

Gallatin Valley Human Resources Association (GVHRA) Board Meeting FEBRUARY 2023 Minutes

In-Person Location: VIA GOOGLE MEET ONLY

Virtual Location:

Meeting ID: meet.google.com/gjp-jied-bcj

Tuesday, February 7th, 2023 @ 5:30pm

- **CALL TO ORDER: 5:38pm - Aly called the meeting to order**
 - **PRESENT VIA ZOOM:**
 - Aly Hollewjin (President);
 - Shannon Kirby (Secretary);
 - Sarah Kelley (Treasurer);
 - Amy Hager (Membership);
 - Amanda Keith (President Elect);
 - Nicole Lowry (Programs Co-Chair);

 - **ABSENT:**
 - Nancy Axtell (Workforce Readiness);
 - Jen Buchanan (Programs Co-Chair);
 - Erin Loucks (Past President);
 - OPEN POSITION (Webmaster) Erin Loucks (temporarily until filled);
 - Grover Wallace (Foundation);
 - Patti Berg (Legislative);
 - Megan Young (Certification);
 - John Reed McDonald (Diversity);
 - Melinda Hill (College Relations);

- **MINUTES: Approval of JANUARY 2023 Minutes**
 - Not enough members to vote

- **Business Carried Forward**
 - Move board meeting week to no longer conflict with program week.
 - Aly proposed we move the board meeting to the week after the ed meeting and discuss the length of time
 - Membership and Programs - NON-GVHRA member attendee program goals.
 - Get GVHRA Zoom account so we don't have to use people's business accounts

- **New Business**
 - 2023 Strategic Initiatives for SHAPE/EXCEL

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- See SHAPE Workbook for 2023
 - Hard to start this process as we only had 6 board members present and no quorum to vote
 - Can call a meeting or vote via email
- See EXCEL Workbook for 2023
- See Strategic Planning Doc for 2023

- **Vice President Reports**
 - **Treasurer: Sarah Kelly**
 - Review/Update/Approve 2023 Budget
 - Aly spoke with Melinda about adding a small budget to host events with the students to engage with MSU student, student chapter
 - Aly suggested that since Sarah got no requests for additions and changes – maybe Aly, Amanda, Sarah meet, review budget, set up a proposed budget and send it out for review
 - Bank account \$13,700

 - **Secretary: Shannon Kirby**
 - All 2022 minutes signed, scanned and sent to Erin.
 - Shannon said she has trouble with GVHRA and every time it won't let me in – my password won't work so I cannot check to see if they are posted but I have faith Erin posted them.

 - **Membership: Amy Hager**
 - Sent over the rosters yesterday – 2 virtual – 14 in person
 - Posted on LinkedIn today – as did Amanda
 - Amy will check first thing in the morning
 - 107 members as of today
 - Sent an email to all new members welcoming them and letting them know she is a resource
 - Lot of new members from Big Sky – Amy and Jen talked with Bethany about expanding into Big Sky can be a SHAPE goal)
 - Question from Amanda – consolidate all social media accounts so GVHRA can do stuff with them – Shannon suggested we link to officer/GVHRA emails
 - Nicky said she and Jen are using personal emails so be good create position emails associated with GVHRA
 - Amy asked about doing a dashboard of attendance – so we have a way to lookback and review stats

 - **Certification: Megan Young**
 - Not present. No report.

 - **Programs: Nicky Lowry**
 - Huge shout out to Amanda for help on Thursday! THANK YOU!
 - Lunch has been ordered and is set to be delivered.

