



SHRM-Atlanta
Board of Directors Minutes
Tuesday, February 9, 2010
Georgian Club 7:30 – 10:30 AM

Board Members in Attendance

Nancy Vepraskas, Board Chair
Michael Grindell, Board Chair-Elect
Liz Wysong, President

Tamara O'Neill, President-Elect
Steve Szafarz, Past President

Kimberly Douglas
Clem Johnson
Helene Lollis
Laura Reeves
Mary Lynn Miller, Chief Operating Officer

Antonio Robinson
Coretha Rushing
Lilly Winsaft

Board Members Absent

Gary Jones
Laura Lee Gentry
Thana Sakas, Advisory

Jill Wilson

Guest

Lacey Damico

I. Call to Order and Opening Remarks

Chairperson Vepraskas welcomed all Board members and called the meeting to order at 7:25 AM.

II. Approval of Agenda

ACTION: It was regularly moved, seconded, and unanimously approved to accept the agenda as distributed.

III. Approval of Minutes

ACTION: It was regularly moved, seconded, and unanimously approved to accept the minutes of the minutes of the 12-9-09 meeting as distributed.

IV. Board Orientation

The 2010 SHRM-Atlanta overview power point was presented to the group and is posted to the new BOD webpage. A link has been distributed via e-mail. All official documents are posted to that webpage including bylaws, chapter charter, policies and procedures as well as 2010 roster, organizational chart and recent BOD minutes.

V. Chief Operating Officer's Report

- a. Mary Lynn reviewed preliminary 2009 year end financials which show a strong balance sheet with over \$590,000 in total member equity. Almost all current liabilities are related to deferred dues and income received in 2009 but to be recognized in 2010.



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We expect to break-even on 2009 operations and have a positive \$16,136+ after recognizing unrealized gain on investments. The 2009 audit will be conducted during first quarter and the audited financials will be presented to the Board later this spring.

- b. Mary Lynn also presented a report on investments as of 2/5/2010 with \$648,096 market value at Vanguard. Our current asset allocation is 69% fixed and cash, 15% bonds and 16% equity. This is not as aggressive as our policy target which is 50% fixed and cash, 25% bonds, and 25% equity. However, given the uncertainty of 2012 conference situation, we are comfortable maintaining this more conservative allocation in the event we may need to tap into reserves in the next two years. As we finalize our plans for 2012, we will review our investment allocation. As some of our CDs have matured, we will be purchasing a new CD ladder with a portion of the cash.

VI. President's Report

- a. Liz Wysong presented the plans for 2010 initiatives and discussed these in depth. Our goals are to improve retention from 66% to 75% which is a stretch goal compared to other SHRM chapters. We will strive to do this via engagement, quality of programming, clear member value proposition, and operational excellence.
- b. Other new initiatives include joining the Metro Atlanta Chamber and becoming much more connected to the business community on such issues as workforce readiness, education, and economic development.
- c. We are planning an expanded Signature event in conjunction with our Fall Conference to involve "by invitation" group of senior HR and some very targeted programming. Peter Rosen is our volunteer chair who is organizing this activity.
- d. The HR Leadership Academy launched with 27 students. The first weekend programming was very highly rated and the partnership with UGA Terry College of Business is going very well.

VII. Continuing Business

- a. The BOD Strategic Planning Retreat will be March 19-20, beginning at 2:00 PM on Friday and concluding at 11:00AM on Saturday. We encourage members to either stay over at the Westin on Friday night, or plan to stay after dinner for some Board social networking time. Details will be sent separately via email.



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- b. At the retreat, expectations are that the Board will finalize our slogan / tagline around building a better Atlanta through people. Members are encouraged to be thinking about crisp statements around this, ideas on how to measure it, and ways to engage our members.
- c. The Operational Excellence Guidelines are in final draft form. Gary Jones currently is reviewing and making some additional edits. We expect to send the final draft to the BOD before the retreat in March.
- d. SHRM-Atlanta continues to interact with Georgia State Council and with SHRM national on several fronts. Tamara, Liz and Mary Lynn will have their first quarterly meeting with Eunice Glover and Rob Morton, Georgia State Council Director and Director-elect next week. We hope to expand our support of their legislative and government affairs efforts and to explore areas of cooperation.
- e. The 2012 SHRM conference will be held in Atlanta in mid-June. SHRM will need about 600 volunteers to serve as hosts that week. They do offer some revenue share meant to cover the costs associated with managing the volunteer host effort. Our primary concern is with the financial impact this will have to our Fall Conference. We have a task force composed of Mike Grindell, Liz Wysong, Tamara O'Neill, John Kalusa, and Mary Lynn currently discussing plans for 2012.

VIII. 2010 BOD Committee Appointments

ACTION: It was regularly moved, seconded, and unanimously approved to Thana Sakas and Gerard Zack as Advisory Board Members for 2010.

ACTION: It was regularly moved, seconded, and unanimously approved to appoint Mike Grindell, Liz Wysong, Laura Lee Gentry, and Tamara O'Neill as the 2010 BOD Finance Committee.

It was noted that we should have two people from the Executive Committee and two from the Board on the Finance Committee and that it is especially good to include the President-Elect and the Board Chair-Elect.

ACTION: It was regularly moved, seconded, and unanimously approved to Gary Jones, Liz Wysong, Helene Lollis, and Clem Johnson as the 2010 BOD Nominating Committee.

This committee is tasked with nominating Board members for 2011-12 BOD term as well as a President-Elect for 2011.



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From past experience it is recommended that candidates not be contacted directly until vetted by the Board and prioritized so that no one has to later be declined.

We have five elected Board members whose term will expire 12/31/10 and we will have six returning elected Board members. Per our bylaws we need a minimum of seven but not more than eleven elected directors.

Therefore this committee needs to recommend at least one candidate and as many as five candidates to be elected for 2011-2012 term of office.

Note: The President, Past President and President-Elect all serve as Inside Directors appointed by virtue of their office with the chapter.

IX. Next Meetings

March 19-20 Strategic Planning Retreat at the Westin, Atlanta Perimeter North, 7 Concourse Parkway
May 4, 7:00 AM – 9:00 AM at the Georgian Club
August 10, 7:00 AM – 9:00 AM at the Georgian Club
December – with the Chapter Meeting TBD

X. Adjournment

Chair Vepraskas thanked the Board for their attendance and participation. The meeting was adjourned at 10:00 AM.

Respectfully submitted,
Mary Lynn
Mary Lynn Miller, CAE
Executive Director

Approved: February 12, 2010