

# Chippewa Valley SHRM Quarterly Newsletter

October - December 2019

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## Something to Say? Write an article!

We are seeking guest contributors for our quarterly newsletter!

If you have a topic that you'd like to write on and share with the CVSHRM membership (~250 members), please reach out!

NOTE: All article submissions will be reviewed and approved by the CVSHRM board.

## Board Update

By Heather Murray, CVSHRM President-Elect

The year 2019 brought Chippewa Valley SHRM a lot of exciting new things thanks to our outgoing President Laura Schick. I cannot express enough how much of a pleasure it has been being the President-Elect and being by her side as she worked to continue driving our vision of supporting and serving as the trusted partner to advance the human resources profession in the Chippewa Valley. Initiatives such as diversity and inclusion, leadership, mentoring, and college relations partnerships continued to blossom and grow under her leadership. Thank you Laura!

The year 2020 has us leaping into the next decade of HR. I can't say enough about the CVSHRM Programming Committee and all the hard work they put in, led by incoming President-Elect Brooke Richartz. Watch for the calendar at a glance coming soon! We reviewed the comments from the Programming evaluations (yes, we really do review them!) and are bringing topics that you said you want!

Let's meet your 2020 CVSHRM Board.

Past President Laura Schick, HR Director at Big Dot of Happiness in Menomonie, WI. Laura's leadership has brought amazing direction to the CVSHRM Board. We are excited to have her stay with us in 2020 and guide us with her expertise.

President Heather Murray (that's me 😊), HR Director at Dunn County in Menomonie, WI. I am looking forward to working with the amazing team of individuals who are volunteering as your CVSHRM Board. I can't wait to bring you a Diversity and Inclusion Conference, the HR Conference will continue, and partner with local organizations geared toward the second chances initiative. So many exciting things happening right now!

*Keep reading on the next page!*



## Board Update (continued from previous page)

By Heather Murray, CVSHRM President-Elect

President-Elect Brooke Richartz. Brooke is currently the HR Manager at Festival Foods in Eau Claire, WI. Starting in January 2020 Brooke will be the SVP-Human Resources at CCFBank. Please join me in congratulating Brooke on her new job! Brooke brought us amazing programming in 2019 and has set us up for another wonderful year of topics in 2020. She will work with the Programming Committee and the VP-Programming to finalize 2020 and start working on what's to come in 2021.

VP-Programming Nic Lotzer, HR Manager at Festival Foods in Marshfield, WI. Nic is excited to join the Board of Directors and help drive the mission and vision of CVSHRM. This is Nic's first year on the Board and we are happy to have his energy and ideas. Welcome Nic!

VP-Membership Nicole Kauphusman, HR Manager at Citizens State Bank. Nicole joined the Board as the VP-Membership in January 2019 and has done an amazing job with member outreach and working with the VP-Communications to keep everyone up-to-date on the latest happenings of CVSHRM. I am excited to see what 2020 brings for membership!!

Marketing/Public Relations Director Karla Dickson, Director of Human Resources at Security Financial Bank. Karla is a familiar face on the Board and we are excited to have her continue in this new role for her. Karla graciously became the VP-Communication in 2019 when the position was vacated and has done an amazing job working in that role. Karla has some amazing ideas for 2020, keep your eyes open for new things.

VP-Communications Danielle Geissler, Organizational Talent Advisor II at Royal Credit Union. We are excited for another new addition to the Board. Danielle joins us after spending two years on the Programming Committee. She is looking forward to becoming more active in CVSHRM and on the Board. Welcome Danielle!

Core Leadership Director Austin Vogler, Senior HR Business Partner at Coborn's Inc. We are excited to have Austin remain on the Board in this role. We have watched Austin grow this role and gain some valuable partnerships with the area University's and their students. I know Austin has some major goals for continuing the momentum he has going with this position.

Director of Finance Jayme De Yot, Senior HR Business Partner at FedEx Ground. Jayme has been volunteering on the Board for several years but began her role as Director of Finance in 2019. Jayme's leadership in this important role is invaluable.

Administrative Services Director Jodi Berg, Director of Human Resources at Midwest Dental. We are very excited Jodi has agreed to remain on the Board in this important role. She has done a fantastic job over the past two years keeping us organized and on track.

Legislative Director Jerilyn Jacobs, Attorney at Weld Riley. Jerilyn has also graciously agreed to remain on the Board in this role. Jerilyn keeps us up to date on the latest HR law changes or proposed changes. Her legal updates each year are always incredibly informative.

Of course we can't forget all of our Coordinators! We have so many amazing volunteers that work to keep CVSHRM the amazing network of professionals that it is. Have ideas on how to continue to advance the organization? We want to hear from you. Reach out to any of us.



## Giving Back – December Service Event at The Community Table

By Karla Dickson, Director of Member Communications

This year marked our 2<sup>nd</sup> year volunteering at The Community Table in Eau Claire. Volunteers were split into two shifts. The morning shift prepared the meal that would be served later that day. The theme for lunch that day was “brunch” so we prepared fresh fruit, breakfast sandwiches, scrambled eggs, oatmeal with butter and cinnamon, and fruit smoothies. YUM! The second shift of volunteers then served the meal to community members.

