Let’s take a few minutes to review NCHHRA’s accomplishments.

- Held two successful and profitable conferences. Members attending the conferences rated the speakers and their presentations as outstanding. In March, the North Carolina and Virginia Chapters held a joint Spring Conference in Colonial Williamsburg, VA and in September, NCHHRA held the Fall Conference at the Grove Park Inn in Asheville, NC.

- Two NCHHRA HOSA Scholarships, one for $2,000 and the other for $1,000, were awarded by our Scholarship Committee.

- Produced the 2009 Compensation & Benefits Survey. This 609-page document provided comprehensive salary data on 300 positions and continues to be an important resource and tool for our membership.

- NCHHRA developed and distributed to the membership the “State of the Economy” Survey that identified changes NCHHRA member organizations made to their Human Resources programs due to the economy.
Message from the President – continued

• The creation of the NCHHRA Conference Scholarship Program that provided financial assistance and funding to NCHHRA members to attend the Fall Conference. Over $3,000 in scholarships funds were awarded to six members.

• Several NCHHRA members received ASHHRA Awards for their contributions and service to their Chapter and to ASHHRA.
  Outstanding Chapter Achievement Award to Polly Weese
  Outstanding Chapter Officer Award to Denise O’Hara
  Outstanding Leadership and Service Award to Jeanene Martin
  Chapter Management Four Star Award thanks to Sharon Murphy

• Communicating information, educational sessions and networking opportunities for the membership was available through various sources including district meetings, the conferences, the “L”, the improved website, the membership roster booklet and the four Affirmative Faction Newsletters.

• Financially, our resources increased in 2009. As of 12-31, NCHHRA had $96,739 in the bank, which provides our organization the opportunity to plan and offer quality events.

As we begin the new year, you have an outstanding Executive Committee ready to lead you in 2010.

REMEMBER, YOUR PARTICIPATION IS WHAT MAKES THIS CHAPTER GREAT!
Committee Reports

District III report

District III held meetings this year in February and September. The February meeting was held at Carolinas Healthcare System in Charlotte, NC and the guest speakers were Kim Cacheris and Ben Holland with McGuire Woods Law Firm. They educated us on new regulations regarding FMLA Expansion Act, The Ledbetter Act and The Nurse and Patient Safety Act. The September meeting was hosted at Gaston Memorial and Hank Federal spoke to us about IR 4958 – Executive Compensation Compliance. Other discussion involved more of a need for participation by other means such as phone or webinar due to time, travel and budget constraints. This was discussed at the Executive meeting in December and will continue with proposals to meet this request.

Helen Moore – District III Manager
Workforce Relations Manager
Human Resources
Carolinas HealthCare System

2010 NCHHRA Compensation & Benefits Survey

It’s survey time again already! Your organization should have received the 2010 NCHHRA Compensation & Benefits Survey invitation and data submission tool in December. This year’s survey format and questions will remain similar to last year’s format. Using input from our members, we have added new positions this year. The data submission deadline is **February 26, 2010**. To receive the early bird discount, payment of the survey must be received by **April 15, 2010**. Invoices were emailed in January, please contact me if you need an additional copy. Survey results are scheduled to be released by mid April. If you have questions regarding the survey, please contact either myself at (919.731.6023) **vince.watson@waynehealth.org** or (816.795.1947) **Shannon.Malone@IHStrategies.com**.

Vince Watson, Compensation/Benefits Survey Committee Chair
Compensation & Benefits Manager
Wayne Memorial Hospital
Ms. Molly Hegeman, HR Consultant with CAI in Raleigh, NC, presented “Recognizing Employees in Challenging Economic Times” during the Fall 2009 Conference in Asheville.

Ms. Hegeman’s presentation highlighted the difficulties we are facing as HR professionals charged with recognizing and rewarding employees when resources are limited and the economy is uncertain. Many of us have faced hiring freezes, layoffs, pay freezes, benefits reductions, etc., and it is challenging to implement strategies to boost employee morale in these tumultuous economic times. HR professionals have a conflicting dual role of implementing difficult decisions such as pay freezes but also championing employee recognition and rewards programs.

