

A NOTE FROM OUR PRESIDENT

"This is your Chapter."



One of the things I value most about SHRM Rainier West is that this is your Chapter. Our board is here to serve our members, build opportunities for connection, and keep finding ways to make the chapter useful, relevant, and connected to the communities we represent. With that in mind, I wanted to share a couple things that are upcoming for our chapter.

FIRST: On October 14th SHRM Rainier West will be at the Thurston County Chamber's Future of Work Summit.

Our Chapter is sponsoring a table and will have a booth at the event, and our Workforce Director, Ashley Stone, and I have also had the opportunity to serve on the advisory committee helping shape this year's Summit. It should be a great day of conversation, connection, and ideas around what work looks like now and where it's headed in our region. To learn more about the event or to register, scan the QR code.



SECOND: While I have your attention, I also want to ask...Have you ever thought about serving on the SHRM Rainier West Board?

Because this is your Chapter, board service really is about helping shape what it becomes. We are a volunteer board, and we are definitely a working board. Our directors help guide programming, build partnerships, support events, and make decisions about how we can best serve members across the five counties we represent. The average commitment is about 10–20 hours per month, with some variation depending on the role and the season. We meet often virtually, but we also have in-person events, chapter meetings, and planning meetings in the Olympia and Centralia/Chehalis areas most often. It is a commitment, but it can also be incredibly rewarding.

Board service can bring new friendships, stronger professional connections, new challenges, new skills, and opportunities you may not have found otherwise. More than anything, it gives you a chance to help build the kind of chapter and professional community you want to be part of. We're not looking for people with endless free time. We're looking for people who care about this community, have ideas to contribute, and want to help us keep making the chapter better for the people it serves. We've proudly celebrated 22 years as a SHRM Chapter. Come be a part of shaping what the next 22 years and beyond look like. More information on our open positions and how to apply is on the next page!

Warmly,

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Chapter President 2026/2027
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UPCOMING CHAPTER EVENTS

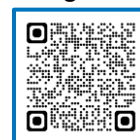
October 20

The Hidden Profit: High-potential vs. High-performing Employees

Tuesday, October 20th • 8:15 – 9:30am • Virtual via Zoom

Krishna Powell ("Your Multi-Gen Leader") will be facilitating an engaging conversation around how to identify, develop and retain both high-potential and high-performing employees—and avoid costly talent mistakes. Because your best performer isn't necessarily your next leader.

Register!



November 19

Legislative Update

Thursday, November 19th • 8:15 – 9:30am • Virtual via Zoom

Mike Church and Alice Riethman—employment and labor attorneys from Pierson Ferdinand LLP—will be giving us an important legislative update prior to the 2027 legislative session. Come learn about important labor and employment law updates that may impact your business or organization. You don't want to miss this! Registration information coming soon.

Save the date!

Fall

Fall Networking Event!

We're in the process of finalizing the details for our fall networking event and will send out registration details for this FREE event as soon as we have confirmation from the venue!

Details coming soon!

2027 BOARD OF DIRECTORS RECRUITMENT

As Elستا mentioned on the previous page, we have open Board positions for 2027! Here is a quick look at the available opportunities. **We have 8 opportunities to shape what comes next with our Chapter!** For full position descriptions or to apply, **scan the QR code**.

The **Treasurer** serves as the chapter's financial officer and advisor, overseeing the safekeeping, disbursement, and accurate reporting of chapter funds. This role manages key financial processes such as monthly reporting, budgeting, reimbursements, PayPal activity, annual filings, audits, insurance renewals, and compliance with SHRM and nonprofit financial guidelines. The Treasurer also advises the Board on the financial impact of proposed decisions and helps identify potential financial risks or concerns. As a voting member of the Board, the Treasurer participates in chapter strategy, attends monthly board and membership meetings, and represents SHRM Rainier West in the broader HR community.



