



BC Human Resources Management Association

AGM REPORT
June 2014



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MESSAGE FROM THE PRESIDENT



Shannon Joly, CHRP
President, BC HRMA

To serve as your President for the past year has been an honour and an affirmation—it really does take a team. It has been my privilege to work with a tremendous group of HR professionals on the Board of Directors, as well as with our members, volunteers and Association staff.

Growth continues to be the hallmark of our membership numbers. Our newest region in the Yukon is developing well and the CHRP designates in our ranks have risen past 60 per cent. Member satisfaction is strong, as are our finances, and we are poised to unveil a new brand for BC HRMA.

This year also marked a change of CEO for BC HRMA, with outgoing Simon Evans, CHRP retiring after 10 years, and Anthony Ariganello stepping into the role. Simon's positive impact on our Association has created exciting potential and core stability for years ahead.

There is also change happening on the Board of Directors with Peggy O'Brien LL.B, Sandra Keyton, CHRP and Mike Cass, CHRP stepping down after their years of service to BC HRMA and our profession. Their efforts have benefited us all and our appreciation travels with them. Moving forward, we will welcome fresh faces and continue to build upon the strengths of our strategic endeavours with their input.

To come full circle, the past year has been tremendously fulfilling, both personally and as your BC HRMA President. For that above all, I have you, the BC HRMA members, to thank.

MESSAGE FROM THE CEO



Anthony Ariganello
CEO, BC HRMA

I am extremely proud and honored to be serving you as your new CEO, taking over for the recently retired Simon Evans. I want to personally thank Simon for the long, dedicated years of exemplary service, and contributions to both the HR profession and BC HRMA. He has laid a strong foundation for me to continue to build on.

As I look forward, my mission is to serve both the profession and you the members. Change is inevitable and the profession will continue to see exciting times ahead. I will look at bolstering our membership, strengthening partnerships, building new partnerships, and solidifying recognition for both our designation and the profession.

I want to personally thank the Board, the many volunteers, the staff, and all the members for making our organization a strong and vibrant voice for the HR profession. Without your support, BC HRMA could not attain its many successes.

BOARD GOALS

Value + Voice = Viability

Value:

Successfully sustain a service delivery model that optimizes member value and meets the needs of the business community across BC

- To achieve and maintain:
 - 80% satisfaction level in annual member service ratings by 2014
 - 80% satisfaction rating for member volunteer experiences by 2014
 - 80% member and customer satisfaction rating for thought-leadership activities, conferences, and professional development events by 2014

Voice:

BC HRMA is the accepted voice of the human resources profession and organizational leadership in BC

- Acceptance and awareness of the CHRP designation in the HR profession, business, government and public as confirmed by independent survey results through 2014
- To deliver first class HR metrics, research papers and trend reports
- To deliver the highest standard of HR learning both in our own programming and in conjunction with partners
- To build a leading-edge online network capability to serve our members
- To leverage BC HRMA's brand in support of our strategic and business plans

Viability

Achieve and maintain financial and operational viability

- To maintain member equity of \$1.75 million
- To increase overall membership to 5,750 members by 2014
- To increase the ratio of CHRPs and candidates to total voting members to 70% by 2014

Vision

Recognized as "The Place" for leading people practices

Mission

Keep people first in the decisions of leaders

Mandate

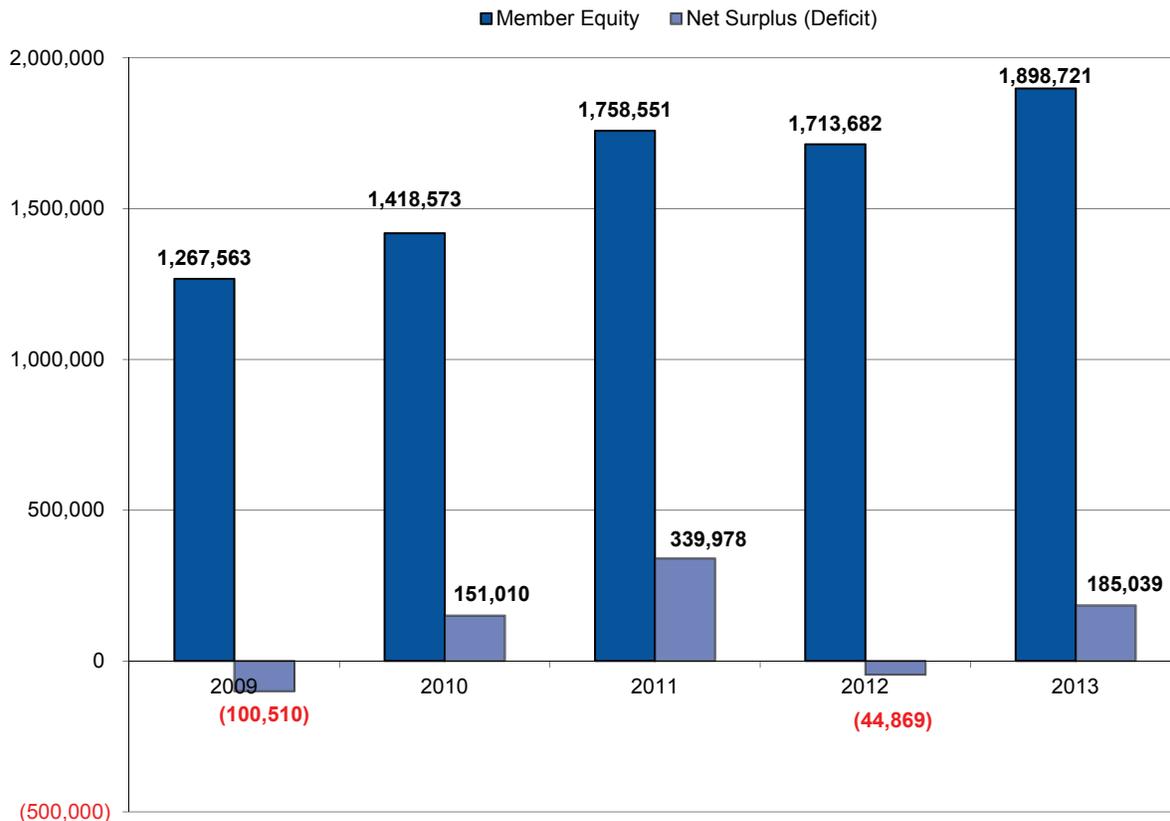
Promote and enhance the profession and advance member value

