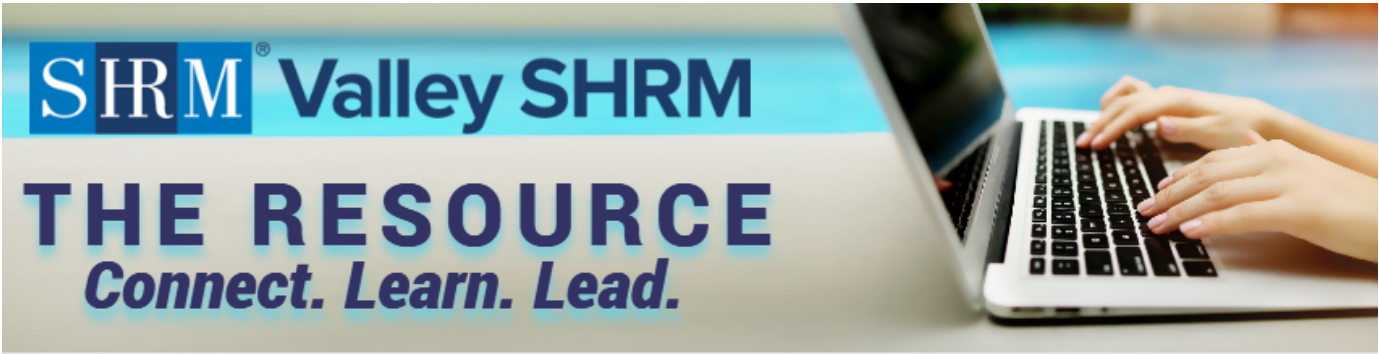




SEPTEMBER 2026

Valley Society for Human Resource Management serves the Great Lakes Bay Region and beyond, supporting HR professionals through education, networking, and leadership development. We are your local resource for HR knowledge, community, and growth. [Learn more and get involved.](#)

SHRM[®] Valley SHRM

Compensation in the AI Era

Building Fair, Competitive,
and Data-Driven Pay Systems

TUESDAY, SEPT. 8, 2026 • 11:15 AM–1:15 PM

Horizons Conference Center + Virtual via Zoom

Presented by Kevin Marrs

Vice President, American Society of Employers

Practical AI + compensation tools for HR teams of any size

KEVIN MARRS

ASE

ASE is a Silver Resource Partner
and September Lunch Sponsor.

MEETING & REGISTRATION INFORMATION

In person or virtual
Horizons Conference Center
6200 State Street, Saginaw, MI 48603

Members: \$30 in person / \$15 virtual
Non-members: \$35 in person / \$20 virtual
Students: \$10 in person

Please register by Thursday, September 3. Registrations received after this date are subject to an additional \$10 late fee. This meeting is included in the 2026-2027 Fast Pass.

REGISTER TO ATTEND

PROGRAM INFORMATION & SPEAKER BIO



Professional Development Credits
Valley SHRM is recognized by SHRM to offer PDCs for SHRM-CP or SHRM-SCP recertification activities.

INSIDE THIS ISSUE

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PRESIDENT'S MESSAGE



We are kicking off a new VSHRM program year with fresh energy and exciting opportunities ahead. As Labor Day approaches, it is also a good time to recognize the people who keep our workplaces and communities moving - and the role HR plays in helping both people and organizations succeed.

Our program year begins with [Compensation in the AI Era: Building Fair, Competitive, and Data-Driven Pay Systems](#), presented by Kevin Marrs, Vice President of the American Society of Employers.

ASE is also VSHRM's Silver Resource Partner and sponsor of our September meeting. Their support helps make our programming possible and strengthens the resources we provide to members and the broader HR community.

For complete information about the Tuesday, September 8 meeting, including the presentation, speaker, location, and virtual attendance options, please see the [meeting information](#) in this newsletter.

We are also offering the [2026-2027 VSHRM Fast Pass](#), a convenient way to cover the full program year at a significant savings. One purchase is \$325 for members or \$395 for non-members, covering all nine monthly meetings plus both half-day seminars, in person or virtual.

You will still register for the meetings you plan to attend, but your program fees will already be paid. The savings are essentially like getting one half-day seminar and two monthly meetings free - plus a full year of professional development, practical ideas, connections, and the opportunity to earn 15+ recertification credits.

A quick note about registration: We recently switched to a new payment system. To receive the VSHRM member rate when registering for programs, you will need to enter the member discount code that was emailed to you. If you did not receive it or cannot locate it, please reach out by email or text and we will be happy to help.

[SHRM + Valley SHRM = Your Complete Membership.](#)

As we continue through our first year as a SHRM membership-required chapter, there may still be some confusion about whether you are a VSHRM member. You do not need to be a SHRM or VSHRM member to attend our meetings. Everyone is welcome.

