

TN State Council Minutes – Sept. 30, 2009

Meeting was called to order at 3:20 CST at the Opryland Hotel Convention Center on Wednesday, Sept 30, 2009 by Don Ray. Don asked everyone to go around the table and introduce themselves. Bill Cooper made a motion for the minutes to be approved and Becky Jones seconded the motion. Motion carried.

Bill Cooper gave his financial report (see below). Kellie Conn motioned to accept the report and Leslie Stephens seconded the motion. Motion carried.

Barry Brown from Effective Resources, Inc. gave a presentation on the salary survey. We have 276 total registrants and 164 have completed the online survey. 60% is normal average. He made a suggestion to appoint survey chair to be responsible for marketing next year. (see complete report below)

Shelly Trent reported three main items of interest and her full report you can see below. She said there were changes to the CAP/SCAP, Leadership conference and she discussed the Ann Byrnes Memorial scholarship.

No report was submitted from West TN district director Mario Musarra. Kellie Conn submitted report for Middle TN (see below). Sheryl Ransom reported on East TN (see below).

Art Smith reported the conference numbers and demographics (see below). They had 750 paid attendees, 130 booths, 95 speakers and 75 VIP's for a total of 1230 people. Hospitality suite is D6030.

Don made a proposal that the State Council meet on the Tuesday before the conference next year so everyone that has paid for the conference can attend all of the sessions.

Mike Hudson reported on next year's conference at the Sevierville Event Center. The rate will be \$99.00 per night with the water park included in price. Please drop business cards at booth #401 for conference fee drawing at end of conference.

The THRC report was given by Carlton Little (see below). Don Ray made a challenge to all chapter leaders to promote the HR Excellence awards and submit more entries next year. We had 5 recipients for this year's awards.

Privott Stroman, Workforce Readiness chair was not able to be present but submitted her report electronically (see below).

Becky Jones reported on communications and website (see below). She would like the annual conference to use the HRConfTN.org web address for all state conferences going forward. We will use GoDaddy.com for the web address.

Deneen Harris Al-Sadi reported on diversity. Her report was not submitted electronically. The diversity conference is in San Diego on Oct. 19-21.

Mike Hudson reported on the HRCI certification (see below) and will be stepping down as the chair for 2010 due to conference next year.

Leslie Garret-Stephens reported on Membership but did not submit electronic report.

Jill Senff was not able to be present, but submitted a report below for College Relations.

Gail Wesline was not able to be present to report on the SHRM Foundation and did not submit an electronic report.

Theresa Myers was not able to be present to report on Professional Development. She did not submit an electronic report.

Chapter reports were submitted electronically and were not covered during the meeting. However, Treva Richardson, President of the Clarksville chapter brought Angela Griffin their Workforce Readiness chair with her. She reported on a program called "Choices". Austin Peay has program that faculty and students work on together for community projects. Their student chapter is going to do the "Choices" program and partner with local organizations and schools. Don asked for them to report results at our January meeting and do a power point presentation on program.

Don mentioned that he needs to fill the Diversity Chair for 2010 since Deneen will be stepping down to fulfill her duties as President of Memphis SHRM chapter.

Mike Hudson reported he was going to meet with Sevierville about becoming a SHRM chapter.

Leslie Garret-Stephens stated that membership has had a tough year. They will have booth with the State Council at the conference and will provide each chapter a list after the conference.

Shelley stated that Tennessee is only down 2.6%. Remind your chapter members they can keep the SHRM membership for 12 months if they lose their job. She also reported that volunteer leaders are dropping from SHRM at a higher rate. You may want to consider doing network events especially for members that lost job. Attendance seems to be up.

Don asked if any of the chapter presidents wanted to share best practices with the group rather than read their reports. All reports that were submitted electronically are below. Roma Powis of Duck River stated they were having a seminar "Aiming at a Moving Target" by Wimberly Lawson on Oct. 20th. Frances Flowers from SHRM Chattanooga stated that their President for 2010-2011 resigned in September stating she could not fulfill her duties. They are actively seeking a President currently. The following chapters submitted their reports electronically and are below:

Clarksville chapter submitted by Treva Richardson
Highland Rim chapter submitted by Debbie Davenport
NE TN chapter submitted by Mary Lee Williams
SHRM Chattanooga submitted by Gary Steele
Stones River chapter submitted by Kristy Baker
TVHRA chapter submitted by Lori Ridings
Upper Cumberland chapter submitted by Susan Deaton
Volunteer chapter submitted by Rhonda Lee
West TN chapter submitted by Tammie Robinson

Don Ray reported that the deadline for chapter CAP is Jan. 31, 2010. He stated that the SCAP goal was for every chapter to submit a CAP (12 chapters). The SCAP is due the end of March. He asked that the chapter Presidents let him know when they have completed their CAP and submitted it.

Shelly will be doing a strategic planning session during the January leadership meeting for the State Council. It will be held at the Marriott/Cool Springs in Franklin, TN on January 21 – 22, 2010.

Bill Cooper asked that all expenses and receipts be submitted by November if possible for bookkeeping purposes.

Don thanked everyone for keeping budget this year and gave everyone a gift from the State Council. The meeting was adjourned at 5:10 CST.

District Directors & CLA Reports

Treasurer Report submitted by Bill Cooper:

State Council 2009 Transaction Register
1/16/09 Through 12/31/2009

Date	Account	Check Number	Description	Memo	Category	Amount	Balance
Balance On Hand 1/16/2009							14,188.83
2009							
1/1	SHRM St Council		Adjustment	To reconcile w/bank balance from 3 yrs ago		0.10	14,188.93
1/5	SHRM St Council	737	Church Hill Productions	Shirts- Invoice #2221	Board Expense	-331.66	13,857.27
1/22	SHRM St Council	740	Darfon's Rest.	SC Jan Mtg--dinner for 21	Board Expense	-676.80	13,180.47
1/22	SHRM St Council	741	Jill Senff	SC Jan Mtg--hotel	Board Expense	-125.82	13,054.65
1/23	SHRM St Council	742	Mike Willard	SC Jan Mtg--hotel	Board Expense	-125.82	12,928.83
1/23	SHRM St Council	743	Don Ray	SC Jan Mtg--hotel & Notebooks	Board Expense	-349.95	12,578.88
1/26	SHRM St Council		Memphis State Conference	Donation from 2008 State Conference	Grant	4,000.00	16,578.88
1/26	SHRM St Council		MT SHRM	Donation-- Rotating Seed Money	Grant	1,500.00	18,078.88
1/30	SHRM St Council		SunTrust	January 2009 Statement	Interest Income	0.70	18,079.58
2/6	SHRM St Council	744	Marriott Int'l	Food, Catering, Room--St Co. Jan. Mug	Board Expense	2,094.52	15,985.06
2/6	SHRM St Council	745	Don Ray	SHRM Regional Council Summit	Board Expense	-644.81	15,340.25
2/28	SHRM St Council		SunTrust	February 2009 Statement	Interest Income	0.64	15,340.89
3/20	SHRM St Council	746	Don ray	Travel, State Directors Summit	Board Expense	-157.22	15,183.67
3/26	SHRM St Council	747	UT-SHRM	Student Games--Travel Expenses	Donation	1,000.00	14,183.67
3/31	SHRM St Council		SunTrust	March 2009 Statement	Interest Income	0.67	14,184.34
4/22	SHRM St Council	748	Don Ray	Memorial Gift-Hosparus-Shelly Trent's mother	Donation	-50.00	14,134.34
4/30	SHRM St Council		SunTrust	April 2009 Statement	Interest Income	0.61	14,134.95
5/8	SHRM St Council	749	Mike Willard	Mileage	Board Expense	-112.00	14,022.95
5/29	SHRM St Council	750	Marriott Int'l	May SC Mug--Food/Catering	Board Expense	1,315.64	12,707.31
5/29	SHRM St Council	751	Don Ray	SHRM Foundation--promotion--2 gift cards	Board Expense	-50.00	12,657.31
5/31	SHRM St Council		SunTrust	May 2009 Statement	Interest Income	0.61	12,657.92
6/30	SHRM St Council		SunTrust	June 2009 Statement	Interest Income	0.54	12,658.46
7/1	SHRM St Council	752	Gail Wesline	SHRM Foundation--IPOD donation	Donation	-196.62	12,461.84
7/6	SHRM St Council		Stones River Chapter	2009 Chapter Dues Paid	Membership Dues	126.00	12,587.84
7/6	SHRM St Council		Memphis SHRM	2009 Chapter Dues Paid	Membership Dues	1,984.00	14,571.84
7/6	SHRM St Council		Volunteer Chapter	2009 Chapter Dues Paid	Membership Dues	57.00	14,628.84
7/6	SHRM St Council		NE SHRM Chapter	2009 Chapter Dues Paid	Membership Dues	176.00	14,804.84
7/31	SHRM St Council		SunTrust	July 2009 Statement	Interest Income	0.63	14,805.47
8/11	SHRM St Council	753	Don Ray	Recognition Gifts	Board Expense	-438.19	14,367.28
8/31	SHRM St Council		SunTrust	August 2009 Statement	Interest Income	0.64	14,367.92
Self-audit reconciled with bank balance as of August 31, 2009							
9/9	SHRM St Council		Highland Rim Chapter	2009 Chapter Dues Paid	Membership	18.00	14,385.92

Date	Organization	Chapter	Description	Amount	Total
9/9	SHRM St Council	Upper Cumberland Chapter	2009 Chapter Dues Paid	82.00	14,467.92
9/11	SHRM St Council	TVHRA Chapter	2009 Chapter Dues Paid	722.00	15,189.92
9/11	SHRM St Council	MT SHRM Chapter	2009 Chapter Dues Paid	1,328.00	16,517.92

Tennessee State SHRM Council

2009 Budget Projections

	Beginning balance	\$14,189	
<u>Income</u>		<u>Projected</u>	<u>Actual</u>
Chapter Membership Dues		\$4,500	4,493
Sponsorships/Grants/Web ads		6,000	5,500
Interest Income		7	5
Total		\$10,507	9,998
<u>Expenses</u>		<u>Projected</u>	<u>Actual</u>
Jan. Leadership Meeting--Marriott food/mtg/hotel, mileage, mtg exp, & Dinner		\$4,500	3,373
Mileage/Lodging for Chapter Visits		1000	
Spring State Council Meeting		1,500	1,428
Sponsorship HR Student Games		1,500	1,000
SE Region Leaders Meeting		400	802
SHRM Foundation		900	247
SHRM Legislative Conference		1000	
SHRM National Conference		1700	
SHRM Leadership Conf & Dinner--Wash DC		2500	
Membership Initiatives @ State Conference--SHRM Shack		500	
HR Excell & SC Recog Awards		1400	438
Recognition/Branding--S.C. Shirts, Web Hosting, Misc.		700	382
Total		\$17,600	7,669
Projected ending balance		\$7,096	16,518

Revised 9/11/2009

Salary Survey Report submitted by Mike Willard:

REPORT ON STATUS OF TENNESSEE STATE SALARY SURVEY

Prepared by: Mike Willard, Immediate Past Director, SHRM TN State Council

Presented by: Mike Willard and Barry Brown, Effective Resources Inc.

1. Results of 2009 Survey:

- Eight of twelve chapters identified a survey coordinator
 - 276 total registrants (East 104, Middle 123, West 49)
 - 164 total participants who completed data entry (East 70, Middle 68, West 26)
 - Total participation rate (of those who registered, percent who actually completed data entry) was 59.4% (~60 is normal)
 - Total number of jobs with salary data being reported (East 213, Middle 196, West 107)
 - Anticipate results available before State Conference
2. Sales/marketing of survey during 2009 State HR Conference
- Thanks to MT SHRM Conference Committee for complementary booth
 - Purpose of booth is for further communicating/marketing of survey
 - Preview 2009 survey results
 - Marketing/sale of 2009 survey to non-participants
 - Explain/encourage participation in 2010 survey
 - State Council and responsible chapter will share \$75 referral fee for each survey sold to non-participants
3. Plans for 2010 Survey:
- Get earlier start, have survey coordinator identified for each chapter and enhance communication about survey
 - Improve visibility and marketing of survey
 - Significant increase in participating companies and participation rate
 - Partner with Tennessee Chamber for recognition/sale of survey
 - Discuss preliminary plans for 2010 implementation plan/schedule

SHRM Report submitted by Shelly Trent:



Update

September 2009

Upcoming Deadlines:

Support the SHRM Foundation with a charitable gift of \$50 or more and you could win the SHRM Learning System – Deadline is September 30, 2009

Make an online, tax-deductible donation of \$50 or more to the SHRM Foundation's Annual Campaign and your name will be entered in a drawing for a SHRM Learning System (valued at \$795). There will be one winner for each SHRM region. Winners will be notified by October 7, 2009.

