



BERKS COUNTY CHAPTER #179
 P. O. Box 55
 Temple, PA 19560
www.berkspa.shrm.org
berkschapter179@gmail.com



BOARD OF DIRECTORS MEETING MINUTES
December 16, 2025 - Virtual
7:30am – 9:30am

In attendance: Alyssa Gombach, Cherie Terrey, Michael Holcombe, Kathy Dale, Bob Ames, Krista Pauley, Lee, Wendy Button, Nic Thomas, Benjamin Lewis, Tamara DeLoretta, Alex Goodman, Kevin Moore

1. **Call to order (Cherie)** *Meeting called to order at 7:32am*

2. **Approval of Treasurer’s Reports**

November 2025 BERKS SHRM TREASURY REPORT

<u>Treasurer’s Report</u>	NOVEMBER	
	Board Meeting	
	<u>November 2025</u>	<u>November 2024</u>
Opening Balance	\$ 12,636.24	\$ 12,628.79
Income	\$ 2,954.66	\$ 1,857.75
Expenses	\$ 3,753.77	\$ 2,379.75
Current Balance	\$ 11,837.13	\$ 12,106.79
<i>Opening and closing balance includes D&I Funds</i>	\$ 5,330.68	\$ 5,330.68

3. **Approval of Minutes:** *both approved unanimously*

- a. November 11, 2025 General Meeting
- b. November 18, 2025 BOD Meeting

4. **Review of Speaker Critique Summary**

- a. November 25, 2025 - “Building a Coaching Culture: Empowering Leaders, Transforming Organizations” presented by Melinda Haas from HAAS Coaching and Consulting





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BERKS COUNTY CHAPTER #179 - PRESENTATION CRITIQUE

Date:	11/25/2025		
Topic:	Building a Coaching Culture		
Program Speakers:	Melanie Haas		
CHECK ONE	<input checked="" type="checkbox"/> 4	Member	<input type="checkbox"/> 0 Guest
PROGRAM CONTENT			
<i>Please let us know if today's presentation did or did not meet your expectations.</i>			
	Did Meet	Exceeded	Did Not Meet
Today's program topic was of interest to me.	2	2	0
Today's program topic met my professional needs.	4	0	0
Today's presenter was focused, held my interest, and had a good command of his/her material.	3	1	0
Comments			
Great topic, but the speaker tried to "engage" the crowd so much that the content of her presentation got lost. She also waited until the last 5 minutes to give practical tips for implementing a coaching culture.			
Suggested Future Speaker/topic(s)			
If this speaker is willing to come back, I would love for her to do a "Part 2" where she gives actual tips for implementing a coaching culture.			

- b. December 9, 2025 - "Empower Employees to Retire Well" presented by Jonathan Conover from Primerica.





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BERKS COUNTY CHAPTER #179 - PRESENTATION CRITIQUE				
Date:	12/09/2025			
Topic:	Importance of Offering Annual Financial Education to Your Employees			
Program Speakers:	Jonathan Conover			
CHECK ONE	<input type="checkbox"/> 26	Member	<input type="checkbox"/> 2	Guest
PROGRAM CONTENT				
Please let us know if today's presentation did or did not meet your expectations.				
		Did Meet	Exceeded	Did Not Meet
Today's program topic was of interest to me.		10	18	
Today's program topic met my professional needs.		12	16	
Today's presenter was focused, held my interest, and had a good command of his/her material.		9	19	
Comments				
Great info! Great presentation. Very interesting; It was great!; This was the best financial presentation we've had at our Chapter!				
Suggested Future Speaker/topic(s)				
Wellness programs on a budget.				

