

# Chippewa Valley SHRM Quarterly Newsletter

October – December 2020

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## Board Message – Quarter 4, 2020

By Heather Murray, CVSHRM President

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### 2020 Is Nearing an End

Happy Holidays fellow CVSHRM Members. I'm not sure how this happened so quickly but the end of my year as your CVSHRM President is nearing. I want to thank each and every one of you for the support and patience over the past year. It hasn't been easy but as always we networked, we collaborated, and we made it through.

Let's reflect on the year...

2020 – the year of quarantine. As HR professionals we had to work with our managers to figure out how to keep operations going while some employees were not able to leave their homes. In some cases, operations may have shut down.

2020 – the year of panic. We had to exercise patience, empathy, understanding, and communication as we watched the varying reactions from staff, managers, health officials, and the government.

2020 – the year of confusion. We watched as each state and local government provided different guidance on how to manage the pandemic. We watched states around us shut down while each county provided differing guidance on how to proceed as an organization.

2020 – the year of change. Some organizations scrambled to implement a working from home model. The FFCRA was rolled out with varying opinions that will likely continue to come for a few years as people challenge the decisions we had to make with the best available information. The FFCRA interpretations changed throughout the year so we had to adapt to new opinions as they came.

2020 – the year of contact tracing. If we didn't know before, we sure know how to count to 10 and 14 now! I heard from several people that they never thought they would be this involved in a health care issue. We have had to learn all the right questions to ask and make decisions on return to work based on limited information.

2020 – the year of managing a virtual workforce. Team building became more challenging, establishing performance goals became even more necessary, and finding ways to stay connected was a must! As HR professionals, we were looked at to do this with our own teams while coaching other managers in our workforce on how to do this too!

2020 – the year of virtual training. We watched in person trainings end and virtual trainings become the norm. We had virtual coffee connects and virtual chats to stay connected. We miss our colleagues, we want our in-person meetings and conferences back!

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This list could go on and on. I am amazed and proud at what we have accomplished and continue to accomplish. Always stop to reflect on what you have done, that list is as long as the never ending to-do list and you should feel prouder than ever to be an HR professional!!



It looks like 2021 is going to have its own set of challenges but I am confident your incoming leadership is ready to take those on. I am looking forward to what the 2021 CVSHRM Board is preparing for next year.

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## Incoming President Update

By Brooke Richartz, CVSHRM President Elect

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Greetings CVSHRM Members! My name is Brooke Richartz and I will serve as your 2021 Chapter President. What an unpredictable year 2020 has been could go without saying, but it is one we need to reflect on and find gratitude for. Each and every one of us has been challenged again and again and have learned just how resilient we can be. On behalf of all CVSHRM, I'd like to recognize the outstanding efforts of Heather Murray for leading us through the year and helping us to adapt to the unpredictable time and time again. She helped us go virtual with some learning coffee chats to kick off a new direction of programming. Speaking of programming – Nic Lotzer needs to be recognized as well for his ability to go with the flow and adjust not only our regular programming, but also our major event The Diversity & Inclusion Leadership conference from in person to virtual, along with a date change. That is no small feat and I know he lead the way for all those that contributed with poise. It is hard to believe we only had 2 in person events in 2020 – our 2020 kickoff event with James Robilotta where we laughed and learned and then our Winter Legal Update with Jerilyn Jacobs where we were educated on all the latest legal updates, still blissfully unaware of what was just around the corner for us in HR.

We saw our businesses adapt quickly to remote working environments or staying in person with additional precautions as we learned what it was like to go through a pandemic, forcing some of our teams to really think about what being productive and keeping teams safe meant. We learned how to change course quickly and again were reminded many times over that HR is a profession that supports one another. The sharing that went on in the beginning was remarkable and it makes me proud to know our membership can lean on their contacts. Not only did we have our first pandemic, we also needed to take a closer look at our Diversity and Inclusion programs as civil unrest moved through the nation. We had to deep dive and truly ask ourselves if we were doing enough. This thought process will absolutely continue as many of us found we had much, much more work to do on this front. At the heart of this is empathy for one another and a “we before me” attitude that crosses over to our personal lives as well, challenging our hidden biases and encouraging us to learn more about those that are different than us.

As I look forward into 2021 – some things will remain as they have been, and some things will change. I think it's fair to say we are all in HR because we don't like things to remain the same and the future will fulfill those desires. SHRM's vision for 2021 is: Partner. Adapt. Lead. – CVSHRM will follow that lead and put our own spin on it, making sure our programming is aligned with these goals. I will also look to our board to continue to offer ways to have HR Professionals in our area volunteer at levels that are comfortable to them. We can only grow forward together and I'm confident we have a great board to lead us into 2021 and beyond and members that want to be engaged and grow.

Thank you for being a member, for being the fuel that drives us and thank you for allowing me to serve you as President for 2021.

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## Programming Chit Chat

By Nicole Kauphusam, CVSHRM Incoming 2021 Director of Programming

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Hello! I am your new programming representative for 2021. My name is Nicole Kauphusman and I have served on CVSHRM's board for two years in the membership role. I am excited to jump over into programming and continue to work to add value for our members.

As a programming committee, we met to begin planning 2021. What an interesting time to try to plan events! We will see the beginning of the year start with virtual programming (COVID-19 precaution). We should see some of our favorites return as of now- the HR conference. The committee met and brainstormed relevant topics for HR professionals and the issues in the marketplace now. We are working on a yearly calendar and connecting with speakers. More to come soon!

Be on the lookout for our January program!

Should you have any questions or concerns, please feel free to contact me at any time – 608-797-9648, [nkaup@csbankcadott.com](mailto:nkaup@csbankcadott.com).

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## Financial Update

By Jamie De Yot, CVSHRM Director of Core Leadership

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Hello CVSHRM members! Although 2020 has been a challenging time in many areas, as a board it has given us the opportunity to focus on more of the foundational aspects of our operation and look more deeply into how we can best serve and support you in this unprecedented time. From a finance standpoint, we have been able to spend the time to move to some new platforms that helps our organization be more transparent and to make future board transitions smoother. This should allow for everyone to be of more immediate value added to you following transitions. We are continually monitoring our financial standing and adjusting subsequent financial decisions to ensure that we provide high quality programming and benefits to you, our members.

The first change was that we moved from the PayPal payment system to AffiniPay which is the payment system of our website platform Wild Apricot. The fees are the same, but transitioning allowed for streamlining of our platforms and additional capabilities. Capturing data from PayPal was a manual process and now since the two current systems are integrated the information is much more fluid.

The other significant change to our financial process is that within the past two months we have begun transitioning to the use of QuickBooks in our accounting process including the day to day financial reconciliation as well as our budgeting process. Historically we used Excel spreadsheets to capture this information. The process worked well but had limited real-time visibility to members of the board. Using an Excel spreadsheet also made the annual accounting transition very difficult as it required manually recreating the spreadsheet and linking historical information. The added benefit of QuickBooks is that it also connects to our Wild Apricot and AffiniPay platforms further integrating our processes and information. This transition is a work in progress as we learn to maximize the benefits of the program.

I look forward to being able to serve you for the next two years and wish you a new year filled with happiness and endless opportunities! If you have any questions or suggestions regarding CVSHRM finances, please contact us any time at [cvshrmfinance@gmail.com](mailto:cvshrmfinance@gmail.com).