

**President's Report  
IPMA Newfoundland & Labrador Chapter  
June 16, 2010**



**Prepared by: John Peddle, IPMA-CP  
President**

## **Message from the President**

As our year slows down for the summer I look back and reflect on our successes. Our Executive has worked hard to bring quality programs to our members and friends of IPMA. Although we assign responsibilities to individual Executive members, it is a team approach for delivery of programs and services. It has been my pleasure to work with such an engaged, productive and committed group. I will try and capture this past year's activities and give you a sense of the commitment of IPMA NL Chapter to the promotion and support of human resource personnel in both the public and private sectors of our province.

We started the year with the need to reorganize our Executive and bring additional resources on board. We were very successful in recruiting additional Executive members with different interests to add to the culture of members who returned from last year. Because of the many possible topics for luncheon presentations we asked those who attended to provide comments and input on topics and it worked. Each month we reached an audience who, based on their comments, were very satisfied with the presentations.

Our financial situation improved over the past year as we have made good on many of the outstanding accounts receivable that were owed to IPMA. In addition, we have increased our membership fees by \$10 to allow additional resources for IPMA to do more work for our members.

### **2009/2010 IPMA NL CHAPTER EXECUTIVE**

<i>President</i>	<i>John Peddle, AMP Associates (88) Ltd.</i>
<i>Past President</i>	<i>Loretta Ryan, Celtic Business Development Corporation</i>
<i>Secretary</i>	<i>Suellen Sheppard, Government of NL</i>
<i>Treasurer</i>	<i>Trudy O'Neill, College of the North Atlantic</i>
<i>Communications Director</i>	<i>Gerard Kenny, Eastern Health</i>
<i>Membership Director</i>	<i>Stephanie Kennedy</i>
<i>Professional Development/Programs</i>	<i>Heather Peters</i>
<i>Director at Large</i>	<i>Diane Winsor</i>
<i>Director at Large</i>	<i>Dorothy Stacey</i>
<i>Director at Large</i>	<i>Brenda Gaulton</i>
<i>Student Liaison Director</i>	<i>Stephanie Kennedy</i>
<i>Certification Director</i>	<i>Vacant</i>

I want to thank our Chapter Executive for all their hard work during the year.

*John Peddle, IPMA-CP*

## **Membership**

The maintenance of membership is a continuous effort by all members of the Executive. During the year we changed membership directors and we express our appreciation to Paul Fifield who, because of work commitments, resigned from his position that was then taken over by Stephanie Kennedy. As President, I also take an active role in following up on membership issues to ensure that we maintain the best possible membership list and encourage new members to join IPMA. As of March 31, 2010 the total membership in IPMA Canada was 773 and out of this 130 were from NL which is 17% of the national membership. It should be noted based on these statistics that the NL Chapter has the highest number of IPMA members in any Chapter in Canada. Although we are proud of this, we are also saddened that our membership is lower than what it has been in the past. We have lost members because of retirement, students who have changed positions and not renewed their

membership as well as a number who have changed positions and have not renewed their email contact. It is our challenge for the coming year to ensure that we follow up on every member of IPMA and that we use our updated membership list from National to the fullest advantage. Out of our 130 members 26 are certified which represents 20% of our membership. 24 are students which represents about 18% of our membership. We have 3 National life members and 3 Chapter life members.

### **Membership Initiatives**

- During February 2010, National membership month, we were able to recruit 5 new members which is the largest number of new members of any Chapter in Canada.
- Meet the students – during the year we arranged opportunity for the students at Memorial University in the business program to meet with Executive members of IPMA . Although there was a small attendance there was great interest expressed by students and this will provide us with future opportunities to grow our membership at the School of Business.
- Review of membership listing – as we receive updated membership from the National office this list is compared with the previous list and any names not on the list are followed up by either the Membership Director or some member of the Executive to find out what happened to this member, why they are no longer included on the list or if there has been a change such as the person changing their name, place of employment or email contact information.
- The Chapter is committed to meeting with students at several of our post secondary institutions with human resource programs so that the Executive members can outline to the students the advantage of being a member of IPMA.

### **Membership Fees**

During our annual meeting on September 23, 2009 there was agreement to increase our membership fee by \$10. This will allow the Chapter to have additional revenue for planning professional development events as well as to help plan for the national training conference in 2011. The effective date of this \$10 increase was March 1, 2010.

### **Students**

Students continue to be an important presence in our Chapter and although Stephanie Kennedy originally took on the role of Student Liaison Director she has now taken on Membership Director as well. Through Stephanie's efforts we have made contact with business students involved in human resources at Memorial University and this will also open up other opportunities to make contact with students at other post secondary organizations in both the public and private sector.

## ***Certification***

As outlined above we have 26 certified members which include some of our honorary members. Over the past year we have had no Director of Certification and any interest by members in the certification process has been addressed by the Executive members. We hope to plan a certification training session in relation to the 2011 national training conference. Our Executive passed a motion last year that would permit any Executive member who is not certified to participate in the certification program with some financial support from the Executive.