YEAR IN REVIEW

Highlights of the Association’s successes for the 2013/2014 fiscal year include:

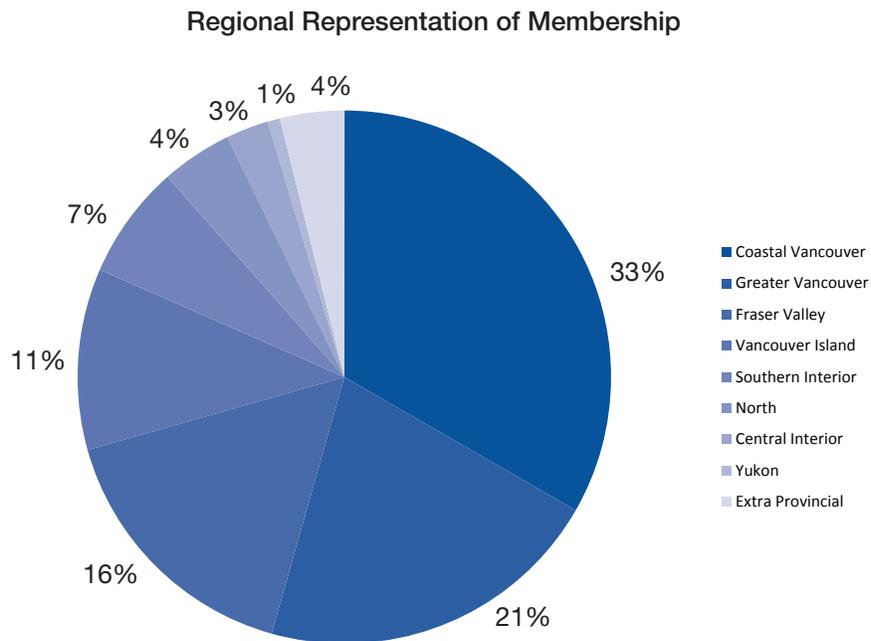
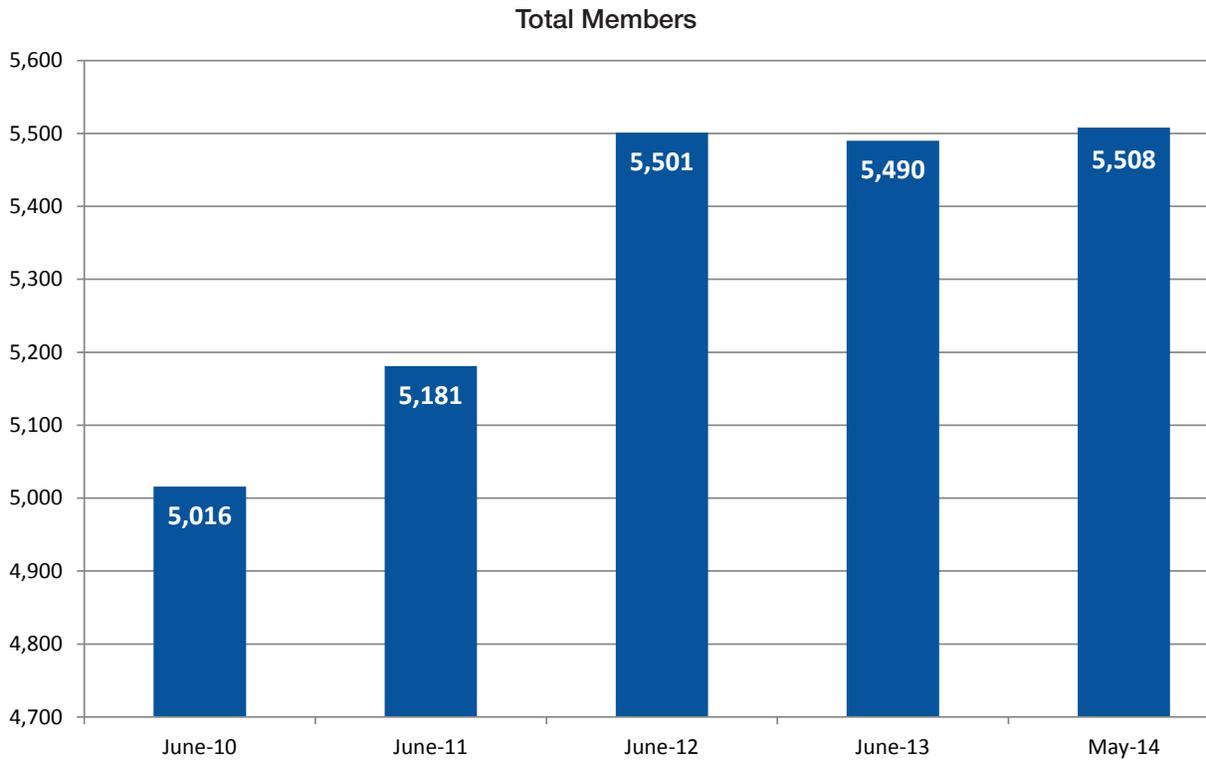
- Total membership remained constant at 5,508.
- The Association continued to build membership and expand services in the Yukon.
- Results from the annual member value survey demonstrate strong overall satisfaction as 80% of respondents indicated that they find their membership valuable.
- The Experience Validation replaced the National Professional Practice Assessment and 100 individuals successfully completed this new process.
- The professional development program introduced new topics focusing on building skills in specializations within HR, including workplace anti-bullying and compensation.
- The Annual Conference + Tradeshow earned an overall satisfaction rating of 86%. Col. Chris Hadfield was the highest ranking plenary speaker of all time.

