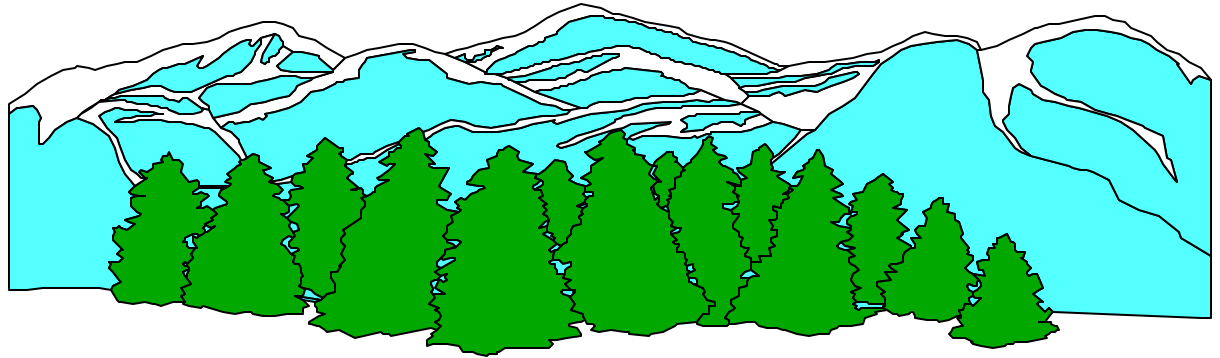


AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT



## NEW RIVER VALLEY CHAPTER

### Greetings From The President

December 1, 2002

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It is hard to believe that this year will soon be drawing to a close. What a joyous time of year to reflect and celebrate as well as anticipate the coming year. I want to take this opportunity to thank the NRV-SHRM Board of Directors for their excellent work this year. I have so enjoyed serving with this dedicated group of professionals and I look forward to the opportunities that abound for 2003. I especially want to thank each of you for your faithful support of our chapter. NRV-SHRM is the Human Resources presence in the New River Valley. I appreciate all of you making it a successful presence.

Speaking of celebration, the NRV-SHRM chapter received the SHRM Foundation Chapter Champion award, one of only five chapters in Area II to receive this designation. Congratulations to Melissa Zienius, our SHRM Foundation representative, to our chapter, and especially to all of you who contributed in supporting this professional resource.

In November, we had our first meeting at the Hampton Inn and speaker, Bobbie Raynes, Personnel Research Associates, facilitated a great discussion on "Resolving Conflict in the Workplace." Given her expertise in mediation, she provided excellent guidance on this very relevant topic. Thanks Bobbie for a great job! We also appreciate Dave Darden taking the time to be with us as our special guest. Dave is the new CEO at Montgomery Regional Hospital. It was a pleasure to meet him and to welcome him to the valley.

We want to wish the best for all those taking the certification exam in December. Study hard; we're pulling for you!

I hope to see each of you at the Holiday Social on Thursday, December 19, 5:00-7:00 p.m. at the Farmhouse Restaurant. It will be a wonderful time to catch up with old friends and to make new ones. There will be no charge this year and the food is always great. So come and enjoy!

Finally, I wish each of you and your loved ones a very warm and happy holiday season. Take the time to savor each moment.

*Best wishes,  
Karen*

## **Celebrate with us at the annual Winter Social!**

The chapter's annual Winter Social will be held Thursday, December 19<sup>th</sup> from 5:00pm to 7:00pm at the Farmhouse Restaurant in Christiansburg. The Farmhouse is located on Cambria Street just past the Christiansburg Recreation Center. Admission to this year's event is free and the program includes a 50/50 raffle and presentation of pins to all our members who have achieved PHR or SPHR certification. There will be a buffet of hot and cold appetizers and drinks for you to enjoy. We hope that you will all join us to celebrate a great year gone by.

Please feel free to contact Melani Bland at (540) 961-1774 or emel130@yahoo.com for more information.

## **Membership Dues for 2003**

Please remember to send in your invoices for the 2003 chapter dues by December 31<sup>st</sup>. Invoices were sent by email last month. A copy has also been posted on the web site. If you suspect that your company may not process your invoice in time for the December 31<sup>st</sup> deadline, may we suggest sending a personal check and being reimbursed by the company. Thank you for your prompt response so that the Membership Roster/Handbook can be sent out on time.

## **Chapter Industrial Meeting**

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, December 10, 2002, at Stone's Cafeteria in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m.

## **Board of Directors Meeting**

The monthly Board meeting will be held on Wednesday, December 11, 2002, at the Montgomery County Government Center. This meeting is usually held on the second Wednesday of every month at 5:00 p.m. Any Board member who cannot attend should contact Karen Edmonds at 394-2007 or e-mail to kedmonds@naxs.net

## **Human Resources Certification**

(From Lorraine Wachsman/ lwachsman@warmhearth.org)

Best of luck to those who are taking the Certification test this month. We'll look forward to hearing the good news that you are certified in the near future.

