LWHRA: About Our Committees

Our association is always looking for volunteers! If you are interested in joining one of our committees, please email the volunteer committee at: volunteers@lwhra.org

Certification
Chair: Veronica Potter
Supporting Board Member: Mike McLaughlin

The LWHRA Certification Preparation Program offers affordable exam preparation as a benefit to our members and other HR professionals in our community. Program participants review key information in a supportive, nurturing environment including both lecture and small study groups. LWHRA Certification participants have consistently significantly outperformed the national HRCI pass rate averages.

Communications & Marketing
Chair: Ushma Mehta
Supporting Board Member: Gayle Keenan

The aim of the Communications Committee is to facilitate communication between LWHRA’s leadership, committees, and Special Interest Groups with the chapter membership at large. If you are strategic by nature and interested in the art of connecting this is the place for you. Day-to-day activities include facilitating discussion on LWHRA LinkedIn profiles, assisting in the publication of the weekly newsletter, and in the summer of 2014 participating in a focus group dedicated to updating and revitalizing the chapter website.

How You Can Help
- Are you a connector, interested in becoming "in-the-know?"
- Are you familiar with website software or willing to dive in head first?
- Are you interested in continuing the meeting discussions online by facilitating our LinkedIn profile?

Diversity and Inclusion
Chairs: Linda Eastlick & Pooja Patel
LWHRA is dedicated to promoting diversity and inclusion within our membership and within the companies our members serve. As Nelson Mandela said “no one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”

The Diversity and Inclusion Committee is committed to a dual approach: Legislation + Attitude. We need to understand diversity and inclusion in terms of laws, and – at the same time – we need to cultivate the right attitude about what diversity and inclusion mean to develop thrivable workplaces.

How You Can Help
- Communicate with and educate our membership in the three key survey areas: cultural competence, generations and diversity training.
- In your own environment, work towards creating a society where gender, age, race, and all other singularities of our human species will not be a subject for discussion. We are not there yet.
- Join our committee for our twice-monthly meetings in Bellevue.

______________________________________________

Finance Committee

Members: Shelley Fyfe (former LWHRA Treasurer)  
Jennifer Brown

Supporting Board Member: Doug Sayed, LWHRA Treasurer

The Finance Committee is responsible for helping to manage LWHRA’s finances, in conjunction with LWHRA’s Board and the LWHRA Office, which handles the Chapter’s day-to-day accounting, bill paying and record-keeping.

How You Can Help
- Continue to support LWHRA programs and other offerings (annual Symposium, chapter meetings, webinars, SIGs, etc.). These event and activities are a key part of our core offerings to members, and help to support other non-revenue generating activities that LWHRA engages in for the benefit of its membership.
- Consider volunteering with the Finance Committee.
If you are interested in assisting LWHRA in managing and maintaining its finances, contact Doug Sayed at doug@appliedhrstrategies.com.

**Legislative**
Chair: Vacant
Supporting Board Member: Claudia Jorgenson

Because bills passed at the State Legislature affect the liability and responsibility of HR professionals, as well as the bottom line of the companies they work for, the Legislative Committee connects the LWHRA membership with the state legislative process. The Committee is responsible for keeping members apprised of important bills moving through the House and Senate, educating members on how to influence a bill, and connecting LWHRA members (and LWHRA leadership) with key legislators and regulators with the goal of giving members a voice in the laws and rules that will impact their business.

**How You Can Help**
- Do you have a passion for being involved in bills before they become laws?
- Do you want to use technology to follow bills and agency rulemaking?
- Are you interested in developing and promoting programs that connect members with lawmakers?

**Membership**
Chair: Shawn Lutz
Supporting Board Member: Kim Arellano

The Membership Committee is dedicated to increasing the membership of LWHRA by attracting new members and retaining current membership. We want to create a warm welcoming environment at chapter meetings, ensure the benefits of membership are well understood, and direct communication with potential and lapsed members.

**How You Can Help**
- We need Table Captains - meet and facilitate member discussion prior to luncheon meetings, ensuring a warm welcoming environment for our attendees
- Email Member communications - send lapsed members emails to encourage them to renew their SHRM membership and designate LWHRA as their affiliated chapter, send other periodic emails to groups of members.
We welcome passionate members to network with first-time visitors and members and provide introductions to the appropriate committee and/or member based on the visitor or member’s interests.

---

**Mentorship**  
Chair: Tracy Sudman  
Supporting Board Member: Karren Eckwortzel

The LWHRA mentorship program is a developmental partnership through which mentors share their knowledge, skills, information, and perspective to foster the professional growth of their mentees. The program supports the chapter’s objective of "furthering the ongoing enhancement of a dynamic, diverse membership and, as a result, the HR profession through learning and networking." We give senior-level HR professionals an opportunity to "give back" to our members and our profession through a one-of-a-kind opportunity for collaboration, goal achievement, and problem solving. We provide an opportunity for mentors to earn up to 5 general re-certification credits each year, and up to 10 credits over three years, toward their PHR/SPHR re-certification through the Human Resource Certification Institute (HRCI).

**How You Can Help**

- Respond to the call for mentors that goes out in November and December each year.
- Submit your mentee application in January each year.
- Encourage colleagues to participate in this valuable program.