Ms. Hegeman urged focusing on what is important to employees; they want recognition for their contribution to the organization, recognition for their skills and their commitment to the organization. Some of this recognition can be achieved by simply telling employees that you appreciate them. Sharing success stories/goal achievement among work groups is also a way to celebrate the contributions of employees. She talked about frequent rounding on employees and increasing communications with employees. In a time of change and uncertainty, it is important to communicate often with employees in an open and honest manner so that they understand why certain decisions are being made and so that rumors don’t get started. Encouragement of fun, low cost activities at work was also reinforced as a way to build morale but not break the budget.

Ginger Scott
VP Human resources
Columbus Regional Healthcare System
It was wonderful to see so many NCHHRA members at the National Conference in November! As always, a photo with Snoopy is a highlight of the Conference.

I look forward to serving on the Board of Directors for ASHHRA in 2010. Our first in-person Board meeting is in late February.

As always, I welcome your feedback as we work to make ASHHRA an association that adds value for the membership.

Please mark your calendars on these upcoming ASHHRA events!
2009 Annual Report

This has also been an extraordinary year for ASHHRA as we’ve worked to support HR professionals in the different dimensions of our HR leader model. Throughout this year, we’ve worked to provide meaningful services and resources to help you with solutions for your specific HR challenges. Some of this year’s accomplishments include:

- Launched a special member network, our Online Community at myashhra.org. Offered free Webinars
- Introduced the AARP Workforce Assessment Tool
- Hosted our third Thought Leader Forum
- Held the 45th ASHHRA Annual Conference and Exposition

As your ASHHRA Board of Directors and the staff start this next year, we hope to provide you with opportunities for growth and the tools and support to build a stronger foundation for your professional career. As you review the 2009 ASHHRA Annual Report please know that ASHHRA is committed to you and your continued professional development.

Dan Zuhlke                                           Stephanie Drake
ASHHRA 2009 President              ASHHRA Executive Director

Webinar: Health Care’s Wage & Hour Claim Pandemic: What You Can Do to Protect Your Organization

Wednesday, February 10, 2010
10:00 a.m. PT, 11:00 a.m. MT, 12:00 p.m. CT, 1:00 p.m. ET

Wage and hour class actions targeting hospitals and other health care employers have literally exploded in the past several months – with more in store for 2010. The news is sobering, but health care employers need to focus their efforts on practical, cost-effective compliance programs that control and mitigate risk.

Learning Objectives:
- What the explosion in wage and hour class actions means for employers in the health care industry
- How the DOL is planning to fight wage theft in the healthcare industry, including the addition of more field investigators and other beefed-up enforcement efforts
- The latest on plaintiffs’ law firms targeting healthcare employers across the country, challenging healthcare payroll practices in massive class action lawsuits filed in both federal and state courts
- Practical, cutting-edge strategies for reducing your organization’s risk exposure.
- How employee and manager training can establish tangible affirmative defenses for your organization

Price:
ASHHRA Members: Register now - FREE for the first 100 ASHHRA Members to register!
Non-Members: $99 Download Registration Form

Watch this video and discover the serious wage and hour risks facing your organization, and an online training solution that helps to prevent wage and hour violations, and to establish affirmative defenses.

Participate in the 2010 ASHHRA / IHStrategies - Staff Compensation Survey Today

We are requesting your participation in the ASHHRA 2010 Staff Compensation Survey. This proprietary survey is our third annual compensation survey with participant information from ASHHRA and IHStrategies in a single comprehensive survey.

Survey Benefits
- One source for industry-leading compensation data and includes information on salaries, special pay practices, incentives, and benefits
- Significant survey report savings over non-participant rates
- Access to multiple report formats, including hard-copy, PDF, and excel versions

To Participate
1. Click this e-mail link: comp.surveys@ihstrategies.com
2. In the body of the e-mail please supply the name of your organization, the contact person's name and e-mail address, and we'll send instructions on how to participate in the survey.

Also, you said you wanted some language on the features that we are adding to the Leadership survey process. Here’s what we’ve done.

