

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

In-Person Location: VIA GOOGLE MEET ONLY

Virtual Location:

Meeting ID: <https://meet.google.com/cst-rapq-qzf>

Tuesday, June 20th, 2023 @ 5:30pm

- **CALL TO ORDER: 5:33pm - Amanda called the meeting to order**
  - **PRESENT VIA ZOOM:**
    - Amanda Keith (President);
    - Shannon Kirby (Secretary);
    - Grover Wallace (Foundation);
    - John Reed McDonald (Diversity);
    - Amy Hager (Membership);
    - Nicole Lowry (Programs Co-Chair);
    - Megan Young (Certification);
  - **ABSENT:**
    - Jen Buchanan (Programs Co-Chair);
    - Patti Berg (Legislative);
    - Nancy Axtell (Workforce Readiness);
    - OPEN POSITION (Webmaster) Erin Loucks (Past-President);
    - Sarah Kelley (Treasurer);
    - Melinda Hill (College Relations);
- **MINUTES: Approval of APRIL 2023 Minutes**
  - April minutes – not enough board member to vote so will be done by email.
- **Business Carried Forward**
  - Review/Update/Approve 2023 Budget – not enough board member to vote so will be done by email.
- **New Business**
  - **GVHRA Silent Auction Donations**
    - 2 donations per board member – still ok? No one had any concerns.
      - No concerns from Amy Hager -asked about value – Amanda said wide open, a donation is a donation
      - Grover said Erin told him between \$50-\$100
      - Was asked what the deadline is for getting the donations

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

- Shannon asked about the ability to open the bidding for a longer period of time – last year it was 2 hours – be cool to have it open the week before and closing it during the meeting? Amanda said yes, we can do that.
- Amy asked about pairing the auction with a free meeting....and could we coordinate the eblast with SHRM so not just limited to our group.
  - Shannon said she would motion continuing to donate half of net to Food Bank (used to be canned goods)
    - Talked about donation (was originally canned goods) and then we went to splitting money after
  - Amy seconded
- Amanda asked if we had a speaker for Dec – Nicky...do not have speakers for Nov and Dec –
- Nicky – we are probably breaking even at monthly meetings – not making money
  - The hotel route is most convenient – this is a lot to manage
  - Amanda – we need to find a different venue anyway
  - John Reed McDonald and Nicky said they would be doing some reaching out to hotels – trying to get non-profit deals
- **August Meeting Update**
  - John Reed and Nicky and Jen have been looking for a speaker.
  - Amanda said our field rep is our free speaker.
    - She doesn't focus on DEI
  - Will continue an offline conversation.
- **Big Sky Meeting Coordination w. Programs, Membership, and Certification**
  - Amanda – want to continue to do a good job coordinating with Big Sky; running through Bethany
  - Megan trying get certification handled with them; working on flow of communication and hopes to get a process nailed down
- **Name Tags Ordered & Received**
  - Here and she will get those to us
- **GVHRA Zoom Account Created**
  - She has set that up and we will use that going forward
- **Montana SHRM State Conference**
  - May 2024 – 5/1-5/3/24; Kalispell, Montana
- **SHRM Annual Conference & Expo 2024**
  - June 23 - 26, 2024; Chicago, IL
- **Chapter meeting follow ups and service to members**
  - Amy Hager -
    - New members coming mostly from Big Sky
    - A few common questions
      - Mentorship
      - Group learning situations
    - Process on who sends out what would be helpful – an opportunity to know who should be sending things out after meetings (certification certificates, slides, etc.)
    - Makes sense for Amy to send them out after the meeting to all attendees.
- **Vice President Reports**
  - **Treasurer: Sarah Kelly**
    - Not present. No report.

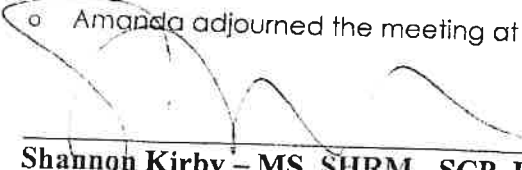
## Gallatin Valley Human Resources Association (GVHRA) Board Meeting JUNE 2023 Minutes

- **Secretary: Shannon Kirby**
  - Can anyone log into GVHRA and verify we have all 2022 minutes?
    - Confirmed
  - I need to connect with Amanda on the 2023 minutes and get them signed and posted via Erin.
  
- **Membership: Amy Hager**
  - Great news – they fixed the roster problem. Go into VLRC and AMP and you can access if you are are working on that, you have access (if you can't see it and should be able to, let them know)
  - 3 new member sin the last 90 days.
  - 110 members; 53 certified in one way or another.
  
- **Certification: Megan Young**
  - Big Sky workflow – needs some attention.
  - Couple folks in pipeline looking for study-buddies.
  
