

A Message from the President:

Thank you for your participation in our membership survey!

Dear Members,

As a board, we are constantly trying to improve the organization and deliver more of what our members want – more of what YOU want. Of course, in order to do that, we need to know what you are looking for. One of our initiatives for the year was to conduct and respond (in action!) to a member survey, which was sent out in December. We were pleased to have average response-rate for an organization of our size and type.

The members have spoken. Here's what we learned and *what we will do*:

Meeting Logistics:

- **Survey Feedback:**
 - 37.5% of members prefer breakfast meetings
 - 44.7% prefer evening meetings (5 pm start)

- **Action:**
 - We are adding an additional breakfast meeting in the upcoming year. We are also looking at adjusting the time we have dinner for evening meetings – perhaps starting dinner at 5:30 instead of 6, or doing lighter fare instead of a full sit down.

Meeting Content:

- **Survey Feedback:**
 - The highest rated topics of interest for the upcoming year are:
 - Legislative issues (60.42%)
 - Employee engagement (55.21%)
 - Management training (50%)

- **Action:**
 - We are seeking to add additional resources and partnerships in order to provide you with more legislative topics and updates! Stay tuned for an exciting announcement soon.

Networking:

- **Survey Feedback:**
 - 67.37% of respondents would be interested in attending a 1-2 hour networking event. Outside of such an event, many respondents wrote in to say that they

would like to see increased engagement, or more organized networking, occurring during the networking portion of dinner meetings. We agree!

- **Action:**
 - Networking, as many of you wrote in, can be a challenge for HR professionals. We have seen a downward trend of less and less mingling during the networking portion of events. We aren't sure why! A few people wrote in to say that they have experience networking with other organizations, or that they'd be interested in helping our organization and members be better networkers. This got us thinking. Networking is a key component of our mission, but is not part of any particular director's roles and responsibilities. Let's change that! BNHRA will create and fill a new chair position – The chairperson of Networking!

Communication:

- **Survey Feedback:**
 - More than a handful of respondents wrote in to say that they'd like to see us send out monthly meeting reminders/communications, and an updated events calendar.
- **Action:**
 - We are so thankful to have received this feedback. It seems that after we migrated to the new website there have been issues with some members receiving the Chapter Chatter, most likely due to the high amount of content and graphics. In response, we are sending a simple, text-based email reminder after the Chatter has been issued, to let everyone know it is available. This way, you can click on the link in the email and view the Chatter on the website.
 - BNHRA keeps a comprehensive events calendar, featuring our events and those of our partners. We have reviewed it and updated any outdated links:

[-http://bnhra.org/calendar.php](http://bnhra.org/calendar.php)
 - BNHRA events are currently scheduled out through September. We hope to have October and November scheduled soon (BNHRA takes a break in December).

Act as an HR resource:

- **Survey Feedback:**
 - We received several comments requesting that we implement an HR helpline, send out more HR updates, etc.
- **Action:**

- We agree that an HR Helpline and frequent HR updates would be a tremendous asset to our BNHRA Members. Unfortunately, as a volunteer board of directors, the time necessary to commit to such resources is a hurdle that we face. As a SHRM affiliate we lean on the national organization to provide updates, and we consider it our responsibility to help facilitate updates from our legal subject-matter expert partners. Stay tuned – we will be collectively discussing this challenge in more detail, and announcing an additional avenue for HR updates soon!

- Another thing we can do is help facilitate solutions and answers through our community of 500+ HR professionals. Did you know that the BNHRA LinkedIn group has over 1300 members? We encourage members to post their questions to this group for discussion and problem solving. Additionally, if a member has a question, they can always email any board member or info@bnhra.org, and we will do our best to connect you with someone who can help!

Engagement and volunteering:

- **Survey Feedback:**
 - We learned that many more members than we anticipated are interested in volunteering. Some members wrote in that they have offered to volunteer in the past, but never received a response from BNHRA.

- **Action:**
 - We are troubled by this and are deeply sorry to anyone who wants to get involved and hasn't received a response. We have implemented a new procedure to ensure that anyone who reaches out will be contacted. If you are interested in volunteering, and haven't heard from us, please feel free to reach out to me at president@bnhra.org. Because we are a volunteer organization, the more volunteers we have, the stronger we will be!

Thank you again for your participation. Please see myself or any board member with comments, questions or suggestions.

Sincerely,

Janelle Camesano, President, BNHRA