- Pre-population of survey instruments: Organizations that participated in the 2009 Leadership Survey will be able to download a 2010 questionnaire that is pre-populated with their previously-submitted data, cutting data entry time significantly.
• Multiple-hospital survey instruments: Participants who report data for multiple hospitals will be able to build their survey instrument to include all of those organizations in one file.

Confidential Results
• Consistent with Department of Justice & Federal Trade Commission guidelines, individual survey responses will be kept strictly confidential.
• The data will be reported only in the aggregate.
• Published survey results will not in any way link specific compensation information to the institution that provided the information.

Survey Deadline & Schedule
• Survey participation period: January 18 - April 2, 2010
• Survey deadline: April 2, 2010
• Published report available July 2010

Staff Survey Report Pricing
If you have any questions regarding the survey, please contact Sharon C. Allen, Marketing & Membership Manager, at 312-422-3722 or via e-mail at sallen@aha.org.
Thank you for your support and participation in the ASHHRA 2010 Staff Compensation Survey!

Get your Learning Session presentations and materials from the 2009 Annual Conference

We understand that various circumstances may have prevented you from attending the 2009 conference. Therefore, we are bringing the learning session materials to YOU.

Order now to obtain online access to all learning session presentation materials at a fraction of the registration price. Once your order is processed, you will receive an e-mail with a link providing you electronic access to all learning session presentations and handouts.

ASHHRA Member Price: $99  Non Member Price: $189

Early Bird Special  Register today for the 2010 Conference

Who Should Attend?
Health care professionals who are:
• New to the profession of health care HR practitioners looking for learning and knowledge sharing
• Senior executives looking for effective leadership strategies
• Students with a desire to enter

the health care HR profession
• Practitioners from medical facilities outside of hospitals

Save up to $50  Offer expires March 31, 2010

Register Online or Download the 2010 Early Bird Registration Form

Grace Moffitt
ASHHRA Board of Director
Member-at-Large 2010
A year-end audit was conducted reviewing the goals and accomplishments of each officer and the district directors of the North Carolina Healthcare Human Resources Association (NCHHRA). The following information reflects the accomplishments for calendar year 2009.

**President: Bob Borbet**
- Served as the Executive Officer of the Association
- Oversaw, directed and led the activities of the Executive Committee and the Association to achieve goals and objectives established by each officer
- Appointed committee chairs before the first Executive Committee meeting and requested that each appoint at least one additional member to his/her committee
- Conducted quarterly (4) Executive Committee Meetings
- Conducted semi-annual (2) membership meetings
- Attended two (2) conferences
- Maintained active membership in ASHHRA
- Attended the ASHHRA Annual Conference
- Attended the ASHHRA Leadership Conference
- Presented the Audit Report for prior year to the Executive Committee and reported results to the membership at the Spring Conference
- Developed goals and objectives for the year based on the needs of the Association and interests of members
- Collected goals and objectives from each officer; published those along with those of the President in the first *Affirmative Faction* of the calendar year.
- Contributed four articles to *Affirmative Faction*
- Networked with other Human Resources and/or Healthcare Associations, such as SHRM, ASHHRA, NCHA, NCONL, etc. for the purposes of sharing mutually beneficial information and achieving common goals; presented report of NCHA activities at Fall meeting
- Recognized officers by sending Thank You letters to their CEO’s
- Prepared and submitted entry for ASHHRA Outstanding Chapter Contribution Award and ASHHRA Outstanding Chapter President Award as deemed appropriate
- Promoted the benefits of NCHHRA and ASHHRA to non-members; kept membership informed of ASHHRA activities
- Supported all officers as requested
- Provided annual report to the membership indicating President’s and officers’ successes in meeting goals for the year

