



Valley Society for Human Resource Management

Great Lakes Bay Region - Michigan

Your Great Lakes Bay Region HR Resource!

Our Diversity Statement

The Valley Society of Human Resources Management (VSHRM) believes that the differences between us make us stronger. We will use our time, talents, and collective experience to make our communities better places to live.

A large, circular graphic with a glowing, multi-colored border (red, orange, yellow, green, blue, purple) and a dark blue background. The text 'Happy New Year 2019' is centered in a white, sans-serif font. The background is filled with out-of-focus, colorful bokeh lights in shades of blue, red, and yellow.

**Happy
New Year
2019**

January Member's Meeting

Clear Picture Leadership

**January 8, 2019
11:30 AM - 1:15 PM**



Jonathan Michael Bowman, J.D

Born in Pittsburgh, Pennsylvania, Jonathan is the last of four children, whose lives were enveloped in poverty and homelessness. By the time he was 17 years old, he and his family had lived in two homeless shelters, a church, a small fourth-floor attic, public housing projects and a hotel, among many other places.

However, with his determination to ascend from poverty unaffected, he earned his G.E.D. and obtained an associate's degree in English and Communications at Allegheny Community College. He went on to earn his bachelor's degree in Journalism and Communications from Point Park University where he graduated Cum Laude. Jonathan then attended and graduated from Ohio State University College of Law.

He then practiced law at the Ohio Attorney General's Office. During his 12-year-career there, he served in a variety of leadership posts, including Deputy Attorney General and Section Chief. He led several departments to achieve success. As a result, he was a recipient of the Ohio Attorney General's Innovation and Excellence Award in 2005.

How to Lead the Way to Picture Perfect Change

Jonathan's presentations are the result of heart-felt experience, critical thought and an unbridled passion to help others achieve their full potential.

Today Jonathan serves as CEO of Clear Picture Leadership®. He uses lessons learned from his childhood, leadership skills honed throughout his career and the inspiration embodied in his artwork to encourage leaders to achieve a "clear picture" vision. As Jonathan says, "Picturing your destination is the first step to achieving something great." Sometimes leaders are tempted to cast aside an imaginative vision because it is deemed "unrealistic." Yet – as his tagline says – Jonathan challenges leaders with "a different perspective: Where imagination and reality meet™".

We hope you join us for our luncheon meeting on January 8, 2019, starting at 11:30 am. This meeting has been awarded 1.5 SHRM continuing education credits. (HRCI credits are pending.)

Should anyone have any questions, please do not hesitate to contact me at (989) 964-2253 or cpiotrow@svsu.edu.

Jonathan is also an avid photographer. Pictures have intrigued him ever since he was a child. While growing up, drawing pictures provided him with an escape from his life of poverty. Later in life he became hooked on photography when he happened upon a 35 mm camera and looked through the viewfinder. He was so enthralled that he studied photography as part of his undergraduate major in communications.

President Update Scott Reed



I hope everyone had a very Merry Christmas and Happy New Year!! I look forward to seeing you at our lunch on January 8th. We are excited to welcome Jonathan Bowman from Clear Picture . Dr. Bowman is a nationally renowned speaker and we are thrilled to host him for our January lunch. If you get a chance, you should look him up at www.clearpictureleadership.com. You don't want to miss this! This topic was approved for 1 HRCI **Strategic** Credit and 1.5 SHRM credits!

Remember to bring a Guest for Free! Our guest Promotion runs until March. Each VSHRM member is welcome to bring a guest free of charge to any of lunches from December through March. Please do have your guest register online so we have an accurate food count. The payment function of the web site has been modified to reflect our promotion.

January Charity Drive for Hidden Harvest. Our Chapter will once again collect food items for Hidden Harvest at our January lunch. Its that time of year to replenish the food banks in our Great Lakes Region and VSHRM would like to help! Please bring a canned food item or cash donation to our January 8th meeting. Here are some great things to know about Hidden Harvest.

Hidden Harvest is proud to announce the milestone of having rescued and distributed 35 million pounds of healthy and nutritious food in the Great Lakes Bay Region since the inception of the organization.

Since 1994, the Hidden Harvest trucks have been on the road visiting restaurants, grocery stores, farmers, bakeries, corporate kitchens and caterers to pick up food that would have otherwise been wasted. Each year, we work with about 300 different food donors who believe in the concept of "Putting good food to good use."

The food Hidden Harvest rescues gets delivered to 175 community feeding partners throughout the Great Lakes Bay Region. These include food pantries, shelters, soup kitchens, youth and senior programs that are meeting the most basic needs of the residents in Bay, Midland and Saginaw Counties.

This achievement would not have been possible without the support of the communities that we serve. Thank you for making it possible to save 35 million pounds of food from being wasted and using that resource to help our neighbors in need.



***VSHRM Board of Directors* SPOTLIGHT SECRETARY**

Position Summary:

Take minutes of chapter meetings, provide notice of meetings and general correspondence. Maintain chapter records and history.

Responsible To:

The members of the chapter

The chapter president

Responsibilities:

- Upon the advice of the president, the secretary should issue notice of officer and board of directors' meetings. After consultation with the president, the secretary could prepare copies of the agenda for such meetings.
- Maintain a record of attendance and prepare the minutes of all officers' and directors' meetings and regular chapter meetings.
- Keep an up-to-date roster of names and addresses of all chapter members. If addresses are changed, the secretary should notify SHRM headquarters.
- Distribute to the membership all meeting announcements, newsletters, and

other information.

