CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

June 2025



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL
GOLD CHAPTER
2023

SHRM RECERTIFICATION PROVIDER
SHRM-CP | SHRM-SCP

EHRA
Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



EHRA Members,

Happy June! I do not know about you, but for me 2025 is flying by. Our family just returned from a long weekend in Pigeon Forge, TN, as I type this newsletter. One fun fact is I love everything Christmas. I keep pushing the envelope on how many trees is too many (there is no such thing). In Pigeon Forge they have a Christmas-themed hotel, and it was exactly what my heart needed. My sincere hope is you can make time to do something that fills your cup in whatever way speaks to you.

And speaking of filling your cup, please make plans to join us at an upcoming EHRA meeting. We have fabulous speakers lined up for June and July. In June, Carrie Van Daele will speak about cultivating leaders and succession planning and in July, Chris Schrader and Tracy Justice will provide legal updates. With all that we are faced with in HR, these topics should provide helpful information to navigate changes and tackle them head on.

One final topic I wanted to remind members of is the SHRM certification prep course that USI offers in the fall. If you have been thinking about your SHRM-CP or SHRM-SCP, please check that out. Information was sent via email and is on social.

Thank you for your membership and most importantly your partnership in EHRA!

Jennifer Zimmer

President

EHRA Mission

The mission of the Evansville-Area Human Resource Association, Inc. is to promote professionalism in the area of Human Resource Management by providing opportunities for networking, comprehensive education and proactive support for its members while serving as a resource and advancing initiatives in the community through the enlistment of engaged and talented volunteer leaders.



EHRA Monthly Meeting Schedule 2025

June 12th– ***PROGRAM: ARE YOU EXPERIENCING PAIN—MY BEST LEADER JUST GOT POACHED BY ANOTHER COMPANY***

SPEAKER: CARRIE VAN DAELE

REGISTER BY 7PM FRIDAY JUNE 6TH TO SAVE MONEY!!!

Location: *City View at Sterling Square*

210 N. Fulton Ave, Evansville, IN 47710

https://cityviewevv.com/

11:00 AM—1:00 PM

Please mark your calendars for future 2025 EHRA monthly meetings:

July 17th- *Christopher Shrader & Tracy Justice*

August- *No EHRA meeting in August.*

Please join us in Indianapolis at the Indiana State Conference in August

June 2025 Meeting Information

AGENDA:

Thursday, June 12th — Location: City View at Sterling Square

11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

210 N. Fulton Ave
Evansville, IN 47710

PROGRAM: ARE YOU EXPERIENCING PAIN—MY BEST LEADER JUST GOT POACHED BY ANOTHER COMPANY

The new leader must navigate business innovation, expand his or her strategic thinking ability to include workforce planning for business growth and more profit. The old leader style of the past is long gone; today, he or she must become an entrepreneur.

If you can identify with anyone of these pain points, you need to attend my workshop:

My best leader just got poached by another company.
My leadership inventory shrinkage is going through the roof. I can't keep up with the demand.
There's new competition in town, and they know how to use leadership for more market share.
It's time to move out of my office to advance people from the shop floor into leadership.

In my workshop, you will learn four strategic workforce planning skills to be able to forecast mission critical talent needs, analyze current workforce and talent supply, develop, implement and evaluate strategies to close workforce gaps.

Planning Skill 1: Analyze Demand of Your Leaders – core leadership competencies
Planning Skill 2: Analyze Supply of Your Leaders
Planning Skill 3: Close the Skills Gap
Planning Skill 4: Implement and Evaluate

Four objectives taught in the workshop:

1. You will define your strategic **output**: "Where do you want to be in the future?
2. You will close your strategic **feedback loop**: "What is the status of the output?"
3. You will assess your strategic **inputs**: "Where are you today?"
4. You will implement your strategic **throughput**: "What are the specific actions?"