**President-Elect: Denise O’Hara**
- Served as Program Chair and Conference Coordinator for the semi-annual membership meetings
- Attended and participated in four executive committee meetings, two business meetings, two conferences, the annual ASHHRA membership conference and the ASHHRA Leadership Conference during year of service
- Prepared to assume President role the following year
- Developed and presented goals to President by February 11
- Chaired the Program Committee. Members of this committee also included the Vice President of Membership and the Treasurer.
- Coordinated quality education programs and agenda for two NCHHRA conferences during the year, the Spring and the Fall. Took prior evaluation results into consideration when planning. Ensured that registration materials for members and exhibitors were distributed in a timely manner; two months prior to conference date. Ensured that speakers’ and exhibitors’ needs were met. Coordinated payment and/or exchanges for speaker fees. Distributed conference objectives and evaluation surveys; shared results with Executive Committee; passed on to next President-elect
- Selected and ordered gifts for outgoing officers; presented gifts at Fall Conference
- Maintained active membership in ASHHRA
- Submitted a minimum of one article to *Affirmative Faction*, as communication was needed with membership, such as conference locations, agendas, registration forms, etc.
• Provided final report of activities and success with meeting goals to the President

Immediate Past-President: Sharon Murphy
• Developed and presented goals to President by February 11
• Provided Executive Committee members with updated NCHHRA Officers handbook
• Prepared ASHHRA Chapter Management Recognition Program entry and achieved 4 Star Chapter Award
• Attended and participated in three (3) executive committee meetings, two (2) business meetings, conferences, and the annual ASHHRA membership conference
• Served as chapter advisor; educated President about ASHHRA and Chapter Management Recognition Program
• Submitted the slate of candidates at the business meeting of the fall conference and provided an opportunity for additional nominations from the floor
• Maintained active membership in ASHHRA
• Promoted ASHHRA; kept membership informed of ASHHRA activities
• Submitted a minimum of one article to Affirmative Faction regarding elections and Chapter Achievement Award
• Provided final report of activities and success with meeting goals to the President

Vice President – Membership: Richard Rogers
• Served as the Chair for the Membership Committee and was responsible for recruiting, selecting and processing candidates for membership. Selected President-Elect and Treasurer to serve on committee
• Attended four (4) executive committee meetings, two (2) business meetings and two (2) conferences during year of service
• Developed and presented goals to President by February 11
• Maintained up-to-date listing of members with applicable information. Made available to other officers as requested
• Solicited membership for NCHHRA and ASHHRA by distributing application packets to interested individuals.
• Received and reviewed applications for membership with committee. If eligible, enrolled member as appropriate
• Sent membership renewal notices to members in February with deadline for payment by April 15. Maintained membership records as appropriate
• Sent all membership dues checks to Treasurer
• Prepared and distributed a membership roster that included ASHHRA designation of all members, ASHHRA Officers, Region 3 Representative and ASHHRA Executive Director for the year
• Prepared and presented a Membership Report at each executive and business meeting. The report included number of current members and a listing of those who joined
• At each conference, held a new member orientation. Prepared an agenda and distributed written materials (history of Association, membership benefits, membership roster with elected officers, committee chairs and bylaws, onelist information and ASHHRA information) to cover relevant information about the association. Discussed information provided and opportunities for involvement with attendees. Prepared an evaluation survey for attendees to complete. Recognized each new member and presented each with a certificate of membership at the business meetings
• Compiled results of new member orientation evaluation survey and reported results at the following Executive Committee meeting
• Contributed to each publication of Affirmative Faction with listing of new members and number of active members
• Maintained active membership in ASHHRA
• Provided final report of activities and success with meeting goals to the President

Secretary: Kristin Connor and Tonya Jones
• Served as Recorder for the Association.
• Recorded and presented minutes of all executive committee and business meetings of NCHHRA and served as record keeper of the organization
Attended four (4) executive committee meetings, two (2) business meetings and two (2) conferences during year of service
Developed and presented goals to President by February 11
Took minutes at four executive committee meetings and two business meetings
Maintained accurate minutes with attachments, to include but not limited to officer reports, financial reports, conference evaluation results and membership reports
Distributed minutes electronically for review by the Executive Committee
Prepared copies of minutes from previous meeting for distribution and approval by the Executive Committee or membership for each meeting
Coordinated and distributed mailings as requested by other officers, such as election ballots, ad hoc surveys, etc.
Maintained copies of all correspondence to membership, even if distributed by other officers, such as meeting notifications, conference programs, conference evaluation forms, etc.
Contributed a minimum of one article to the Affirmative Faction. Target issue for the article was the summer edition
Maintained active membership in ASHHRA
Provided final report of activities and success with meeting goals to the President

