

**Human Resources Professional Association Hamilton Chapter
Annual General Meeting June 24, 2009
Waterfront Banquet Centre, Hamilton, Ontario**

ATTENDANCE:

Board Members, Bryan Couture, President; Rosanne Lasowski, Past President; Helen Romanidis, Communications Director; Matt Mihailovich, Membership Director; Michelle Ridgers, Student Relations Director; Erick Yuja, Professional Development Director; Jessica Tinebra, Secretary; Joan Fraser, Treasurer.

Members: 37; **Past Presidents**: 1, New **CHRP's**: 12 **Administration**: Lorna Rowland, clic business services

1. Welcome – Bryan Couture, President

After the Networking and dinner portion of the meeting, Bryan welcomed the members and new CHRP recipients to the Annual General Meeting 2009 at 7:00 p.m.

2. Board Elections – Bryan Couture, President

Renee Mohamed and Lynn Lochbihler, both past board members agreed to be scrutineers assisting Rosanne Lasowski, immediate Past President, for the counting of ballots. The positions up for election position are:

Communications Director – Helen Romanidis - acclaimed

Membership Director

Kathy Lefroy

Matt Mihailovich

Bill Peeling

Joyce Savoie

Lin Tian

Secretary

Lynn Hunt

Kathy Lefroy

Bill Peeling

Richelle Seguin

Marsha Sulewski

For personal reasons Kathy Lefroy has withdrawn her name from both positions. Each candidate gave a brief talk of their unique qualification for their preferred position. Ballots were cast and collected by the scrutineers.

3. 2008 CHRP Recipient Recognition – Bryan Couture & Michelle Ridgers

CHRP pins were awarded for the members who have successfully completed the CHRP program in 2008, they are:

Christa Austin

Maria Beltrame

J. Michael Bennett

Dawn Boardman

Michele Connor

Katharine Crichton

Brian DeWolfsmith

Bob Drew

Kristin Everts

Matthew Finn

Laura Frost

Kimberley George

Arlene Guthrie

Valerie Henschel

Sarah Jane Irvine

Mark Jacklyn

Nancy Johnson

Casie Kergan

Sandra Kyle

Michael Lidster

Kevin Logan

**Human Resources Professional Association Hamilton Chapter
Annual General Meeting June 24, 2009
Waterfront Banquet Centre, Hamilton, Ontario**

Elizabeth MacAlpine
**Cheree Martin-
Campbell**
Nancy Mason
Danielle McCrindle
Jody O'Neil
Laura Palermo

Kashmira Parmar
Darryl Penich
Kerry-Ann Pletch
Yvonne Post
Pamela Ross
Melinda Sese
Julie Shott

Janice Spino
Kate Toth
Shaila Verghese
Anna Wilczynski
Grace Williams
Elizabeth Winger

Note: Bold indicates that recipient attended the meeting. Pins will be mailed to those not in attendance.

4. Year End Review – Bryan Couture

Bryan noted that it was another busy year which included lots of events and exciting happenings for this chapter.

- **Golf Event.** This has been a joint venture with Niagara Chapter over the last couple of years; this event was not as well attended last year as in previous years; however a good time was enjoyed by those attending. This coming September will see a different format for our September meeting.
- **Dinner Series.** Well attended especially with speaker Barbara Hall, Ontario Human Rights Commission which gave us our largest attendance ever with approximately 165 in attendance. Interesting topics and speakers kept our dinner series a well attended venue.
- **Increase in membership** – once again, our membership is up. More on this from our membership director later.
- **Study groups for NKE & NPPA.** These study groups were implemented to help CHRP students prepare for exams, they have proved extremely popular and many attendees tonight have profited from these study sessions. They will continue and improve in the coming year.
- **Networking Committee.** Helen Romanidis and a dedicated committee have provided interesting and fun events to help members meet and get to know one another and share ideas and best practices through games and questionnaires prior to our speaker at the dinner series meetings.
- **December Festive Event.** Always well attended and was again in December 2008.
- **Student night.** Everyone profits from this annual event. This year it was held in March instead of February but was once again appreciated by students who got to see what the working world of HR holds for them and this year the emphasis was on getting hired once they are completed.
- **Corporate Sponsorship development.** An on-going initiative that will bring sponsorship capital to some of our events. The board has been working very hard to develop policies and procedures for this initiative and will continue in 2009.
- **Professional Development Seminars.** Our members continually upgrade their skills by attending these events, such as Hamilton Healthy Workplace Innovation

Human Resources Professional Association Hamilton Chapter Annual General Meeting June 24, 2009 Waterfront Banquet Centre, Hamilton, Ontario

Series Hamilton, SISO (Settlement & Integration Services Organization), CSTD (Canadian Society for Training & Development) & HCCI (Hamilton Centre for Civic Inclusion).