SHRM Foundation Student Scholarships – Application Deadline: October 15, 2009

24 scholarships are currently available: 10 undergraduate awards at \$2,500 each, 4 graduate awards at \$5,000 each and 10 PHR/GPHR awards at \$500 each. Please make active SHRM student members aware of this great opportunity.
<http://sapphire.shrm.org/Scholarships/Students/>

SHRM Leadership Conference – Conference registration opening soon!

If you will be in a volunteer leader role in 2010, you should consider attending this event to prepare for your role November 19 – 21 in Arlington, VA. Hotel registration is now open. Back this year by popular demand is the Capital Hill visit. Check out the link for additional information. <http://www.shrm.org/conferences/leadership/Pages/default.aspx>

Mark Your Calendars:

September, October CLA Webcast and Conference Call Schedule

Conference Calls

9/09 – Government Affairs
9/16 – SHRM Foundation
9/23 – HR Certification Institute
9/30 – Workforce Readiness
10/07 – Membership
10/21 – College Relations

Webinars

9/10 - Membership

All calls begin at 4:00 ET, 3:00 CT, 2:00 MT, 1:00 PT webinar

The call-in number for ALL conference calls is the same.

Call-in number: 1.800.745.6370

Participant code: 747279

Watch for e-mail reminders with

login information.

Check this link to view the entire 2009 CLA Calendar

<http://www.shrm.org/Communities/VolunteerResources/Pages/CLAConCallWebinarSchedule.aspx>

Chapters by Size Conference Calls – As promised at the 2008 SHRM Leadership Conference, we have scheduled quarterly conference calls for chapters by size. Grouping volunteer leaders by chapter size allows you to network with chapter presidents throughout the country learning about best practices that can be effective for your chapter.

Super Mega	11/5 Conference Call by invitation only
Mega	9/10 Conference Calls - 3:00 Eastern/ 2:00 Central/1:00 Mountain/Noon Pacific & AZ Call-in number: 800-745-6370, participant code: 5356015
Large	11/5 Conference Call - 3:00 Eastern/2:00 Central/1:00 Mountain/Noon Pacific & AZ Call-in number: 800-745-6370, participant code: 113406
Medium	9/24 & 12/10 Conference Call - 3:00 Eastern/2:00 Central /1:00 Mountain /12:00 Pacific & AZ Call-in number: 800-745-6370, participant code: 634180
Small	9/15 & 12/15 Conference Call - 3:00 PM Eastern/ 2:00 PM Central/ 1:00 PM Mountain/ 12:00 PM Pacific & AZ Call-in number: 800-745-6370 participant code: 5356004

FYI:

New Student Chapter Affiliation Process launched August 1st

This new affiliation method more closely mirrors that of professional chapter affiliation and encourages relationships to be built between the student chapter, sponsoring chapter and state council earlier in the process. More details are available at <http://www.shrm.org/Communities/VolunteerResources/Pages/StudentChapters.aspx>.

SHRMCONNECT

Now you can get connected with other SHRM members throughout the world via SHRMConnect. As a SHRM member, you are automatically in the database, you just have to go in and update your profile. Similar to other social networking sites, you can create and join groups to share information.

<http://shrm.org/Communities/VolunteerResources/Pages/SHRMCONNECT.aspx>

CAP/SCAP REQUIREMENT FOR 2009 – Add SHRM Newsfeed to Your Chapter/State Council Website

A requirement of the CAP and SCAP in 2009 is that all chapters and state councils with websites are required to link the SHRM newsfeed to your website. **PLEASE NOTE – THIS IS A REQUIREMENT AND NO AWARD WILL BE GIVEN IF THE NEWSFEED IS NOT ADDED TO YOUR WEBSITE.** Daily updates provide your members a great resource to keep up on HR issues that may affect them and their organizations. Linking up is easy. Go to <http://www.shrm.org/about/Pages/rssfeedscode.aspx>. There you will find a listing of feeds available along with the code necessary to copy and paste into your website. For technical questions, please contact Shelly Quinn at shelly.quinn@shrm.org.

2010 Changes to CAP/SCAP

A major transformation is currently underway for the CAP/SCAP for 2010 calendar year (submission deadline in 2011). You will see many of the operational items replaced with strategic objectives designed to increase the visibility and

effectiveness of chapters and state councils while promoting SHRM and the HR profession overall. There will still be a planning workbook and online submission form. Watch for additional information in September so your board can prepare for the coming year. Multiple webinars are planned along with recorded sessions for replay following the conclusion of the live broadcast series. You won't want to miss these!

CAP/SCAP Webinar dates/times (Eastern Time):

CHAPTER WEBINARS

Tuesday, 9/22

12 noon

2:00 p.m.

5:00 p.m.

Thursday, 9/24

9:00 a.m.

11:00 a.m.

1:00 p.m.

STATE COUNCIL WEBINARS

Tuesday 9/29

11:00 a.m.

1:00 p.m.

E-mail List Rental Program

Just a reminder that the recently announced e-mail list rental program is an opt-in program that does not affect your current e-blast capabilities. Affiliates may wish to investigate rental through our broker and information will be available soon in the event that your affiliate may be interested.

Your Regional Team:

Your Regional Team:

Dorothy Hill, SPHR

Dorothy.Hill@shrm.org

Shelly Trent, SPHR

Shelly.Trent@shrm.org

Crystal Adair

Crystal.Adair@shrm.org

Regional Administrators: 1-800-283-7476, ext. 3333 SHRM.MemberRelations@shrm.org

Please note! **Dorothy Hill, SPHR, and Shelly Trent, SPHR,** are Field Services Directors. Shelly is based in Louisville, Kentucky, and covers **DC, KY, NC, SC, TN, VA, and WV.** Dorothy is based in Vero Beach, Florida, and covers **AL, FL, GA, MS, the Bahamas, Bermuda, Puerto Rico, and the Virgin Islands.**

If you have Dorothy on your state mail or email distribution lists, please remove her and make sure Shelly is added. We no longer "share" states and need to separate the notifications to ensure that only the appropriate person receives council news. Neither of us needs to be on any chapter mail or email lists.