All chapter members who are certified PHRs or SPHRs are especially encouraged to attend the holiday party, not only to have a good time, but also to be recognized for your certification. If your certification is not indicated in the Directory, please contact Lorraine Wachsman at 961-2623, or lwachsman@warmhearth.org.

## **News from State Council**

Cindy Hale, Past President of our chapter was recently nominated and appointed as Southwestern District Director to SHRM State Council. Cindy will be over 5 chapters in her district and will visit these chapters to discuss the work of State Council. She will also help chapters who are not affiliated with National SHRM to obtain their affiliation. Congratulations to Cindy!

## **Membership/Public Relations Committee**

(From Keith Foreman/ keith.foreman@adecon.com)

Thanks to the committee members that were able to make the committee meeting in November. The agenda for the Winter Social was discussed and we got the ball rolling on invoicing the 2003 membership dues.

Committee members have contributed many hours in past years to prepare our membership roster for publication. With your help this time it can be kept to a minimum. **Please observe the December 31, 2002 due date for receipt of membership dues for 2003.**

Look forward to seeing everyone at the Winter Social.

*Keith*

**Chapter Financial Activity Report**

(From Keith Foreman/ keith.foreman@adeconna.com)

**Balance as of October 31, 2002** **\$4,871.31**

**Deposits:**

11/07/02 Deposit  
Membership Dues 100.00

**Withdrawals:**

**Check #414 11/12/02**  
**Applebee's – Membership Committee Meeting 32.00**

**Check #415 11/21/02**  
**Hampton Inn – November Chapter Meeting 46.38**

**Check #416 & 417**  
Checks not disbursed to date

**Check #418 11/13/02**  
**Applebee's – Board Meeting 46.00**

**Balance as of November 30, 2002** **\$4,846.93**

**Board Meeting Minutes**

Date: November 13, 2002  
Location: Applebee's Restaurant  
Attendees: Karen Edmonds, Davis Walker, Melissa Zienius, Cindy Hale, Keith Foreman, Bridget Porterfield, Lorraine Wachsman, Jim Cowan and Melani Bland

- David Fry will be replaced as President-elect due to his recent promotion and move out of state. The Board will think about candidates and make their nominations at the December meeting.
- Karen Edmonds approached the Board about considering a Diversity Panel with Penny Franklin of NAACP at a meeting early in 2003.
- The Membership Committee reported that invoices would be sent out by email by November 15<sup>th</sup>. As an effort to get the Membership Roster/Handbook out timely, the deadline for invoices will be set firm. An reminder will be included in the December newsletter and a "last call" email will be sent out in January.
- The Board discussed the agenda of the program for the Winter Social. The program will remain similar to last year and a 50/50 raffle will be held once again. Presentations of pins will also be made to those members who have achieved PHR or SPHR certification.
- Some discussion was held on the student chapter of SHRM at Va Tech and our chapters efforts there. Karen Edmonds Edmonds will follow up with the Tech Student Chapter to determine the size and make-up of their chapter membership and report back at the December meeting.
- Karen Edmonds suggested having NRV-SHRM lapel pins for members. Karen reported that other local chapters have them and is something to consider for next year.

#### Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **January** newsletter, the deadline would be **December 24, 2002**. They may be sent to the Chapter's secretary, Melani Bland, at [emel130@yahoo.com](mailto:emel130@yahoo.com) Melani's telephone number is 540-961-1774.

#### **2002 Calendar of Events & Annual Meeting Schedule**

**December 19, 2002 . . . . . NRV-SHRM WINTER SOCIAL 5:00-7:00 p.m., Farmhouse Restaurant- Christiansburg**

**\*\*PLEASE BE SURE TO "REPLY" TO THIS E-MAIL FROM MELANI BLAND ([emel130@yahoo.com](mailto:emel130@yahoo.com)) BY TUESDAY, DECEMBER 17<sup>th</sup> IF YOU ARE PLANNING TO ATTEND THE WINTER SOCIAL. PLEASE INDICATE IF YOU WILL BE BRINGING ANY GUESTS. IT IS IMPORTANT THAT WE GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD AND HANDOUTS CAN BE PREPARED ACCORDINGLY. THANK YOU \*\***

January 16, 2003 . . . . . NRV-SHRM Breakfast Meeting at TBA, 7:30 a.m.  
[Flippin, Densmore, Morse & Jessee](#) "Legislative Update"/ Installation of Officers

February 20, 2003 . . . . . NRV-SHRM Breakfast Meeting at TBA, 7:30 a.m. [TBA](#)

## Legislative Representatives

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Senator Madison Marye (39<sup>TH</sup> District)  
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Delegate W. B. (Benny) Keister (6<sup>TH</sup> Dis.)  
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