



December 2015

Dulles SHRM - Your Chapter of Choice

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Embry Rucker, SHRM Foundation



2015 Annual Sponsor



Proforma Screening Solutions is a leading background screening company. Founded by industry veterans and leaders with deep and broad background screening experience, Proforma sets the standard for compliant, accurate, and cost-effective programs.

We understand your risks and address your screening requirements with solutions that automate compliance, build a culture of trust and safety, and reduce the risks of negligent hiring. Proforma offers complete and affordable screening solutions that result in actionable information to drive better employment-related decisions.

[Contact Us](#)

President's Message

By Courtney Nicholson



Happy Holidays to you all! It was a great year at Dulles SHRM and I want to thank all of our valued members an incredible Board of Directors, listed below:

President-Elect

Past President

Secretary

Treasurer

Vice President of Programs

Vice President of Membership

Assistant Vice President of Membership

Assistant Vice President of Membership

Vice President of Sponsors

Director, Social Media & Newsletters

Director of Diversity & Workforce Education

Discussion Group Director

Student Chapter Liaison

Legislative Liaison

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Certification Representative

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Director At Large

Director At Large

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Doug Rogers

Matt Nieman

Charlan Cornwell, PHR

Susan Helling

Maggie Jones, SPHR

Linda White (also President-Elect),

and Amy Civilikas (also VP of

Programs)

Madi Robison

Beth van Burk, SPHR

Teresa Buchholz

Chelsea Rutherford

Please join us in celebrating 2015 and inducting the new Board of Directors for 2016 at our Holiday Party on December 16th!!

Upcoming Events – December Discussion Group

Effectively Managing Commitments, Relationships & Results

Thursday, December 3, 2015
7:30am. to 9:30a.m.

In our fast paced economic environment, companies, leaders and individuals are constantly looking for ways to become more efficient just to keep up. What if we do not focus on staying with the crowd and instead gain competitive advantage by becoming more effective? What if we create impact by understanding the strength of individuals, teams and organizations? What if we reach untapped potential by aligning personal and professional goals and values?

The foundation of effectiveness rests on three critical questions:

1. What are your goals and values?
2. What are your strengths, competencies and talents and how are you using them?
3. What are your patterns to solve problems?

Participants of this workshop will be introduced to using

- Strengths Finder and other strategies and tools to help employees:
- Define and achieve their personal and professional goals
- Develop an appreciation for your skills, strengths, untapped potential, communication and conflict resolution styles
- Consider a path to alignment

Our Facilitators

Mimi Mazarei, SPHR; Principal
Randie Reilly, MBA; Principal

Mimi and Randie are principals of Merzad Consulting. They possess a limitless appetite to find simple and fun ways to bring learning to organizations. They believe organizations achieve maximum productivity when their leaders value the strengths and interests of their team members and leverage their complementary talents and contribution. They are most passionate about creating high performing, innovative and collaborative cultures that harnesses the untapped potential within the organization. They specialize in the development and alignment of high performing individuals, teams and organizations.

There is no fee for attendance. Due to limited seating advance registration is required [Register Now!](#)

Location: Westfields Marriott
14750 Conference Center Dr
Chantilly, VA 20151
703-577-7013

Dulles SHRM Annual Membership Survey

Your Opinion Matters!

Dulles SHRM is conducting its annual membership survey through Monday, December 7th. Your opinions matter to us! We select program offerings and schedules, discussion groups, website content, and more based on your feedback. Please take a few minutes to complete this brief survey. Your answers are confidential. Thank you in advance for your time and thank you for making Dulles SHRM your Chapter of Choice!

[Start Survey Now](#)



HR Leadership Awards celebrates its 15th Anniversary this year! They have lots to celebrate this year including a new online application process and a new CHRO of the Year award category. Save the date for the 15th Annual Awards Gala on June 7th at the Marriott Washington Wardman Park. 2016 Sponsorships Available!
www.hrleadership.org/sponsor

Would you like some personal guidance filling out an exceptional application? Let us help you! We will be holding workshops from November 2015 - February 2016 providing tips and reviewing applications with the help of former HRLA judges and Nominations and Judging Committee Members.