Member’s Equity & Net Surplus (Deficit)
2009 to 2013



MEMBERSHIP

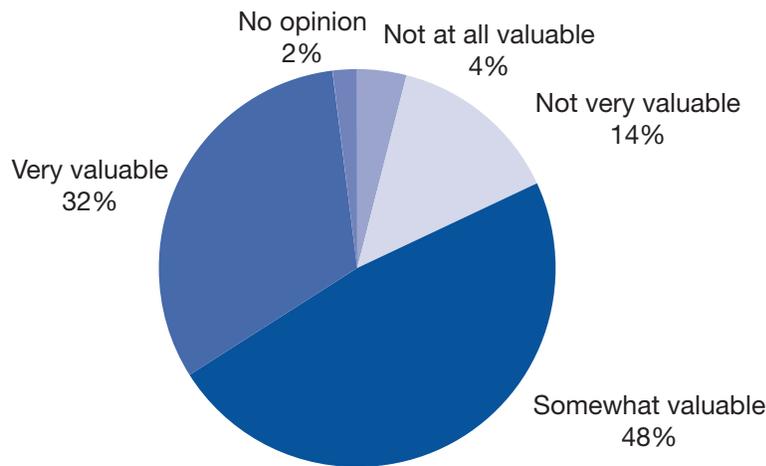
Membership has remained stable this past year. As of May 2014, the Association had 5,508 members. This can be reflective of the slow economic growth and organizations' cautious approach to building their HR functions.



DELIVERING MEMBER VALUE

The Association regularly reviews its product/service offerings and solicits feedback in a variety of ways. This year’s member value survey results indicate a strong overall satisfaction with member value as 80% of respondents find their membership valuable. There continues to be opportunities for improvement as the Association, its staff and Board remain committed to building a strong and engaged membership.

The following results are from the question *Overall how would you rate the value of your BC HRMA membership?*



STUDENT DEVELOPMENT

BC HRMA continues to expand its involvement with post-secondary institutions across BC and now the Yukon.

The increasing awareness of the impact human resources has on an organization is reflected by the expansion of HR programs at colleges and universities. BC HRMA currently has more than 700 student members and encourages the growth of the profession in a number of ways, including funding scholarships, bursaries and awards to students enrolled in the HR field of study. Where awards are established, the recipient of each is determined either by the institution or the local advisory council. Financial awards may also include a free BC HRMA membership and/or annual conference registration.

BC HRMA is currently involved with:

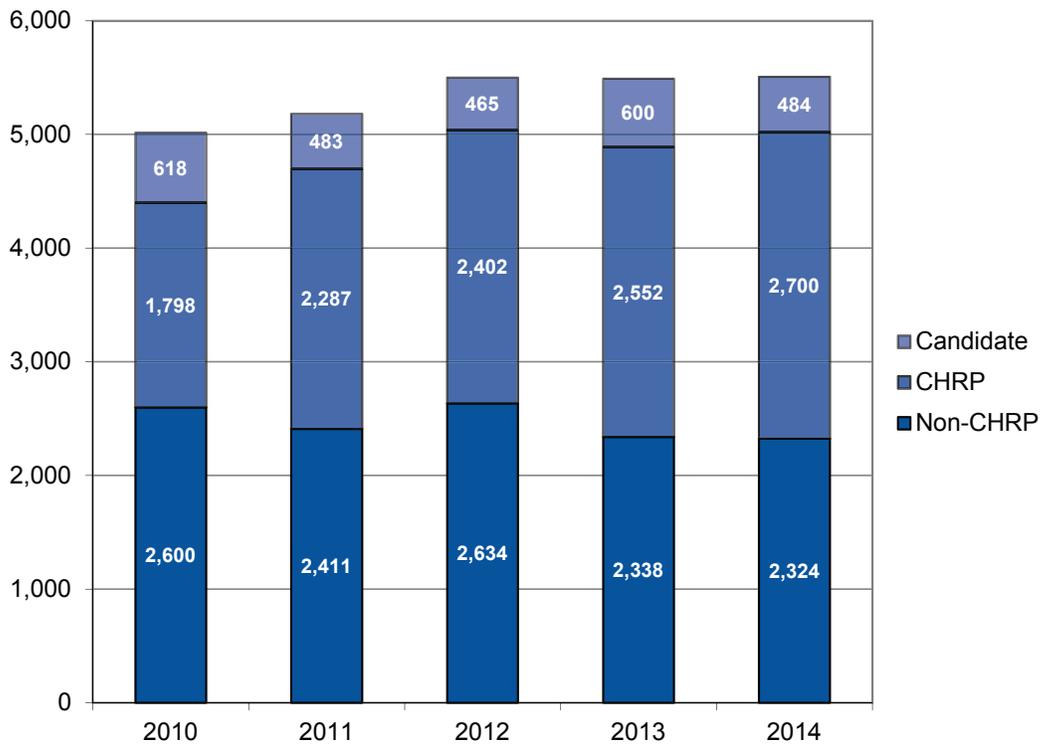
- Ascenda School of Management
- Ashton College
- British Columbia Institute of Technology
- Capilano University
- Camosun College
- College of New Caledonia
- Douglas College
- Kwantlen Polytechnic University
- Langara College
- North Island College
- University of British Columbia
- University of British Columbia – Okanagan
- University of the Fraser Valley
- University of Northern British Columbia
- University of Victoria
- Vancouver Community College
- Vancouver Island University
- Okanagan College
- Royal Roads University
- Selkirk College
- Simon Fraser University
- Thompson Rivers University
- Yukon College

