

IPMA – HR SOUTHEAST COAST MA
CHAPTER MEETING
September 28, 2017
Hearth & Kettle Restaurant, Hyannis, MA

Members Present: Susan Atkins, Barnstable Laurie Barr, Dennis
 Bill Cole, Barnstable Charleen Greenhalgh, Harwich
 Deb Heemsoth, Dennis Justyna Marczak, Barnstable
 Lynne Poyant, Barnstable Vicki Reis, Eastham
 Laura Scroggins, Barnstable Jacquelyn Shea, Dennis
 Anne Spillane, Barnstable Tara Way, Barnstable
 Angela Whelan, Barnstable

1. Welcome

Laura called the meeting to order. Chapter members introduced themselves.

2. Intro Board of Directors

Laura introduced the current Board: Laura Scroggins – President; Victor Santos – Past President (not in attendance); Jacquelyn Shea – President Elect; Anne Clancy – Treasurer (not in attendance); Tara Way – Secretary; Susan Atkins, Justyna Marczak, Angela Whelan – Members at large

The Board met last Tuesday; discussed the need to review and make amendments to the bylaws, geographic areas covered and new membership.

3. IPMA-HR

Laura asked Bill to share a brief history of IPMA-HR. The chapter’s inception was 2004. A small group of HR professionals had been meeting at the Hearth & Kettle to commiserate about HR issues over coffee and breakfast allowing them to realize they were not alone. Bill was a national member of IPMA-HR and at a meeting it was suggested that he should start a chapter in Massachusetts. IPMA-HR has a 100 year history with over 40 chapters across the United States as well as an international presence. Membership allows individuals to get involved in leadership and to give back to the profession.

a. Certification

Justyna spoke on having recently gone through the certification process. It has provided her with more information and training in the field. She acknowledged that it is a lot of work but manageable. All of the program materials are available online; the material is public sector specific. The course is 3 months long, monthly tests and a final paper. Upon completion, IPMA notifies your employer and you are given a certificate and allowed to use the credentials. Certification lasts for three years. Bill noted that recertification isn’t a challenge if you attend conferences and trainings.

4. Region/Chapter affiliation

Deb Heemsoth is the President-Elect of the Eastern Region; the President is Kathy Cappeta of the New Jersey Chapter and Tammy Cunningham is Treasurer. The Eastern Region is comprised of chapters from MA, CT, NY, MD, RI, WV and NJ. Last year’s conference was held in Saratoga Springs, NY. The upcoming conference will be in Baltimore, MD on Father’s Day weekend.

5. SEC MA IPMA-HR Chapter

We are currently at 26 members and serve the counties of Barnstable, Bristol, Dukes, Nantucket, Norfolk and Plymouth. There is definitely a segment of people who are interested in programs but can't attend chapter meetings because of distance. Catherine Calicchia of North Attleboro attended one of our programs but the likelihood of her attending a chapter meeting is slim. Our membership list should be current on our website. We need to promote conference attendance. We may want to explore sponsorship opportunities on our website to promote website traffic. Vicki suggested sending out notifications to municipalities about chapter membership for new employees.

6. Re-cap 89th Eastern Region, Saratoga Springs, NY Training and Development Conference

Laura felt she benefited from the new president's meeting led by Cheryl Cepelak. Cheryl was a cheerleader giving a boost of confidence to show the presidency was an accomplishable task. The previous year was held in Newport, RI and it's probably coming back around to our chapter. We've hosted twice; it's an opportunity to showcase your chapter and area of the region. There were some hiccups the first time, but it was a bonding experience and we learned for the next time. Angela said she always finds members at conferences are outgoing and welcoming. She feels that when she attends a conference and sees a person who she only encounters once a year it's like no time has passed.

7. Re-cap IPMA-HR Leadership Conference, Cleveland, OH

Laura and Jacquelyn attended in August. There was a meet and greet the first night and then a day long program. The program was based on the Strength Finder Test. The goal was to learn to use your strengths to be more productive and efficient. Best practices were shared. California has an immense group; in CA, you have to have IPMA-HR certification to work in public sector HR. Entry level HR employees are required to attend conferences.

8. Treasurer's Report

Anne wasn't in attendance so we will receive the Treasurer's report at the next meeting. Laura briefly explained that the Chapter pays for items such as speaker fees, speaker gifts and travel expenses.

9. Who do we serve? See bylaws.

Lynne asked if IPMA-HR national provides a membership list so those members can be approached for chapter membership. They do and Laura has been inviting them to trainings. Should meetings be held on the other side of the bridge? Sandwich at the Dan 'l Webster Inn mentioned as a suggestion. The time of the day we meet is important. Tag a few meetings on after trainings. Contact a chapter member off Cape and ask them to coordinate a space for training.

10. Committees

- a. Website R & D – Tara
- b. Programs - Jacquelyn
 - i. Interview 101 – Brainstorming suggestion

- ii. MIIA Wellness Training – Must be a member of MIIA. Deanna CCMHG as a possible trainer.
- iii. Mental Health Training Barnstable Police – Jan/Feb, on a Sat. Cost is roughly \$1,700. Certification at the end, limited to 25. Charge \$68 per participant?
- iv. CCHRA Know Your Gut
- c. Social Events – Angela and Susan
- d. Outreach – Justyna and Victor
 - i. New members
 - ii. Chapter to Chapter
- e. Administration – Laura

11. Chapter Development \$\$

Applications for chapter development funds are due on October 6th. The application can be submitted to Tammy Cunningham, Treasurer. Currently \$500 - \$750 is the amount that may be received. We could apply for the funds with the intention of using the money to offset the cost of Mental Health Training program.

12. Other Business

Justyna mentioned she could coordinate an ADA training presented by the MA Agency for Disabilities if 12 or more people are interested. It would cover topics such as Title I and reasonable accommodation. We will use this as one of our trainings at the end of November. Lynne will create a brochure, Justyna will book the room at Barnstable County, and it holds 50 people.

Deb suggested we chose a social cause to support as a chapter such as Independence House or homelessness. This allows us to support the community while also getting our name out there. Charlene suggested homelessness and affordable housing as possible causes.

Laura made a motion to adjourn, Bill seconded the motion, meeting adjourned.

Next meeting Thursday, October 12, 2017 at Hearth & Kettle, Hyannis 8:00am