



AUGUST 2025

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Valley Society for Human Resource Management (VSHRM) serves the Great Lakes Bay Region and beyond, supporting HR professionals through education, networking, and leadership development. We're your local resource for HR knowledge, community, and growth. Learn more and get involved at <https://vshrm.shrm.org/>

Heads Up! This newsletter contains images that may be hidden by your email settings. Be sure to allow or download pictures for the best viewing experience!

VSHRM Watch Parties Are Here! Join the Simulcast Fun

Get ready to party—*watch party*, that is! ☐ VSHRM is streaming our speaker live to four awesome locations. Bay City will follow our usual monthly meeting format with a \$30 registration fee, which includes the full event experience and a catered lunch. Mt. Pleasant at CMU, East Tawas at Michigan Works!, and Flint at the Gloria Coles Flint Public Library are all *free* to attend—just bring your own lunch and join fellow HR pros for a shared learning experience. Prefer to tune in solo? A virtual option is available for a small fee—but we'd love to see you in person!

Why watch alone when you can connect, chat, and snack with your HR pals? Networking magic happens in person—plus we're testing this model for future events, so your presence literally shapes the future.

Pick your spot, grab your HR crew, and let's make learning a little more lively! See below for more details!

TUESDAY, AUGUST 12 | 11:15 am - 1:15 pm

Rethinking Rewards: 2025 Compensation Trends and Tactics

Presented By Kevin Marrs, American Society of Employers

This session will explore key findings from the 2025 ASE Compensation Survey, which gathered data from 437 Michigan employers, covering over 575 positions and 106,000 employees. We'll examine the latest pay trends—including a deceleration in wage growth—and place them within the broader context of economic uncertainty, labor market shifts, and rising unemployment.



Participants will gain insight into how employers are adjusting salary budgets, prioritizing performance-based pay, and expanding total rewards strategies. We'll also touch on the growing role of data and AI in compensation planning. This session will offer practical, forward-looking strategies to help HR professionals navigate the evolving pay landscape

and position their organizations for success in 2025 and beyond.

MEETING & REGISTRATION INFORMATION:

REGISTER HERE: https://vshrm.shrm.org/events/2025/08/august-2025-vshrm-luncheon-rethinking-rewards-2025
<div><input type="checkbox"/> Bay City Watch Party<ul style="list-style-type: none">Location: Doubletree, One Wenonah Park Place, Bay City, MI 48708Lunch provided.VSHRM members \$30 non-members \$35Virtual Option Only: members \$15 non-members \$20</div>
<div><input type="checkbox"/> Mt. Pleasant Watch Party<ul style="list-style-type: none">Location: Grawn Hall, Room 279 (RICO Conference Room), CMUSeats: 10-15 people, Host is Dr. Amy McGinnisBring your own lunchRegistration is freeParking: Metered spots nearby or guest pass (\$5 recommended) for CMU Lots 1C or 2C off Douglas.Guest parking info: cmich.edu/guestpermit</div>
<div><input type="checkbox"/> East Tawas Watch Party<ul style="list-style-type: none">Location: Michigan Works! 1230 US-23, East Taws, MI 48730Seats: 50+ people. Host is Rena ShermanBring your own lunch; light snacks provided.Registration is free for this first sessionParking is free.</div>
<div><input type="checkbox"/> Flint Watch Party<ul style="list-style-type: none">Location: Gloria Coles Flint Public Library, Kommareddi Room, 1026 East Kearsley StSeats: 10+ people. Host is Julie BellamyBring your own lunchRegistration is freeParking available on location</div>

Please register by **Thursday, August 7**. Registrations received after this date are subject to an additional \$10 late fee (Doubletree location only).

This meeting is part of the 2024-2025 Fast Pass! If you have VSHRM's Fast Pass and attending this meeting please register today!

Register to Attend

Program Information & Speaker Bio

President's Message

I’m thrilled to step back into the role of VSHRM President—I first served in this role in 2008, and it’s truly an honor to come full circle. I’m incredibly grateful for our amazing Board Directors and Committee Members, both new and returning. Your time, talent, and commitment are the heartbeat of VSHRM. This team is full of talent, passion, and purpose—and I can’t wait to see what we accomplish together.



This August, VSHRM is making history with our first-ever simulcast chapter meeting, giving members across our region the chance to join the same live speaker session from multiple locations—Bay City, Mt. Pleasant (CMU), East Tawas (Michigan Works!), and Flint. This pilot format helps us stay

connected, promote stronger local networking, and build a unified HR community.