For more information on the awards visit <http://hrleadership.org/awards>.



Dulles SHRM Annual Holiday Partry

Wednesday, December 16, 2015

5:30pm to 8:00pm

Hidden Creek Country Club
1711 Clubhouse Road
Reston, VA 20190

Happy Holidays

Join us for our annual holiday party and installation of 2016 board of directors. There will be plenty of opportunities to see old friends, establish new relationships and win door prizes. All attendees will also receive one free drink ticket as a thank you for your continued support of the chapter.

Cost: \$10 Members pre-registered \$20 Members at the door

\$40 Nonmembers at the door - and if you are a national SHRM member, this will pay for your Dulles SHRM chapter membership for 2016!

Happy Holidays

We will be collecting items for Embry Rucker Foundation at the holiday party.

Current items in need are

Gloves, underpants/underwear (boxers/briefs, thermal tops and bottoms, sports bras, panties),
socks, coats, blankets, water bottles

Also see fall and winter wish list on the following pages

EMBRY RUCKER COMMUNITY SHELTER 2015/2016 FALL AND WINTER WISH LIST

Drive Coordinators and Large Volume Donors: we kindly request that you contact **Susan Alger, Volunteer Manager**, at susan.alger@cornerstonesva.org or (571) 323-1383 to coordinate a time for donation drop off.

Individual donations are accepted any time. Large volume drop-offs are most convenient for our operations between 10:00 a.m. - 2:00 p.m. M-F, or by appointment. **Please deliver all donations to the Embry Rucker Community Shelter, 11975 Bowman Towne Drive, Reston, VA 20190.**

GIFT CARDS	
♦ Target	♦ Metro SmartCard/Bus tokens
♦ CVS	♦ Hair Cutlery
♦ Kmart	♦ Sporting goods stores
♦ Giant	♦ Payless Shoes Store
♦ Safeway	
♦ Gas Station	

PERSONAL ITEMS **New and unopened only**	
♦ Deodorant	♦ Sweatpants: men's/women's (new)
♦ Toothpaste	♦ Flip flops/shower shoes: men's/women's
♦ Disposable razors	♦ Foot spray/foot powder
♦ Men's underwear: boxers/briefs, t-shirts, & thermal tops/bottoms (new)	♦ Shampoo
♦ Women's underwear: panties, sports bras, & thermal tops/bottoms (new)	♦ Shaving cream
♦ Socks: men's/women's (thermal, athletic, & dress) (new)	♦ Toothbrushes
	♦ Facial tissues
	♦ Hand sanitizer
	♦ Feminine products (pads)
	♦ Nail clippers

CHILDREN'S ITEMS	
♦ Baby wipes	♦ Baby powder
♦ Diapers/Toddler training pants (larger sizes)	♦ Occasional need for new cribs, strollers, swings & car seats
♦ Children's underwear, t-shirts, tank tops, socks (new)	
♦ Children's sweatpants/sweat shirts (new)	
♦ Baby shampoo	
♦ Baby bottles (new)	

ACCESSORIES / MISCELLANEOUS	
♦ Towels	♦ Sleeping bags (new)
♦ Lip balm	♦ Watches
♦ Wash cloths	♦ Alarm clocks (battery operated)
♦ Bottled water	♦ Flashlights
♦ Rain Gear/Ponchos	♦ Mesh laundry bags
♦ Pillows (new)	♦ Sunglasses
♦ Twin Sheets and Pillow cases	♦ Reading glasses
♦ Blankets (no comforters)	♦ Flash drives
♦ Backpacks, briefcases, tote bags	♦ Sunscreen
♦ Hats/ball caps	♦ Ziploc/Hefty Plastic Big/Jumbo Bags (15"x15")
♦ Batteries of all sizes	
♦ Umbrellas	