Treasurer: Lesley Hunter
Served as Financial Manager for the Association
Collected and deposited all funds received by the organization, balanced the NCHHRA accounts, maintained all financial records, developed financial statements and presented the financial reports to the executive committee and the membership. Coordinated the annual financial audit and submitted the tax returns to the IRS in a timely basis
Attended four (4) executive committee meetings, two (2) business meetings and two (2) conferences during year of service
Developed and presented goals to President by February 11
Updated Association bank account records to identify appropriate signatures, i.e. Treasurer and President
Maintained accounts for maximum interest earnings and made recommendations to Executive Committee for allocation and investment of funds
Maintained detailed records of funds received and expenses for which checks were written. Wrote checks as requested; obtained President’s signature for expenses in excess of $2499. Utilized NCHHRA’s laptop computer and software to maintain financial records
Assisted in preparation of Tax Form 990 in the event gross receipts were in excess of $25,000 during the Association fiscal year, January 1 – December 31
Prepared Expense and Revenue report for each Executive Committee meeting. Distributed to full membership at semi-annual conferences. Published annual report in Affirmative Faction at year-end
Prepared a budget for the following year. Obtained approval from the Executive Committee. Submitted to membership at Fall conference and published in Affirmative Faction
Maintained active membership in ASHHRA
Submitted four finance reports to Affirmative Faction as communication was needed with membership, such as revenue and expense information
Provided final report of activities and success with meeting goals to the President

Chair, Internet and Website Committee: Polly Weese
Attended four (4) executive committee meetings, two (2) business meetings and two (2) conferences during year of service
Developed and presented goals to President by February 11
Selected a committee (at least one other member) to assist with responsibilities
Developed and maintained Website by updating information as it changed, such as officers and conference information
Maintained and managed the “L” (NCHHRA Listserv,) approving new members and removing former members as appropriate
Provided reports at Executive Committee meeting and made recommendations regarding Website capabilities, links and access to the “L”
Linked MyASHHRA webpage on the NCHHRA website and added the Officers
• Reported status of activity at each Executive Committee meeting
• Submitted a minimum of one article to *Affirmative Faction*, as communication was needed with membership, such as new Web information, Onelist guidelines, common Onelist questions and answers, etc.
• Provided final report of activities and success with meeting goals to the President

**Chair, Scholarship Committee: Sherry Cox**

• Attended four (4) executive committee meetings, two (2) business meetings and two (2) conferences during year of service.
• Developed and presented goals to President by February 11
• Selected a committee (at least one other member) to assist with responsibilities
• Marketed inside and outside the Association the availability of a $1000 scholarship to Jr., Sr. or Graduate students in an HR-related field of study who have aspirations of entering the HR field after graduation
• Worked closely with the Scholarship Coordinator of the Health Occupational Students of America to schedule, interview and select students for a $1000 and a $2000 scholarship
• Interviewed students on April 2nd at Koury Convention Center in Greensboro. Requested check from Treasurer and presented scholarships to recipients in the Spring
• Accepted scholarship applications and selected a recipient for the $1000 HR scholarship; requested check from Treasurer and presented scholarship to recipient in the Fall
• Reported status of activity at each Executive Committee meeting
• Submitted a minimum of one article to *Affirmative Faction*, as communication was needed with membership, such as availability of scholarships, recipient information, etc.
• Provided final report of activities and success with meeting goals to the President
• Sent letters of thanks to donors to the scholarship funds