5. Committees and Chair Reports:

- a. Administrator – Website (Wendy Button) – *no report*
- b. BCTV (Benjamin Lewis) – *no report*
- c. Certification – Study Group (Bob Ames) – *3 people interested, none paid yet. Deadline for early bird is 12/19 and final deadline is 1/2/26.*
- d. Chapter of the Year (Susan Kelly) – *no report*
- e. Compliance (Susan Kelly) – *no report*
- f. DEI (Diversity, Equity & Inclusion) (Denise Lee) - - *no report*
- g. Engagement Committee/Marketing (Nic Thomas) – *looking and will coordinate with Tamara to see if we can get a happy hour together, perhaps in during the winter.*
- h. Historian (Benjamin Lewis) – *nothing new. Looking to highlight the student chapter which may renew interest.*
- i. Membership (Nic Thomas) – *not much new. It is renewal time so Wendy and Nic will monitor membership renewal and reach out to those who don't renew. Got 3 new members. Spoke to contacts at Alvernia and is looking to get engagement back from the student chapter.*
- j. Legislative (Susanna Fultz & Kevin Moore) – *Kevin – not a lot new except State Senate passed HB 247 makes several amendments to state compensation law to tighten up fraudulent claims, give employers some relief. Sponsored by a Democrat in the house and passed the Senate. Should be heading to the*





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Governor for his signature. Kevin will follow up with more. ((weeks of eligibility, work search requirements, eligibility due to domestic violence, etc.)).

- k. *A-Team (Alex Goodman) – still needs to speak to the group regarding the survey results. Did speak to someone at the Chamber who gave suggestions regarding our results – we can get bipartisan person o come to a meeting to speak to the business partner portion of HR (legislation, policies, etc). They are sending more information. Also checking into advocacy council meetings at the Chamber – maybe we should be sharing relevant information from that with our members. Looking to play a larger role with that going forward.*
- l. *Programming / Speaker Contact (Krista Pauley) – fully booked for the season. We were approved for HRCI for the new year. Will be working on speakers for the next session.*
- m. *Sponsorship / Business Networking (Tamara DeLoretta) - a little more challenging as we move into our virtual sessions. Once we are back in-person will be easier. Has a potential for 3 moving forward but has not had much success as of yet. Making a big push in January for a campaign to get sponsors for all of the in-person meetings.*
- n. *Olivet Boys and Girls Club - PAL Dinner or RHS Initiatives (Debbie Ramsey) – Debbie not on, but Cherie noted that the PAL dinner was well received and everyone had a good time. RHS career fair – Nic was there. Lighter than last year, but they seemed to expand the focus to make it more worthwhile to be engaged. The students seemed to be interested in participating and engaging with employers. As we get closer to graduation, there may be some other opportunity to get together and in front of students.*
- o. *SHRM Foundation (chairperson needed) – no report*

6. Old Business

- a. *Update on Chapter By-Laws review (Alyssa) – got the template for DMR bylaws but needs to work through it yet.*
- b. *Credit Card Processing Company Review (Michael) - ** see DMR*
- c. *Liability insurance policy review (Cherie & Nic) – SHRM is working on an affinity program that we will be able to purchase through them. Our current provider will no longer offer what we need.*
 - \$1,000,000 liability limit = \$1,067/year premium
 - \$500,000 liability limit = \$872/year premium

SHRM Affiliate Standards Program Requirements: Dual Membership Requirements (President, Membership Director, Certification Director), basic Directors & Officers (~\$840 annually), Errors & Omissions (~\$750 annually), and Cyber Liability (~\$500-\$2,000 annually) insurance, completion of regular financial audits (every 3-5 years)

UPDATE: requirement pushed back to 1/1/2027; SHRM working to create an affinity program.





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- d. Wireless microphone (Bob) – *presented 2 options. Bob will submit another, more portable option and we will discuss at the next meeting since we don't need anything while meetings are virtual over the winter.*
- e. DMR and co-branding update (Cherie) – *approved by executive board to move forward. Board should look at cobranded websites and look for themselves. Denise was wondering if we should be waiting to change, Cherie noted that there were additional costs if we don't convert to DMR. Not sure of the option for the website or how much control we have in the layout of the site.*

Lots of discussion occurred for and against. Other option is to disassociate from SHRM, but that may not be the best option regarding being approved for recert credits, etc.