---

**Partnership**  
Chair: Sandy Garner  
Supporting Board Member: Brooke Pita

Help us highlight businesses or service by coordinating our partnerships with the Lake Washington Human Resource Association. If you are looking for a great opportunity with a vast audience, LWHRA would need your help with the partnership committee! We have a long tradition of maximizing your company’s dollars and services to bring you to the next level in sponsorship opportunities.

---

**Programs**
Chair: Gabrielle Wilkerson  
Supporting Board Member: Mike McLaughlin

The Programs Committee is responsible for planning, selecting, and coordinating appropriate luncheon and workshop speakers who provide professional, beneficial, and informative career development programs.

How You Can Help
- Offer exciting professional development programs that will benefit the majority of membership
- Continuously develop an on-going Speaker pool and maintain communication to keep them engaged
- Incorporate membership feedback on potential Speakers and topics for monthly meetings and workshops
- If you are interested in planning, communicating with and coordinating speakers for future luncheon and workshop programs, please join the Programs Committee!

---

School Relations
Chair: Prema Vijay  
Supporting Board Member: Kim Sklaroff

Our mission is to reach out to and work with students who are new emerging HR professionals or transitioning into HR from another career field. We focus on exposing them to the feature rich resource that is LWHRA and assist them in becoming active in our chapter. We are broadening our reach into graduate schools, online universities, continuing education programs and high schools.  
Activities this year include co-sponsoring an organizational development workshop with the Organization Systems Renewal Graduate Program at Bainbridge Graduate Institute, launching an online student chapter with Washington Governors University, and attending career fairs in the local high schools.

How You Can Help
- Share your love of HR with new people entering the field.
- Be willing to explore what has never been done before.
- Contribute 4 hours a month to our committee.
Scholarships Committee
Chair: Vanessa Enany
Supporting Board Member: Doug Sayed, Treasurer

The Scholarship Committee administers the scholarship funds for the chapter. The committee reviews and approves scholarship applications and promotes scholarship availability. Scholarship funds are awarded to provide financial assistance to LWHRA members in pursuit of obtaining or recertifying approved professional certifications or to attend approved accredited education programs.

How You Can Help
- Continue to support LWHRA programs and other offerings (annual Symposium, chapter meetings, webinars, SIGs, etc.). The revenue generated at these events and activities helps to provide LWHRA the ability to offer scholarship funds to its members.
- Promote the availability of scholarships to fellow LWHRA members you know who may benefit from some financial assistance.
- Consider volunteering with the Scholarship Committee.

If you are interested in assisting LWHRA administer scholarship funds, contact Vanessa Enany at venany@clarknuber.com.

___________________________________________________________________

Special Interest Groups (SIG)
Chair: Posy Gering
Supporting Board Member: Karren Eckwortzel

The Special Interest Groups (SIG) committee oversees the establishment and functioning of appropriate special interest groups for LWHRA in order to provide educational and networking opportunities for our membership.

How You Can Help
- Encourage the formation of special interest groups in order to foster educational opportunities on relevant human resources related topics
- Nurture existing special interest groups by connecting with group leaders in order to ensure the vibrancy and continuity of the groups
Symposium
Chair: Vacant
Supporting Board Member: Nathan Deily

The Symposium Committee's strategic initiatives are to:
• Provide professional HRCI certified classes for LWHRA members.
• Meet budget goals and generate revenue for LWHRA.
• Promote awareness of LWHRA as the "go to" HR professional organization.

Symposium committee members make a 12-month commitment, starting in March, to regular meetings. Being part of this committee is rewarding and gives volunteers a chance to work closely with other LWHRA members as well as professionals in the community. But, before applying to this committee, volunteers need to understand that it can be time intensive. The Symposium committee must be successful in meeting deadlines to ensure a quality event and budget goals. We work hard but we have fun as well! If you are interested, we'd love to meet and discuss the options.

Volunteers
Chair: Lindsay Rachael and Fern Shuman
Supporting Board Member: Kim Arellano

The Volunteers Committee facilitates connecting LWHRA chapter members with the myriad of opportunities that are available through the chapter each year. We are focused on helping to achieve our chapter mission of becoming a premier resource to members in the Puget Sound area.
We maintain a database of current volunteers that includes their contact information, their current/past volunteering and their interests for future opportunities. We recognize our volunteers at every chapter meeting and host a Volunteer Concierge Table to welcome and thank volunteers that attend chapter meetings. We have Volunteer Fairs to introduce you to our committees and an annual Volunteer Recognition event to thank all of the volunteers for the year.

How You Can Help
• Let us know about your events or projects that need volunteers.
• Assist our committee in broadening our reach and networking.
• Take an active interest in our chapter’s many volunteer opportunities.
Workforce Readiness
Chair: Judy Faast
Supporting Board Member: Kim Skarloff

The Workforce Readiness initiative promotes economic viability by enabling low-skilled individuals to move into living-wage jobs. LWHRA partners with the Seattle Jobs Initiative. Lack of job skills, transportation, housing, childcare and limited English proficiency can be major hurdles to long-term job success. The Seattle Jobs Initiative links Seattle's low-income and low-skilled residents to jobs – jobs that pay living wages, offer room for advancement, and include necessary work supports such as health coverage, sick leave and paid vacation. This comprehensive approach creates real opportunities for Seattle residents to support themselves and their families.

How You Can Help
- Give short career workshops and career guidance.
- Mentor graduates of the Seattle Jobs Initiative training program.
- Serve as a one-on-one coach for career workshops.
- Apply your strategic thinking skills to help identify other ways to connect low-skilled individuals with living wage jobs.