

Background:

The Charlotte region is served by a large number of non-profit human services and arts organizations that collectively provide essential services and improve our quality of life. Most of the non-profit organizations are direct affiliates of one of two major funding organizations:

- United Way of Central Carolinas
- Arts & Sciences Council

Although United Way and ASC provide a stable source of funding for their member organizations, they provide little else in the way of consulting or support services.

Statement of the Issue:

As HR professionals, we understand the critical role that compliance with labor and employment law plays in any organization. In many of our smaller non-profits, there is no funding for a dedicated HR function. Quite often the HR role is performed by the agency's executive director, his/her secretary or even another staff person who may also have responsibility for providing client services. While non-profit agencies are no different in having an ongoing need for HR expertise and advice for both strategic and operational decisions, unfortunately, most cannot afford to have this expertise in-house. Budget limitations can unnecessarily put them at risk for being sued or fined for non-compliance or employment law violations. Many just have basic needs for review and revision of their basic personnel policies, advice on compensation schemes, employee benefits plans, etc.

How CASHRM Will Help:

In order to meet the demand for HR advice to our local agencies, CASHRM is announcing a project to provide no cost consulting and advisory services to Charlotte non-profit agencies. CASHRM will develop a volunteer pool of talented HR practitioners and consultants known as **HR On-Call**, who desire to assist agencies:

- As a member of their Board of Directors or Personnel Committee. This provides a path for interested CASHRM members to develop community service leadership and visibility
- As HR subject matter experts who are willing to assist agencies on an ad hoc consulting basis – whether it be a review of their personnel manual to a recommendation for benefits, etc.

United Way of Central Carolinas and Arts & Sciences Council leadership have been briefed on this project and have enthusiastically voiced their support of the project and their willingness to communicate and promote CASHRM's offer of assistance to their member agencies.

What Can YOU Do to Help?

If you are interested in participating in this important community service project, we are seeking volunteers for:

- Project Committee – responsible for developing processes to administer HR On Call on an ongoing basis and recruit volunteers to participate
- **HR On Call** team – volunteers willing to serve a local agency either as a designed board member with HR expertise or willing to provide pro bono consulting services to an agency in any area of human resources

NOTE: This project is designed to provide no cost pro bono services to local non-profit agencies. Those participating in **HR On Call** are expressly prohibited from marketing or selling their services to any agency or organization that they are working with as a part of the **HR On Call** project.

If you're interested in serving, or need more information,

please contact Larry Valenti, SPHR, GPHR

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