- **Programs: Nicky Lowry & Jen Buchanan**
  - Jen not present.
  - We are up in the air for Aug;
  - September (mental health)
  - October (Nancy Mackie on employee turnover – presented to Puget Sound SHRM for);
  - November (Ann Donovan – HR 101 for small businesses)
  - December – nothing confirmed – Nicky asked about sending out the survey – Amanda will send out the survey and try and learn more about what members want
    - Shannon asked about getting the male attorney who presented on non competes, etc. and getting him to do round 2 with him
      - Nicky said no, Bethany wants to hit him up for something so probably not
      - Amanda said maybe we can do that meeting jointly via OWL so we can capitalize on
      - Shannon recommended Ris Higgins (Leadership Outfitters) and having her come back – big draw locally, people know her name, been a few years since we worked with her last (pre-Covid at her place) – Amanda said she agreed and had been thinking about Ris as well
  
- **Core Leadership Reports**
  - **College Relations: Melinda Hill**
    - Not present. No report.
  
  - **Diversity: John Reed McDonald**
    - Sent over a potential email to send to membership – setting the stage in terms of GVHRA diversity goals
    - Challenge is getting other stakeholders to buy in – without buy in, the initiatives don't get very far
    - How do we provide the information and tools but how do we get the information into the hands of HR to try and work on getting buy in from the stakeholders

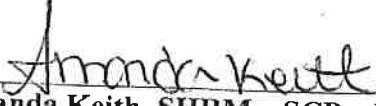


## Gallatin Valley Human Resources Association (GVHRA) Board Meeting JUNE 2023 Minutes

- **Workforce Readiness: Nancy Axtell**
  - Not present. No report.
- **Foundation – Grover Wallace**
  - Grover – nothing to report.
  - Will start working on the donations for silent auction.
  - All board members will be responsible for a minimum of 2 donations, ideally \$50-\$100.
- **Legislative: Patti Berg**
  - Not present. No report.
  - John asked about bringing legislators in to speak.
  - Shannon suggested adding the question to the survey and see what members think or even asking them to speak on how to move a bill through the process.
  - Grover said he had been with organizations who made use of legislators in that fashion – and he said some of them who have HR backgrounds. He can do some legwork with legislators and cue someone up.
  - Grover is now the State Legislative Director for MT State SHRM. CONGRATS!!!
- **Webmaster: open (Erin Loucks temporarily)**
  - Not present. No report.
- **Volunteers**
  - Nothing.
- **General**
  - Promote the SHRM Cert on slides
  - Use power points at meetings – rolling quarters
  - Submit SHAPE
- **Adjourn**
  - Amanda adjourned the meeting at 06:20pm.

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

8/15/23  
Date

  
Amanda Keith, SHRM – SCP, President

10/15/2023  
Date



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

Board Member	Position	Email	Phone	Company
Keith, Amanda	President	<a href="mailto:amandarosa12.17@gmail.com">amandarosa12.17@gmail.com</a>	406-579-8517	Murdoch's
Sarah Kelly	Treasurer	<a href="mailto:smwoods1@gmail.com">smwoods1@gmail.com</a>	907-347-2789	Executive Services
Kirby, Shannon	Secretary	<a href="mailto:athena68@bresnan.net">athena68@bresnan.net</a>	406-930-2174	Wilcoxson's, Total Electric, consultant
Erin Loucks	Past-President	<a href="mailto:eloucks@lonepeakpt.com">eloucks@lonepeakpt.com</a>	406-600-4904	Lone Peak PT
Hager, Amy	VP Membership	<a href="mailto:amyhager12@gmail.com">amyhager12@gmail.com</a>		WestPaw
Buchanan, Jennifer	VP Programs (Co-Chair)	<a href="mailto:jmbuchanan1979@gmail.com">jmbuchanan1979@gmail.com</a>	406-209-3848	Blue Cross Blue Shield
Lowry, Nicole	VP Programs (Co-Chair)	<a href="mailto:nicky8850@gmail.com">nicky8850@gmail.com</a>	202-695-5326	Montana State University
Young, Megan	VP Certification	<a href="mailto:myoung@americanbankmontana.com">myoung@americanbankmontana.com</a>	406.223.0059	American Bank - MT
Axtell, Nancy	Workforce Readiness	<a href="mailto:naxtell@mt.gov">naxtell@mt.gov</a>	406-582-9234	Bozeman Job Service
Berg, Pattie	Legislative Chair	<a href="mailto:patricia_berg@live.com">patricia_berg@live.com</a>	406-209-2096	Berg Personnel Solutions
Wallace, Grover	Foundation Chair	<a href="mailto:Wallace_grover@yahoo.com">Wallace_grover@yahoo.com</a>	719-233-8722	Grover Wallace & Associates
OPEN	Web Master			
Hill, Melinda	College Relations	<a href="mailto:m.hill3922@outlook.com">m.hill3922@outlook.com</a>	406-589-4866	GCC
McDonald, John-Reed	Diversity Chair	<a href="mailto:johnreed@qiaworx.com">johnreed@qiaworx.com</a>	406-312-0452	GigWorx