We will continue to work on it and plan to announce in April when we have much more information and are back in-person.

****** Alvernia Discussion – Nic mentioned that they sponsored Philly SHRM, and why they don't sponsor us. Group discussion is that we need to reach out to Alvernia and find out why they are not sponsoring us.**

- Executive team has voted to move forward with DMR and co-branding in 2026
- Discussion on how to move ahead
- National SHRM dues are not increasing, but creating HR Professional Plus and HR Professional Premium levels

**** From Michael:** For those who aren't aware one of my take aways from VLBM is that DMR will be mandatory for all SHRM chapters by 01/01/2029, which was one of the factors in our decision making to go that direction. No update for me other than with the mandatory DMR requirement and of course how that ties in with the website that SHRM's hope is to make the website a platform that will host online Chapter events including attendance tracking and payment processing, but that's still a way off.

7. New Business:

- a. Uploading documents to Microsoft 365 – *reminder to upload documents to our document storage.*
- b. PA SHRM \$250 gift – *all Chapters were recognized – Gift from PA SHRM – all PA chapters received \$250 in recognition of chapters going through the revenue sharing requirements for 2025. @ chapters got \$2500, and the remainder got \$250. We will receive the money and then decide what to do with it at that time, as decided by executive board.*
- c. Educating and promoting SHRM Foundation to engage members and fill Committee Chair opening – *we will discuss when we are back in person to get information out to our members to discuss further information on what SHRM foundation is and what the purpose of the foundation is.*

8. Future Berks, PA and National SHRM meetings/dates:





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* State Council meetings available to Executive Board, District Directors, Chapter Presidents and Core Leaders

* VLBM invitees: Chapter President & President-Elect invited. SHRM National covers cost of hotels, meals, and transportation between hotel/airport.

- a. January 13, 2026 – General Meeting (Virtual) – 7:30 a.m. to 9:00 a.m. – “The Mutual Benefits of Hiring Neurodivergent Employees – Research, Relationships, and Reality” presented by Claire Malfaro from Claire Malfaro Counseling and Consulting LLC.
- b. January 27, 2026 – Lunch and Learn (Virtual) - 11:30am – 12:30pm - “ Medicare 101 for HR Professionals” presented by Leah Ludwig & Cassandra Zetts from Everence Financial.
- c. February 2026 – Q1 PA SHRM State Council Meeting – Virtual – 9:00am – 11:00am
- d. May 2026 – Q2 PA SHRM State Council Meeting - TBD - 1:00 pm – 5:00 pm
- e. May 2026 – PA SHRM Legal & Legislative Conference – TBD
- f. June 16–19, 2026 – SHRM Annual Conference - Orlando, FL or virtual
- g. July 2026 – Q3 PA SHRM State Council Meeting – TBD – 9:00am – 11:00am
- h. November 2026 – Volunteer Leaders Business Meeting (VLBM) – Cancun, Mexico

9. Deadlines

- a. December 31, 2025 – SHRM Foundation annual donation (Treasurer)
- b. January 31, 2026 – Deadline to issue 1099 (Treasurer to work with RKL) – *Wendy will work with Kathy to get the correct contact person at RKL.*
- c. January 31, 2026 – SHRM Affiliate Standards Program attestation (VP)
- d. March 15, 2026 – EXCEL Award (VP)
- e. April 15, 2026 – Annual Statement – PA Dept. of State – Bureau of Corporations and Charitable Organizations – 990-N (e-postcard) to the IRS (Susan)
- f. August 1, 2026 – Chapter of the Year (COTY) (Susan)
- g. September 1, 2026 - Pinnacle Award Application
- h. November 15, 2026 – Re-Certification Provider Reaffirmation Due (Chris)
- i. December 1, 2026 – CLIF report (Wendy)

10. **Next Board Meeting** – January 20, 2026 – 7:30am - 9:00am via Teams

11. **Motion to adjourn** – *Motion by Ben, 2nd by Nic - meeting adjourned at 8:44am*