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- Aly will send out the link.
- Nicky asked if we are ready to push out the survey questions to the membership
 - Can do a Google survey if GVHRA upgrades
- Jen and Nicky had a great meeting – may have a Gallatin College outreach recruiting session in March hopefully
- Confirmed in April with Lorka Smetana – resilience coach –
- Thinking of approaching Aly to do another housing presentation later in the year
- September is a crazy month for folks as school starts up
 - Possibly offer only as virtual to do that?
 - Might be good for speakers out of state?
- For August meeting, Amanda suggested that we tie down the speaker's bureau at SHRM NOW – nail it down since it hasn't happened in years before.
- Amy Hager loved the table talk events – as a newer professional – would love to do another one like that.
- Nicky said the last couple of socials have been very poorly attended – do we want to keep doing them? Shannon mentioned that the folks with a lot of time in GVHRA said they have always said they never have been able to get them off the ground despite a lot of time, effort, etc. so we need to try some different approaches and figure out how to make them take off.
 - Aly said sometimes it is just timing, lots of obligations, kids – maybe take a break and then start back up again.
 - Amy likes that the socials are truly just social – not HR people necessarily – just more of a networking situation.
 - Add the social events to the survey – ask membership what they think of them? Do they want them?
 - Amy was also asked by someone about a mentorship program – pair folks up?
 - Amanda thinks getting it out there and on calendars sooner – let people know well in advance – might draw more
 - SkyOro (remote workplace) – it is a really cool space – Aly has hosted parties there...be interesting to pause until April and use it to roll out GVHRA, HR, invite business owners, connect people to mentors
- Nicky asked us to think about...Bethany and Jen had a long conversation...Bethany Davies from Big Sky Chamber – long chat about Bethany wanting to take SHRM down to Big Sky, have speaker there, share speakers, etc. We wouldn't do work for Big Sky SHRM but we can collaborate.
 - Jen wondered if we would need to add another board member to collaborate or coordinate with Big Sky SHRM
 - Amy said she worked there and there are a lot of Big Sky HR issues, somewhat isolated – housing, mental health – just a professional network and a place to develop. 85% of Big Sky workers commute from Bozeman.
- **Core Leadership Reports**
 - **College Relations: Melinda Hill**
Not present. No report.
 - **Diversity: John Reed (Welcome!)**
Not present. No report.



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- **Workforce Readiness: Nancy Axtell**
 - Not present. No report.
- **Foundation – Grover Wallace (Welcome!)**
 - Not present. No report.
- **Legislative: Patti Berg**
 - Not present. No report.
- **Webmaster: open (Erin Loucks temporarily)**
 - Not present. No report.
- **Volunteers**
 - Nothing.
- **General**
 - Amanda – expectations of being on the board – she already knows of 2 times she won't make board meetings. Not feasible to require 100% attendance.
 - Shannon agreed and mentioned when we look at job descriptions, need to be considering current requirements like attending all educational meetings, all board meetings and deciding how we want to go forward. Agreed that we have to be flexible as life happens but maybe some baseline requirements of at least X of Y meetings. We have had past issues with board members who stop participating, stop showing up to much of anything, and don't get their role work done.....not fair to GVHRA or our membership. Totally agree we need to find a happy medium that keeps us able to move forward and do our work and be flexible so that life can happen.
- **Adjourn**
 - Aly adjourned the meeting at 6:28pm. Much business could not be conducted since we did not have a full board or at least a quorum.

Shannon Kirby
Shannon Kirby – MS, SHRM - SCP, HRCI SPHR, Secretary

3/21/2023
Date

Aly Hollowjin
Aly Hollowjin, SHRM - CP, President

Amanda Keith
Amanda Keith, SHRM-SCP, President-Elect

10/15/2023
Date

Board Member	Position	Email	Phone	Company
Hollowjin, Aly	President	aly@annumhousing.com	406-577-4675	Annum Housing



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Keith, Amanda	President-Elect	amandarosa12.17@gmail.com	406-579-8517	Murdoch's
Sarah Kelly	Treasurer	smwoods1@gmail.com	907-347-2789	Executive Services
Kirby, Shannon	Secretary	athena68@bresnan.net	406-930-2174	Wilcoxson's, Total Electric, consultant
Erin Loucks	Past-President	eloucks@lonepeakpt.com	406-600-4904	Lone Peak PT
Hager, Amy	VP Membership	amyhager12@gmail.com		WestPaw
Buchanan, Jennifer	VP Programs (Co-Chair)	jimbuchanan1979@gmail.com	406-209-3848	Blue Cross Blue Shield
Lowry, Nicole	VP Programs (Co-Chair)	nicky8850@gmail.com	202-695-5326	Montana State University
Young, Megan	VP Certification	myoung@americanbankmontana.com	406.223.0059	American Bank - MT
Axtell, Nancy	Workforce Readiness	naxtell@mt.gov	406-582-9234	Bozeman Job Service
Berg, Pattie	Legislative Chair	patricia_berg@live.com	406-209-2096	Berg Personnel Solutions
Wallace, Grover	Foundation Chair	Wallace_grover@yahoo.com	719-233-8722	Grover Wallace & Associates
OPEN	Web Master			
Hill, Melinda	College Relations	m.hill3922@outlook.com	406-589-4866	GCC
McDonald, John-Reed	Diversity Chair	johnreed@qiqworx.com	406-312-0452	GigWorx