Membership provides additional benefits, including discounted meeting rates, along with access to national SHRM resources and local opportunities to learn, earn recertification credits, build relationships, and connect with other HR professionals.

If you are already a SHRM member, visit the [VSHRM page](#), log in as a SHRM member, and verify that VSHRM is listed as your local chapter. If it is not listed, follow the prompts to add our chapter. If you are not currently a SHRM member, create a new membership and select VSHRM during the process.

Whether you have been involved with VSHRM for years or are just getting to know us, I hope you will make VSHRM part of your professional year. Attend a meeting, meet someone new, get involved, and take advantage of all our chapter has to offer. I look forward to seeing you September 8 and throughout the year. Have a wonderful Labor Day!

Wendy Yelsik, PHR, SHRM-CP
Human Resources Director | Fabiano Brothers, Inc.
President, Valley SHRM | (989) 621-4819 | [LinkedIn](#)

VSHRM BOARD

JOIN SHRM TODAY

RESOURCE PARTNERS



Our Resource Partners make so much of what we do possible. Their generosity supports our programming, strengthens our chapter, and connects members to expertise and solutions that matter in HR.

Gold: [Brown & Brown](#)
Silver: [ASE](#) and [Marsh McLennan Agency](#)
Bronze: [Jovie Nannies + Sitters](#) and [Wildfire Credit Union](#)

Interested in becoming a Resource Partner? [Contact Ricardo Resio.](#)

FAST PASS & EVENT PASS

ONE PASS. EVERY MEETING. BIG SAVINGS!

2026-2027 Program Year | September 2026 through August 2027
On sale until October 15!

SHRM + VSHRM MEMBER FAST PASS - \$325

Regularly \$395. Members receive a \$70 discount off the Event Pass rate. Save \$178 versus paying per event - like getting one half-day seminar plus two monthly meetings free.

NON-MEMBER EVENT PASS - \$395

Open to everyone - no membership required. Save \$213 versus paying per event - like getting one half-day seminar plus two monthly meetings free.

EVERY PASS INCLUDES:

- Nine monthly meetings - attend in person or virtually
- Two half-day seminars
- 15+ SHRM and HRCI recertification credits
- \$178 in savings
- **New:** Bring one non-member guest to one regular monthly meeting at no charge

Need the VSHRM member discount code? [Text VSHRM to 833-848-2401](#) for assistance.

FAST PASS INFORMATION

SHRM® Valley SHRM

WELCOME NEW & RENEWING MEMBERS

WELCOME TO THE VSHRM DUAL MEMBERSHIP COMMUNITY

This year marked an exciting milestone for our chapter with our move to dual membership (DMR) - bringing VSHRM and SHRM national membership together under one connected community.

We are pleased to recognize the members who have joined us under the SHRM DMR program:

Angelica Aguilar, Amy Ames, Jeffrey Bodrie, Dean Evans, Alicia Fonzi, Rhonda Griggs, Phillip Hale, Lauren Hompstead, Abby Kuch, Courtney Loomis, Ann Lopez, Christa Louks, Tonia Nutt, Kari Peckham, Cara Petoskey, Rachael Phipps, Heather Resmer, Daniel Rinke, Samantha Roth, Lynette Ryan, Alicia Shivers, and April Yennior.

We are grateful to have each of you as part of our growing community of HR professionals, representing employers of all sizes across the Great Lakes Bay Region.

The move to dual membership connects us more closely with SHRM while keeping the local relationships and learning that make VSHRM special. Together, we are building a stronger, more connected chapter than ever before.

We encourage everyone to join us at an upcoming meeting, get involved, and reach out anytime with questions. Thank you for being part of VSHRM.

CELEBRATING OUR RENEWING MEMBERS

Just as we are welcoming new members, we are also celebrating those who are renewing - and the process is working just as we hoped.

To make the transition to DMR as smooth as possible, VSHRM gave every member a dues holiday - waiving chapter dues from January 1 until each member's SHRM membership came up for renewal. It was our way of easing into the new structure without asking anyone to pay twice or renew before their time.

More than 65 members have renewed their VSHRM membership under DMR - a wonderful show of commitment to our chapter and to the HR community across the Great Lakes Bay Region.

If your SHRM renewal date is still ahead, there is nothing you need to do just yet - your dues holiday continues until then, and renewing will be simple when the time comes.

If you have questions about your renewal or membership status, we are happy to help at membership@vshrm.org or through the [Contact Us page](#).

Thank you for renewing, growing with us, and being part of what makes VSHRM special. Here is to a strong year ahead - together.

RENEW OR EXPLORE MEMBERSHIP

SHRM + VSHRM MEMBERSHIP



Valley SHRM

CONNECT. LEARN. LEAD.

