



Annual General Meeting 2013

President's Address by Ahisha Bodden

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Strategic Plan

2012-2014

Strategy 2012-2014

Elevate the current membership's expertise and credibility in the field of human resources through professional development and public awareness.



Strategic Goals 2012-2014

- Provide options for professional development which elevate member's professional expertise
- Build the credibility of HR as a profession in the Cayman Islands through public awareness and networking opportunities





Financial Report

2012-2013

Financial Results 2012-2013



Budget Code	Income/Revenue	2012-2013 Actual Income	YOY Actual vs Actual	2012-2013 Forecast Income	2011 - 2012 Actual Income
101	Membership fees	\$23,545.00	-9.19%	\$26,000.00	\$25,708.53
102	Training & Education (Certificate in HRM, Professional Development, Hot Topics, Breakfast Sessions/ Webinars)	\$35,610.00	75.64%	\$20,000.00	\$8,673.03
103	Income from Conference	\$87,497.00	68.54%	\$87,497.00	\$27,525.00
104	Income from membership luncheons	\$0.00	N/A	\$0.00	\$0.00
105	Income from Top Employer Award	\$15,000.00	1.47%	\$15,000.00	\$14,780.00
106	Social events	\$0.00	N/A	\$1,000.00	\$1,000.00
TOTALS		\$161,652.00	51.94%	149,497.00	77,686.56

Budget Code	Expense Activity	2012-2013 Actual Expense	YOY Actual vs Actual	2012-2013 Forecast Expense	2011-2012 Actual Expense
001	Annual Conference	\$78,306.23	81.39%	\$78,306.23	\$14,575.77
002	Training & Education (Certificate in HRM, Professional Development, Hot Topics, Breakfast Sessions/ Webinars)	\$19,551.55	50.84%	\$10,000.00	\$9,611.90
003	Web Site + IT Development	\$500.00	-404.00%	\$750.00	\$2,520.00
004	Scholarship/ Personal Development Fund	-	N/A	\$10,000.00	\$0.00
005	Social Events (4) [Wine & Cheese]	-	N/A	\$1,000.00	\$371.16
006	CML Assistance	\$22,034.43	52.32%	\$12,000.00	\$10,505.21
007	Top Employer Award	\$18,200.00	-15.67%	\$18,200.00	\$21,052.39
008	Membership luncheons (3) & AGM	\$1,838.85	38.01%	\$1,500.00	\$1,139.88
009	Audit	\$2,132.00	100.00%	\$2,000.00	\$0.00
010	Member of the Year Award	-	-	-	\$0.00
011	Misc Expenses (PO Box, bank charges, gifts, etc)	\$1,500.00	16.96%	\$1,500.00	\$1,245.61
012	Training + Education Board members	\$2,521.50	-18.98%	\$3,000.00	\$3,000.00
013	Sponsorships Donations & Career Fair 2012	\$2,000.00	-103.50%	\$2,000.00	\$4,070.00
TOTALS		\$148,584.56	54.17%	140,256.23	68,091.92

2012/13 Actual Income - Expense	YOY	2012/13 Forecast Income - Expense	2011/12 Actual Income-Expense
2012/13 Surplus (Actual)	Actual vs Actual	2012/13 Surplus (Forecast)	2011/2012 Actual Surplus
13,067.44	26.58%	9,240.77	9,594.64

SURPLUS **

Membership

2012-2013



Membership Update



1st September 2012

189 Members

- 66% Full
- 32% Associate
- 2% Student

31st August 2013

205 Members (^ 8% YOY)

- 63% Full
- 24% Associate
- 12% Student



Referral Bonus

Refer a new member and receive 25% off your next training session



Professional Development

2012-2013

Professional Development Update...



Networking Opportunities

2013-2014



Launched Annual Christmas Party in 2012

- Held at Barolo Lounge with drinks, nibbles, gifts and prizes
- 40+ members & friends attended

Breakfast Sessions 2012-2013

Presentations & discussions on current topics affecting HR in Cayman:

Immigration – New Visitor Working Visas Health Insurance Update

AON – the new SHIC Plan

DOLP Overview

Workforce Safety

DOLP and NWDA – Joint Update

Pensions

Shirlaws and Wellness Centre – Finding the Middle Ground

Coming soon...