If you will be in a volunteer leader role in 2010, you should consider attending this event to prepare for your role November 19 – 21 in Arlington, VA. Hotel registration is now open. Back this year by popular demand is the Capitol Hill visit. Check out the link for additional information.

<http://www.shrm.org/conferences/leadership/Pages/default.aspx>

Changes in Leadership Conference Attendance:

November 19-21, 2009

Volunteer Position

President/President-Elect (1 per chapter)

Registration

Complimentary

Housing

Complimentary—2 nights

100% Chapter President/President-Elect

(1 per chapter)	Complimentary	Complimentary—3 nights
State Council Directors/ State Council Directors-Elect	Complimentary	Complimentary—3 nights
State Core Leadership Area—Membership	Complimentary	Complimentary—2 nights
Chapter Management Professionals	Complimentary	Complimentary—2 nights
State Council District Directors	Complimentary	Covered by Attendee
Core Leadership Areas (except Membership+Legislative)*	Complimentary	Covered by Attendee
Independent Attendees	\$350	Covered by Attendee

** State Council CLA Legislative Affairs Directors received complimentary registration and housing for the SHRM Legislative Conference in lieu of this conference. While these volunteers are welcome to attend the Leadership Conference, they are required to register as Independent Attendees.*

The conference will be held at the Crystal Gateway Marriott in Arlington, Va.—just minutes from Washington, D.C., and SHRM headquarters in Alexandria, Va. Additional conference and housing information will be available in late September 2009. Registration opens shortly thereafter.

Ann Byrnes Memorial Scholarship

It is with great pleasure that the SHRM Regional Team, in partnership with the SHRM Foundation, announces a “one-time” professional development scholarship for **SHRM State Council volunteer leaders** in memory of our departed co-worker and friend Ann Byrnes. Ann was the Field Services Director for the Southwest Central Region (which covered the states of Arizona, Colorado, Kansas, New Mexico and Utah) and resided in Arizona. Prior to moving to the Arizona area she was the North Central Regional Manager. Ann lived and worked as an HR professional most of her career in the Cincinnati, Ohio area. Ann departed this life on May 27, 2009.

Ann was an ardent SHRM volunteer at the chapter and state levels. If you knew Ann, you would also know that she was passionate about SHRM, the HR profession, personal development, and her role as the State Council Director for Ohio. To honor the spirit of Ann, this “one-time” scholarship **will be awarded to volunteer leaders holding a voting position on their state council board.** This would include chapter presidents, Core Leadership Area Directors, State Council Directors, MAC, and other voting State Council board positions. **All applicants must be SHRM members.**

We will announce the scholarship judging criteria, the amount of each scholarship, how scholarships can be used, and the application process at the SHRM Leadership Conference in November. We have received donations from many individuals but we would like to extend an invitation to all state councils, chapters, and individuals to make a donation to Ann’s memorial scholarship fund.

All **donations** must be received by **October 15, 2009** using the SHRM Foundation application that can be found at: <http://www.shrm.org/about/foundation/contributions/Pages/default.aspx> . The donation form has a section where you *must* specify in memory of “**Ann Byrnes.**” You have the option of making your donation on-line or printing off the form and sending it to the SHRM Foundation at: **P.O. Box 79116, Baltimore, MD 21279-0116**. Contributions can be made on behalf of your chapter, state council, or as an individual. All donors will be recognized in the December issue of HR Magazine. Many thanks to those individuals, chapters, and state councils who have already so generously made a donation on behalf of Ann.

No donation is too small. We need your help by announcing this memorial scholarship at your state council and chapter board meetings. If you have questions, please feel free to contact a member of your regional team.

Middle Tennessee District Director’s Report submitted by Kellie Conn:

In 2009 to date have visited four of the five Middle TN area chapters:

Clarksville #0608 - Clarksville Area Chapter-SHRM
Murfreesboro #0541 - Stones River SHRM
Nashville #0083 - Middle Tennessee SHRM (my home chapter)
Mt Pleasant / Duck River #0382 - South Central Tennessee Chapter

Still need to get a visit scheduled with Tullahoma/Lynchburg #0285 - Highland Rim Chapter before the end of the year. After the state conference all three District Directors will be helping Don plan a bigger, better leadership conference for TN in January 2010. I would like to attend the SHRM Leadership Conference (and have a hotel reservation) in November but unsure about source of funding to attend.

East TN District Director’s Report submitted by Sheryl Ransom:

Chapters Visited:

Northeast Chapter – Sept 2009
TVHRA – Scheduled Nov. 2009
Chattanooga chapter – TBD
Upper Cumberland chapter – Nov. 2009

Goals:

Build membership
Be available for chapter

Conference Report submitted by Art Smith:

In spite of our \$50-\$75 price tag for students, we only had 11 students register. Here are the total attendance numbers:

Official Attendance	
Full Conference	634
Legal Conference	36
Volunteers	64
Students	11
Comp. Sponsor Regs	32
Comp. Chapter Regs	18
Sponsors	90
Presenters	75
Exhibitors	235
VIP Exhibit Hall Pass	70
Total Attendance	1265

See below demographics:

**2009 Tennessee SHRM Conference & Expo
Attendee Demographics**

My Position		
President/CEO/Partner/Principal		3%
Vice President		8%
Director		21%
Manager		32%
Specialist/Trainer/Recruiter		12%
Generalist/Representative/Associate		20%
Other		4%
Organization Employee Size		
10,000 +		14%
5,000 – 9,999		10%
1,000 – 4,999		18%
500 – 999		9%
250 – 499		18%
100 – 249		16%
Less than 100		15%
My Profession		
Human Resources		82%
Training & Development		2%
Staffing & Talent Management		4%
Compensation and/or Benefits		4%
Legal Profession		1%
Other		7%
Years in My Profession		
1 – 2		6%
3 – 5		12%
6 – 10		23%
11 – 15		20%
16 – 20		19%
More than 20		20%
National SHRM Member?		
Yes		77%
No		23%
Local SHRM Chapter Member?		
Yes		67%
No		33%

