



Sample - compliments of the Colorado Healthcare Association for Human Resource Management

18. Leadership Conference

- Chapter President and/or designated representative of the chapter attended the Annual 2008 ASHHRA Leadership Conference. The chapter has a policy to provide funds for the President and/or designee to attend.

Documentation Required: Provide the name of the individual in attendance at the ASHHRA Leadership Conference. Submit a copy of the policy or statement in the Chapter By-laws or a copy of the Chapter annual budget, or a monthly financial/treasurer report where the ASHHRA Leadership Conference expense is noted.

Financial Update

CHAHRM Treasurer Report – April 2008

Checking beginning balance		\$2,656.83
Deposits		17,349.66
Checks written		2,479.39
Ending balance		\$17,527.10
Savings account balance		1,002.80
Certificate of Deposit		\$16,580.09
Expenses		
Loews Denver Hotel	November conference balance	\$2,160.08
NAS Recruitment Communications	Administrative expenses	63.00
Alisa Rathbun	Airfare-ASHHRA Leadership conference	162.40
Alisa Rathbun	Chapter management lunch	65.91
Monthly service fees	October - January	28.00
		\$2,479.39

CHAHRM Budget – 2008

Income	
Chapter Management	\$1,000.00
Dues	\$7,000.00
Program registrations	\$13,000.00
Program sponsorships	\$15,000.00
Total Income	\$36,000.00
Expenses	
Chapter Relations (President registration for ASHHRA annual conference and President-elect for leadership conference)	\$2,500.00
Facility fees (includes food)	\$22,000.00
Special Food	\$150.00
Speakers fees	\$7,500.00
Postage and Administration	\$300.00
Scholarships	\$3,000.00
Misc program expense	\$150.00
Business supplies	\$100.00
Community Relations/Donations	\$300.00
Total Expenses	\$36,000.00

Shelli Lind, SPHR
 CHAHRM Treasurer
 Director, Central Region
 Centura Learning and Leadership Development
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CHAHRM Meeting Minutes

Executive Committee Meeting Minutes

March 13, 2008

The Cliff House, Manitou Springs



In attendance:

Alisa Rathbun, Terry Huskins, Shelli Lind, Ellen Rehmar, Pamela Drake, Jessica Henley, Gini Adams, Evonne Dunn, Marty Hurd, Tina Fisbeck

Call to Order:

Alisa Rathbun called the meeting to order at 1:40 p.m.

Approval of Minutes from 11/8/07 Executive Committee Meeting:

Ellen Rehmar moved to approve the minutes. Pamela Drake seconded the motion. The minutes were approved unanimously by a vote of the group.

Treasurer's Report:

Shelli Lind stated the checking account balance is \$5,953.93, which does not include checks/payments for this conference. Shelli stated she has already received sponsorship checks for the annual Vail conference. Shelli advised that a number of additional people registered late for the Manitou Springs meeting and will attend.

FOCUS

From the President

We have officially moved into summer and I am now half way through my second term serving as CHAHRM president. And, what a great year it has been so far!

In April, I was fortunate enough to represent CHAHRM at the ASHHRA Leadership Conference in Chicago. During the conference I had the honor of presenting to all of the attendees the success we have had with our membership as a chapter. CHAHRM was praised and recognized as a leader among the many chapters. I am proud to be a part of an association that continues to be recognized for the great things we do.

At the conference, the ASHHRA leadership presented the strategic plan for the next three years. The plan was determined after completing a lengthy and exhaustive process that was designed to answer these basic questions: What keeps healthcare HR professionals up at night? What can we do as an organization to create more value for our members? How can we ensure that we're well-positioned to continue serving our members?

The strategic plan for 2008-10 for ASHHRA is:

Strategic Direction No. 1: Products and Services

ASHHRA will be the expert in delivering relevant and effective products/services that exceed members' needs and expectations and positions HR healthcare leaders as key strategists within their diverse organizations.

Strategic Direction No. 2: Relationships, Influence and Advocacy

ASHHRA will establish strong relationships with aligned external stakeholders to increase its influence on healthcare workforce issues, advance its strategic directions and diversify its revenue.

Strategic Direction No. 3: Growth

By advancing the value of ASHHRA membership to healthcare HR professionals globally as well as in all settings, ASHHRA will be positioned to attain a total membership of 5,000 by 2010.