CHRP

The replacement of the National Professional Practice Assessment (NPPA) exam with the Experience Validation process was the largest change to the designation this past year. Human resources is an applied discipline and this move further balances the theory assessed through the National Knowledge Exam with the importance of application in the workplace to round out the requirements of a CHRP.



Total CHRPs



The 2013-2014 fiscal year was the first full operating year with the Experience Validation process in place. As of the printing of this report, 100 individuals had successfully completed the requirements of this new process in the past year, with another 25 submissions awaiting evaluation.

The two sittings of the National Knowledge Exam (NKE) drew 429 test writers. This represents a 32% drop in test writers from the same period the previous operating year. This drop may be explained by individuals choosing to delay writing the NKE until they are confident they meet the new experience requirements and can complete their designation.

At a national level, CCHRA commenced work on a number of projects intended to further refine the designation and entrench its value. Volunteers from the BC HRMA membership joined with representatives from other provincial HR associations in Canada and the following task groups were either renewed or established:

- NKE Operational Panel: Already in existence, this group regularly writes individual test items, reviews the examination as a whole and pass rates to ensure validity and reliability.
- Academic Community Consultation: A newly established group mandated to define the kind of academic preparation that would be consistent with the requirements of the CHRP.
- Professional Program: An ad hoc group established to study the need for a post-NKE professional program as a requirement for the CHRP.
- Non-degree designation: Newly established group to explore the feasibility and implications of introducing a non-degree designation.

With the exception of the NKE Operational Panel, each task group was responsible for reviewing the landscape and providing recommendations.

CCHRA

It is incumbent upon all professional organizations to periodically review the scope and practice of their profession. To that end, CCHRA recently completed its professional practice review to update the Canadian human resource profession's body of knowledge.



CCHRA · CCARH

Canadian Council of Human Resources Associations
Conseil canadien des associations en ressources humaines

“CCHRA is currently undergoing a strategic planning process, establishing appropriate plans and goals for our future operations,” said Cheryl Newcombe, Chair of CCHRA. “We are focused on maintaining a strong national exam, and providing a national platform for our member associations that will enable them to enhance the recognition, value and influence of the human resources profession in Canada.”

The 2014-2015 CCHRA Board of Directors:

- Cheryl Newcombe, Chair (HRANS)
- Angèle Mullins, Chair-Elect (HRIA)
- Susan J. Ryan, CPA, CMA, CHRP, Advisor to the Board, (BC HRMA)

Member Association Representatives:

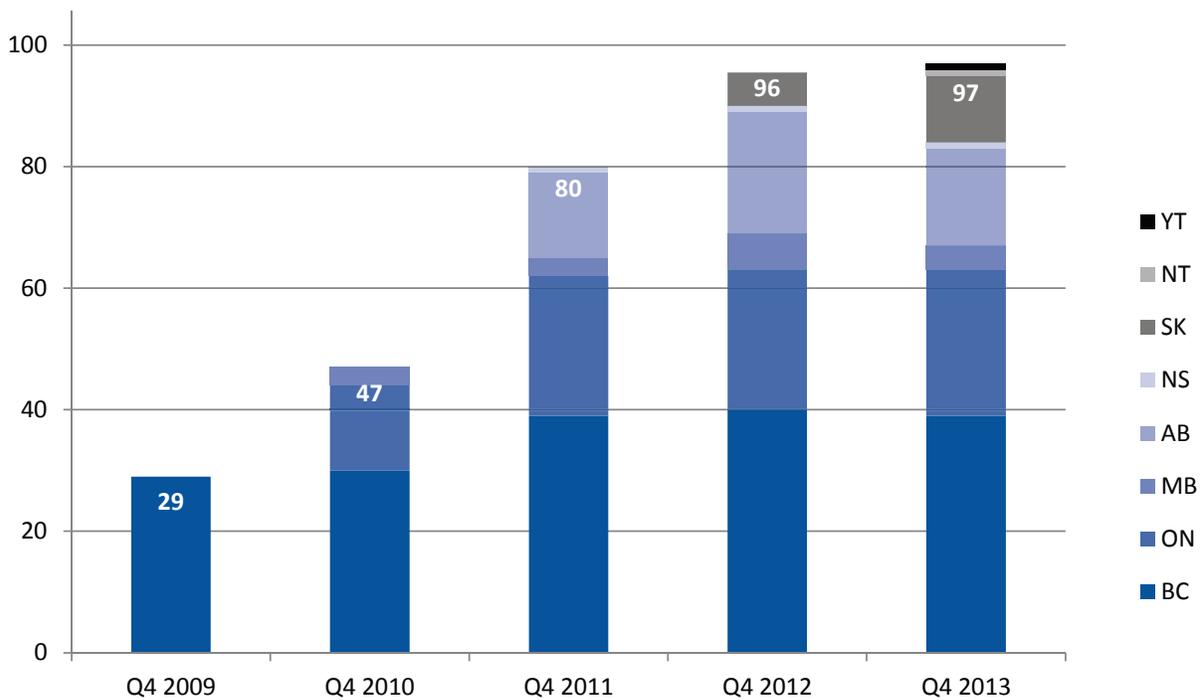
- Shannon Joly (BC HRMA)
- Shannon Friesen (HRIA)
- Greg Honey (SAHRP)
- Roma Thorlakson (HRMAM)
- Pierre Simoneau (HRANB)
- Stephen Pamerter (HRANS)
- Heather Conway (HRPNL)

