



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

March 2017



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## Business on Purpose: Engage, Motivate, Inspire Tuesday, March, 2017

Good leaders and managers understand what research, and our own experience, has now proven: Organizations with a strong sense of purpose have team members – and clients – who are significantly more engaged, creative, productive, loyal, and happy.

### Participants will:

- Become inspired and convinced that finding their Passionate Purpose in the organization will lead them to exceptional success and greater well being in their life and work
- Discover how helping team members find their purpose will lead to happier, more engaged, more productive people, *while also improving the bottom line*
- Develop a strategy to attract purpose driven team members in the hiring and retention process
- Understand how the company's purpose is centered around the benefit it provides to its client.
- Create a purpose in their business that everyone in the organization can rally around that will lead them to greater engagement.

Leave with practical, actionable steps they can implement immediately

### Presenter: Greg Knapp, Author, Speaker, Coach

Greg has used his degrees in counseling psychology, two decades of research, and real life experiences, to become an expert in helping people find what they truly want and then take the steps necessary to make it happen. That's what his book *Go! How to Find and Pursue Your Passionate Purpose*, is all about. With his books, speaking, online courses and coaching, Greg strives to help people live the extraordinary lives of their dreams in and out of the workplace. His presentations focus on the importance of purpose in your business, productivity, bottom line, and every part of your life.



### March Meeting Sponsor:



### Tuesday, March 14, 2017

Registration begins at 11:15 a.m. \* 11:15 a.m. Buffet Lunch Available \* 11:45 Opening Business /Chapter Announcements \* 12:00 Presenter \* 1:00 Meeting Adjourned

Location: Maceli's, 1031 New Hampshire, \*\*Parking is available across the street and in the parking garage at the north end of the block.

Pricing: Member in advance \$20. \$25 after Thursday noon pre-registration deadline or walk in at the door. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.



REGISTER ONLINE: [www.jayhawkshrm.org](http://www.jayhawkshrm.org)



## President's Message



It's time to talk money. We have looked at the 2016 accomplishments and the 2017 goals. Now it's time to look at the chapter's financial health. As we discussed in January, during 2016 the board set goals to develop a 2016 budget and meet it as well as develop a 2017 budget. We did all three. I am thrilled to say that for the first time in several years, the chapter has operated in the black.

Heather Bunker's article this month talks about how the chapter spends its money and monitors it expenses.

During the January round table sessions many of you asked questions about Fund Balance (otherwise known as Reserve Funds) including:

1. What is a fund balance?
2. Why do we need it?
3. What is the optimal level?

The board develops and adopts a chapter budget each year. The budget lists all the anticipated revenues (money collected from dues, sponsorships and meal fees) and planned expenses (chapter maintenance, board support, membership support, and community support) for one year. Fund balance is the money left over in the chapter's bank accounts at the end of the year. We need a fund balance in order to ensure the chapter can meet any financial obligations it may have made even if revenues drop significantly from what we expected. It also protects the chapter from unforeseen expenses or financial obligations. On the up side of this conversation, it would allow the board to bring a onetime paid special event to the membership even if current dues levels or sponsorships would not otherwise cover the expense. Here is a link to one article on Fund Balance (otherwise known as Reserves) that will give you more information if you want to delve into it!

<http://www.nonprofitaccountingbasics.org/financial-management-reserves-governance/establishing-maintaining-reserves>

As for the third question "What is the optimal level?" the board spent time discussing this during its February meeting. The board voted to set the chapter target fund balance at one times our annual budget or approximately \$20,000 as the optimal fund balance. We have adopted this target in order to be able to smoothly address any unusual expenditure for one year without placing the chapter in debt.

Another topic of the January round table was other types of things that chapter funds may want to support. Several members indicated that the chapter may want to financially support member's attendance at a conference or leadership development session. I will place this topic on a future board agenda to see if there is a way to support this desire. If there are other things that you think would be a good expenditure for the chapter, please let a board member know and we will add those ideas to our discussion. I'll let you know in a future article what transpires.