Grow your HR network and stay connected to resources, ideas, and professionals across the Great Lakes Bay Region & beyond.

WHY JOIN?



Professional Networking



Relevant HR Programs



Local Resources & Support



Member Pricing at VSHRM Events



Already a SHRM member?

Select Valley SHRM (0222) as your primary chapter in your SHRM profile.



Not yet a SHRM member?

Join SHRM and select Valley SHRM (0222) as your primary chapter.



Questions?

membership@vshrm.org



All Are Welcome

MISHRM STATE CONFERENCE



STATE CONFERENCE 2026
MISHRM
MICHIGAN COUNCIL OF SHRM



Culture
CATALYST

VSHRM MEMBER INVITATION



Valley SHRM

LEARN. CONNECT. LEAD.

VSHRM MEMBERS — JOIN US IN 2026!

OCTOBER 21-23, 2026

DEVOS PLACE • GRAND RAPIDS, MICHIGAN

40+ BREAKOUTS

Fresh perspectives

KEYNOTE SPEAKERS

Ideas that inspire

HR STRATEGIES

Practical takeaways

CONNECTIONS + CREDITS

Network and earn credits

When registering, select VSHRM as your local chapter.

VSHRM members attending the October 21-23 conference should select Valley SHRM as their local chapter when registering.

Valley Society for Human Resource Management | affiliate.shrm.org/vshrm/en

[Jump to Page 1](#)

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SURVEY GIFT CARD WINNERS



Valley SHRM

Gift Card Winners



VSHRM Year-End Experience Survey

Congratulations to our second gift-card winner: **Abbie Kuch!**

The [survey](#) is still open. If you have not yet participated, please complete it today for your chance to win a \$25 gift card. Your feedback helps VSHRM improve our programs, resources, and member experiences.

August Monthly Meeting Survey

Congratulations to gift-card winner **Kari Peckham!**

A special thank-you to [Reward Builder](#). For every 25 completed surveys, Reward Builder is donating one \$25 gift card - up to five total. The more responses we receive, the more winners we can celebrate.

COMPLETE THE SURVEY



ACTIVE JOB POSTINGS



Valley SHRM + HR JOB POSTINGS



Did You Know? Post HR Jobs for FREE with VSHRM!

VSHRM offers free job postings for both members and non-members on our website and social media platforms. With a membership base spanning the Great Lakes Bay Region and beyond, your opening will reach a broad and engaged network of HR professionals.

Whether you're hiring an HR generalist or a VP of Talent, this is a great (and free!) way to connect with the right candidates.



It's easy! Just email your job details to: communications@vshrm.org

Let us help you find your next great HR hire!

View current HR opportunities at [VSHRM Job Postings](#) or email communications@vshrm.org to submit an opening.



Valley SHRM

LEGAL UPDATE

IRS UPDATES FAQs ON QUALIFIED OVERTIME DEDUCTION

IR-2026-88, August 6, 2026 - The Internal Revenue Service updated frequently asked questions about deductions for qualified overtime compensation.

The updated FAQs are available in [Fact Sheet FS-2026-13](#) and revise FS-2026-01, issued in January 2026. The IRS also maintains a [qualified overtime deduction Q&A](#) online.



...

COLLEGE RELATIONS

Dr. Amy McGinnis, SHRM-SCP, SPHR

College Relations Chair, Valley SHRM

...

FALL 2026 MENTORSHIP OPPORTUNITIES

SHRM and the SHRM Foundation have opened [Fall 2026 mentorship opportunities](#) for registration. Please share them with students, emerging HR professionals, and SHRM members in your network. [Learn more about all mentorship offerings.](#)

[HR PATHWAYS & PERSPECTIVES](#) (Open to all | No fee)

This virtual monthly series features a panel of HR leaders representing diversity in demographics, industry experience, HR function, and level who share stories and insights from their HR career journeys. Sessions are open to members and non-members.

- [Sept. 23 | 6:30-7:30 p.m. ET | Global HR](#)
- [Oct. 22 | 6:30-7:30 p.m. ET | Inclusion & Belonging](#)
- [Nov. 18 | 6:30-7:30 p.m. ET | Talent Acquisition](#)
- [Dec. 15 | 6:30-7:30 p.m. ET | Emerging HR Trends](#)

[HR TALENT ACCELERATOR](#) | Fall 2026 Cohort (SHRM members only)

This virtual program is designed to expand and diversify networks, level up skills, and increase access to career-growth opportunities for HR students and emerging HR professionals.

Each week of the four-week program focuses on a different aspect of HR, ranging from talent acquisition to learning and development, data analytics, and inclusion and belonging.