**Chair, Student Affiliation Committee: Mandy Eaton**

• Attended one (1) business meeting and one (1) conference during year of service
• Developed and presented goals to President by February 11
• Selected a committee (at least one other member) to assist with responsibilities
• Developed and maintained relationships with HR Students and HR Educators to support research opportunities, internships, projects, etc. that would be mutually beneficial
• Kept the membership informed of student/educator interest in working with individual healthcare organizations; facilitated partnerships between schools and hospitals as well as the NCHHRA
• Encouraged student/educator participation in annual conferences to promote their interests, research and programs
• Reported status of activity at a Executive Committee meeting
• Submitted a minimum of one article to *Affirmative Faction*, as communication was needed with membership, such as opportunities available to work with students, outcomes of projects/research, internship assignments, etc.
• Provided final report of activities and success with meeting goals to the President

**Chair, Compensation/Benefits Survey Committee: Vince Watson**

• Attended three (3) executive committee meetings, two (2) business meetings and two (2) conferences during year of service
• Developed and presented goals to President by February 11
• Selected a committee (at least one other member) to assist with responsibilities
• Coordinated selection of consultant to conduct annual survey
• Worked closely with survey consultant to develop and design a survey that was meaningful for NCHHRA members
• Solicited feedback from membership to continually enhance the data collection process, timing, jobs surveyed and final survey document
• Determined development costs and recommended survey prices to the Executive Committee
• Coordinated data collection, collected payments for survey results and distributed surveys
• Reported status of activity at an Executive Committee meeting
• Submitted a minimum of one article to *Affirmative Faction*, as communication was needed with membership, such as deadlines, new survey items, distribution dates, etc.
• Provided final report of activities and success with meeting goals to the President

Chair, Legislative and By-Laws Committee: Tom Stevens
• Due to “mission critical” restrictions on travel, was unable to attend meetings and conferences
• Developed and presented goals to President by February 11
• Selected a committee (at least one other member) to assist with responsibilities
• Obtained/renewed SHRM membership for access to their website and important legislative information
• Kept membership informed of active legislative issues, decisions and status
• Submitted a minimum of one article to Affirmative Faction, as communication is needed with membership, such as contact information for State legislators, recent legislative actions, etc.
• Provided final report of activities and success with meeting goals to the President

Chair, Audit Committee: Denise Laws
• Attended three (3) executive committee meetings, two (2) business meetings and two (2) conferences during year of service
• Developed and presented goals to President by February 11
• Selected a committee (at least one other member) to assist with responsibilities
• In December, requested that each officer for the prior year submit a report to the committee indicating annual goals and success toward meeting those goals
• Requested from the Treasurer a copy of all financial records; review for accuracy, consistency, appropriate signatures, irregularities, etc. once the Treasurer books were closed for 2009
• Submitted a minimum of one article to Affirmative Faction to communicate results of the Audit
• Provided a final Audit Report to the President

Chair, Communications/Newsletter Committee: Grace Moffitt
• Attended four (4) executive committees (in person or by conference call), one (1) business meeting and one (1) conference during year of service
• Developed and presented goals to President by February 11
• Selected two committee members to assist with responsibilities
• Collected articles for the newsletter for 2009 from the membership including standing articles from the President and Vice President of Membership
• Prepared and published four (4) newsletters, keeping the membership informed of Executive Committee, legislative updates, ASHHRA and Association activities
• Reported status of activity at each Executive Committee meeting
• Provided final report of activities and success with meeting goals to the President

District I Director: Becky Smith
• Did not provide a final report of activities and success with meeting goals to the President

District II Director: Karen Moorefield
• Attended four (4) executive committee meetings, two (2) business meetings and two (2) conferences during year of service
• Developed and presented goals to President by February 11
• Submitted a minimum of one article to Affirmative Faction regarding activity in the district, including information about district meetings, topics, speakers, district projects, member activities, etc.
• Maintained contact and developed relationships with membership in applicable District
• Made contact, encouraged membership and participation by non-members who were eligible for membership. Maintained copies of all communications with members and non-members. Followed-up with these individuals periodically to determine and promote membership
• Worked closely with the Vice President, Membership to identify candidates for membership and ensured they received applications
• Held at one (1) educational/networking meeting with members and qualified non-members in the district.
• Assisted other officers with distribution of information, requests for information/activity, etc. from membership in applicable district
• Reported status of activity at each Executive Committee meeting
• Provided final report of activities and success with meeting goals to the President