HR METRICS SERVICE

BC HRMA's HR Metrics Service continues to be the Canadian leader in the area of workforce measurement and benchmarking. While participation remained relatively flat from the previous year, organizations, associations, and academic institutions from around the world, including South Africa, Australia and United Arab Emirates, have requested our insights and information stemming from our benchmarks.

This past year we have not only enhanced our reporting platform for our participants but also taken the opportunity to review our product offering and look for service enhancements that will make HR metrics easier and more valuable for any organization. A pilot project with PeopleInsights yielded some valuable learning around data collection that will be incorporated in the coming year.

Participation by Province
(total number of organizations)



PROFESSIONAL DEVELOPMENT & RESEARCH

Professional Development

The main objective for BC HRMA's professional development program is to offer knowledge and skills that HR professionals can use to directly impact their workplace. Through a combination of core and partner programming we continue to offer a wide variety of options to achieve our objective of practical professional development.

In response to an increased need for skills and knowledge building for specializations within the HR profession, a variety of topics were introduced — from anti-bullying and harassment to workplace investigations and compensation certification courses. While symposia continue to be an attraction throughout the province as a good combination of peer-to-peer networking and learning, the demand for online webinars continues to grow. As a result, the Association is developing a new eLearning portal.

We continue to provide timely CHRP exam preparation options such as in-person and online instruction along with study groups. Another service provider was added to our online options this past year.

Finally, the accreditation program, which provides the ability for learning providers to assure that their events are recognized for CHRP recertification continues to grow.

The following results are from post-event professional development evaluations and highlight the responses to the statement of *My expectations for this workshop/symposium/webinar were met:*

	2011/2012	2012/2013	2013/2014
Workshops Agree/Strongly Agree	94.63%	95.00%	95.71%
Symposia Agree/Strongly Agree	98.76%	98.86%	94.91%
Webinars Agree/Strongly Agree	92.02%	89.85%	87.99%

Research

Research Briefings — academic summaries with implications for HR — remain popular. Topics featured in the briefings are aligned to themes identified in the provincial learning needs assessment, also showing linkages to our professional development programming. In response to member feedback, future briefings will feature more emphasis on practical applications.

The research group continues to run and report on HR trends in BC as well as publish case studies on B.C.-based best practices in HRVoice.org and *PeopleTalk* magazine. This past year's focus has been switched to media commentary on issues such as the Temporary Foreign Workers program.

PROFESSIONAL MENTORING PROGRAM

This year's Professional Mentoring Program had 364 matched pairs which included the participation of 109 students. This also included expansion to the Yukon region. As a demonstration of the quality of the regional matching process, 69 mentor pairs opted to participate in this year's program by continuing their existing mentoring relationship for another year.

Regional breakdown of pairs and participation includes:

	Number of Pairs	Percentage of Regional Membership
Central Interior	22	31%
Coastal Vancouver	120	13%
Fraser Valley	44	9%
Greater Vancouver	112	19%
Northern	10	9%
Southern Interior	21	11%
Vancouver Island	31	10%
Yukon	4	19%

ROUNDTABLES

Roundtables continue to serve a critical role in the networking and practice-sharing of our membership, as well as provide input to the needs assessment of the professional development program. By the end of the 2014 operating year, there were 40 distinct groups meeting on a regular basis to share experiences, review case studies and interact with guest speakers. Some groups meet because they share a functional area of expertise or a desired outcome while other groups are specific to a geographic area or level of practice. Many existing roundtables continue to grow in popularity and value while new groups illustrate the importance and growth of human resources in organizations across the Association's geography. The success of every roundtable hinges on the commitment of volunteers who generate discussion topics, facilitate and promote each gathering.

ANNUAL CONFERENCE & TRADESHOW

This year, more than 1,150 delegates, 40 speakers, 90 exhibitors, 26 sponsoring companies, and 45 staff and volunteers participated in the 52nd Annual HRMA Conference + Tradeshow at the Vancouver Convention Centre. The event celebrated an average overall satisfaction rating of 86% by delegates representing more than 650 companies throughout BC.

This year's conference theme was 'Change Starts Here.' Our lineup of plenary speakers, who presented on various perspectives of change, included popular TED speaker and author Shawn Achor, business leader Nilofer Merchant and management guru Dave Ulrich. Our closing speaker, Canadian astronaut Col. Chris Hadfield, was our highest ranking plenary of all time with a mean score of 97%.