- October schedule:**
- Oct. 7 | 6:00-7:30 p.m. ET | Talent Acquisition & Employee Onboarding
 - Oct. 14 | 6:00-7:30 p.m. ET | Learning & Development
 - Oct. 21 | 6:00-7:30 p.m. ET | Data Analytics
 - Oct. 28 | 6:00-7:30 p.m. ET | Inclusion & Belonging

Each 90-minute session includes a facilitated 30-minute discussion and a project-based learning challenge in small groups. Mentors provide coaching and feedback. Participants who complete at least three of the four sessions earn a Certificate of Achievement and up to six professional development credits annually.

These programs offer practical career insight, stronger professional networks, mentoring relationships, and opportunities to earn professional development credits.

HR CAREER MENTORING | FALL 2026 COHORT

[HR CAREER MENTORING](#) (SHRM members only)

This three-month, one-on-one structured mentoring experience assists students and emerging HR professionals in clarifying career goals, developing career plans, and strengthening high-demand HR skills.

Group coaching sessions equip mentors and mentees with tips, tools, and tactics to integrate into their work together.

- Group coaching schedule:**
- Sept. 9 | 12:00-1:00 p.m. ET
 - Oct. 7 | 12:00-1:00 p.m. ET
 - Nov. 10 | 12:00-1:00 p.m. ET

After an individual submits interest in the HR Career Mentoring program, SHRM will confirm eligibility. Eligible participants will receive a follow-up request for additional information to support the matching process.

Registration for all opportunities is available [here](#). Questions may be directed through the registration materials.

REGISTER FOR MENTORSHIP

TEXT UPDATES

VSHRM OFFERS TEXT UPDATES!

Stay in the loop with the latest VSHRM news, events, and reminders - right on your phone.

[Send VSHRM to 1-833-848-2401](tel:1-833-848-2401) to sign up for our text messages.

After signing up, you will receive an automated message from VSHRM confirming your subscription.



VSHRM FINANCIALS

Submitted by Patty Alfano, VSHRM Treasurer | Program Year: September 2025 through August 2026

Category	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Program Year Total
INCOME													
Programs & Events	\$5,498.00	\$1,018.00	\$615.00	\$986.00	\$2,179.00	\$30.00	\$11,094.00	\$4,048.00	\$4,239.00	\$1,775.00	\$0.00	\$410.00	\$31,892.00
Membership & SHRM	\$200.00	\$240.00	\$130.00	\$110.00	\$481.00	\$1,651.25	\$791.25	\$1,292.25	\$421.00	\$309.58	\$1,255.00	\$0.00	\$6,881.33
Sponsorships & Fundraising	\$0.00	\$0.00	\$0.00	\$0.00	\$6,600.00	\$891.00	\$2,200.00	\$1,700.00	\$3,059.00	\$0.00	\$0.00	\$0.00	\$14,450.00
Other Income	\$0.00	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,500.00
TOTAL INCOME	\$5,698.00	\$1,258.00	\$745.00	\$2,596.00	\$9,260.00	\$2,572.25	\$14,085.25	\$7,040.25	\$7,719.00	\$2,084.58	\$1,255.00	\$410.00	\$54,723.33
EXPENSES													
Programs & Events	\$1,033.57	\$1,075.53	\$1,369.78	\$149.76	\$7,795.91	\$1,500.00	\$1,126.16	\$0.00	\$11,321.66	\$8,409.22	\$500.00	\$1,037.10	\$35,318.69
Board & Administration	\$398.26	\$2,402.24	\$1,548.72	\$1,083.12	\$869.03	\$230.00	\$1,954.18	\$933.64	\$886.78	\$1,359.85	\$898.98	\$49.72	\$12,614.52
Membership & SHRM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20.00	\$70.00	\$263.50	\$1,703.88	\$1,000.00	\$1,103.94	\$0.00	\$4,161.32
Sponsorship	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,500.00
TOTAL EXPENSES	\$1,431.83	\$4,977.77	\$2,918.50	\$1,232.88	\$8,664.94	\$1,750.00	\$3,150.34	\$1,197.14	\$13,912.32	\$10,769.07	\$2,502.92	\$1,086.82	\$53,594.53
OVERALL TOTAL / NET INCOME (LOSS)	\$4,266.17	(\$3,719.77)	(\$2,173.50)	\$1,363.12	\$595.06	\$822.25	\$10,934.91	\$5,843.11	(\$6,193.32)	(\$8,684.49)	(\$1,247.92)	(\$676.82)	\$1,128.80

Welcome SEPTEMBER!

★ — Happy Labor Day! — ★

We honor the **work**, **workplaces**, and **people** that strengthen our communities.

Here's to a productive season ahead—and to the *positive difference* you make every day.

Thank you for reading *The Resource*. [Visit Valley SHRM online](https://affiliate.shrm.org/vshrm/en) for upcoming events, membership information, job postings, and chapter news.