KITCHEN SUPPLIES	
♦ Bottled water	♦ Cold cereals
♦ Paper plates, cups, napkins	♦ Instant oatmeal
♦ Disposable insulated cups & bowls	♦ Grits
♦ Coffee (large cans preferred)	♦ Rice
♦ Mayonnaise	♦ Cooking oil
♦ Plastic utensils	♦ Ketchup & Mustard
♦ Gallon Size Milk 2% or whole	♦ Sugar
♦ Large (#10) cans of corn and green beans	♦ Sugar-free drink mix
	♦ Artificial sweeteners
	♦ Sugar-free maple syrup
	♦ Hot chocolate
	♦ Hot tea

CLEANING ITEMS	
♦ Kitchen trash bags	♦ Laundry detergent: liquid, low suds only
♦ Utility trash bags	♦ Lysol Air Freshener
♦ Anti-bacterial wipes	♦ Paper towels
♦ 409 Disinfectant Spray Cleaner	♦ Plug-ins refills
♦ Windex	
♦ Bleach	



****Bolded items are especially needed at this time****

Cornerstones provides housing assistance and other support services to individuals and families in need.



EMBRY RUCKER COMMUNITY SHELTER 2015/2016 FALL AND WINTER WISH LIST

Specific Donation Questions

ITEM	WHERE TO DONATE
Books	Please donate to your local library.
Used Car Seats; High Chairs; Cribs	For safety reasons, we can only accept new items with safety manuals.
Cars	To donate a car to Cornerstones, please contact Alacia Earley, Volunteer and Drives Manager, at 571.323.9568. Vehicles must meet the following standards: <ul style="list-style-type: none"> • <i>Excellent working condition</i> • <i>Current Virginia safety and emissions inspection tags</i> • <i>Paperwork, including car title, must be signed over to Cornerstones</i>
Cell Phones	We do not accept used cell phones. Please consider donating to: <ul style="list-style-type: none"> • <i>CellPhonesforSoldiers.com</i> • <i>Verizon Wireless: 703.437.2600</i> • <i>Fairfax County Police Station: 703.691.2131 or 703.478.0904</i>
Used Clothing / Shoes	We do not accept used clothing / shoes. Please consider donating to: <ul style="list-style-type: none"> • <i>The Clothes Closet, Herndon: 703.437.7652</i> • <i>Women Giving Back: 703.554.9386</i> • <i>McLean Bible Church Clothing Share: 703.790.5590</i> • <i>Goodwill of Greater Washington: 703.533.1840</i>
Computers / Printers	<ul style="list-style-type: none"> • Computers must include a word processing program/package and be less than 3 years old. • Printers should be less than two years old. • All power cords for computers and printers must be included. • For computers 5 years old or less donate to: Reboot Reuse Rebuild www.rebootreuserebuild.org
Food Items not on Shelter Wish List	To make a general food donation to Cornerstones, please contact Minnie Orozco, Assistance Services and Pantry Program Coordinator at 571.323.1410.
Furniture	To make a furniture donation to Cornerstones, please contact His Hidden Treasures at info@HisHiddenTreasures.com . www.hishiddentreasures.com Furniture is also accepted by Troy and Lois Hughes at B Junk Free Junk for a Fee - Donations for Free 703-395-5522 www.jbgone.com
Opened or Used Toiletries	We can only accept unopened and unused toiletry items.
Used Toys	For safety reasons, we can only accept new toys.

For more information, contact Susan Alger, Volunteer Manager, at susan.alger@cornerstonesva.org or (571) 323-1383.

Welcome

New & Returning Members!



Crishaun Ferguson

Lisa Hoang

BJ Johnston

Carrie Kurtz

Brad Sussman

**Thank you for making Dulles SHRM
*Your Chapter of Choice***



**JOIN THE DULLES SHRM
CHAPTER TODAY!**

It's tough in today's fast-paced work environment to maintain top performance as a human resource management professional. You need all the help you can get!