The tradeshow is a financial cornerstone of conference and it received a much needed makeover in 2014. Changes that were implemented included: revised floor plan layouts with longer aisles and designated networking areas; new pricing formula with varying price points to attract new exhibitors and offer an affordable option for smaller companies; facilitated networking games; improved collaboration with exhibitors and social media; and increased sponsorship opportunities. In addition to our delegates, more than 225 people visited the tradeshow when open to the general public.



BC HRMA PROFESSIONAL AWARDS

BC HRMA has been celebrating excellence in human resources for more than 20 years. This member-exclusive awards program has evolved and expanded over the years and has included such categories as the Award of Excellence, Award of Distinction and Honorary Life Member. In 2004, the Rising Star Award was introduced to acknowledge the work of young professionals. In 2009, the Award of Excellence was split into two categories—the HR Professional of the Year and Innovation—to recognize individual work and team nominations more distinctly. 2009 also saw the introduction of the Fellow CHRP which has been granted to 10 BC HRMA members to date.



Award of Excellence - HR Professional of the Year

This award honours an HR individual who contributes by improving their organization's bottom-line, achieving business results, and demonstrating leadership. This person serves as a personal and professional role model.

Recipient

- Christine Maassen, CHRP
Senior VP of Human Resources
SilverBirch Hotels & Resorts
Vancouver

Finalist

- Paul Darbyshire, CHRP
Superintendent, Officer in Charge of
Employee & Management Relations
RCMP
Surrey

Finalist

- Cheryl Pelletier, CHRP
HR Manager
Nisga'a Lisims Government
Aiyansh

Award of Excellence - Innovation

This award recognizes a BC HRMA member or team that has successfully implemented an innovative and progressive program and/or project (within financial or corporate limitations) in response to a new or ongoing human resources/business opportunity within their organization.

Recipient

- Jay Sharun, CHRP
Negotiator
Western Industrial Relations
West Kelowna

Finalist

- Deborah Fox, CHRP
HR Manager
Hytec, A Kholer Company
Armstrong

Finalist

- BlueShore Financial HR Team
Led by Marni Johnson, CHRP
Vice President, Human
Resources & Communications
North Vancouver

Rising Star Award

The Rising Star Award recognizes and honours a BC HRMA member who, at the early stages of their career, is making a significant positive impact both within their organization and their community.

Recipient

- Fiona Ho
HR Generalist
Fortinet Technologies (Canada) Inc.
Burnaby

Finalist

- Angie Poulsen
HR Specialist
First Credit Union & Insurance
Comox

Finalist

- Brett VanderHoek, CHRP
HR Advisor, Training &
Development
Tolko Industries
Vernon

Honorary Life Members

This award is given to a member who, in the unanimous opinion of the Board of Directors, has made an outstanding contribution to the human resources profession or a particularly significant contribution to BC HRMA. Four honorary life memberships were awarded this past year:

- Simon Evans, CHRP
- Hugh Finlayson, CHRP
- Simon Mason, CHRP
- Eileen Stewart

MARKETING & COMMUNICATIONS

Media and Government Relations

The Association has continued efforts to promote the profile of the profession, BC HRMA and the CHRP designation through the distribution of press releases and media commentary on the issues facing today's HR professionals. In addition, the Association has continued its engagement with the provincial government and official opposition. After a hiatus following the conclusion of the provincial election, BC HRMA hosted a Government Relations Roundtable in Surrey in March. This roundtable, the first to be regionally hosted, featured Hon. Amrik Virk, Minister of Advanced Education.

PeopleTalk Magazine and HRVoice.org

As the print quarterly of the Association, *PeopleTalk* has built upon the primary insights and editorial contributions of its advisory committee members and industry experts. Following the addition of the Contributors page and Upfront and Online feature, the format of the magazine has remained relatively unchanged in the past year, with a focus on developing editorial relationships and high-calibre content that has a continued shelf life online.

In continuing the connection between *PeopleTalk* and HRVoice.org, each issue's editorial is uploaded and searchable on HRVoice.org. This has expanded the opportunities for readers and writers to share valuable editorial content. In addition, articles have been further distributed via contributors' online newsletters, websites and social media.

On the advertising front, the past year has proven challenging and rewarding. As greater numbers of long-time print advertisers explore online promotion with e-blasts and HRVoice.org, attrition in print revenue may be noted primarily as redistribution. BC HRMA's 2014 overall advertising revenues are on par with 2013 and new advertisers joining *PeopleTalk*'s pages regularly.



Email Blasts

Email blasts remain a popular advertising option as well as a standard method for providing Association information to members. With the introduction of Canada's Anti-Spam Law, internal processes are changing to ensure compliance with the new legislation. All recipients of Association emails are provided with the opportunity to unsubscribe or manage their email preferences using links provided at the bottom of every email.

Job Postings

The job posting service continues to be popular with employers seeking access to highly-qualified HR professionals as evidenced by a significant number of repeat customers. In turn, the Job Board is one of the most popular pages on the bchrma.org website as members seek quality opportunities or monitor the HR Job market. Improved software has provided expanded search options that have made it easier for members to select specific criteria for a job search.