**District III Director: Helen Moore**

• Attended three (3) executive committee meetings, two (2) business meetings and one (1) conference during year of service
• Developed and presented goals to President by February 11
• Maintained contact and developed relationships with membership in applicable District
• Made contact, encouraged membership and participation by non-members who were eligible for membership. Maintained copies of all communications with members and non-members. Followed-up with these individuals periodically to determine and promote membership
• Held at least two (2) educational/networking meetings each year with members and qualified non-members in the district. Shared information from prior Executive Committee meetings as appropriate. Invited other districts as appropriate
• Reported status of activity at each Executive Committee meeting
• Provided final report of activities and success with meeting goals to the President

**District IV Director: Tonya Jones**

• Attended three (3) executive committee meetings, one (1) business meeting and one (1) conference during year of service
• Developed and presented goals to President by February 11
• Maintained contact and developed relationships with membership in applicable District
• Made contact, encouraged membership and participation by non-members who were eligible for membership. Maintained copies of all communications with members and non-members. Followed-up with these individuals periodically to determine and promote membership
• Worked closely with the Vice President, Membership to identify candidates for membership and ensure they received applications
• Served as mentor at first conference new members attended; attended new member orientation to welcome them; introduced them to other members
• Held at least two (2) educational/networking meetings each year with members and qualified non-members in the district. Shared information from prior Executive Committee meetings as appropriate. Invited other districts as appropriate
• Assisted other officers with distribution of information, requests for information/activity, etc. from membership in applicable district
• Reported status of activity at each Executive Committee meeting
• Submitted a minimum of one article to *Affirmative Faction* regarding activity in the district, including information about district meetings, topics, speakers, district projects, member activities, etc.
• Provided final report of activities and success with meeting goals to the President

**District V Director: Ginger Scott**

• Attended one (1) executive committee meeting, one (1) business meeting and one (1) conference during year of service;
• Developed and presented goals to President by February 11
• Maintained contact and developed relationships with membership in applicable District
• Made contact, encouraged membership and participation by non-members who were eligible for membership. Maintained copies of all communications with members and non-members. Followed-up with these individuals periodically to determine and promote membership
• Worked closely with the Vice President, Membership to identify candidates for membership and ensured they received applications
• Served as mentor at first conference new members attended; attended new member orientation to welcome them; introduced them to other members
• Held one (1) educational/networking meeting with members and qualified non-members in the district. Shared information from prior Executive Committee meetings as appropriate. Invited other districts as appropriate
• Assisted other officers with distribution of information, requests for information/activity, etc. from membership in applicable district
• Reported status of activity at Executive Committee meeting
• Submitted a minimum of one article to Affirmative Faction regarding activity in the district, including information about district meetings, topics, speakers, district projects, member activities, etc.
• Provided final report of activities and success with meeting goals to the President

**District VI Director: Debbie Bradshaw**

• Attended three (3) executive committee meetings, one (1) business meeting and one (1) conference during year of service
• Developed and presented goals to President by February 11
• Maintained contact and developed relationships with membership in applicable District
• Made contact, encouraged membership and participation by non-members who were eligible for membership.
• Served as mentor at first conference new members attended; attended new member orientation to welcome them; introduced them to other members
• Held one (1) educational/networking meeting with members and qualified non-members in the district. Shared information from prior Executive Committee meetings as appropriate.
• Reported status of activity at each Executive Committee meeting
• Submitted a minimum of one article to Affirmative Faction regarding activity in the district, including information about district meetings, topics, speakers, district projects, member activities, etc.
• Provided final report of activities and success with meeting goals to the President

**Financial Records**
The 2009 bank statements were audited and reconciled. Records were kept up-to-date and balanced indicating all appropriate entries consistent with banking records. Year-end balances were accurately reflected on the bank statement, checkbook, and interest bearing accounts.

