

A Message from the State Director

Hello RI SHRM Members. We announced at our April Program meeting, effective July 1, 2018 RI SHRM will be implementing a dues structure for our members. I would like to add some context to that now.

As you may be aware, in 2013-2014 we consolidated two existing chapters (HRM-RI and SRIHRC) and the RI State Council of SHRM into one entity called the Rhode Island Society for Human Resources Management, (RI SHRM). Since that time we have grown membership, almost 70%. We have continued to operate with a 100% volunteer board and committee structure, with no paid staff, resulting in significant leadership and volunteer turnover in 2016 and 2017. From a financial perspective, in 2016, with no membership dues and without a corporate sponsorship program, we lost almost \$20,000!

Consequently, the board determined that we were not operating in a sustainable model to support our mission, "Serve and partner with members, individuals, businesses and community organizations to share expertise, be thought leaders and advocates, and promote the advancement of the human resources profession" and to be able to continue to offer the types of programs and services our members expect.

We surveyed our members in 2017 and developed a 3-year strategic plan based on your input. These are the **5 strategic initiatives** that all of our board members and committee volunteers are diligently working to implement:

1. Create a member-focused culture to attract, engage and retain members. Measure member satisfaction on an ongoing basis.
2. Diversify our program offerings in terms of topic, location, type of event, time of day and target audience and enlist board and committee members to develop educational program content.
3. Implement a 3 year plan to ensure financial sustainability, to include the development of an annual budget with predictable sources of revenue that is at minimum break even.
4. Promote and elevate the RI SHRM brand, internally and externally. This area also includes volunteer recruitment, retention, development and succession planning.
5. Implement a communications strategy to support our strategic initiatives and ensure regular, ongoing consistent messaging to our members.

We have invested in a new cloud-based application, called Wild Apricot, to support the implementation of these initiatives, and help improve your overall membership experience. As a result, you will be seeing many positive changes in our communications and website over the

coming months. We have also hired a part time project administrator to support the work of our volunteer leadership. Finally, we are developing multiple revenue streams to support our chapter and serve our members.

What you can expect:

All current members will receive an electronic invoice from RI SHRM for membership registration and dues during the first week of July, for the period of July 1, 2018-July 1, 2019. By doing this, you will also be able to access and update your RI SHRM profile and admission to members only information on the website.

Membership Dues Structure

Effective July 1, 2018

Category	Annual Dues
RI SHRM Chapter Members	\$ 75
SHRM Members, who designate RI SHRM as their Chapter	\$ 60
Student Members (Full-time Students)	\$ 15
Members in Transition (up to one year)	\$ 0

All Members who pay their dues by August 1, 2018 will receive a complimentary ticket for their entry to the summer social!

Here are some of the benefits we will be offering for RI SHRM members:

- ✓ Continuing education programs to keep you knowledgeable and relevant to the HR profession.
- ✓ Programs and events offered as complimentary or at a discounted rate for chapter members. Many programs are approved for SHRM and HRCI accreditation.
- ✓ Keep up with the hottest professional trends/topics in your area of expertise and region by accessing regular updates and “Hot Topics” at <https://ri.shrm.org> .
- ✓ Enjoy access to newsletters that will keep you up-to-date on legislative initiatives and workforce development.
- ✓ Acts as the HR voice on workplace issues at the state level; keeps you up-to-date on legislative and regulatory changes through RI SHRM’s Legislative Affairs Committee.
- ✓ Information sharing and connecting through RI SHRM’s social media networks and online forum (coming soon!).
- ✓ Network with your colleagues at social gatherings and events.
- ✓ Scholarship opportunities for professional development and certification.
- ✓ Post job opportunities, one free posting per year. Search for jobs, post your resume.
- ✓ Coming in 2019: virtual education sessions and member only discounts.

Thank you for being a member of RI SHRM!

If you have any questions about this change in our membership fees, about becoming a volunteer or any other comments; feel free to contact me at ri.shrm.state.director@gmail.com

Best Always,

Cindy

Cynthia J. Butler, SHRM-SCP, SPHR
State Chapter Director, RI SHRM