The leadership team of ASHHRA continues to seek feedback from all members. It is their desire to provide each member with the education, resources and networking opportunities that allows you to be a more successful healthcare human resource professional. I urge each of you to become an ASHHRA member and invest in your future as a human resource professional. Don't forget--The ASHHRA 44th Annual Conference is October 11- 14, 2008 in Austin, Texas.

The annual meeting was held at the beginning of June in Vail. Although I was unable to attend the conference, I have been told by many that it was a fabulous conference. My deepest gratitude goes out to the executive committee who worked extremely hard to offer such excellent programming, a beautiful location and great networking opportunities. We are especially thankful and grateful to the sponsors who provided the support we need to hold such conferences. Lastly, we thank all of the presenters for their intriguing, engaging and fun topics. We could not hold this conference without all of the hard work, dedication and tremendous support it takes to create such a successful program. We hope that more of you will be able to join us next year in Vail so you can enjoy the same experience.

In closing, I want to remind you that we have our next CHAHRM event on November 6-7, 2008, in Denver, at the Inverness Hotel. I look forward to seeing each of you there. Please don't hesitate to let us know if there are any special topics you would like to see us cover at this conference as we will be beginning the planning very soon.

I wish you a happy, healthy and safe summer!

Best wishes,

Alisa Rathbun
2008 CHAHRM President
HR Director, SPHR
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Programming ASHHRA-Sponsored Programs

Chapter officer(s) and/or members who have attended ASHHRAsponsored programs (e.g. Annual Conference & Exhibition, Webinars, Leadership Conference, etc.):

Program/Date(s)	Location (Location by Name, City, State)	Attendee(s)/Participant(s)
<p>Leadership Conference ASHHRA Advocacy Committee 5/08</p>	<p>Chicago, IL Washington, DC</p>	<p>Aiisa Rathbun Pamela Drake</p>
<p>Annual Conference 10/11/08- 10/14/08</p>	<p>Austin, TX</p>	<p>Aiisa Rathbun 10/12- Securing HR's Seat at the Table (S10 HBK/LI) 10/12- Partnering with Operational & Community Leaders to Meet Workforce Needs (S17 CC/MLP/NP) 10/13- Succession Planning & Talent Mgt (M8 PS/MLP/ NP) 10/13- Skeleton, Brooms & Old Baggage (M19 HRD/MLP/NP) 10/13- Health care Transformations (M24 HBK/MLP/NP) 10/14- Passion, Purpose and Personal Accountability (T7 PLLI/MLP/NP)</p>
<p>“</p>	<p>“</p>	<p>Gini Adams 10/12- Ten Challenges that Should Keep HR Professionals Up at Night (S7 HRD/MLP/NP) 10/12- Seven Policies that create WOW! (S12 HRD/MLP/NP) 10/13- Is there a Doctor in the House? (M3 HRD/MLP/NP) 10/13- Skeleton, Brooms & Old Baggage (M19 HRD/MLP/NP) 10/13- Benefits are Not a Game (M25 HRD/MLP/NP/ BP) 10/14- Developing Future Leaders (T4 PL/MLP)</p>
<p>“</p>	<p>“</p>	<p>Tina Fisbeck 10/12- Getting the Metrics Message to the C-Suite (S6 PS/MLNP) 10/12- Employee Engagement (S22 PS/LI) 10/13- Is there a Doctor in the House? (M3 HRD/MLP/NP) 10/13- Less Pain More Gain (M18 PS/MLP/NP) 10/13- Health care Transformations (M24 HBK/MLP/NP)</p>

		<p>10/14- Use of Technology in HR (T5 HRD/ MLP)</p> <p>Greg Thress</p> <p>10/12- Leadership Starts with Values (S2 PL/ MLP/ NP) 10/12 Finding Money in Retirement Plans for Employees and Plan Sponsors (S14 HRD/ MLP/ NP) 10/13- Accommodating the Disabled Worker (M4 PS/ MLP/ NP) 10/13- Wage-Hour Traps and Recent Trends (M16 HRD/MLP/NP) 10/13- Benefits are Not a Game (M25 HRD/ MLP/ NP/ BP) 10/14- Use of Technology in HR (T5 HRD/ MLP)</p>
		<p>HRD= HR Delivery; HBK= Healthcare Business Knowledge; PS= People Strategies</p>
		<p>CC= Community Citizenship; PL= Personal Leadership; LI= Leadership Institute</p>
		<p>MLP= Mid-Level Professional; NP= New to the Profession; BP= Best Practice</p>