



**Board of Directors Meeting
January 18, 2019
Conference call
10:00am-2:00pm**

Attendees:

- Chad Engstrom**- President
- Shannon Demgen**-Past President
- Jennifer Gryte**-Secretary
- Mandy Dobosenski**-Treasurer
- Lois Slick**-Chapter Management
- Paula Wokasch**- Business Partner Liaison
- Dave Mandel**- Business Partner –Member at Large
- Shelly Diener**- Business Partner –Member at Large
- Heidi Powell**-Member at Large
- Chrissy Draper**-Scholarship Coordinator
- Lisa Mude**-Membership Director
- Jen Bahe**-Education Director
- Rachel Ask**-Member at Large

Absent:

- Brad Lindow**-Salary Survey Committee
- Roxanne Hejhal**- Communication and Marketing Director

AGENDA ITEM	DISCUSSION / DECISION / MOTION	PERSON RESPONSIBLE	ACTION/ DUE DATE
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Call to Order and review of meeting minutes	Meeting called to order at 10: 05 Chad did introductions Meeting minutes- Lisa Smude made a motion and Shannon Demgen second the motion	Chad Engstrom	
Financial Report	Total Assets as of 12/31/2018 is \$147,029.30 Net income as of 12/31/2018 is \$ 25,973.40 Checking account as of 12/31/2018 is \$102,960.78 Yearly expenses were under about 11K from 2017 Income was over by 12K from 2017 Discussion was had around how much money we have in our checking account and where we can put it so it is not in our checking account. We would like to have 75K in checking and the rest in a safe area	Mandy Dobosenski	Mandy and Dave will do some research on where we can put our money and how to invest it. Dave will also look at the rules as to what we are allowed to do as a non-profit
	Old Business		
2019 Spring Conference	May 16-17, 2019 Arbinger Institute Start with Why Panel-Does not get CEU Paula is reaching out to the business partners	Shannon and Jennifer	
2019 Fall Conference	October 9-11th at Grandview Lodge Ben Utech from U of M- Culture, HR. Counting the days as my mind slips away Kids against Hunger-may be the philanthropy Feedback triggers that shut us down	Lois, Chrissy & Paula	Lois will reach out to Hillary Emerson and Jen Hansen
	New Business		

Budget	<p>Review of budget Change the interest investments to \$50.00 Salary survey deposits are higher than we thought-Shannon will reach out to Justin and figure out why it is so high Chad will connect with Roxy as Mike Maxwell is no longer supporting our website so we will need to move things to wild apricot. This may cost more. Chad will add \$250 to printing Mandy wasn't able to log into our website hosting company - Bluehost</p>	Chad and Mandy	
Newsletter	<p>Chad discussed maybe doing an eblast from HHRAM instead of a newsletter. Shelly recommended each business partner take a month and send out the communication. This could be on linkedIn and eblast. We do not want to lose the information for ASHHRA chapter management (CMAP) The first newsletter goes out in March. Mandy offered to help with this.</p>		This will be a standing discussion item
Gallagher Benefits Strategy and Benchmarking Survey			
2019 Goal discussion	2019 Goals		
	<p>Treasurer goal- Research bank to see if we can take credit cards for business partners and what that would cost HHRAM. Decrease credit card costs/fees, research bank options to see if there is a bank with better/less fees</p>	Mandy	
	<p>Website update More interactive to add value, one log in, updated by May 1, 2019. Develop a plan for technical support- Roxy (A committee may need to be formed for this goal) -Interest from and)</p>	Mandy, Shelly, Dave	

	Template for Chapter Management-This would include what we have submitted in the past, what documents we used and where to find them.	Lois	
	Survey partners and develop and implement plan by 3/31/2019 Recruit new Business partners to help strengthen and support HHRAM, Retain current Business Partners- Paula	(Chad would like a strategy around this)	
	Membership- Increase membership by 5% or 10 members. This includes diversifying our membership.	Lisa	
	Review and update Job descriptions by September HHRAM Meeting-	Jennifer	
	Partner with another chapter for an education offering	Chad will help Jen B with this and talk with other chapter in our region and work at planning together	
	Look at Chapter Management being a board role by August board meeting	Chad	
Updates			
Secretary	No Updates	Jennifer	
Communications/ Website	No Updates	Roxanne	
Education-SHRM/ HRCI/CHHR/Regional Consultant	No Updates	Jen B	

Membership	145 active members 53 Members that are overdue Lisa is working with Team and Wild Apricot to continue to work on this process.	Lisa	
ASHHRA	No Update	Karen	
Salary Survey	Survey is open. It would be great for information about the survey to be posted on LinkedIn and social media	Brad	Chad will follow up with Roxy
Scholarship	Shannon and Chrissy had a call and Chrissy will work to get the updated and cleaned up applications on the website	Chrissy	
Business Partner Liaison	No update	Paula	
Chapter Management	Lois submitted the first portion of chapter management on January 8th. The advanced is now available online.	Lois	
Member at-Large	Heidi is able to help where needed	Heidi and Rachel	
Other Discussion			
	Next meeting: Call in meeting February 15, 2019 10am-2pm	Conference Call	
	Meeting adjourned at 12:12pm	Shannon	