THRC Report submitted by Carlton Little:

TENNESSEE HUMAN RESOURCES CONFERENCE, INC.
FINANCIAL REPORT
JUNE 30, 2009

SAVINGS – TENNESSEE STATE BANK:

Balance brought forward March 31, 2009..... \$ 1,291.86

<u>DATE</u>	<u>ACTIVITY</u>	<u>AMOUNT</u>	<u>BALANCE</u>
4-10-09`	CD Interest	\$ 11.09	\$ 1,308.95
4-15-09	CD Interest	107.00	1,409.95
4-16-09	CD Interest	24.63	1,434.58
4-27-09	CD Interest	42.47	1,477.05
4-28-09	CD Interest	197.71	1,674.76
5-08-09	CD Interest	225.00	1,899.76
5-12-09	CD Interest	10.72	1,910.48
5-15-09	CD Interest	78.08	1,988.56
5-27-09	CD Interest	41.09	2,029.65
5-28-09	CD Interest	191.71	2,221.36
6-12-09	CD Interest	11.09	2,232.45
6-15-09	CD Interest	56.06	2,288.51
6-16-09	CD Interest	24.63	2,313.14
6-26-09	CD Interest	240.57	2,553.71
6-30-09	CD Interest	1.41	2,555.12

Balance brought forward June 30, 2009.....\$ 2,555.12*

INVESTMENT ACTIVITIES – TENNESSEE STATE BANK:

1-12 month CD at an interest rate of 2.25% maturing January 12, 2010
currently valued at.....\$ 5,800.00*

1-18 month CD matured June 28, 2009 at an interest rate of 4.75%
and was reinvested for 18 months at an interest rate of 2.15%
maturing 12-28-10 currently valued at.....\$ 6,000.00*

1-12 month CD at an interest rate of 4.00% maturing October 27, 2009
currently valued at.....\$ 5,000.00*

1-24 month CD at an interest rate of 3.75% maturing May 10, 2010
currently valued at.....\$ 6,000.00*

1-13 month CD at an interest rate of 2.75% maturing April 28, 2010
currently valued at.....\$ 8,000.00*

1-12 month CD at an interest rate of 4.25% maturing August 28, 2009
currently valued at.....\$ 5,000.00*

1-24 month CD at an interest rate of 3.75% maturing June 28, 2010
currently valued at.....\$15,000.00*

FINANCIAL REPORT - JUNE 30, 2009 continued:

1-24 month CD at an interest rate of 2.9% maturing March 15, 2011
currently valued at..... \$ 10,000.00*

1-12 month CD at an interest rate of 4% maturing October 27, 2009
currently valued at.....\$ 6,000.00*

1-16 month CD at an interest rate of 4% maturing February 29, 2010
currently valued at.....\$ 6,000.00*

JAMES HOUSE WILLIAMSON SCHOLARSHIP FUND:

1-12 month CD at an interest rate of 3.75% maturing June 28, 2010
currently valued at.....\$ 10,000.00*

1-24 month CD matured April 15, 2009 at an interest rate of 5.25%
and was renewed for 24 months at an interest rate of 2.75% maturing
April 15, 2011 currently valued at.....\$ 12,000.00*

JOSEPH P. GODDARD SCHOLARSHIP FUND:

1-12 month CD at an interest rate of 3.75% maturing June 28, 2010
currently valued at.....\$ 10,000.00*

1-24 month CD matured April 15, 2009 at an interest rate of 5.25%
and was renewed for 24 months at an interest rate of 2.75% maturing
April 15, 2011 currently valued at.....\$ 12,000.00*

TOTAL VALUE OF INVESTMENTS WITH TENNESSEE STATE
BANK.....\$116,800.00*

TOTAL VALUE OF THRC SAVINGS.....\$ 2,555.12*

TOTAL THRC FUNDS AS OF JUNE 30,
2009.....\$119,355.12*

*All THRC funds are jointly owned by the James House Williamson
Scholarship Fund and the Joseph P. Goddard Scholarship Fund

Carlton G. Little
Executive Director, THRC, Inc.

Michael L. Hudson
Secretary/Treasurer, THRC, Inc.

Workforce Readiness Report submitted by Privott Stroman:

Sorry I'm not there to share this with you all! By the time you read this, I might have a new baby girl or maybe she'll be here very soon! Have a wonderful meeting and conference! -privott

- Communication with TN Chapter WR Chairs regarding their projects and upcoming webinars.
- Summary of 2009 chapter workforce readiness projects from several of our chapters:
- **Volunteer Chapter:**
 - Our chapter has been very supportive and promoting the C-R-C (Career-Readiness-Certificate) initiative. Achievement is making a difference in the skills level of new applicants and displaced workers.
 - Supported all LWIA12, WorkForce Development initiatives including the Youth Summer Work Stimulus Package Program.
 - Engaged and interacted with the P16 Council, Tennessee Scholars, Dyersburg-Dyer County Promise Scholarship Initiative, Adult Education, Tennessee Technology Center - Newbern/Ripley/Covington, and Dyersburg State Community College
 - Had a joint-meeting with the Dyersburg-Dyer County Membership Matters Annual Meeting and made arrangements for the key-note speaker, Congressman John Tanner
 - Attended the Quarterly Existing Industry RoundTable meetings sponsored by the local Chamber.
 - Have broadcast member opportunities for all monthly meetings, community townhall meetings, and seminars focused on improved membership performance, such as the PML initiative including securing Incumbent Worker Grants to reduce cost to participating partners.
 - Sponsored candidates to the International SHRM meeting.
 - Volunteer Chapter #272 has taken the leadership roll in keeping Tennessee a Right-To-Work state and opposing EFCA legislation in any form.
- **Middle TN:**
 - Partnered with SafeHaven Family Shelter on a “Career Coach” project to go along with the development of an employment manual from a few years back that had tips for job seekers, which started the SafeHaven Project.
 - over 50 volunteers that provide resume development, interviewing skills, and career counseling at the shelter, and now trainings are scheduled through the remainder of the year.
 - The feedback from the Shelter has been overwhelmingly positive, but the feedback from the volunteers has been even more impressive.
 - The HR community of Middle TN has truly embraced the shelter as part of our mission to give back to the community. If anyone is interested in the materials, we would be more than happy to share. We plan on expanding our project next year to include more worthy causes, and are willing to look at all community needs outside the homeless population
 - Workforce Readiness of Middle TN has also partnered with our local Chamber of Commerce on a HUGE website initiative for job seekers.
- **TVHRA:**
 - The TVHRA chapter participated in a Regional Transitional Career Fair that was held in Knoxville in March for the unemployed. Ten TVHRA members participated in the resume writing workshop.