### [2017 Chapter Goals](#)

Lori Carnahan  
President, Jayhawk SHRM  
[president@jayhawkshrm.org](mailto:president@jayhawkshrm.org)

**2017 Board of Directors****President**

Lori Carnahan, SPHR, SHRM-SCP

**Past President**

Debbie Snyder

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Open

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[www.jayhawkshrm.org](http://www.jayhawkshrm.org)

## Financial Report

Current Assets: 2/26/2017

## CD's:

|                     |    |          |                   |    |                     |
|---------------------|----|----------|-------------------|----|---------------------|
| 91-Day              | \$ | n/a      | Checking Account: | \$ | 12,063.30           |
| 182-Day (9/3/15)    | \$ | n/a      | Pay Pal Account   | \$ | 8,095.64            |
| 12-months (5/12/16) | \$ | 8,534.93 | Petty Cash:       | \$ | 100.00              |
|                     |    |          | <b>Total:</b>     |    | <b>\$ 28,793.87</b> |

Prepared by: Heather Bunker SPHR, SHRM-SCP  
VP of Finance

## DECEMBER 2016 LABOR MARKET REPORT

Please find the links below to the December 2016 Labor Market report and the map of county unemployment rates/over-the-year change of unemployment rates.

Highlights and Quotes: <https://klic.dol.ks.gov/gsipub/index.asp?docid=472>

Kansas Map w/county unemployment rates (not seasonally adjusted unemployment rates):

<https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/LR%20Dec2016%20Maps.pdf>

## Membership

We would like to thank everyone who has already renewed their membership for 2017! We currently have 54 members registered for this year, yay! As a reminder, our standard membership runs from January 1st through December 31st. If you haven't done so, please take a moment now to renew, so you can continue to take advantage of the benefits of local membership through 2017. If you are not sure if you have renewed please feel free to reach out to me. If there is a barrier to your renewal please let me know. You may also reach out to me regarding payment plans. You can complete the online registration form at [www.jayhawkshrm.org](http://www.jayhawkshrm.org) and pay for your membership via PayPal. If you have any questions please feel free to reach out to me at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org). Thank you all for your continued support! We are working hard to make this chapter better each year.

Submitted by: Carol Marks  
VP of Membership

## Finance



Money. How does our chapter generate income? Where do we spend it? Why are we talking about it? For the last several years our chapter has been in a slow decline financially - we spent more than we brought in. Not by a lot and while there has been a fund balance and money in the bank the board wanted to reverse this trend and be better stewards on behalf of the membership.

As a membership you receive a monthly snapshot of our assets each month in the newsletter. The Board of Directors receives a monthly profit and loss statement; establishes, reviews, and maintains a budget; and decides how and where money is to be spent. Jayhawk Chapter of SHRM brings money in via lunch fees, membership dues, and sponsorships. We spend money on a variety of things but it breaks down into a couple areas: chapter maintenance, board support, membership support, and community support (HR Aces).

What about the SHRM Foundation donations? Good question, I'm glad you asked! As an active SHRM chapter we need to complete several actions to stay in good standing with SHRM. One of these is making a yearly donation to the SHRM Foundation. The funds that we raise from events like the holiday raffle are held in trust and then sent in at the end of the year as one donation.

How did 2016 shape up? We finished the year in the black and made a profit. This was due to a number of contributing factors. Your board of directors worked really hard to stick to the budget, we brought in more sponsorships than I can remember, we cut costs, and we had a very successful SHRMinar conference in April. All in all we had a really good year.

Now the next financial discussion item to share regards fund balance. How much do we need to keep on hand? In February the board unanimously voted on a balance of one times the annual budget or approximately \$20,000. This would provide stability to the chapter in that we would be able to pay our obligations for one year if expected revenues did not come in as projected. At the end of the day every single one of us approach money differently. Some of us are spenders and some are savers. The financial aspect of our organization may fascinate some of you but be tedious to others. If you have an interest in our finances let me know. I'm more than happy to open the books and show you where we stand.