The Community Table is a local non-profit. Since 1993, The Community Table has been nourishing hungry bodies and spirits in the Eau Claire community by serving one meal each day, 365 days a year on a no-questions asked basis.

It was a great event to network with other HR professionals and give back to our community. Consider volunteering with us next year!

Check out some highlights from the day:



## Programming Chit Chat

By Brooke Richartz, CVSHRM VP of Programming

It's been a whirlwind last few months at CVSHRM! The legal update was informative and Jerilyn Jacobs gave us many things to think about as takeaways from that event. It also seems like that was so long ago now that there is all the snow on the ground.

Our Membership Appreciation party brought us all together for snacks, drinks and laughter – we also were inspired by our speaker, Michael Siakpere, who led us through a communication exercise. It showed us the importance of providing as much information up front as we can and how that can make even the simplest task more efficient.

November was an exciting month – Heather Murray and myself traveled to Washington, DC for the Volunteer Leaders Business Meeting. We got to hear about all the great SHRM initiatives for 2020 as well as listen to some amazing speakers to inspire us! November also brought us a kick off to our Diversity initiatives for 2020 with a visit from Al Hill, who spoke about how to be more inclusive in the workplace. He opened our eyes to the wide variety of groups that are in today's workplace and what inclusivity means to each. It was a great warm up for our group as he will be joining our speaker line up in May for our 2020 Diversity and Inclusion Leadership Conference, along with Alonzo Kelly and Ellie Krug.

What's next? I'm eager to bring James Robiolotta to our group on January 9<sup>th</sup> for a breakfast meeting. He will be speaking to us on Leading Imperfectly – a message I know I can relate to 100%. How can we lead as and be our best self? By being OURSELVES! I'm excited for his message and know we will have many takeaways on this one. This is an event that your operation partners can benefit from as well – grab some coworkers and sign up today!



As always, feel free to reach out if you have any ideas on programming or other ways to get involved. 2020 will bring a lot of great topics and events – Nic Lotzer is thrilled to join our board and take on the programming role.

## MEMBERSHIP UPDATE

Please help us welcome our new members for October, November, and December 2019!

- Addie Johnson
- Alexis Brueggen
- Amanda Pignato
- Anna Timmerman
- Autumn Roecker
- Chelsea Paul
- Dana Gebert
- Dave Pearson
- Denielle Peters
- Dylan LaFontaine
- Emily Goetl
- Emma Popke
- Francis Einberger
- Haily Johnson
- Hayley Harder
- Holly Dooley
- Jaclynn Peterson
- Jacqueline Robarge
- Jamie Gower
- Jeff Labs
- Jeremiah Segerstrom
- Jerrilyn Parr
- Jill Magnus
- Kim Plautz
- Neal Bennett
- Nicholas Berg
- Nicole Sundly
- Sam Fritz
- Skylar Sandin

If you haven't yet renewed for 2020, please log in to your account at <https://chippewavalleyshrm.wildapricot.org/>. You can also use this link to update your member profile.

**Nicole Kauphusman**  
VP of Membership

[membershipCVSHRM@gmail.com](mailto:membershipCVSHRM@gmail.com)

## CVSHRM Celebrations

Each quarter we will be highlighting member accomplishments. If you have a new job, promotion/new position, or new certification to brag about, please tell us about it! We'd love to celebrate with you! Share your successes by emailing [Karla Dickson](#).

### Quarter 4 Celebrations:

On the Move! Congrats to these members on their new HR positions!

- Brooke Richartz: SVP of Human Resources at CCF Bank

## National SHRM Membership Discount Code

National SHRM rates will be increasing next year, but they are giving away an incentive for renewing your 2020 membership early, regardless of your renewal date. Use the code **STATE20** to get \$20 off before prices go up next year! CVSHRM also gets a kick back for your renewal!

## Boost Your Business Outreach. Sponsor a CVSHRM Event!

Preparing your budget for 2020? Don't forget that corporate sponsorship opportunities are available for the 2020 programming year! Sponsorship levels are \$250 or \$500. As a program sponsor, you will receive presentation time and a table for promotional items at the event, as well as special recognition, advertising, and networking with CVSHRM members. For more information or to express your interest in sponsoring, please contact [Brooke Richartz](#) or [Karla Dickson](#). Sponsorship are first come first serve, so don't delay!

*Stay in touch with CVSHRM by following us on Facebook!*



## HR READING LIST

Books to gift or read for yourself this holiday season:

[Indistractable: How to Control your Attention and Choose your Life](#)

[Reboot: The Art of Growing Up](#)

[You Are Awesome: How to Navigate Change, Wrestle with Failure, and Live an Intentional Life](#)

[Why Are We Yelling? The Art of Productive Disagreement](#)

[What You Do Is Who You Are: How to Create Your Business Culture](#)

[The Alter Ego Effect: The Power of Secret Identities to Transform Your Life](#)

[Connect First: 52 Simple Ways to Ignite Success, Meaning and Joy at Work](#)

[Taking the Work Out of Networking: An Introvert's Guide to Making Connections That Count](#)

[Extinguish Burnout: A Practical Guide to Prevention and Recovery](#)

[Solve Employee Problems Before They Start: Resolving Conflict in the Real World](#)