Young Cayman Leadership Awards



Partnerships

2013-2014

Partnerships 2013-2014

- Young Caymanian Leadership Award
 - ✧ Nomination drive
- Career Services
 - ✧ Career database- JD review
- National Workforce Development Agency
 - ✧ Mock interviews
 - ✧ Trainers
- Department of Immigration
 - ✧ Work Permit Process Review Committee

New Website

2013-2014



All new CISHRP Website!

Clean

Fresh



User friendly

Improved features...

A simpler, easier system to apply for membership



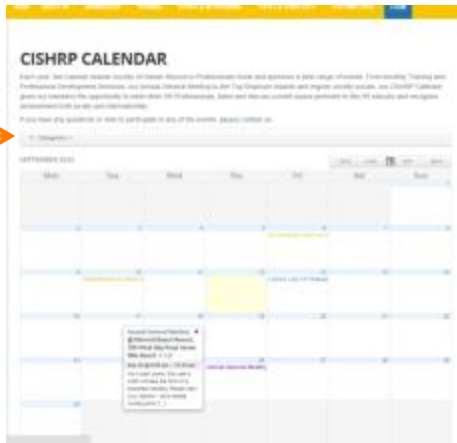
Sidebar detailing upcoming events and training sessions



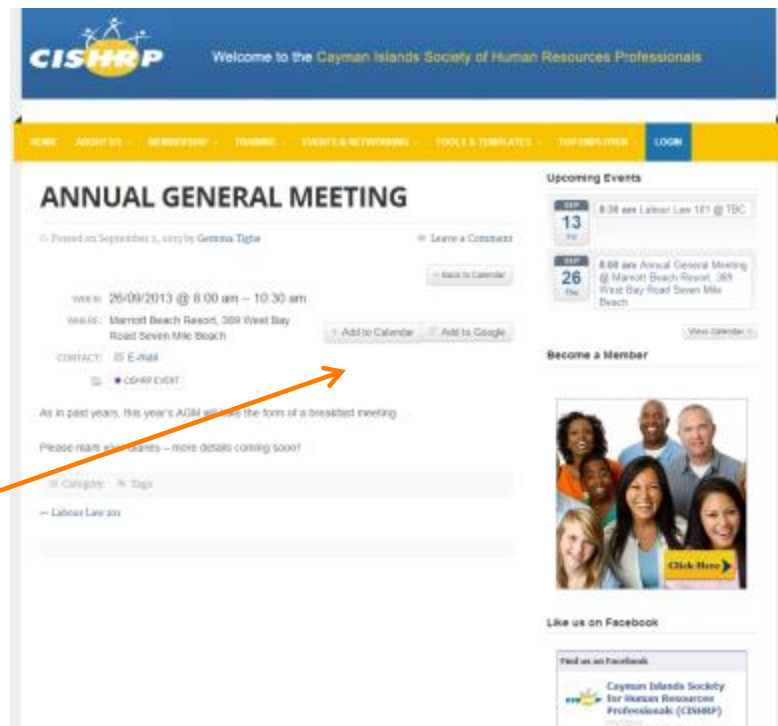
Keep your contact details updated with us at the click of a button

New features...