You'll also notice our refreshed look this month as we debut our new co-branded VSHRM and SHRM logo, aligning us more closely with the national SHRM brand and increasing our chapter's visibility and credibility. We're also working closely with SHRM to explore a transition to the 100% Dual Membership Requirement (DMR) model. Nearly 90% of our current members are already dual members, and this change would enhance our chapter's governance, funding, and access to national-level resources. SHRM is offering a 50% discount for two years to new national members during this transition. We'll be sharing more information about DMR at upcoming meetings.

As we continue building momentum, we're actively looking for a **Program Chair** and new members to join the **Membership Connection Committee**. If you've ever thought about getting more involved, now is the time. *Being a VSHRM Board Director isn't just rewarding—it's truly life-changing.* It's an opportunity to grow professionally, build lasting connections, and make a real impact in our HR community. If you're interested in joining the board or exploring ways to get involved, please reach out to me directly—I'd love to talk with you.

Also, be sure to check out the newly updated **2025–2026 Board of Directors** on our website! You'll find it under the **"About Us"** tab at www.vshrm.org—take a moment to see the dedicated professionals helping lead our chapter forward.

With this simulcast pilot, our new branding, and the DMR initiative, we are shaping the future of VSHRM—one that honors our past and prepares us for the next 50 years of growth, connection, and impact. I hope to see you in person on August 12 as we take this exciting step forward together.

May your August be filled with big ideas, cool breezes off the bay, and just the right amount of sunshine!

Wendy Yelsik, PHR, SHRM-CP
Human Resources Director | Fabiano Brothers, Inc.
President, **Valley SHRM**
☐ (989) 621-4819
☐ [LinkedIn](#)

☐ **VSHRM Now Offers Text Updates!**

Stay in the loop with the latest VSHRM news, events, and reminders—right on your phone! Sign up for our text list here:

<https://lp.constantcontactpages.com/sl/amKEpE4>



After signing up, you'll receive an automated message from VSHRM asking you to confirm your subscription. Be sure to text back "YES" to complete the process and start receiving updates.

We're excited to keep you connected—fast, easy, and direct!

WELCOME! NEW MEMBERS

☐ **Join us in welcoming our newest VSHRM members!**

We're so excited to have these awesome professionals join the VSHRM

community:

- [Cheri Rayner](#) – City of Alma
- [Nikki Berghoff](#) – Case Systems
- [Jon Livingston](#) – Kapnick Insurance Group
- [Matt Gerhardt](#) – The Herbert H. and Grace A. Dow Foundation / Dow Gardens

Welcome aboard—we're glad you're here!

☐☐☐ **Volunteers needed!!**

...for the **Member Connections Committee!** Committee members fill volunteer roles at the monthly program meetings. This is a great opportunity for members who regularly attend the monthly meetings.

As a bonus, by becoming an active member of the committee, certified members receive leadership recertification credit from both HRCI and SHRM! **If interested, contact Annette Mast at amast1984@gmail.com for more information.**



Join fellow VSHRM members on October 15th - October 17th at DeVos Place in Grand Rapids, MI, for the **2025 MISHRM State Conference**.

In 2025, the focus is on how authenticity drives true leadership, engagement, and transformation in HR. This year's theme emphasizes bringing your true self into every aspect of your professional life. We encourage attendees to explore and implement authentic approaches that inspire change and foster connection.

Valley SHRM + **HR JOB POSTINGS**



Did You Know? Post HR Jobs for FREE with VSHRM!

VSHRM offers free job postings for both members and non-members on our website and social media platforms. With a membership base spanning the Great Lakes Bay Region and beyond, your opening will reach a broad and engaged network of HR professionals.

Whether you're hiring an HR generalist or a VP of Talent, this is a great (and free!) way to connect with the right candidates.



**It's easy! Just email your job details to:
communications@vshrm.org**

Let us help you find your next great HR hire!

Workforce Readiness Committee News!

On June 23rd, our committee met with students nearing completion of the **[Jobs for Life program](#)** offered through the Saginaw Rescue Mission.



During this session, we reviewed resumes, conducted mock interviews, and provided constructive feedback to help students strengthen their job-readiness skills.

A sincere thank you to this dedicated group of committee members for generously giving their time to enrich the lives of others and support our community's future workforce.

In Partnership, Dawn Boucher, Workforce Readiness Chair, VSHRM

COLLEGE RELATIONS NEWS!

Submitted by Dr. Amy McGinnis, SHRM-SCP, SPHR

Congratulations, CMU SHRM for getting back to Superior Merit!

This award recognizes outstanding achievements in Student Chapter operations and a commitment to providing meaningful programs and services to members and HR students in your community.

It also is recognition of the continued growth and development as a future business leader, capable of developing strategies that lead to business success!

We are immensely proud of your chapter's success and thank you for your continued partnership with SHRM and VSHRM.