- Transmit all necessary annual election information to the membership and advise SHRM through the use of the online Chapter Leader Information Form (CLIF).
- Chair the telephone committee, organizing members to call other members, informing them about meetings, speakers, events, changes, etc.
- Maintain and update a chapter library (books and references).
- File all personnel information, job opportunity letters, and other pertinent information (if chapter engages paid staff).
- Handle all correspondence in relation to SHRM membership applications and forward all applications to SHRM upon receipt.
- File in the Chapter Procedures Manual or other permanent record:
 - o Those original chapter bylaws and dated copies of each amendment to those bylaws.
- A list of current officers, committee members, and general membership.
- Copies of all chapter publications.
- Approved and signed minutes of all board of directors and membership meetings.
- Chapter Charter
- Legal documents such as IRS Letters of Determination, Articles of Incorporation
- Participate in the development and implementation of short-term and long-term strategic planning for the chapter.
- Represent the chapter in the human resources community.
- Attend all monthly membership and board of directors meetings.

Resources Available:

- SHRM supplies the following resources for chapter secretaries
 - o Chapter Position Descriptions
- Guide to Maintaining Your Chapter's History
- Secretary's Guide to Taking Minutes
- Fundamentals of Chapter Operations

Communications/College Relations Chair Jennie Wideman, SHRM-CP

Begin 2019 by obtaining your SHRM-CP or SHRM_SCP Certification. Saginaw Valley State University has partnered with SHRM to be your SHRM Certification Educational Partner. SVSU's Office of Continuing Education and Professional Development provides two ways for you to prepare for the certification exam. Using the SHRM Learning System you can bring your experience by attending the In Class Training Course located on SVSU's campus or enrolling in the Online Training Course. Classes begin as early as February 12th.

For more information please contact: [Jennie Wideman](#) or the [SVSU Office of Continuing Education & Professional Development](#).



WEB CHAIR - TOM BARNIKOW, SHRM-SCP

Check out the [VSHRM](#) website, Facebook page, and LinkedIn pages to stay up-to-date on meeting topics, information, and what fun things are happening in the region. Here are just a few items to check out:

- Events for the remainder of the program year have been uploaded to the VSHRM website, and registration is available for anyone interested in attending (reminder: there is an option for members to have their free guest sign up through the online registration form as well)
- All meeting minutes from the monthly Board meetings are available on the VSHRM website under the "Members Only" tab



Workforce Readiness

Come join our Workforce Readiness team and volunteer your talents and HR expertise at the Saginaw Rescue Mission.

January 10, 2019 3pm – 5pm
Mock Interviews

Contact [Louann Lerche](#) or [Kathy Harris](#) today to sign up!

MEMBERSHIP CHAIR
ROBERT DOTSON, CIC, LIC, CBWA



**Please Join the Board in Welcoming Our New
Members
January 2019**

**Raenia Bellamy (Eva Szelesi)
Northwood University Student**

Treasurer - Patty Alfano, PHR, SHRM-CP

Income/Expense by Category

8/1/2018 through 12/27/2018

Category	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	OVERALL TOTAL
Income						
Conference Income	\$0.00	\$0.00	\$0.00	\$5,505.86	\$0.00	\$5,505.86
fast pass	\$0.00	\$4,725.00	\$450.00	\$450.00	\$0.00	\$5,625.00
Income	\$0.00	\$0.00	\$0.00	\$596.00	\$0.00	\$596.00
Meeting Receipts	\$85.00	\$1,970.00	\$1,195.00	\$1,035.00	\$965.00	\$5,250.00
Membership Dues - Renewals	\$55.00	\$180.00	\$125.00	\$250.00	\$1,450.00	\$2,060.00
SHRM Rebate	\$0.00	\$550.00	\$0.00	\$0.00	\$0.00	\$550.00
TOTAL Income	\$140.00	\$7,425.00	\$1,770.00	\$7,836.86	\$2,415.00	\$19,586.86
EXPENSES						
Advertising	\$25.00	\$25.00	\$0.00	\$25.00	\$0.00	\$50.00
Annual Membership Fee	\$0.00	\$0.00	\$300.00	\$0.00	\$0.00	\$300.00
Board Expense	\$112.60	\$0.00	\$75.88	\$158.72	\$0.00	\$811.66
Board Meeting	\$0.00	\$18.99	\$0.00	\$18.99	\$0.00	\$37.98
Board Recognition	\$0.00	\$0.00	\$0.00	\$72.49	\$110.23	\$182.72
board travel	\$0.00	\$0.00	\$0.00	\$1,395.20	\$439.46	\$1,395.20
Lunch Meeting	\$0.00	\$1,680.92	\$1,390.03	\$1,254.80	\$1,337.70	\$5,663.45
P.O. Box Renewal	\$0.00	\$82.00	\$0.00	\$0.00	\$0.00	\$82.00
PayPal Fee	\$0.00	\$167.16	\$39.55	\$33.75	\$75.53	\$315.99
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$596.00	\$596.00
Speakers Fee	\$0.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
VSHRM Speaker Gifts Purchased	\$0.00	\$25.00	\$0.00	\$0.00	\$25.00	\$25.00
Website Fees	\$0.00	\$0.00	\$0.00	\$132.39	\$0.00	\$132.39
TOTAL EXPENSES	\$137.60	\$1,999.07	\$1,805.46	\$4,091.34	\$2,583.92	\$10,617.39
OVERALL TOTAL	\$2.40	\$5,425.93	-\$35.46	\$3,745.52	-\$168.92	\$8,969.47
Bank Balance as of 12/27/2018	\$33,245.30					
Trial Balance as of 12/27/2018	\$33,245.30					



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AFFILIATE OF