An online
CISHRP
Calendar



View all upcoming events
and training sessions and
register online



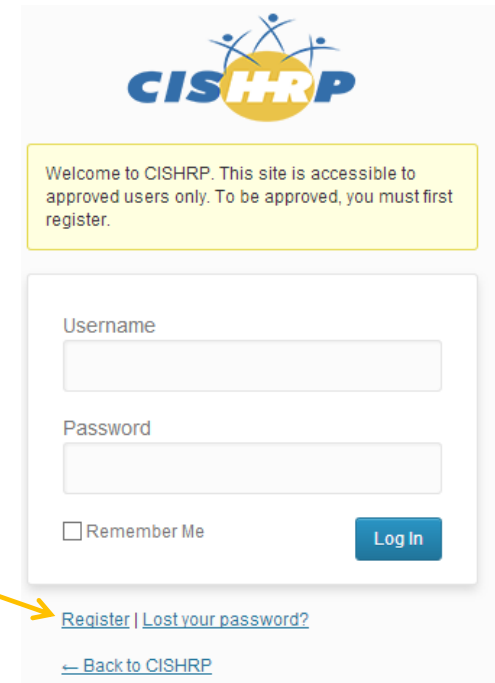
Add the event to your
outlook or Google calendar

Follow these easy steps to start taking advantage of the fantastic CISHRP website:

1. Go to www.cishrp.ky and select Log In



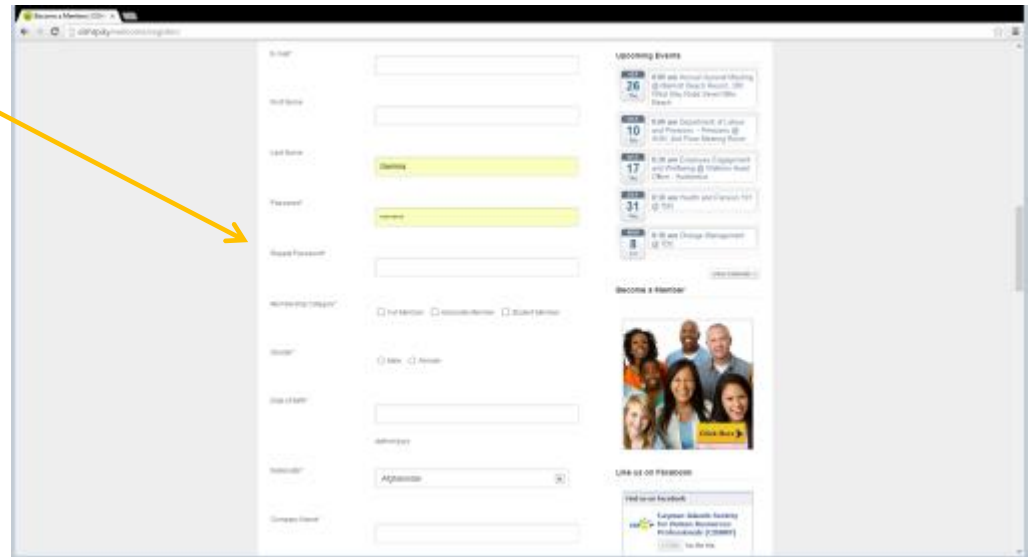
2. Select Register with the new site.

A screenshot of the CISHRP login and registration form. The form is white with a blue header containing the CISHRP logo. Below the header is a yellow box with the text "Welcome to CISHRP. This site is accessible to approved users only. To be approved, you must first register." Below this is a white box with input fields for Username and Password, a checkbox for Remember Me, and a blue Log In button. At the bottom of the form are links for Register, Lost your password?, and Back to CISHRP. A yellow arrow points from the text "Select Register with the new site." in the second step to the Register link.

Follow these easy steps to start taking advantage of the fantastic CISHRP website:

3. Complete the registration form, entering **all information requested** including a new Username and Password.

4. CISHRP will check membership status, update your details on our database, and approve your access.

A screenshot of a web browser displaying a registration form for CISHRP. The form is titled "Registration" and includes fields for "First Name", "Last Name", "Email", "Username", "Password", "Repeat Password", "Membership Category", "Gender", "Date of Birth", "Address", "City/State", and "Company Name". The "Username" and "Password" fields are highlighted in yellow. A yellow arrow points from the text in step 4 to the "Membership Category" field. To the right of the form, there is a "Upcoming Events" section with a list of events and a "Become a Member" section with a photo of a group of people and a "Join Now" button. Below that is a "Line of Freedom" section with a logo and text.

5. When access is approved you will receive an e-mail of confirmation – simple!