CORPORATE RELATIONS

Corporate Partnerships

BC HRMA continues to find new and innovative ways to provide more benefits to our members. This year we continued to expand our product and service line by developing or extending partnerships with:

- Point Break Consulting (BC HRMA's Employee Benefits Plan)
- Clearly Contacts (BC HRMA's Vision Plan)
- Dale Carnegie Training of BC®
- WorldatWork

The Association also created or renewed partnerships with the following organizations:

- | | |
|---|--|
| <ul style="list-style-type: none"> • Business Source • Canadian Working Group on HIV and Rehabilitation • CCH Canadian Limited • CGA Canada • Canadian Institute for the Relief of Pain and Disability • HRDownloads • HR Tech Group • Human Resources Association of Nova Scotia | <ul style="list-style-type: none"> • Human Resources Professional Association • Human Resources Management Association of Manitoba • Human Resources Institute of Alberta • Immigrant Employment Council of BC • Sauder School of Business / UBC • Saskatchewan Association of Human Resources Professionals • Vancouver Board of Trade |
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Corporate Social Responsibility

BC HRMA continues to support the following organizations:

- WorkAble Solutions, ConnecTra and AbilitiesPlus are employment resources for persons with disabilities, employers, and HR professionals in British Columbia.
- The Leukemia and Lymphoma Society of Canada. A staff-supported initiative, funds were raised via ongoing casual Fridays which raised \$1,500 this past year.
- Muscular Dystrophy Canada (Bridges to the Future program) is an organization committed to improving the quality of life for Canadians with neuromuscular disorders. This year annual Holiday Silent Auction & Artisan Market raised \$5,000 for this program.
- The Southern Interior region also raised \$2,000 for Muscular Dystrophy (Okanagan Chapter) at the annual Jingle Mingle.
- The Fraser Valley region raised \$500 for the new Surrey Ronald McDonald House and \$500 for the Langley Food Bank.
- The Vancouver Island region raised \$5,300 for the Camosun College BC HRMA Bursary at their HO HO HOLIDAY Party and Silent Auction.

REGIONAL HIGHLIGHTS

The eight advisory councils representing BC and the Yukon are responsible for implementing the strategic goals of BC HRMA on a local level and consist of a number of volunteer portfolios. BC HRMA would like to thank all volunteer advisory council members who have worked hard to contribute to the success of the Association this year.

A few regional highlights from this past year include:

Central Interior:

<p>Advisory Council: Dean Stainton – Chair Lisa Fuller, CHRP – Outgoing Chair Sandy Austin, CHRP Dominic Cote, CHRP Connie Georget, CHRP Francyne Joe, CHRP</p>	<p>Bernie Mahoney Katie McPhedran, CHRP Larissa Pepper Lori Rilkoff, CHRP Debbie Sell, CHRP</p>
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- A record number of members participated in the Professional Mentoring program this year in Central Interior, with a 37% increase to 44 members.
- After being reformulated and enhanced this year, the annual Holiday Social was highly rated and attracted more than 30% of regional members.
- Members took an active role in a partnership with the Thompson Rivers University HR Conference in April which included developing a new HR case competition involving a number of other schools.

Coastal Vancouver:

<p>Advisory Council: Tyler Cheyne, CHRP – Chair Meg Burrows, CHRP – Outgoing Chair Pauline Chan, CHRP Kendra Feenstra, CHRP May Foggo, CHRP Richard Grimes, CHRP Fiona Ho</p>	<p>Jessica Lau Laura Liden Courtney McKissock, CHRP Joselyn Navarro, CHRP Darelle Odo, CHRP Julie Pecarski Maling Sun, CHRP</p>
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- From September to June, the Coastal Vancouver region held 139 events. More than 3,500 participants attended roundtables, orientation sessions, CHRP panels and study groups, student events, and a myriad of other learning and connecting opportunities.
- Once again the Coastal Vancouver region collaborated with the Fraser Valley and Greater Vancouver regions for signature events such as the CHRP Recognition Event, HR Café, and the increasingly popular HR Community Showcase.
- For the first time, the Coastal Vancouver region partnered with an external association, the International Association of Business Communicators (BC Chapter), on a sold out event—HR & Communications: Two Sides of the Same Coin.

Fraser Valley:

Advisory Council: Karen Ayres, CHRP – Chair Dee Sharma, CHRP - Incoming Chair Amandeep Kochar, CHRP Jayne Barron, CHRP Brenda Cliffe, CHRP Hayley McIvor	Lyne Moussa, CHRP Dan Szezepaniak Diane Taylor, CHRP Gena Teesdale, CHRP Lindsay Thorpe, CHRP
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- A geographical and demographic mix of member services was increased by adding the Chilliwack and Maple Ridge roundtables.
- Several key learning and networking events were hosted in the Fraser Valley including the first HR Community Showcase with the RCMP - E Division featuring 'Building a Culture of Trust;' Summer Solstice 'Speed Networking' Soiree; and the sold out 8th Annual Holiday Mix'n Mingle - Twelve Gifts of Wellness which featured a keynote on 'Excellence and Happiness at Work', and raised funds for the local food bank.
- The Fraser Valley experienced a 7% increase in new CHRP members which is the largest increase in the Lower Mainland.

Greater Vancouver:

Advisory Council: Rocky Ozaki, CHRP – Chair Gene Lang, CHRP - Outgoing Chair Nilesh Bhagat, CHRP Eric Bulmash Paul Darbyshire, CHRP Marie Gonzales, CHRP Scott Hanley, CHRP	Brenda Kennedy, CHRP Mable Lo Govind Minhas, CHRP Elena Romero, CHRP Amy Turnbull Shandele Yuen
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- A number of unique learning and networking events were offered to members including the fourth HR Community Showcase held at Purdy's Chocolatier featuring the topic of 'Internal Opportunities;' The 'Best Advice' Event; HR Café; and a Speed networking derby that celebrated the 'Year of the Horse' in a fun new format.
- The Greater Vancouver Advisory Council partnered with the Fraser Valley region to execute an HR (World) Café workshop with the BC Touring Council. The aim was to increase HR knowledge in six key areas and develop enhanced HR practices within their attending members.
- A new quarterly HR Strategy Roundtable was created to meet the needs of the aviation industry adding to the current Richmond/Delta, Burnaby and Tri-Cities roundtables and increasing regional HR communities.