In the meantime, thank you to each of you who have already paid your dues. We are looking forward to another great year!

Submitted by: Heather Bunker SPHR, SHRM-SCP  
VP of Finance



## Focusing on Your Strengths

Have you ever sat down to develop goals for yourself and ended up focused on how to correct your weaknesses? It may not be worth your time, according to Gallup, the performance management consulting company that specializes in employee engagement.

In its extensive research, Gallup found that building on an employee's strengths is much more effective than trying to improve weaknesses. Knowing and using one's strengths has also been proven to lead to greater productivity, greater work engagement, and longer job tenure. Gallup reports that the vast majority of employees and employers do not focus on utilizing strengths, which is a costly mistake. When employees feel their organization cares and utilizes their strengths, "They respond with increased discretionary effort, a higher work ethic, and more enthusiasm and commitment."<sup>1</sup>

What can you do to better utilize your strengths on the job?

1. Make sure you understand what your strengths are. If you are unsure, ask others. What do others praise you for? Consider supervisors, coworkers, friends and family.
2. Formalize making a list of your strengths by putting them to paper and having it available to reference throughout your work day.
3. Know your weaknesses. When tasks arise that fall in those areas, see if they can be handled by another person on the team. This takes a commitment to developing positive, trusting work relationships as well as a willingness to reciprocate when others need help.
4. Help others identify and use their strengths. This requires a willingness to help reinforce others' strengths through praise and genuine feedback.

<sup>1</sup> Sorenson, Susan. *How Employees' Strengths Make Your Company Stronger*. February 20, 2014. Gallup Business Journal.

## Certification

# YOU'VE EARNED IT, NOW KEEP IT MAINTAIN YOUR SHRM CERTIFICATION

It's a new year, with a new political administration, and new positions on issues that affect the workplace. HR professionals need to have a working knowledge of a host of rapidly evolving and abruptly changing issues.

**SHRM is committed to helping you work smarter and keep that process simple.**

When you [Advance Your Education](#) you're cultivating your expertise. Earn recertification credits and maintain the credentials that set you apart as a recognized leader in HR.

In the SHRM Certification portal's [pre-approved activities section](#) search and filter educational activities a number of different ways including by [competencies](#), by date, or use your location to find activities close to you. Evolve your knowledge in your preferred learning format and curate professional development aligned to your own schedule.

### [SHRM Annual Conference & Expo »](#)

We don't just visit a city, we take it over. Join the HR community in NOLA -- June 18-21, 2017. **Save \$440 when you register by Feb. 3!** (Earn 14 PDC's)

### [SHRM eLearning Library »](#)

A one-year all-access pass to an essential HR resource library of 500+ continually updated courses at your fingertips. (E PDCs.)

### Download the SHRM Certification App

- ✓ Add your PDCs under the Advance Your Education section.
  - ✓ Track the activities you have already added to your record.
  - ✓ **Search and filter** or use your location to find activities.
  - ✓ Receive notification when you are ready to apply for recertification.
- Available for [iOS](#) and [Android](#) users.

Submitted by: Jenny Hiatt  
PHR, SHRM-CP  
Certification Chair



## Legislative Update

The Kansas Legislature took a giant leap this week toward solving the state's budget deficit, passing a tax plan expected to raise \$1 billion in new revenue through Fiscal Year 2019. The House of Representatives also passed their rescission budget for Fiscal Year 2017, eliminating the \$325 million expected shortfall.

### **Tax Plan**

A comprehensive tax plan was sent to the Governor. House Bill 2178 passed the House by a vote of 76-48 and the Senate by a vote of 22-18. Here's what the measure does:

Fully repeals the LLC loophole

Eliminates the March to Zero trigger on lowering future business income taxes

Increases the rate from 4.6% to 5.25% on income over \$30,000

Adds a third, top bracket of 5.45% on joint income over \$100,000

Restores itemized deductions for medical expenses

Begins retroactively on January 1, 2017

Raises \$590 million in FY18 and \$453 million in FY19

Defending his signature small business tax cuts from 2012, Governor Brownback has stated that he will veto the bill. Both final action votes were shy of the majorities needed to override his potential veto.