- At each monthly dinner meeting, we highlight a different workforce development initiative that is currently underway in the Knoxville region.
- This year our chapter launched a career center. The purpose of the TVHRA Career Center is to provide support, motivation and mentoring to area human resource professionals who are seeking a career transition, conducting a job search or seeking career development. Activities include: facilitating networking, sharing job opportunities, discussion of job market trends, teaching interviewing techniques, assistance with resume preparation, providing guest speakers, learning from the experiences of others (rejection & success), while encouraging professional association with HR professionals Participation is open to: Exempt & Non-Exempt professionals, **Affiliated** (SHRM and TVHRA) and **Non-Affiliated individuals**, students and semi-retired people, unemployed and underemployed individuals. Recruiters and HR related service providers are also welcome.
- Related activities include: weekly meetings, publication of brief biographies, maintain a Resume “bank”, marketing to other organizations that are HR related and the use of the TVHRA web site (www.tvhra.org).
- **Clarksville Area:**
 - Taking the lead from a previous WR conference call, we adopted a program that was highlighted on one of those calls: a program for teens called "Choices". We have become Partners in Education with the CMCSS and plan to pilot the program Mid-November at the New Providence Middle School. We will reach 3 classes of 30 students each presenting two 50 min. classes in an after school program of mostly At-Risk-Youth. The Choices Workshop teaches teens the choices they make in life is ultimately their own, showing them in an innovative, interactive and fun way they have more control of their life than they realize. Students learn that self discipline is the key to achieving their goals in the areas of school decisions & career consequences, money management, time management and more. This curriculum lends support to the 100% Graduation Rate our County strives to achieve. It is presented by Business Community Volunteers, we plan to have the undergraduate students from Austin Peay's Industrial & Organizational Psychology Program involved with the Campus SHRM to assist in this project also.
 - The Chapter has also sponsored a community-wide job fair where assistance was given in resume building and interview skills.
 - Members have also participated in Career Day workshops, Interview Skills & Resume building workshops.
- **Northeast TN:**
 - Met with local employment officials, I also have attended some of SHRM's conference calls and webinars.
 - Developing a plan to introduce to our local schools, considering working with Junior Achievement within the school systems. Looking at full implementation in the school system by January 2010.
 - Working with local university officials making myself available when they need professionals to come to their location and discuss job searching strategies with students, i.e. resume critique sessions, how to develop better interview strategies/skills.

- Also, I am starting to develop a relationship with the local AB&T Director working to get more involved in the local workforce issues. Recently, I have attended a Regional Workforce Employer Outreach Committee meeting in June and a local Workforce Investment Board meeting last month. These meetings have given me the ability to start developing contacts at the local and state level.
- **Chattanooga:**
 - The Chattanooga Chapter is starting its 4th year of Get A Job in which our members speak to 10th grade Hamilton County High School students about job skills and job readiness. This activity is a 1 1/2-hour interactive presentation designed to give 10th grade students the opportunity to be aware of key concepts that can help them be more successful in their current job or job search.
 - Our chapter is also working with Junior Achievement in the delivery of their JA Success Skills component. This component develops students' interpersonal effectiveness and problem-solving skills necessary for the workplace by placing students into the roles they will play as potential employees.
 - Another project our chapter is working on is assisting our dislocated members in finding employment. We have set aside time before and after our monthly meetings to inform our colleagues that we have qualified professionals seeking employment.
 - This is my 2nd year partnering with our local Chamber of Commerce. I serve on the Workforce & Education Board. This board is working towards enhancing post secondary education and aligning customized training with labor markets in our respected areas.

Communications Report submitted by Becky Jones:

- Maintained a Web site. Web address: <http://www.shrmtn.org>
Domain name [shrmtn.org] expires on April 18, 2011
Hosting needs to be renewed April 2010
- Created/maintained a state council Web site.
- Provided a link to the SHRM Web site.
- Provided a link to the HRCI Web site.
- Provided a link to the SHRM Foundation Web site.
- Created/maintained a state council Web site linked to chapters in the state.
- Listed council leaders and contact information on Web site.
- Listed council meeting dates and locations on Web site.
- Provided state conference information on state or chapter Web site.

	Jan 09 to [August 2009]	Jan 08 to Dec 08
Total Sessions	19,077	20,901
Total Page Views	28,201.	34,198
Average Sessions Per Day	78.51	57.11
Average Page Views Per Day	116.05	93.44
Top 10 Visited Pages	<ol style="list-style-type: none"> 1. Home 2. State Conference 3. Chapters 4. News 5. Meetings 6. Contact 7. Resources 8. Bylaws [pdf] 9. Photos [2008 HR Excellence Award Recipients] 10. Awards [JHW and Excellence] 	<ol style="list-style-type: none"> 1. Home page 2. State Conference 3. News 4. Chapters 5. Contact 6. Council Meetings 7. Bylaws [pdf] 8. State Council Photos 9. Resources 10. Photos – Conference Photos
Top 10 Where Site Visitors are coming from	<ol style="list-style-type: none"> 1. Direct 2. Google Search 3. Yahoo Search 4. SHRM Chattanooga 5. SHRM – Chapters - Southeast 6. MSN Search 7. BING search 8. SHRM Memphis 9. SHRM [National\ 10. MT-SHRM 	<ol style="list-style-type: none"> 1. Direct [type in shrmtn.org] 2. Google Search 3. SHRM.ORG – Conferences [National] 4. Yahoo Search 5. SHRM Chattanooga 6. MSN Search 7. SHRM Chattanooga 8. Live.com Search 9. SHRM / Chapters / Southeast 10. SHRM Memphis

HRCI Report submitted by Mike Hudson:

HR CERTIFICATION INSTITUTE CORE LEADERSHIP AREA

Adopt and implement the 2009 HR Certification Institute certification goals.

