETING DISCUSSION

General

- President: Meeting called to order at 4:35 p.m.

President's Report (Holly)

Main Focus: Lead chapter in proactive and progressive direction, help set chapter goals and manage accountability.

- Onboarding with SPS SHRM
- About us and SHRM

Meeting Updates:

- Added a new board alumni event, which will be held in September.
- *Virtual* HR Day on the Hill – January 31st
- Prepare to register for the SHRM Volunteer Leader Summit, February 13; 8-10 (virtual).
- Volunteer Leader Resource Center – automatically provides a \$220 discount to SHRM international conference.

- Installation of New Officers

Website proposal and vote.

- The President moved to suspend our chapter's website development plan that had been approved at the November 2024 Board meeting. We will await SHRM's development of free chapter website which will integrate with SHRM's website. We will revisit the decision in November 2025 if SHRM has not deployed the websites by then. Seconded by Elisa. All were in favor with one abstention.

Treasurer (Alex)

Main Focus: Manage and update chapter finances.

2025 Goals for my position:

- To support the Chapter's ongoing efforts to generate revenue and ensure the continued success of our 501(c)(6) organization as the South Puget Sound SHRM for its 52nd year.

Chapter Budget:

Alex distributed the 2025 budget, which is also available on the Chapter's Google Drive. Discussed reimbursement process (receipts required), and timeline (within 30 days).

Workgroups

Holly explained the purpose of workgroups and natural groupings. Members approved.

1. Programs, Hospitality, and Social Media
2. Workforce Readiness, College Relations, and Certification
3. DEI, Legislative, and Membership
4. President, President-Elect, Secretary, and Treasurer

Workgroups Update:

1. **Programs, Hospitality, Social Media:** Endeavor to get information 60 days in advance and provide ample time to promote on SM sites. Goal is to have a 6-month running calendar. Freshen up our website presence by creating more interaction, polls, memes, etc., to draw people to the website rather than pushing information out to members. Explore other SMs, such as TikTok, and incorporate member testimonials, member highlights/spotlight, shout-outs, etc. Add fun with information. Pursue providing an incentive for members who pass their certification exam, such as making a one-time payment of a portion of their national SHRM membership fee.
2. **Workforce Readiness, College Relations, Certification:** Work with businesses and establish an approach to attract their engagement. Modify certification approach and maintain momentum. Exploring establishing an application form, formal letter of notification, and receipt of completion prior to reimbursement.
3. **DEI, Legislative, and Membership:** Not to worry about the demise of DEI, there is hope that folks will remain committed to its purpose and understand its value. Group wondering if our chapter is reflective of the surrounding workforce. Want to explore that further to determine access, barriers, or value. Make connections with other organizations to promote SPS SHRM and see it as a value for their HR

team members. Connect with small organizations that don't have a dedicated HR person. Increase membership in marginalized areas.

- 4. President, President-Elect, Secretary, Treasurer:** Market SHRM National to promote membership and chapter membership. Garner C-suite participants/memberships.

Members agreed that the workgroups are helpful and desirable. Will continue this practice and institute breakout workgroup space during Zoom meetings.

ACTION ITEMS
PREVIOUS MEETINGS ITEMS
5.5 Sarah B, Amy Mac - work on a proposal to allow working professionals who are also students to be eligible for the certification scholarship. 8.3 Holly/Lola Add WA SHRM Chapter Leadership Award to website. 10.3 Amye Confirm 2025 event costs at Emerald Queen Casino. Results will inform sponsorship levels for 2025. 11.1 Accessibility Proposal See action items above in Accessibility Committee Notes.
CURRENT MEETING ITEMS
1.1 - Elisa will reach out to members to provide a refresher on the Google Drive and how to access the VLRC.
CLOSING ITEMS
TIME ADJOURNED
6:58 p.m.
NEXT MEETING
February 13, 2025, 4:00 PM, Via Zoom



President, Holly Eckert



Secretary, Denise Altheimer