### **Rescission Bills**

The House Appropriations committee worked and passed their rescission and internal borrowing bills that fill the \$325 million shortfall expected for fiscal year ending June 30, 2017. House Bill 2161 authorizes the liquidation of \$317 million from the state's long-term investment fund. After the Senate's failed attempt to borrow only \$100 million from the Pooled Money Investment Board (PMIB) and cutting K-12 and higher education to make up the difference, the House's bill makes those cuts unnecessary. Chairman Troy Waymaster (R-Bunker Hill) introduced a successful amendment, which pays the money back to the investment fund over six years beginning in FY19 rather than over seven years beginning in FY18 as the Governor proposed. As budget and revenue projections are analyzed, it appears that breathing room will still be needed during the next fiscal year.

Substitute for House Bill 2052 is the Governor's FY17 rescission bill that leaves a proposed ending balance of \$99 million in the State General Fund on June 30. The Appropriations committee made two important changes. Representative Steven Johnson (R-Assaria) proposed a conceptual amendment to pay 50% of whatever ending balance remains at the end of the year back to the Kansas Public Employees Retirement System (KPERS). The Governor's proposal was to eliminate the fourth quarter FY16 repayment of \$85.9 million. The committee also amended the bill to transfer 10% of the ending balance – after the full KPERS repayment is made – to the newly created Budget Stabilization (Rainy Day) Fund.

### **Immigration Hearings**

Two immigration proposals, introduced on behalf of Secretary of State Kris Kobach – were heard before a packed room in the Senate Federal and State Affairs committee on Wednesday. Senate Bill 157 would require the Kansas Highway Patrol to become certified as immigration officers and enforce federal immigration laws, including detentions and removals. Senate Bill 158 would remove state funds to any city or county that adopts sanctuary policies. Despite strong opponent testimony, Chairman Jacob LaTurner (R-Pittsburg) has indicated he's likely to work both bills.

### **KU Hospital Conceal Carry Exemption**

House Bill 2150 froze in the House Federal and State Affairs committee on Wednesday after Chairman John Barker (R-Abilene) opted out of breaking the 11-11 tie vote. The bill would have allowed the University of Kansas Medical Center to continue to prohibit firearms in its buildings without adequate security (metal detectors and guards) after their exemption expires on July 1, 2017.

It was a lengthy debate about broader gun rights, with proponents arguing that jobs are being lost to neighboring hospitals in Missouri for fear of allowing weapons in an already-stressful environment. HB 2150 remains in committee and is expected to be reconsidered.

## Legislative Update, cont'd.

### Looking Ahead

The Legislative session is at the official half-way point referred to as Turnaround. The Legislature is on a week-long break and will return March 6. We expect to see school finance take center stage during the second half of the legislative session.

Submitted by: Dennis Meier, SPHR, SHRM-SCP  
Legislative Affairs Chair



## Foundation News

### Did you know?

### SHRM Certifications scholarships available from the SHRM Foundation

Every year, the SHRM Foundation offers scholarships to HR Professionals seeking SHRM Certification (SHRM – CP or SHRM – SCP).

#### Eligibility:

- Current SHRM Member (Professional or student membership must be active when applying throughout the year in which you receive the award.)
- Meet eligibility requirements for SHRM Certification.
- Took certification exam in 2017 or plan to sit for exam in the next 12 months.

#### How to apply:

Complete online application including:

- Contact information
- Short answer questions about volunteer/career experience
- Current resume
- One letter of reference. Letter may be addressed to the 'SHRM Foundation Scholarship Review Committee' and should provide insight into your character, career and volunteer accomplishments, work ethic, values and need for the scholarship. May be written by a work or volunteer colleague, professor, coach, etc. but should not come from a family member.