State council representative(s) will participate in HR Certification Institute Certification CLA conference calls and report back to the council.

State council representative(s) will participate in volunteer leader HR Certification Institute Certification CLA webcast or view an archived webcast and report back to the council.

Promote the benefits and value of HR Certification Institute certification (PHR, SPHR, GPHR).

Educate members on the recertification process, which includes using the online recertification system.

At least 50 percent of the state council members will be PHR, SPHR, or GPHR certified as of 12/31/2009. (19 out of 32)

Number of certified professionals on the state council will increase during 2009.

Number of certified professionals in the state will increase during 2009.

Recognize certified professionals at a state council meeting or state conference event.

Obtain recertification pre-approval for state conference sessions or other state council event(s).

(The form is available at www.hrci.org.)

Conduct quarterly conference calls with the chapter HR Certification Institute certification representatives in your state.

College Relations Report submitted by Jill Senff:

- ✓ Adopt and implement 2009 SHRM college relations goals.
- ✓ State council representative(s) will participate in College Relations CLA conference calls and report back to the council.
- ✓ State council representative(s) will participate in volunteer leader College Relations CLA webcast or view an archived webcast and report back to the council.
- ✓ Offer free or reduced rate for student members to attend the state conference.
- ✓ Provide student chapter(s) assistance to participate in HR Games, or provide support for students not participating in the HR Games to attend Regional Student Conference held in conjunction with the HR Games.
- ✓ State council representative(s) will serve as volunteers at the Regional Student Conference and HR Games event.
- ✗ Sponsor a scholarship or recognition award for college student(s).
 - Used budget to help pay for HR Games/Regional Student Conference.
- ✗ Provide an educational institution with HR books, videos, and/or other materials, or a subscription to HR Magazine(R) (councils receive a 20 percent discount on gift subscriptions).
 - Used budget to help pay for HR Games/Regional Student Conference.
- ✗ Hold quarterly conference calls with chapter college relations.
 - Sent out e-mails instead.

Chapter Reports

Clarksville Area Chapter Report submitted by Treva Richardson:

Challenges Faced Jan – April 2009

- ❖ **Downturn in economy has affected membership and retention goals**
- ❖ **Getting HRCI Certification Credit for meetings**

2009 Progress Towards Goals

- Membership growth to “Medium” size Chapter (110) 15% over December 2008 membership
- Current Membership is 96 and with APSU student members will be able to reach goal.

- APSU Student Chapter officially recognized with web presence by APSU
- Past members retention down but several new members
- National SHRM membership is down (31/96)
 - HRCI Second class for this year did not make. We feel the economy played a large factor in this.
 - New Workforce Readiness Chair took lead on a partnership with the Clarksville Montgomery County School System in support of their 100% graduation initiative and will be piloting a program called CHOICES in the middle schools, primarily to kids targeted as at risk. APSU Industrial and Organizational Psychology students to assist along with SHRM volunteers to make this program a success in Montgomery County.
 - Goal: Continue to work from CAP to maintain status for a Superior Merit Award 2009
 - Goal: Work toward securing more sponsors for meetings
- Chapter has had 5 sponsors thus far this year.
 - Goal: Conduct 3-4 Professional Development Seminars during the year.
 - Third Professional Development Seminar in September
 - .President Elect and President met with Chamber to start forging a relationship between SHRM and Chamber. Looking at how we can help?
 - Chapter sent short survey to chapter members to get new ideas and comments and as a pre-planning tool for our President Elect.
 - Chapter participated in State Salary Survey initiative
 - State SHRM Conference and Exposition approximately 12-15 volunteers on track for September
 - Looking at training and upgrade to website during November
 - Chapter to send President Elect-Elect to Leadership Conference in November.
 - Planning our annual Whine and Cheese for December

The participation of our 11 member board this year has been awesome. Without their enthusiasm and support, we would not have accomplished all that we have been able to bring to our Chapter and to SHRM at a time when economic conditions plummeted and unemployment reached a 26 year low. We have members that want to work and are ready to step up to the plate when help is needed. Ron Cooper, who received his certification this past year, was a perfect example of that volunteerism, when he assumed the Chapter Salary Survey Coordinator position.

Highland Rim Chapter submitted by Debbie Davenport:

Who are we?

Founded in 1964, the chapter has a current membership of 23 members who represent various businesses, educational facilities and government agencies from Tullahoma, Manchester, Lynchburg, Winchester, Shelbyville, Sewanee and Arnold Engineering Development Center.

Significant Accomplishments to date in 2009:

- Conducted 5 chapter luncheon meetings covering various HR topics.

- Teamed with Wimberly, Lawson, Seale, Wright, & Daves, PLLC and Motlow State Community College to provide a successful half-day seminar in April attended by HR professionals from our surrounding area.
- Developed guidelines and implemented an annual scholarship to be offered to a current member to pursue a career development opportunity.

Goals for the remainder of 2009:

- Host a successful fall seminar event in October 2009.
- During our membership drive, target non-member attendees at our events.

Challenges:

- Increasing membership numbers
- Choosing best time for monthly meetings that will attract the most attendance.

Northeast Tennessee SHRM Chapter submitted by: Mary Lee Williams, Chapter President

Chapter Accomplishments 2009 YTD:

- January Chapter Meeting: Legal update.
- February Chapter Meeting: Student Chapter highlighted.
- March Chapter Meeting: Membership Drive and highlighted SHRM Foundation.
- April Chapter Meeting: Featured certification.
- First quarter Chapter Membership growth was 16.56% over Dec. 2008.
- Increased Chapter meeting attendance.

2009 Key Goals and Objectives:

- Create a “sharepoint” of information for the Board of Directors so information can be shared electronically
- Increase meeting attendance to average 50 per meeting – communicate meeting schedules and programs in advance as well as reconsider meeting structure, content, location, etc.
- Conduct survey of membership in 2009 concerning desired meeting structure, content, location, etc.
- Formalize Board and Chapter Procedures that fall outside the by-laws (i.e. passing of information from one year to the next, storage of information, etc.)