Unlock Your Grant Funding Potential with Expert Guidance

Securing significant grant dollars—often \$100,000 or more—through Michigan’s Going Pro Talent Fund can transform your workforce development efforts. Yet, the application process is competitive and complex, requiring time and expertise that HR leaders may not have to spare.



This is where expert support makes all the difference. HReed Consulting offers nearly 20 years of HR and workforce development experience, helping organizations across Michigan navigate the Going Pro Talent Fund process with a minimal time investment, while consistently securing some of the highest awards in their regions.

By partnering with HReed Consulting, HR leaders can focus on strategic initiatives such as driving culture and performance while leaving the time-consuming details of the grant process to a trusted expert. With the fall deadline approaching, early August is the ideal time to start preparing your application.

Ready to maximize your funding potential? Contact HReed Consulting at 989-615-4115 or Holly@HReedConsulting.com to learn how we can help.



The “One Big Beautiful Bill Act” Includes Changes for Employee Benefits - provided by Acrisure / 44North

On July 4, 2025, President Donald Trump signed a major tax and spending bill, commonly referred to as the “One Big Beautiful Bill Act” (OBBA Act), into law. The OBBA Act includes changes for employee benefit plans, including provisions that:

- Expand the availability of health savings accounts (HSAs);
- Permanently extend the telehealth exception for high deductible health plans (HDHPs);
- Increase the maximum annual limit for dependent care flexible spending accounts (FSAs);
- Allow employers to help pay employees’ student loans beyond 2025 and make cost-of-living adjustments to the tax exclusion for educational assistance programs; and
- Allow employers to contribute up to \$2,500 per year to a new type of



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FINANCIALS - Submitted by Patty Alfano, VSHRM Treasurer



Category	OVERALL			
	Apr-25	May-25	Jun-25	TOTAL
Income				
50th celebration	\$0.00	\$0.00	\$0.00	\$390.00
Conference Income	\$0.00	\$0.00	\$0.00	\$7,234.60
fast pass	\$0.00	\$0.00	\$0.00	\$6,138.00
may seminar income 2025	\$2,154.00	\$6,943.00	\$0.00	\$9,790.00
Meeting Receipts	\$435.00	\$60.00	\$540.00	\$5,585.00
Memberships	\$90.00	\$45.00	\$200.00	\$5,885.00
Monthly Sponsorships	\$0.00	\$0.00	\$0.00	\$2,000.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$3,858.00
SHRM Rebate	\$0.00	\$0.00	\$0.00	\$1,475.00
Silent Auction Income	\$0.00	\$0.00	\$859.00	\$896.00
sponsorship - seminar	\$2,500.00	\$1,500.00	\$0.00	\$5,500.00
Sponsorships - Jan Event	\$0.00	\$0.00	\$0.00	\$9,000.00
TOTAL Income	\$5,179.00	\$8,548.00	\$1,599.00	\$57,751.60
EXPENSES				
50th celebration expenses	\$0.00	\$0.00	\$0.00	\$13,398.77
Advertising	\$58.00	\$58.00	\$349.00	\$726.00
Audit	\$0.00	\$0.00	\$0.00	\$3,890.00
Bank Charge-checks	\$0.00	\$0.00	\$0.00	\$102.24
Board Expense	\$1,219.88	\$0.00	\$0.00	\$1,900.88
Board Meeting	\$0.00	\$0.00	\$0.00	\$299.85
board travel	\$0.00	\$0.00	\$0.00	\$801.45
Jan seminar - Speaker Fee	\$0.00	\$0.00	\$0.00	\$8,000.00
Jan Seminar Expense	\$0.00	\$0.00	\$0.00	\$9,016.70
Lunch Meeting	\$1,085.29	\$0.00	\$0.00	\$11,900.43
may seminar 2025	\$0.00	\$9,744.62	\$0.00	\$9,744.62
P.O. Box Renewal	\$0.00	\$0.00	\$0.00	\$182.00
PayPal Fee	\$109.44	\$300.75	\$36.15	\$1,521.18
Refund	\$0.00	\$0.00	\$0.00	\$15.00
SHRM Foundation	\$97.07	\$3,945.00	\$0.00	\$4,792.07
Speakers Fee	\$0.00	\$0.00	\$0.00	\$2,140.00
Sponsorship	\$0.00	\$0.00	\$0.00	\$1,625.00
Website Fees	\$0.00	\$0.00	\$0.00	\$372.00
TOTAL EXPENSES	\$2,569.68	\$14,048.37	\$385.15	\$70,428.19
OVERALL TOTAL	\$2,609.32	-\$5,500.37	\$1,213.85	-\$12,676.59

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