

BOARD MEMBER BENEFITS



Benefit	STATE DIRECTOR	DIRECTOR ELECT	PAST STATE DIRECTOR	ALL OTHER DIRECTORS	CHAPTER PRESIDENTS
RECOGNITION ON ND SHRM COLLATERAL PIECES & WEBSITE	✓	✓	✓	✓	✓
ND SHRM LOGO APPAREL (UP TO \$50 FOR ITEM/S OF CHOICE) NOTE: CAN ONLY UTILIZE 1 TIME DURING TERM	✓	✓	✓	✓	✓
ANNUAL STATE CONFERENCE -REGISTRATION -LODGING -TRAVEL (MILEAGE) -MEALS	✓	✓	✓	✓	✓
STATE LEADERSHIP CONFERENCE -LODGING -TRAVEL (MILEAGE) -MEALS	✓	✓	✓	✓	✓
SHRM ANNUAL CONFERENCE -REGISTRATION -LODGING -TRAVEL -MEALS	✓	2nd Year of Term	*Conditional-1st Year of Term	✗	✗
VOLUNTEER LEADERSHIP BUSINESS MEETING (VLBM) -REGISTRATION (IF NOT COVERED BY SHRM) -LODGING (PORTION NOT COVERED BY SHRM) -TRAVEL -MEALS	✓	✓	✗	As invited by SHRM, a total of 3 individuals sent by ND SHRM- 1 Director will be sent	✗
REGIONAL COUNCIL BUSINESS MEETING (RCBM) -BY SHRM INVITATION ONLY -LODGING -TRAVEL -MEALS	✓	✓	✗	✗	✗
*PROFESSIONAL DEVELOPMENT- \$250 TOWARDS: -SHRM SPECIALITY CREDENTIAL -CONFERENCE OR WORKSHOP (HR FOCUSED) -SHRM NATIONAL MEMBERSHIP NOTE: IF UTILIZING VLBM BENEFIT OR OTHER SHRM CONFERENCE BENEFIT NOT ELIGIBLE FOR THIS BENEFIT IN THE SAME BENEFIT CYCLE	✗	✗	✓	✓	✗

*Bonus Benefits Contingency, Qualification & Administration Provisions:

- (1) Council overall financial position must be stable as defined by Executive Committee
- (2) Bonus benefits only triggered when the annual budgeted net income is exceeded.

If less than \$6,250 raised over budget then amount divided as follows-

- 56% goes toward Past State Director benefit pool
- 44% goes toward Director benefit pool

If equal to or more than \$6,250 raised over budget then amount divided as follows-

- \$3,500 goes toward Past State Director benefit pool
- \$2,750 goes toward Director benefit pool

-Balance remaining is divided as follows:

- 50% ND SHRM initiatives
- 50% ND SHRM reserves

- (3) An individual must achieve a minimum of 15 points on the contributions to the council score card
- (4) An individual must submit a completed score card to the Executive committee for consideration by no later than November 30th each year
- (5) Program will run January 1st- November 30th each year
- (6) Executive Committee will evaluate program achievement, individual contributions, and announce awarded benefits December of each year (special exceptions will be made if on target for goal to allow individuals to take advantage of 'alumni' or 'early bird' rates)