



**SHRM-Atlanta  
Board of Directors Minutes  
May 4, 2010  
Georgian Club 7:30 – 9:30 AM**

**Board Members in Attendance**

Nancy Vepraskas, Board Chair  
Michael Grindell, Board Chair-Elect

Liz Wysong, President  
Tamara O'Neill, President-Elect

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

Gary Jones  
Thana Sakas, Advisor  
Jill Wilson  
Lilly Winsaft

**Board Members Absent**

Laura Lee Gentry  
Antonio Robinson  
Steve Szafarz

Coretha Rushing

**Guests**

Dan Stotz, UGA Terry College of Business  
Doug Thornton, Jones & Kolb

Shane Keasler, Jones & Kolb

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 revised minutes of the minutes of the 2-9-10 meeting as distributed.**

IV. HR Leadership Academy Update

Dan Stotz reported that the spring program had 27 attendees and the final two days of classes are May 7 and 8. Graduation will be held at the June 16 SHRM-Atlanta Chapter meeting. UGA is pleased with the success of the program. Some improvements will be made to the curriculum as we launch the fall program which will be capped at 40. The fee will increase to \$4400 early and \$4900 regular with 10% discount for 2+ from same company. The partnership is going well and both organizations are pleased with the results thus far.



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V. Chief Operating Officer's Report

- a. Mary Lynn reviewed the March financials previously distributed. YTD we have \$422,320 in revenue and \$247,641 in expenses for a net return of \$174,679. As of 4/14/10, we had a market value of \$664,314 in investments.
- b. Mary Lynn proposed a draft Whistleblower policy as recommended by the IRS. The draft will be posted for comments and the Board will be asked to vote on this at the next meeting.

VI. Presentation of 2009 Audited Financials

Doug Thornton, CPA, from Jones & Kolb, presented their findings based on an audit conducted in accordance with US generally accepted auditing standards. In their opinion, the financial statements present fairly, in all material respects, the financial position of SHRM-Atlanta as of 12/31/09 in conformity with GAAP. SHRM-Atlanta had an increase of \$36,374 in unrestricted net assets from 2008 to 2009.

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

Note: As is best practice, the auditor then had some time with the BOD for Q&A.

VII. 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. We are looking to create communities of practice, increase our diversity initiatives and increase volunteer engagement to help improve retention.
- b. We are planning an expanded Signature event in conjunction with our Fall Conference to involve "by invitation" group of senior HR and some targeted programming. Peter Rosen is our volunteer chair who is organizing this activity.
- c. SHRM-Atlanta will partner with the Atlanta Business Chronicle and WXIA Channel 11 to host a Virtual Career Expo on June 9 and 10 on Channel 11 in the evening hours to provide callers with resume review, interviewing tips, and other job transition type information. This event is directed at the community-at-large in job search.



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In addition, we are hosting another HR Helping HR event on June 21 specifically for our members in job search.

- d. At our Annual Conference Oct. 18-19, TAG (Technology Association of Georgia) will have a Technology Row as part of our exhibit hall and will have technology vendors in the booths in that section of the hall. TAG will also offer some programming. All attendees are welcome at any of the sessions.

**VIII. BOD Nominating Committee Report**

- a. Gary Jones, Chair, presented recommendations for future Board Member qualifications. After discussion, several more qualifications were suggested. The draft will be revised and circulated with a vote tabled until next BOD meeting.
- b. Seven names were presented as nominees for the 2011-2012 term. The first five will be approached. The next two will be considered alternates.

**ACTION: It was regularly moved, seconded, and unanimously approved to accept the slate of BOD candidates as proposed.**

- c. Competency definitions were presented for President-Elect succession planning. These will be reviewed and also voted on at the next BOD meeting. Proposed candidates are being vetted at this time. A candidate for 2011 President-Elect will be presented to the BOD at the next meeting.

**IX. Continuing Business**

Nancy distributed and discussed the proposed BHAG (big, hairy, audacious goal) which is: SHRM-Atlanta will convene/unite influencers and stakeholders to activate an intentional human capital plan which will position Atlanta to be a top-rated city for business. Our "slogan" will now be: *SHRM-Atlanta Working for a Better Atlanta.*

A number of action items need to be done in parallel to begin. These are outlined on attached document (BHAG Next Steps). This BHAG is an initiative underneath our existing mission and vision.

Nancy distributed the final draft of our Officer's Handbook, Guiding our Strategy 2010-2012.

**ACTION: All BOD members are requested to review this final draft, and email to Nancy their responses the questions A through F on the BOD Review document (attached).**



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Kimberly Douglas has done considerable work with the State Council and SHRM to improve communications and our relationships. This responsibility has been now assigned to Liz and Tamara for continued involvement at the operational levels. Kimberly will focus on determining the best strategic role for SHRM-

Atlanta within the Metro Atlanta Chamber's many opportunities for our involvement.

SHRM-Atlanta continues to work with SHRM re: 2012. Mary Lynn, Mike and Liz are focusing on the 2012 conference. There has been one meeting already with the SHRM meeting planner. Communications are ongoing.

X. Next Meetings

August 10, 7:00 AM – 9:30 AM at the Georgian Club  
December – with the Chapter Meeting TBD

XI. Adjournment

Chair Vepraskas thanked the Board for their attendance and participation. The meeting was adjourned at 9:30 AM.

Respectfully submitted,  
*Mary Lynn*  
Mary Lynn Miller, CAE  
Chief Operating Officer

Approved: May 10, 2010