## ***Professional Development Events***

Over the past year we have been able to plan and present a number of luncheon events for our members and friends of IPMA thanks to Loretta Ryan and Heather Peters. We continue to look at how best to attract members to these luncheons and continually ask the question if a better venue would be more satisfactory to our members. However we continue to get good turnouts at each of our luncheons.

- ✓ April 2009                      Incentive Compensation and Goal Setting
- ✓ September 2009              Employee Engagement
- ✓ October 2009                 Full Enforcement of New Occupational Health and Safety Regulations
- ✓ November 2009              Social Media Networking
- ✓ February 2010                Mandatory Retirement
- ✓ March 2010                    Equal and Fair Representation of Women in Non-Traditional Occupations

During these luncheons we were able to not only engage members but also provided about \$400.00 to the Chapter which will allow us to do other activities.

## ***Financial Stability***

Over the past year we have struggled to maintain our financial stability as we had considerable number of outstanding accounts receivable from last fiscal year; however, I am happy to report that this has been rectified and all accounts have been paid and we continue to collect payment from our various activities and events on a regular basis. Thanks to Trudy O'Neil who has taken on the role of Financial Director for our Chapter.

As outlined previously, we increased our membership fees by \$10. This will provide for greater financial resources for the Chapter to continue to plan professional development events for our member organizations. Because of increase costs by local hotels we have struggled to find the appropriate balance between the cost of the lunch and the cost of registration for our members to attend our luncheon events. We will continue to work on this issue during the coming year.

At the end of the fiscal year, we were able to close with a small bank balance. It is our intent for the coming year to develop our programs and events and to control our costs to be in a better financial situation at the end of the coming year.

### **Scholarships**

This year the Local Chapter awarded two scholarships for students enrolled in human resource related programs at Memorial University School of Business as well as the College of the North Atlantic. They were Pamela Reid from MUN and Zaid Adams from CNA. The scholarships were for \$250 each.

## ***Communication***

Our Communication Director Gerard Kenny has done a good job in keeping continuous contact with our members as well as the friends of IPMA about our luncheon events and providing information on topics of interest to our members as they come to the attention of the Executive. Gerard has also been responsible for developing three newsletters during this fiscal year; one in the spring of 2009, fall 2009 and winter/spring 2010. These newsletters are distributed electronically as well as made available to National for the National website. We continue to

receive positive responses from this newsletter as it outlines topics of keen interest to human resource professionals and a short summary of our luncheon events so that anybody who could not attend is at least given the opportunity to see in a small way the types of programs we provide.

## **Partners**

The Executive has taken considerable time and effort to partner with a number of other organizations of similar interests. For example, the Newfoundland and Labrador Employers' Council (NLEC) has agreed to circulate our professional development information to the members of their Council. Similarly, we would circulate any of their professional development programs to members of IPMA. Another organization which has worked well with IPMA NL is the Canadian Manufacturers and Exporters Association. Over the last couple of years we have done a number of cooperative programs together for the mutual benefit of our members and theirs.

## **IPMA 2011 National Training Conference**

Our Executive has already started work on the 2011 national training conference with a number of committees in place to look at programs, sponsorship and exhibits, logistics, finance, social. The theme we are recommending is "Strategic HR: A Beacon for Your Success". We look forward to welcoming delegates to the Holiday Inn, St. John's. The conferences dates are for May 29 – June 1, 2011. Please mark your calendars.

## **IPMA NL Chapter Work Plan**

The Chapter has developed a work plan for the current year which is reviewed and updated by the Executive on a regular basis. At our first meeting in September we will revise the work plan for 2010/2011 to ensure that all of our activities are identified with goals and objectives to accomplish each.

## **Other**

### **Networking Sessions**

The Executive held a brainstorming session to plan for a networking session in September 2010. The intent of this networking session is to bring members together along with key employers in the province so that we can share ideas about human resources and hopefully promote IPMA not only with members but also with employers in the province. It is hoped through this session that we can identify to employers the value of having their human resource employees a part of IPMA.

### **Electronic Access to IPMA Chapter Events**

The Chapter will be exploring ways to allow members to participate electronically in Chapter events. This will allow for greater attendance as well as allow for members across the province to have greater access to IPMA activities.

### **Thank you to Retiring Executive Members**

At the beginning of my report, I thanked the 2009 – 2010 Executive for their hard work during the past year. It is with sadness that I also say goodbye, but offer best wishes to several Executive members who for work commitments and other reasons are leaving our Executive.

I would like for you to join me in wishing our out-going Executive members all the best:

- Paul Fifield who left during the year as Membership Director
- Gerard Kenny who will be leaving in June as Communications Director
- Dorothy Stacey who will be leaving in June as Director at Large

We wish you success in your future endeavours and hope that your experiences on the IPMA-Canada NL Executive have been beneficial and rewarding.

John F. Peddle  
President