#### Selection Criteria:

- 40% Work experience/progression (HR involvement & future career plans)
- 40% Volunteer activity (SHRM experience preferred, but not required)
- 20% Financial need

#### Timeline:

| <u>Apply</u>              | <u>Notified of Results</u> |
|---------------------------|----------------------------|
| 1/1/17 to <b>4/10/17</b>  | 6/5/17                     |
| 7/1/17 to <b>10/10/17</b> | 12/4/17                    |

The scholarship application can be found at <https://fs16.formsite.com/SHRMFdn/form37/index.html>.

Submitted by: Lori MacDonald  
Foundation Chair

## SHRM Member Spotlight



MICHELLE SUTTON, PHR, SHRM-CP, is the HR Manager at Berry Plastics. She enjoys working at Berry because it is a solid, growing company and the people are great. Michelle appreciates the opportunity to always be learning something new and encountering challenging situations. She believes there is never a dull moment in the world of HR! One of Michelle's proudest career accomplishments is earning her professional certifications. When not at Berry, Michelle likes to spend her time traveling, exercising, and watching or going to sporting events, as well as spending time with friends. She is looking forward to the warmer weather that spring brings along with watching everything once again become green.

RICH CORNELL is the President of Cornell Benefit Solutions. One of the best parts of his job is having the opportunity to select clients to serve. When asked what he finds exciting about HR right now, Rich said it is learning and applying new ways to make wellness work. He is pleased to have recently had the chance to teach an employee team how to advocate for their own prescriptions which saved them money and time while giving them a better understanding of their choices. The employer was able to reduce costs as well. In his free time, Rich likes to spend time with his three kids and wife along with cycling and volunteering with the Optimist Club. Since he enjoys gardening, Rich is looking forward to digging in the dirt this spring.



## 2017 Business Leadership Conference

### *Maximize Efficiency and Minimize Problems In Work Teams*

**Sandra Brown**  
The Employer's Resource

### *Leaders — Are They Born or Made?*

**Dan Stalp**  
Sandler Training

**TUESDAY, April 11, 2016**

7:15 am—12:30 pm

Registration begins at 7:15 am

**Maceli's Banquet Hall**  
1031 New Hampshire  
Lawrence, KS



**This program is sponsored by  
The Jayhawk Chapter of SHRM  
and is open to the public.**

## GENERAL INFORMATION

A full breakfast and light snack will be served.

Register at:

[www.jayhawkshrm.org](http://www.jayhawkshrm.org)

### **Register by April 1:**

Member \$50 – Nonmember \$60

Full-time Student \$30

### **Register after April 1:**

Member \$60 – Nonmember \$70

Full-time Student \$35

Jayhawk SHRM members and member-company representatives may register as "Members" for this event.

## REGISTER & PAY ONLINE

- [www.jayhawkshrm.org](http://www.jayhawkshrm.org) — upcoming events and registration.
- If paying by check, register online and pay at event or mail check to: Jayhawk Chapter of SHRM, PO Box 442033, Lawrence, Kansas 66044.

Approval pending for 3.25 HR General credit hours through SHRM and HRCI.



**SANDRA BROWN** has been involved with training and organizational development for fifteen years and has assisted many groups with training or intervention needs. Her experience is vast in leadership development, mediation, team-building activities, executive coaching, culture assessments, and harassment/discrimination interventions. Sandra is licensed in: Missouri as a Clinical Social Worker, Kansas as a Masters Social Worker. She has a Master's in Social Work degree from the University of Iowa and has been practicing clinical work for over 20 years. Sandra is a much sought after trainer and has developed customized training for companies large and small.



**DAN STALP** has over 23 years of experience leading, training, and coaching high performing individuals. He has risked everything and completely started over twice career wise, once in 1993 and most recently in 2005. Dan has co-authored two books "The Reunion" and "Another Reunion" about career significance and how being grateful plays an instrumental role in being the best you can be. Dan is president of Sandler Training in Kansas City.