Respectfully Submitted by
Denise Laws
Chair-Audit Committee
**NCHHRA**  
**Treasurer’s Report**  
**Prepared by Lesley Hunter Treasurer 2009**

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<td>Membership Directory</td>
<td>$2,679.43</td>
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<td>Scholarships</td>
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<tr>
<td>Affirmative Faction (Newsletter)</td>
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<tr>
<td>Awards/Gifts</td>
<td>$671.24</td>
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<td>ASHHRA/Registration/Travel</td>
<td>$5,593.88</td>
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<tr>
<td>ASHHRA Dues</td>
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<tr>
<td>SHRM Dues</td>
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</tr>
<tr>
<td>Tax Filing Fee (Accountant)</td>
<td>$600.00</td>
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<tr>
<td>Bank Service Charge/Adjustment</td>
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<tr>
<td><strong>NCHHRA Website</strong></td>
<td>$1,196.61</td>
</tr>
<tr>
<td>IT Equipment</td>
<td>$0</td>
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<tr>
<td>IT Miscellaneous</td>
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<tr>
<td>Golf Tournament</td>
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<td><strong>TOTAL EXPENSES</strong></td>
<td>$117,447.15</td>
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<tr>
<td><strong>ENDING BALANCE AS OF 12/01/09</strong></td>
<td>$91,306.78</td>
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</tbody>
</table>
2009 Memberships

Membership Renewals Received through 9/10/09.......................... 125
New Members.................................................................................. 10
Honorary Members......................................................................... 13
Total Memberships ....................................................................... 148

New Member Applications

Eight new member applications have been received and recommended for membership. They are:

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE</th>
<th>FACILITY</th>
<th>DISTRICT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patricia Aderhold</td>
<td>HR Director</td>
<td>Dosher memorial Hospital</td>
<td>5</td>
</tr>
<tr>
<td>Karen Alexander</td>
<td>HR Generalist/ Comp. Spec.</td>
<td>Pardee Memorial Hospital</td>
<td>1</td>
</tr>
<tr>
<td>Katie Arrington</td>
<td>Benefits Mgr.</td>
<td>Pardee Memorial Hospital</td>
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</tr>
<tr>
<td>Jenny Deeds</td>
<td>Employment Coordinator</td>
<td>Granville Health System</td>
<td>4</td>
</tr>
<tr>
<td>Lori Neff</td>
<td>Compensation Mgr.</td>
<td>WakeMed Health &amp; Hospitals</td>
<td>4</td>
</tr>
<tr>
<td>Julia Queen-Cook</td>
<td>Employment Mgr.</td>
<td>Haywood Regional Medical Ctr.</td>
<td>1</td>
</tr>
<tr>
<td>Debra Rapert</td>
<td>HR Director</td>
<td>Haywood Regional Medical Ctr.</td>
<td>1</td>
</tr>
<tr>
<td>Jane Richardson</td>
<td>Benefits Coord.</td>
<td>Granville Health System</td>
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</tr>
<tr>
<td>Nannette Smith</td>
<td>Recruitment and Retention Mgr.</td>
<td>Wayne Memorial Hospital</td>
<td>6</td>
</tr>
<tr>
<td>Justine Zeoli</td>
<td>HR Specialist – Employment</td>
<td>Pardee Memorial Hospital</td>
<td>1</td>
</tr>
</tbody>
</table>

NCHHRA Statistics, October 2009

Total Members: 148
Total Active Members: 135
Total Healthcare Facilities: 76
ASHHRA Members: 47
ASHHRA Board Members: 2
SHRM Members: 83
Honorary Members: 13

Respectfully Submitted,
Rick Rogers
NCHHRA Vice President of Membership
Our Mission:
To promote the profession and practice of Human Resources management in healthcare through development and collaboration.

Affirmative Faction
is published quarterly by the
N.C. Healthcare Human Resources Association
Grace Moffitt, Editor
Interim Site Administrator
Annie Penn Hospital
Janice Jeffries, Assistant Editor
Bob Borbet, President
To contribute articles, please contact Grace by phone at 336-951-4549 or via email at grace.moffitt@mosescone.com

NCHHRA is an affiliate of ASHHRA
NCHHRA
Grace Moffitt, Editor
Annie Penn Hospital
618 South Main Street
Reidsville, NC 27320

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