- **Hicks Morley Employment Law.** These informative articles are authored by our own Matt Maholovich & Veronica Kenny and published in our monthly newsletters. They provide a wealth of knowledge and expertise – for free – to our chapter members.
- **Our Increased presence at province wide events.** Events such the Volunteer Leadership Awards, HR Summit Awards, HRPA Annual Conference, saw chapter members in attendance and involved. A number of our chapter members volunteer at the Annual Conference, which increases our chapter profile on the provincial level.
- **HR Summit Awards.** Bryan Couture named as a finalist at the first annual HR Summit Award, once again bringing to light the excellence of this chapter.

5. Past Board Member Recognition – Bryan Couture

A special thanks and recognition to our elected president from last year, Sindi Vidovic, CHRP who resigned from the board this year for personal reasons.

6. Director & Committee Reports

a. **Communications – Helen Romanidis**

Helen reports that Electronic Delivery of our newsletter requires members to ensure that their email addresses are current. This is done through the HRPA website using the members own ID and password. The Employment Networking Group is no longer running because HRPA is sending out weekly HR job postings to members. In addition, our Newsletter & Meeting Invites are produced monthly and links are emailed to members.

As in the past our yearly brochure will be produced and released to all the membership in August by mail, this will give the overview of the upcoming events for 2009-2010.

Our Website is the place for all information on events, speakers, presentations, and newsletter information. The information is also archived for past events and can be accessed through the website. We are one of the few chapters producing a newsletter of monthly events & monthly newsletters.

i. **Networking Committee** , comprised of:

Helen Romanidis – Facilitator
Dawn Boardman
Gisela Cruz
Wayne Heirwegh
Lisa Hiscox

This dedicated Committee planned fun events at the meetings such as the festive dinner and student night. Our goal was to get members socializing &

Human Resources Professional Association Hamilton Chapter Annual General Meeting June 24, 2009 Waterfront Banquet Centre, Hamilton, Ontario

networking. The Dinner Buddies Program pairs a new member with an existing member for dinner and networking is available for every meeting. The HRPA website is also undergoing major changes and Helen gave an overview of what that will mean for our members and the ease of use for navigation around the site. The new look is scheduled for September 2009. These changes will mean a cost effective delivery of our email newsletter to the membership since the cost is being absorbed through HRPA.

b. Membership – Matt Mihailovich

Matt reports that we are the seventh largest chapter in the HRPA of Ontario and the third largest chapter in terms of supporting full Time and part-Time Students, right behind Toronto, and Peel. Our membership increased by 3.2%, despite difficult economic times. We grew in all but one category of membership – Practitioners. Increases are:

- CHRP 4.8%
- General 3.8%
- FST 10.9%
- PST 17.3%

Our full time and part time categories increased thanks to hard work by board members Michele Ridgers and Bryan Couture.

c. Student Relations – Michelle Ridgers

Michelle reports that in 2008/09 the Hamilton Chapter continued its outreach efforts to our local colleges and universities. In partnership with the provincial association Bryan Couture and Michelle Ridgers represented the Hamilton Chapter at the following institutions.

- The Full-time programs and the Continuing Education programs at both Mohawk College of Applied Arts & Technology and McMaster University

In February 2009, this chapter once again provided a first for Ontario, with the launch of a new approach to the coordination of the NKE and NPPA study groups. A kick off meeting with members from both the NPPA & NKE Study Groups in one central location was arranged. Representatives from the Provincial Association, Hamilton Board Executives and volunteer mentors from the chapter were present. The structure and material covered at this meeting was well received from our members and we were asked by the provincial association if they could model this approach in other chapters across the province.

On May 13, 2009 the Mohawk College of Applied Arts & Technology School of Business student awards celebration took place. The Don Muir Award was presented to Bill Peeling and Susan Buckley, while Christine Wickenden, Jennifer Lau & Eric Law were all awarded the Kimberly Brooks Memorial Award.

Human Resources Professional Association Hamilton Chapter Annual General Meeting June 24, 2009 Waterfront Banquet Centre, Hamilton, Ontario

March 12, 2009 was the date of our annual student night which saw 108 members and students in attendance.

d. Professional Development – Erick Yuja

A report was sent to the membership in May 2009, asking a variety of questions, here are the questions and top answers

- i. How would you describe your job title? 26.5% HR Manager; 19.4% HR Generalist; 14.2% Other.
- ii. How would you describe yourself? 47.8% an HR professional who works in a corporate environment; 25.5% an HR professional working in the public sector; 18.5% Other.
- iii. How many years have you been working in HR? 24.2% 6-10 years; 22.9% 3-5 years; 16.6% more than 20 years.
- iv. What is your preference for Chapter Events? 60.5% Dinner Meeting
- v. Please indicate what topics are of most interest to you for potential chapter seminars (please select a maximum of 3 topics)

Top 10 responses in order

Employment Law	42.3%
Strategy & HR Management	23.1%
Labour & Union Relations	22.4%
Health & Wellness	21.2%
Employee Communication	19.2%
Leadership	19.2%
Performance Management	19.2%
Organizational Development	18.6%
Coaching	17.9%
Succession Planning	16.7%

Erick thanked the membership for their responses as the feedback will give the board direction for future meetings and chapter events.