Challenges for 2009:

- Membership involvement
- Identifying future volunteer leaders – succession plan in progress
- Student Chapter

SHRM Chattanooga Chapter Report submitted by Gary Steele:

2008 Chapter Accomplishments

- 67% Membership Renewal
- 102 New Members (32%)
- 319 Total Members
- 213 are SHRM National Members (67%)
- Average attendance for monthly meeting, 135
- HRCI Certification class with 28 participants Fall 2009

Challenges:

- Membership Certification
- Renewal membership down

Stones River SHRM Chapter Report submitted by Kristy Baker:

2009 YTD

- Membership is at 134.
- Increase in SHRM members: 47 (increase of 1 over last year)
- All meetings to date have been approved for HRCI credit
- 2008 Superior Merit Award

Challenges

- Increasingly harder to find time needed to dedicate to the chapter.
- Membership is not as engaged.
- Do not have volunteers lined up for 2010. Those approached do not have the time to dedicate due to increasing job responsibilities.

Tennessee Valley Human Resources Association Report submitted by Lori Ridings:

Membership:

- 364 Current Members
- 65% are SHRM Members
- Membership Dues \$45 annually
- Dinner meetings are \$18 for members \$25 non-members

Accomplishments:

- 2009 Superior Merit Achievement
- Participated in the Regional Transitional Career Fair
- TVHRA Career Center
- Toured the new Haslam Business Building and Sky Boxes at the University of Tennessee
- Network Social is planned for December
- Diversity Program

- Good participation in the Salary Survey from our region
- Partnered with the local Chamber to promote Workforce Development Initiatives
- All committees are in place and working hard on the 2010 State Conference to be held in Sevierville

TVHRA Career Center

The TVHRA Career Center by far has been our greatest accomplishment for 2009. We recognized a need, developed a plan and set out to help those in our profession who are in a job transition phase. We have had over 30 H R Professionals take advantage of this benefit and the feedback has been very positive.

Upper Cumberland Chapter Report submitted by Susan Deaton:

2009 Accomplishments

Partnered with WEOC for ADA-FMLA Update in February
 Partnered with Wimberly Lawson and BB&T Legge Insurance in March for COBRA rules update.
 Mailed 60 letters to area businesses in membership drive
 Held 2 Board Meetings
 Involved the President-Elect in State Council Meetings
 Provided Orientation packets to all board members
 Secured volunteer to work on Newsletter for chapter and have had quarterly newsletters
 Advertised discounted rate to join SHRM in May to all non-national members by email and flyer at meetings.
 Partnered with area bank to use conference room at no charge with presentation on fiduciary responsibilities for 401K managers
 Submitted changes in by-laws to include two year term for President with chapter

Continued Goals:

Continue to focus on Membership increase
 Schedule at least 2 more board meetings during the year
 Re-look at possibility of Seminar—earlier one canceled due to lack of interest.

Volunteer Chapter report submitted by Rhonda Lee:

The general economic slow-down has created many opportunities for our Chapter.

Besides promoting:

- Chapter Growth & Retention
- Performance Focus for own employers

- Community Service

We have:

- Supported all LWIA12, Workforce Development initiatives including the Youth Summer Work Stimulus Package Program
- Engaged and interacted with the P16 Council, Tennessee Scholars, Dyersburg-Dyer County Promise Scholarship Initiative, Adult Education, Tennessee Technology Center – Newbern/Ripley/Covington, and Dyersburg State Community College
- Had a joint-meeting with the Dyersburg-Dyer Country Membersh8p Matters Annual Meeting and made arrangements for the keynote speaker, Congressman John Tanner
- Attended the Quarterly Existing Industry Roundtable meetings sponsored by the local Chamber
- Have broadcast member opportunities for all monthly meetings, community townhall meetings, and seminars focused on improved membership performance, such as the PML initiative including securing incumbent worker grants to reduce cost to participating partners
- Sponsored candidates to the International SHRM meeting
- Volunteer Chapter #272 has taken the leadership role in keeping Tennessee a Right-to-Work state and opposing EFCA legislation in any form

West Tennessee Chapter submitted by Tammie Robinson:

- Membership Committee actively recruited new members:
 - by inviting individuals who appeared on the SHRM at-Large Membership List to monthly meeting, with lunch provided by our Chapter
 - by following up with individuals whose membership had expired
 - by encouraging current members to invite a guest
 - by inviting the State President and the West Tennessee Director to present information regarding the benefits of SHRM membership to our Chapter members.
- Chapter worked with Southeast Regional Representative of SHRM to verify the number of National Members in our local chapter, and give an accurate number of members, both national and local. Through the combined efforts of the Membership Committee, and coordination with our Southeast Regional Rep, our membership increased dramatically. The number of SHRM members in our chapter, who are also members of National SHRM has grown from 29 in January 2009 to 53 as of September 2009. Our total Chapter membership is 70, making 75% of our membership, National SHRM members.

- Chapter partnered with Benefits Consulting Services (BCS) to conduct an electronic survey, in order to gain a better understanding of programs and activities of interest to our members. The results of this survey were used by the Chapter Board to plan meetings and set goals for the remainder of the year. We learned that the most important reason our members attend monthly is the content of the programs. Our members are interested in programs that offer re-certification credit. As result, we are making every effort to offer programs that offer HRCI certification credit. We were able to offer one program in June, and a notice was sent to membership regarding a free webinar being offered at Union University, which offered certification credits (7 of our members attended the free webinar).
- Chapter promoted the SHRM Wage Survey by announcing it at the monthly meetings, and sending reminders via e-mail to encourage member participation in the Wage Survey.
- Chapter began to utilize the SHRM Meeting Evaluation Forms at our monthly meetings to receive feedback from our members and use the evaluations to improve our meetings and program planning.
- Chapter officers ensured that information that may be of interest to our members was displayed at the registration table at monthly meetings. Examples of information provided: Susan R. Meisinger Fellowship, SHRM State Conference Brochures, SHRM National Conference Brochures, JSCC Course offerings including SHRM Certification Exam Prep, Career Transition Group – Announcement of weekly meetings and special events, etc.
- Chapter has been working with National SHRM to develop a WTSHRM website, which should be available soon.
- Chapter voted to make two changes to the Chapter By-laws:
 - Chapter name was changed from SHRM of West Tennessee to West Tennessee SHRM for easy reference on the website.
 - The Immediate Past President will now be part of the Chapter Board to allow for smoother transition and point of reference in the future.

Respectfully submitted:

Frances Flowers