The **Certification Director** helps promote and support SHRM certification and recertification for chapter members and the broader HR community. This role shares information about SHRM-CP and SHRM-SCP credentials, certification windows, preparation resources, and recertification requirements, while also helping members navigate questions about PDCs and deadlines. The director partners with the Programs team to help ensure chapter events meet SHRM recertification standards and serves as a backup for submitting SHRM or HRCI credit requests. The role may also support study groups, coordinate with SHRM Washington and other chapters, and maintain certification and PDC records for the chapter.

The **College Relations Director** builds relationships between SHRM Rainier West and colleges, universities, students, faculty, and academic partners across the chapter's five-county service area. This role helps introduce students to the HR profession, connects them with local HR professionals, and promotes opportunities such as networking, mentorship, internships, scholarships, and professional development. The director also supports SHRM student chapters, encourages student participation in chapter activities, and helps graduating students transition into continued SHRM membership and engagement. As a member of the Board, the College Relations Director also collaborates on chapter programming, maintains key campus relationships, and helps ensure continuity of student-focused initiatives.

The **Inclusion & Diversity Director** helps ensure SHRM Rainier West fosters a welcoming, inclusive, and equitable environment across chapter operations, programming, and member engagement. This role partners with the Board to integrate inclusive practices into chapter decisions and strategy, while identifying opportunities to expand participation from underrepresented communities and industries. The director also recommends I&D-focused speakers and topics, supports community partnerships, and shares resources, data, and best practices that promote equitable workplaces. In addition, the role helps review chapter materials for inclusive language and supports learning opportunities that encourage thoughtful dialogue, belonging, and broader community connection.

The **Legislative Affairs Director** helps keep SHRM Rainier West members informed about federal, state, and local legislative, regulatory, and legal developments that may affect the HR profession. This role monitors public policy activity, prepares regular legislative updates for chapter meetings, newsletters, social media, and the website, and works closely with SHRM and Washington State government affairs partners. The director also helps members understand how to engage in advocacy efforts, supports programs on public affairs topics, and promotes greater awareness of how legislation can affect workplaces and HR practice. As a member of the Board, the director also contributes to chapter strategy, represents the chapter in the HR community, and participates in monthly board and membership meetings.

The **Sponsorships & Partnerships Director** helps build and manage relationships with local businesses, vendors, community organizations, and other partners that support SHRM Rainier West's mission and financial sustainability. This role identifies sponsorship opportunities, develops outreach materials and sponsorship packages, manages sponsor communications and agreements, and helps secure both monetary and in-kind support. The director also coordinates sponsor participation at chapter events and works with marketing, programs, and technology teams to ensure sponsors receive appropriate visibility and recognition. In addition, the role evaluates ongoing partnerships to ensure they align with chapter values, strengthen community connections, and contribute meaningfully to chapter programs and events.

The **Technology & Website Director** oversees the chapter's website, digital platforms, and technology tools to help ensure they are current, secure, accessible, and aligned with chapter needs. This role maintains website content, manages shared systems such as email, Zoom, surveys, and file storage, and provides basic technology support to Board members. The director also helps administer digital voting and survey processes, recommends technology improvements, and supports cybersecurity, backups, and continuity across leadership transitions. In addition, the role develops simple guides or training as needed and helps the chapter use technology more efficiently and professionally.

LOOKING FOR A MORE FLEXIBLE WAY TO GET INVOLVED?

Our new **Website & Technology Support Advisor** provides specialized technical support for SHRM Rainier West's StarChapter platform and website without taking on the ongoing governance responsibilities of a Board Director. This flexible role helps maintain and optimize website structure, forms, registration tools, permissions, payment processing, membership functions, and other platform settings, while also supporting Board members with access and navigation needs. The advisor researches new features, recommends improvements, and helps the chapter make better use of StarChapter data, reporting, and analytics. The role also develops documentation, SOPs, and training resources to support continuity and long-term sustainability, making it a strong fit for someone who enjoys technology, problem-solving, and contributing expertise on a flexible schedule.