The 2009-2010 Events are in the finalization stages. A brief outline:

September 2009: A breakfast meeting: Law Update, Veronica Kenny et al, Hicks Morley LLP

October 2009: (tentative) Author Jamie Broughton, *Coaching for Great Work*

November 2009: Lise Lubera from the Pay Equity Commission

December 2009: Festive Event "Reducing Stress: Solving the Other Energy Crisis", Susan Stewart, Professional Speaker

January 2010: Preparing for leadership: What it takes to take the lead. Canadian Management Centre

February 2010: Health & Safety Update, Ben Ratelband, McCarthy Tétrault LLP

March 2010: Student Night (tentative) "Recruiting and Selecting Winning Talent", Michael Gravelle, The McQuaig Institute

**Human Resources Professional Association Hamilton Chapter
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April 2010: "Speak No Evil: using the PEACE model" Michael Stinson, Police Detective

May 2010: (tentative) Networking Only Event

June 2010: Annual General Meeting – Members Only

The full annual dinner series details will be sent by mail to all chapter members and listed on our chapter website.

e. **Secretary – Jessica Tinebra**

Jessica reported that overall our numbers for dinner series events declined in 2009. Many reasons could apply however the predominant one could be that employers are taking a harder line on expenses of this sort being reimbursed to employees and employees unwilling/unable to expense this on their own. The October meeting (Human Rights in Ontario: the New Realities, December (the Festive Meeting) and March (Student Night, "How to Negotiate") seemed to draw the best turnouts while the September and January meetings were the lowest in attendance. All the other meetings were almost identical in attendance. Our average turnout by percentage of membership declined from 11.7% with a membership of 812 in 2007-08 to 9.76 with a membership of 836 in 2008-09.

**Human Resources Professional Association Hamilton Chapter
Annual General Meeting June 24, 2009
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f. Treasurer – Joan Fraser

Joan reported that the books were reviewed by Chartered Accountant David den Boer and nothing came to his attention that would cause him to believe that our statements in all material respects are not in accordance with the Canadian generally accepted accounting principles.

Motion: HRPA Hamilton Chapter agrees to use the services of David den Boer, CA of Hamilton to perform our chapter financial review for the 2009-10 fiscal year. Moved by Joan Fraser and seconded by Dale McKechnie. Carried.

Sponsorship Committee – Bryan Couture

Last year, this committee was added by the board of directors to augment costs for events throughout the year. This past year this committee saw sponsorships for the festive event in the amount of \$2,000.00; promotional hand-outs at dinner series events (i.e. Turtle Jack's free appetizer coupons); page ads for our newsletter that brought in \$250.00 in revenues; Stan Arnold again partnered with us for \$250.00 in revenue for the NKE workshops he runs as well as providing his services to our student membership. Although in its' infancy, this program will continue to develop and generate revenues for the chapter.

7. By-law Update – Rosanne Lasowski

Rosanne reports that a Chapter By-Law template has been developed the Chapter Governance Task Force which include mandatory and optional sections. The Hamilton Chapter will modify our existing format to coincide with this model which will be submitted to the HRPA Governance & Nominating Committee (GNC) for approval and then presented to the chapter for member approval at the AGM in 2010.

8. Election Results – Bryan Couture

Membership Director – Matthew Mihailovich
Secretary – Marsha Sulewski

New Board – 2009-2010

President, Bryan Couture, CHRP
Past President, Rosanne Lasowski, CHRP
Secretary, Marsha Sulewski, CHRP
Treasurer, Joan Fraser, CHRP
Communications Director, Helen Romanidis
Membership Director, Matthew Mihailovich
Student Relations Director, Jessica Tinebra, CHRP
Professional Development Director, Erik Yuja, CHRP
Business Development Director, Michelle Ridgers, CHRP

**Human Resources Professional Association Hamilton Chapter
Annual General Meeting June 24, 2009
Waterfront Banquet Centre, Hamilton, Ontario**

9. **Upcoming Events – Rosanne Lasowski**

The upcoming year promises to be as busy and exciting as past years.

City of Hamilton – Healthy Workplace Innovation Series

November 4, 2009

Volunteer Leadership Awards Luncheon & HR Summit Awards Dinner Gala

January 26, 2010

Hamilton Chapter Study Groups NPPA & NKE Exams

Examination date - October 3, 2009

2010 Annual Conference & Trade Show

January 27, 28, & 29, 2010

Hamilton Chapter's HR Legal Update Morning Seminar

September 23, 2009 – a breakfast meeting 8 a.m. – 11:30 a.m.

10. **Comments & Questions from the floor – open**

A comment from the floor was that the financial data should be available to the membership prior to the AGM. Treasurer Joan Fraser commented that the year end is May 31st and the AGM 3 weeks later which gives the accountant virtually no lead time to review our books. Giving the financial data in advance of the meeting is virtually impossible.

11. **President's message and adjournment – Bryan Couture**

Bryan sees the year ahead as an exciting one for growth for our chapter and more presence in the Ontario association as well. He wished everyone a safe and happy summer and looks forward to seeing everyone in September.

Meeting adjourned at 8:30 p.m.

Reported by:

Lorna Rowland

Administration for the Chapter

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