Benefits of Being a Dulles SHRM Chapter Member

- **Exposure to other HR professionals and companies** revealing how other organizations handle various human resource situations, procedures, policies, etc
- **Targeted resource** for HR professionals that are in career transition as well as employers that seek HR talent
- **Monthly chapter meetings & discussion groups** that are pertinent and of concern to HR professionals
- **PHR/SPHR Certification classes** to help prepare you for the certification exams
- **Access to a network of professionals and specialists** providing HR information that might otherwise be difficult and/or expensive to obtain
- **Opportunity to develop relationships and contacts** in other companies to share information on HR concerns
- **Availability of local professional development opportunities** to improve your competence
- **Availability of up-to-date information** on pending legislation that may impact your company's operations
- **Opportunity to develop leadership skills** by taking on a volunteer leadership role in a local chapter
- **Development of a reputation and credentials** in the HR field
- **Reduced rates** to attend our monthly chapter meetings (Members pay \$35; non-members pay \$55)

Joining our chapter is very easy!

1. To join our chapter, please click on this link: [Join Dulles SHRM](#)
2. Since we are a 100% Chapter, you must be a current member of National SHRM. To join National SHRM, please click on this link: [National SHRM Application](#)

Another successful year of Dulles SHRM is almost complete and we want to make sure that you are set for 2016.

By joining November 1st of 2015, you actually receive 14 months of membership for the cost of 12!

If you have any questions, please contact our Membership Chair:

Rae Duffy, VP of Membership: 703-385-7200 x118 or Rae.Duffy@bbgbroker.com



Congrats to our Monthly Education Winners!



Congratulations to Carl Prator! Carl was the lucky winner of our educational certificate drawing at our November Chapter Meeting, and he received a \$100 certificate good for HR-related training expenses. Did you know that Dulles SHRM awards an educational certificate every month at chapter meetings? These certificates are valid for one year. We will award another certificate to a lucky HR professional in December at the Dulles SHRM Holiday Party—so step right up, and drop your business card in the bowl when you arrive. Best of luck and Happy Holidays!!

Dulles SHRM Provides Double Support to Embry Rucker Shelter on October!!

Reston Interfaith has a new name. Our mission stays the same.



Dulles SHRM Supports to Embry Rucker Shelter!

Dulles SHRM has a long history of supporting Embry Rucker Community Shelter (ERCS), located right here in Reston. As you may know, ERCS is a 70-bed residential shelter that provides healthy, safe, emergency housing for families and single men and women. The staff at ERCS is dedicated to helping their clients overcome the circumstances that led to their homelessness, and they facilitate their transition to stable living. Dulles SHRM is proud to assist their efforts. Every month, we collect donations at chapter meetings that are used to fund shelter operations. In November, Dulles SHRM members reached into their pockets, and raised another \$71 for ERCS. Thanks for continuing to support ERCS—your generosity makes life a whole lot easier for folks in need in our community!!



Dulles SHRM Supports SHRM Foundation at Fall Seminar & October Chapter Meeting

Your donations make a difference—please keep them coming!

Dulles SHRM Supports SHRM Foundation at November Chapter Meeting!

Your donations make a difference—please keep ‘em coming! Did you know that Dulles SHRM provides ongoing support to the SHRM Foundation throughout the year? Each month, we raise funds for the Foundation’s research activities by holding a 50-50 raffle—a terrific way for our members to win some cash while supporting HR education and research! Tickets are \$1 each or 7 for \$5. Our lucky winner receives 50% of the total collected, and the other 50% goes to support the work of the SHRM Foundation. At our November Chapter meeting, we collected \$56. Steve Pace, our lucky 50-50 winner, donated his \$28 winnings right back to the Foundation, so our total support this month was \$56—thanks, Steve!!! Don’t forget to buy a ticket or two at the December Holiday Party. As the saying goes, “may the odds be EVER in your favor,” and thanks for your continuing support of the Foundation’s mission!!



Courtney Nicholson - President
Cindy Snyder, SPHR - Media Director

Dulles SHRM
PO Box 1249
Herndon, Virginia 20172-1249

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Email submission requests to dullesshrmmedia@gmail.com. Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](http://www.shrm.org).

*Chapter affiliate of the Society of Human Resource Management
Proud to serve as your Chapter of Choice Since 1987*

Thank you to our members...

*Over 300 Top Human Resource Professionals in the Dulles Corridor
Learn more at dulles.shrm.org/*