North:

Advisory Council: Kara Biles, CHRP – Chair Alex Castley, CHRP Dustin Elliot Branden Evans Colleen Fitzpatrick, CHRP Joanne Hanson, CHRP	Robert Jarvis Debora Marko, CHRP Susan Moen, CHRP Sabrina Mowbray, CHRP Penny Robart Stefanie Young, CHRP
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- The 9th annual Northern Symposium in October 2013 had a record attendance of 94, making it both the largest and longest running BC HRMA symposium. Shirley Bond, Minister of Jobs, Tourism and Skills Training was a guest speaker.
- A partnership with the BC Provincial Nominee Program was undertaken in Spring 2014 to promote a series of Employer Information Sessions on this topic in the North West.
- The region continued innovating with learning and other events including the ‘HR Tonight Show’ and attracting/retaining immigrant talent in the forestry industry.

Southern Interior:

Advisory Council: Marian Gushue-Geiger, CHRP - Chair Paulette Brager, CHRP – Incoming Chair Molly Ciardullo Rob Crawford, CHRP Kim Desrosier Violet Frost, CHRP	Laurie Glasser, CHRP Joan Kleinsteuber, CHRP Nick Melemenis Philip Mitchell, CHRP Shane Mosley Peter Tonkin, CHRP
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- The Southern Interior introduced the concept of the Community HR Showcase event in March 2014. Held at a member organization, this event offers a ‘look under the hood’ at the organization’s HR practices, facilities and culture, plus offers networking opportunities. The event had more than 45 attendees and, according to a post-event survey, a 100% rating of Excellent or Good.
- This year, the Southern Interior region had a record three finalists (out of nine) in the BC HRMA Professional Awards program, reflecting the high-quality of professional practice in the region.
- The region has experienced consistent strong attendances at roundtables, workshops and networking events including a number of record attendances. The Dickens Holiday Social had 128 attendees which was a 40% increase from last year.

Vancouver Island:

Advisory Council: Helen Wale - Chair
 Denise Lloyd, CHRP - Outgoing Chair
 Glenn Barned, CHRP
 Theresa Carrie, CHRP
 Judy Collins, CHRP
 Nella Garman, CHRP

Carole Gosse, CHRP
 Beth Harris, CHRP
 Heather McDonald, CHRP
 Deborah Lang, CHRP
 Rebecca Lumley, CHRP
 Lyndsey Nelson, CHRP

- The region recognized new CHRPs at an annual 'Celebrating Success: CHRP Recognition Breakfast.' The region also celebrated earlier in the year by presenting one of its members with the NKE High Scorer Award. Guest speakers included: Shannon Joly, CHRP (President of BC HRMA), Joan Harrison, FCHRP and Beth Harris, CHRP (member of the Vancouver Island Advisory Council).
- The Vancouver Island Career Advancement Network was launched with a successful 'Stand Out in the Crowd – Job Search Tips and Techniques' event and continued with regularly scheduled meetings for members in the career transition process.
- The region continued to grow its membership and reached the milestone of 600 on the Island. Dedicated members continued to attend in-person and online events, volunteer, and participate in the mentoring program.

Yukon:

Advisory Council: Lee Vincent, CHRP - Chair (on leave)
 Les Hudson, CHRP - Acting Chair
 Brian Bonia
 Brian Bruckman
 Barrett Horne

Colleen Kormos, CHRP
 Roxane Larouche, CHRP
 Tracey Maher, CHRP
 Judy Tomlin
 Barbara Walker, CHRP

- BC HRMA increased its presence in the Yukon by attending the YuWin Job Fair and connecting with more than 40 businesses that were unaware that the Association operated in the Yukon.
- The first breakfast meeting was held in Whitehorse in April 2014. Ten members (about 25% of our membership) and 2 non-members attended. The event will now be scheduled five times a year.
- The YG HR ThinkTank Roundtable is a new regional initiative resulting from a partnership with the Yukon Government.

BOARD OF DIRECTORS

BC HRMA would like to thank the 2012/2013 Board of Directors for their time and dedication over the past year.

Shannon Joly, CHRP - President	Lisa Fuller, CHRP
Mike Cass, CHRP - Immediate Past President	Sandra Keyton, CHRP
Cameron MacKenzie, CHRP - Secretary/Treasurer	Peggy O'Brien, LL.B
Barb Bahry, CHRP	Len Posyniak, CHRP
Shaun Carpenter	Susan Ryan, CHRP
Gregory Conner, CHRP	Peter Saulnier, CHRP
Mike Desjardins	Terrence (TJ) Schmaltz, CHRP

BC HRMA STAFF

Anthony Ariganello <i>Chief Executive Officer</i>	Anita Hales <i>Data Management & IT Team Lead</i>
Trish Andrea <i>CHRP Registrar</i>	Lisa Irish, CHRP <i>Manager, HR Metrics Service</i>
Vicki Bauman <i>Controller</i>	Ruth Lumsden <i>Advertising Manager</i>
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