SPEAKER: CARRIE VAN DAELE

Carrie has built a training & development practice from scratch into a highly successful, well-recognized business. An impressive client list that includes Fortune 600 corporations to medium and smaller size companies is a testament to Carrie's special talents and hard work. Van Daele & Associates Consulting is also a Certified Woman-Owned Business (WBE). Her company was founded in 1993 as a training & development firm in the areas of leadership, train the trainer, continuous process improvements, team building, strategic planning, sales/marketing, workforce development and general business consulting. Carrie is a published author of the book "50 One-Minute Tips for Trainers" from Logical Operations. She is featured in several publications such as Women of Achievement, the April 2001 edition of Business People magazine along with newspaper articles. Carrie's real passion is her legacy of giving back to accomplish the spiritual call in her life. Her work at the Rose Home for women of substance abuse and her volunteering at Dupont Hospital are two examples of her gift left by will. Her A.A degree from Evangel Bible College, B.S. degree from Indiana University and M.S.M from Indiana Wesleyan have provided the academic degrees to consulting. However, her industry experience has provided the real "hands-on" bruises, bumps and wisdom to consulting. Her other areas of expertise include: Train the Trainer System, Strategic Planning and Financial Management, Leadership Responsibilities, Team Development, and Continuous Process Improvement.

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THANK YOU TO OUR MEETING SPONSOR

Edward Jones, Jessica M Engel, CFP, CRPC

Welcome Our New Members!

No new members for June.

Have a great month!

*MEMBERSHIP REQUIRES DUES TO BE PAID TO BE RECOGNIZED IN EHRA SYSTEMS AS A MEMBER.

LET US RECOGNIZE YOU OR A TEAM MEMBER! IF YOU HAVE A FUN PHOTO OR KNOW OF AN ACCOMPLISHMENT OF ONE OF OUR MEMBERS, PLEASE SEND THEM TO AGARRETT@ENERGYSYSTEMSGROUP.COM TO SHARE IN THE NEWSLETTER.

HUMAN RESOURCES
LAW UPDATE

LEGISLATIVE AFFAIRS UPDATE
with Joshua B. Gessling—Legislative Affairs Chairperson

U.S. Supreme Court Stays Reinstatement of Former NLRB Board Member, Gwynne Wilcox

By: Joshua B. Gessling

On May 22, 2025, the U.S. Supreme Court granted President Trump's request to stay the orders enjoining his removal of Gwynne Wilcox from the National Labor Relations Board (NLRB). In doing so, the Court's majority stated that "because the Constitution vests the executive power in the President, he may remove without cause executive officers who exercise that power on his behalf, subject to narrow exceptions …." The Court's majority further stated that its "stay reflects our [the majority's] judgment that the Government is likely to show that … the NLRB … exercise[s] considerable executive power."

President Trump's removal of former member Wilcox from the Board has paralyzed the Board in many ways. Perhaps most notably, Wilcox's removal has left the Board without a quorum. Without a quorum, the Board is unable to decide labor law cases.

The Court's decision to stay the lower court's reinstatement of Wilcox is also significant in that it may signal how a majority of the Court will ultimately decide the issue when it is finally presented with an appeal following a decision on the merits of Wilcox's case.

In the interim, one thing seems clear—the Board's inability to decide labor law cases on the merits will remain impeded until new members are installed and a quorum is achieved.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions about how this information may affect you, you may wish to consult your legal counsel to discuss your specific circumstances. This information cannot be relied upon or substituted for legal advice.



CLASSIFIEDS: JOB POSTINGS & HELP WANTED ADVERTISEMENTS

Help Wanted Advertisements

Companies, Recruiters, and Human Resources Professionals who are seeking applicants for human resource positions may place "Help Wanted" advertisements on the EHRA website. The advertisement, which will run for 30 days, will appear on the EHRA Jobs webpage that can be viewed by the general public. This option also provides additional reach with posts made on the EHRA Facebook, Twitter, and LinkedIn social media pages.

The following rates apply for "Help Wanted" Advertisements:

- EHRA Members: $100/30 days
- Non-EHRA Members: $200/30 days
- Staffing Agencies: $250/30 days

To place a "Help Wanted" job listing, please visit our website and complete the online form. The Communication Chair will review the submission and contact the employer submitting the application. Once the posting has expired, the Communications Chair will contact the employer with an invoice and information on payment.

Job Wanted Advertisements

Members of EHRA who are seeking new career opportunities may place "Job Wanted" advertisements on the EHRA website. The listing, which will run for 30, will appear on the Job Link webpage viewed only by active EHRA members who are logged into the website. If the EHRA member placing this advertisement would like for the listing to be confidential, the EHRA Communication Chair will serve as liaison between the member and interested employers.

These advertisements are free of charge for EHRA members.

Don't miss this months meeting with:

Carrie Van Daele:

Are You Experiencing Pain– My Best Leader Just Got Poached By Another Company

What's Happening at EHRA

2025 board

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